

Job Code Catalog: Education

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
EDM010	Mgr, Education Prgm	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Manages goals and objectives for an educational program and plans implementation strategies. Monitors and evaluates results and recommends improvement to goals and objectives. May manage program resources. Directs subordinate supervisors and staff.		Bachelor's degree in education, administration, public administration, or a related administrative field in the area of assignment from an accredited college or university, L-5 certification, and two (2) years of program management experience in an educational setting.	
Job Code	Job Title	Salary Plan	Grade
EDM011	Sr Mgr, Education Prgm	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary	Entry Qualifications		
Directs and develops goals and objectives for an educational program and plans implementation strategies. Monitors and evaluates results and recommends improvement to goals and objectives. May manage program resources. Directs subordinate managers and staff.		Bachelor's degree in education, administration, public administration, or a related administrative field in the area of assignment from an accredited college or university, L-5 certification, and four (4) years of program management experience in an educational setting.	
Job Code	Job Title	Salary Plan	Grade
EDM012	Dir, Education Prgm	SWD	R
Min Salary	Mid Salary	Max Salary	
\$95,324.50	\$127,321.19	\$159,317.88	
Job Summary	Entry Qualifications		
Oversees administration and direction of a comprehensive educational program. Develops goals and objectives for an educational program and plans implementation strategies. Monitors and evaluates results and recommends improvement to goals and objectives. May manage program resources. Provides leadership to subordinate managers and staff.		Bachelor's degree in education, administration, public administration, or a related administrative field in the area of assignment from an accredited college or university, L-5 certification, and seven (7) years of program management experience in an educational setting.	

Job Code Catalog: Education

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
EDP010	Librarian 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under supervision, administers libraries and media centers and performs related library services. Selects, acquires, catalogues, classifies, circulates and maintains library materials.		Entry Qualifications Bachelor's degree in library science, education, or an equivalent field from an accredited college or university and two (2) years of experience in developing lesson plans and/or delivering educational services or training services for clients or staff in specialized programs, i.e., counseling services.	
Job Code	Job Title	Salary Plan	Grade
EDP011	Librarian 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under general supervision, administers libraries and media centers, and performs related library services. Selects, acquires, catalogues, classifies, circulates and maintains library materials.		Entry Qualifications Bachelor's degree in library science, education, or an equivalent field from an accredited college or university and six (6) months of related experience; or one (1) year of experience required at the lower level Librarian 1 (EDP010) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
EDP012	Librarian 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under broad supervision, administers libraries and media centers and performs related library services. Selects, acquires, catalogues, classifies, circulates and maintains library materials.		Entry Qualifications Bachelor's degree in library science from an accredited college or university and one (1) year of related experience; or one (1) year of experience required at the lower level Librarian 2 (EDP011) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
EDP013	Librarian Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Directs the administration of comprehensive library services for an educational institution. Ensures the efficient operation of library facilities and programs. Maintains a comprehensive media center to support the instructional program and to reinforce the continued professional development of staff at state schools. Supervises and plans work of assigned staff.		Entry Qualifications Bachelor's degree in library science from an accredited college or university and current or eligible for a state librarian's professional certification and two (2) years of experience required at the lower level Librarian 3 (EDP012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
EDP020	Instructor 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under supervision, learns to instruct and supervise students of a state educational, rehabilitation, health care or correctional facility. Develops individual instruction plans, provides instruction, completes reports and tutors students.		Entry Qualifications Associate degree in a related field from an accredited college or university; or two (2) years of related experience; or recognized certification in the area of vocational assignment. Note: Positions may require area specific certifications.	
Job Code	Job Title	Salary Plan	Grade
EDP021	Instructor 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under general supervision, instructs and supervises students of a state educational, rehabilitation, health care or correctional facility. Develops individual instruction plans, provides instruction, completes reports and tutors students.		Entry Qualifications Associate degree from an accredited college or university or recognized certification in the area of vocational assignment; or one (1) year of experience required at the lower level Instructor 1 (EDP020) or position equivalent. Note: Positions may require area specific certifications.	

Job Code Catalog: Education

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
EDP022	Instructor 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, develops curriculum and presents lessons in subject areas to children or adult clients of a state educational, rehabilitation, health care or correctional facility. Adapts teaching and instructional methods or uses specialized techniques to individualize instruction. Develops individual instruction plans, provides instruction, completes reports and tutors students.		Entry Qualifications Bachelor's degree from an accredited college or university and eligibility to obtain at least a Georgia teacher's associate professional fourth-year certificate; or current, appropriate Georgia teacher's fourth-year certificate in the area of assignment; or one (1) year of experience required at the lower level Instructor 2 (EDP021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
EDP023	Instructor Spv	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Administers comprehensive educational and work activities programs for a state educational, rehabilitation, health care or correctional facility. Acts as the Resource Manager for the administration and management of Federal and State funded education and training programs.		Entry Qualifications Bachelor's degree from an accredited college or university and L-5 certification and one (1) year of experience in a supervisory/administrative capacity in an educational and/or vocational training program; or two (2) years of experience required at the lower level Instructor 3 (EDP022) or position equivalent and L-5 certification.	
Job Code	Job Title	Salary Plan	Grade
EDP030	Education Prgm Spec 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under supervision, learns to monitor, evaluate and supervise programs of educational institutions, school districts or other providers to ensure compliance with program regulations and standards. Advise program participants on eligibility, standards and improvements.		Entry Qualifications High school diploma/GED and two (2) years of program management experience.	

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Job Code	Job Title	Salary Plan	Grade
EDP031	Education Prgm Spec 2	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under general supervision, monitors, evaluates and supervises programs of educational institutions, school districts or other providers to ensure compliance with program regulations and standards. May advise programs, providers and/or participants on eligibility, standards and improvements.	Entry Qualifications High school diploma/GED and four (4) years of program management experience; or two (2) years of experience required at the lower level Education Prgm Spec 1 (EDP030) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
EDP032	Education Prgm Spec 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, plans, coordinates, oversees and may develop requested improvement team activities in a variety of education program entities. Performs needs assessment, curriculum audits, effectiveness studies, facilitation of educational planning, resource networking and awareness sessions with entity personnel. May serve as lead worker.	Entry Qualifications High school diploma/GED and six (6) years of program management experience; or two (2) years of experience required at the lower level Education Prgm Spec 2 (EDP031) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
EDP033	Education Prgm Spec 4	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff, plans, coordinates and oversees requested improvement team activities in education program entities. Performs needs assessment, curriculum audits, effectiveness studies, facilitation of educational planning, resource networking, and awareness sessions with entity personnel.	Entry Qualifications High school diploma/GED and seven (7) years of program management experience; or two (2) years of experience required at the lower level Education Prgm Spec 3 (EDP032) or position equivalent.		

Job Code Catalog: Education

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Job Code	Job Title	Salary Plan	Grade
EDP040	Research Analyst 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary	Entry Qualifications		
Under supervision, designs and conducts research and/or data analysis to support educational programs. Analyzes programmatic and operational data, prepares reports and conducts planning for analysis of education or education related programs.		High school Diploma/GED with three (3) years of job-related experience in planning analysis, analyzing data, designing surveys, preparing and writing reports of findings or work related to the area of assignment.	
Job Code	Job Title	Salary Plan	Grade
EDP041	Research Analyst 2	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary	Entry Qualifications		
Under general supervision, designs and conducts research and/or data analysis to support educational programs. Analyzes programmatic and operational data, prepares reports and conducts planning for analysis of education or education related programs.		High school diploma/GED with four (4) years of job-related experience in planning analysis, analyzing data, designing surveys, preparing and writing reports of findings or work related to the area of assignment; or two (2) years of experience required at the lower level Research Analyst 1 (EDP040) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
EDP042	Research Analyst 3	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Under broad supervision, develops policy and research initiatives. Identifies issues and alternatives, assesses the funding strategies, documents and presents findings. Coordinates activities with stakeholders and makes presentations to groups. May serve as lead worker.		High school diploma/GED with five (5) years of job-related experience in planning analysis, analyzing data, designing surveys, preparing and writing reports of findings or work related to the area of assignment; or two (2) years of experience required at the lower level Research Analyst 2 (EDP041) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
EDP043	Research Analyst Spv	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff, develops policy and research initiatives. Identifies issues and alternatives, assesses the funding strategies, documents and presents findings. Coordinates activities with stakeholders and makes presentations to groups.		Entry Qualifications High school diploma/GED with six (6) years of job-related experience in planning analysis, analyzing data, designing surveys, preparing, strong research competencies, advanced level methodological research, and writing reports of findings or work related to the area of assignment and which includes two (2) years in a lead worker, team leader, or supervisory role over such research staff.	
Job Code	Job Title	Salary Plan	Grade
EDP050	Career Counselor 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under general supervision, coordinates and implements a program that provides career guidance, counseling and academic services to students. Performs case management for student participants as needed.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience in career counseling.Note: Some positions may require certification.	
Job Code	Job Title	Salary Plan	Grade
EDP051	Career Counselor 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, coordinates and implements a program that provides career guidance, counseling and academic services to students. Performs case management for student participants as needed.		Entry Qualifications High school diploma/GED and four (4) years of job-related experience; or two (2) years of experience at the lower level Career Counselor 1 (EDP050) or equivalent position.Note: Some positions may require certification.	
Job Code	Job Title	Salary Plan	Grade
EDP052	Career Counselor 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, leads a program that provides guidance and counseling to students concerning career opportunities and academic counseling. May serve as lead worker.		Entry Qualifications High School diploma/GED and six (6) years of job-related experience; or two (2) years of experience at the lower level Career Counselor 2 (EDP051) or equivalent position.	

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Job Code	Job Title	Salary Plan	Grade
EDP053	Career Counselor Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff, provides direction to a program that provides guidance and counseling to students concerning career opportunities and academic counseling.		High School diploma/GED and eight (8) years of job-related experience; or two (2) years of experience at the lower level Career Counselor 3 (EDP052) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
EDP060	GaPSC Certification Eval 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary	Entry Qualifications		
Under supervision, performs work of moderate difficulty in learning to process and evaluate the credentials of applicants for Georgia educator certification/licensure. Provides assistance orally and in writing to the general public, educators, school systems and college certification officials. Participates in training projects to include internal and outreach training opportunities.		High school diploma/GED and two (2) years 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.	
Job Code	Job Title	Salary Plan	Grade
EDP061	GaPSC Certification Eval 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary	Entry Qualifications		
Under general supervision, performs work of moderate difficulty in processing and evaluating the credentials of applicants for Georgia educator certification/licensure. Provides assistance via both oral and written communication to the general public, educators, school systems and college certification officials.		Successful and demonstrated experience as a GaPSC Certification Evaluator 1 (EDP060) or an equivalent Certification position that provides the necessary knowledge and skills to successfully perform the job at the level listed.	

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Job Code	Job Title	Salary Plan	Grade
EDP062	GsPSC Certification Eval 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under broad supervision, independently reviews, researches and manages certification transactions of moderate to high difficulty. Serves as a mentor to evaluator trainees and operates as a lead on special projects as assigned. Works collaboratively with management to assist in the development and implementation of training for staff.		Successful and demonstrated experience as a GaPSC Certification Evaluator 2 (EDP061) or an equivalent Certification position that provides the necessary knowledge and skills to successfully perform the job at the level listed.	
Job Code	Job Title	Salary Plan	Grade
EDP063	GaPSC Certification Eval 4	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under limited supervision, reviews, researches and manages certification transactions of the highest difficulty. Assists in the training of staff and contributes in the planning and implementation of policies and procedures related to GaPSC Certification Division. Serves as the subject-matter expert (SME) and may serve in a lead role.		Successful and demonstrated experience as a GaPSC Certification Evaluator 3 (EDP062) or an equivalent Certification position that provides the necessary knowledge and skills to successfully perform the job at the level listed.	
Job Code	Job Title	Salary Plan	Grade
EDP064	GaPSC Certification Eval Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Reviews, researches and manages certification transactions of the highest difficulty. Trains staff and contributes in the planning and implementation of policies and procedures related to GaPSC Certification Division. Serves as lead worker.		Successful and demonstrated experience as a GaPSC Certification Evaluator 3 (EDP062) or an equivalent Certification position that provides the necessary knowledge and skills to successfully perform the job at the level listed.	

Job Code Catalog: Education

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Job Code	Job Title	Salary Plan	Grade
EDS010	Instruction Paraprofessional 1	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Under direct supervision assists instructor/teacher with providing education and/or training to students. Prepares instructional materials and maintains order and cleanliness in the learning environment. Plans and conducts child development activities. Monitors and supervises various classroom functions.		Entry Qualifications High School diploma/GED and combination of training and experience which would enable the applicant to obtain the requisite knowledge, skills and abilities to assist instructor/teacher with providing instruction to students.	
Job Code	Job Title	Salary Plan	Grade
EDS011	Instruction Paraprofessional 2	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under general supervision, assists instructor/teacher with providing education and/or training to students. Prepares instructional materials and maintains order and cleanliness in the learning environment. Plans and conducts child development activities. Monitors and supervises various classroom functions.		Entry Qualifications High School diploma/GED and one (1) year of experience working in an instructional/childcare setting; or one (1) year of experience required at the lower level Instruction Paraprofessional 1 (EDS010) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
EDS012	Instruction Paraprofessional 3	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under broad supervision, assists instructor/teacher with providing education and/or training to students. Prepares instructional materials and maintains order and cleanliness in the learning environment. Plans and conducts child development activities. Monitors and supervises various classroom functions. May serve as lead worker.		Entry Qualifications High School diploma/GED and two (2) years of experience working in an instructional/childcare setting; or two (2) years of experience required at the lower level Instruction Paraprofessional 2 (EDS011) or position equivalent.	

Job Code Catalog: Education

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Job Code	Job Title	Salary Plan	Grade
EDS013	Instruction Paraprofession Spv	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists instructor/teacher with providing education and/or training to students. Prepares instructional materials and maintains order and cleanliness in the learning environment. Plans and conducts child development activities. Monitors and supervises various classroom functions.		Entry Qualifications High School diploma/GED and three (3) years of experience working in an instructional/childcare setting; or three (3) years of experience required at the lower level Instruction Paraprofessional 3 (EDS012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
EDT010	Practical Instructor 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, instructs or trains clients and/or students in a specific areas of assignment as part of a program that includes an organized agenda of practical and workforce readiness instruction.		Entry Qualifications Associate degree in area of assignment from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
EDT011	Practical Instructor 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, instructs or trains clients and/or students in a specific area of assignment as part of a program that includes an organized agenda of practical and workforce readiness instruction.		Entry Qualifications Associate degree in area of assignment from an accredited college or university; or one (1) year of experience required at the lower level Practical Instructor 1 (EDT010) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
EDT012	Practical Instructor 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, instructs or trains clients and/or students in a specific area of assignment as part of a program that includes an organized agenda of practical and workforce readiness instruction. May serve as lead worker.		Entry Qualifications Associate degree from an accredited college or university; or one (1) year of experience required at the lower level Practical Instructor 2 (EDT011) or position equivalent.	

Job Code Catalog: Education

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Job Code	Job Title	Salary Plan	Grade
EDT013	Practical Instructor Spv	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Develops, coordinates and implements the instruction or training of clients and/or students in a specific area of assignment as part of a program that includes an organized agenda of practical and workforce readiness instruction.		Entry Qualifications Associate degree from an accredited college or university; or one (1) year of experience required at the lower level Practical Instructor 3 (EDT012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
EDT020	Admissions Coord 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under direct supervision, learns to plan, coordinate and administer the admissions process for educational institutions or programs. Under general supervision designs and executes outreach projects to increase awareness of the institution or program.		Entry Qualifications Associate degree in a related field from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
EDT021	Admissions Coord 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under general supervision, plans, coordinates and administers the admissions process for educational institutions or programs. Designs and executes outreach projects to increase awareness of the institution or program.		Entry Qualifications Associate degree in a related field from an accredited college or university; or two (2) years of experience required at the lower level Admissions Coord 1 (EDT020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
EDT022	Admissions Coord 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under broad supervision, plans, coordinates and administers the admissions process for educational institutions or programs. Designs and executes outreach projects to increase awareness of the institution or program. May serve as lead worker.		Entry Qualifications Associate degree in a related field from an accredited college or university; or three (3) years of experience required at the lower level Admissions Coord 2 (EDT021) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
EDT023	Admissions Coord Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, coordinates and administers the admissions process for educational institutions or programs. Designs and executes outreach projects to increase awareness of the institution or program.		Associate degree in a related field from an accredited college or university; or four (4) years of experience required at the lower level Admissions Coord 3 (EDT022) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
EDT030	Youth CA Cadre Worker 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Under direct supervision, assists with the supervision and training of youth in a military-style program of physical training, character development and general education. Assists in the monitoring, training, disciplining and supervision of cadets. Provides a safe and clean environment, security, non-professional counseling services and on-site crisis intervention. Documents student progress and encourages cadets in order to enhance motivation.		High school diploma/GED and two (2) years of honorable active duty and copy of Form DD214 (Member 4 copy); or reserve component military service which included the attainment of an E3 or higher; or one (1) year of experience as a Correctional Officer, Juvenile Correctional Officer or another P.O.S.T. certified position.	

Job Code	Job Title	Salary Plan	Grade
EDT031	Youth CA Cadre Worker 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under general supervision, monitors and trains youth in a military-style program of physical training, character development and general education. Assists in the monitoring, training, disciplining and supervision of cadets. Provides a safe and clean environment, security, non-professional counseling services and on-site crisis intervention. Documents student progress and encourages cadets in order to enhance motivation.		High school diploma/GED and three (3) years honorable active duty and copy of Form DD214 (Member 4 copy); or reserve component military service which included the attainment of an E4 or higher.	

Job Code Catalog: Education

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Job Code	Job Title	Salary Plan	Grade
EDT032	Youth CA Cadre Leader	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under broad supervision, participates and assists counseling staff in the social, emotional, educational, and vocational development of youth, in the provision of instruction in life skills, and the coordination of supplemental student activities. Monitors and reviews performance and intervenes in more situations involving cadets. May serve as lead worker.		High school diploma/GED and four (4) years of honorable military service, which included attainment of an E-5 or higher and copy of Form DD214 (Member 4 copy); or one (1) year of experience required at the lower level Youth CA Cadre Worker 2 (EDT031) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
EDT033	Youth CA Cadre Dep Command	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under limited supervision, supervises and directs the work assignments of subordinate staff. Manages the activities of the cadre, ensuring all activities are scheduled and completed. Ensures that all counseling, guidance and assessment services are provided to cadets. Coordinates related educational and vocational activities on and off campus.		High school diploma/GED and four (4) years of honorable military service, which included attainment of an E-6 or higher and copy of Form DD214 (Member 4 copy); or one (1) year of experience required at the lower level Youth CA Cadre Leader (EDT032) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
EDT034	Youth CA Cadre Commandant	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Directs the activities of cadre leadership and cadets. Counsels cadets and cadre employees on performance and other issues. Reviews or conducts investigations into cadre/cadet misconduct. Does not supervise staff. Serves as the subject-matter expert (SME) and may also serve in a lead role.		High school diploma/GED and five (5) years of honorable military service, which included attainment of an E-6 or higher and copy of Form DD214 (Member 4 copy); or one (1) year of experience at the lower level Youth CA Cadre Dep Command (EDT033) or position equivalent.	

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETM040	Mgr 1, Civil Engineering	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Manages the engineering plans, designs, costs and the coordination of new transportation construction and/or maintenance activities. Serves as group leader over professional engineers.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and three (3) years of job-related experience, which includes one (1) year in a managerial or supervisory role.		
Job Code	Job Title	Salary Plan	Grade
ETM041	Mgr 2, Civil Engineering	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Leads subordinate managers in the planning, organizing, directing, controlling and evaluating the engineering activities of a transportation infrastructure.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and four (4) years of job related job experience, which includes two (2) years in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Mgr 1, Civil Engineering (ETM040) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
ETM042	Sr Mgr 1, Civil Engineering	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary	Entry Qualifications		
Serves as Assistant Office Head in an engineering office providing assistance in directing engineering activities. Provides leadership to subordinate managers and staff.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and five (5) years of job-related experience, which includes three (3) years in a managerial role; or two (2) years of experience at the lower level Mgr 2, Civil Engineering (ETM041) or position equivalent.		

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETM043	Sr Mgr 2, Civil Engineering	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07	Max Salary \$142,139.72	
Job Summary Serves as Office Head in an engineering office overseeing engineering activities. Provides leadership to subordinate managers and staff.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and six (6) years of job related experience, which includes one (1) year in a managerial role; or two (2) years of experience at the lower level Sr. Mgr 1, Civil Engineering (ETM042) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETM120	GDOT Mgr 1, Civil Engineer	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07	Max Salary \$142,139.72	
Job Summary Serves as Group Leader, District Senior Design Engineer, or Unit Manager over professional engineers performing a broad range of engineering principles and oversees complex projects. Manages the quality control process for engineering groups or District. Manages activities of the engineering group or District. Coordinates and assigns projects and project tasks among engineering group members or District to ensure on time project delivery.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering and technology and demonstrated experience in a lead worker or supervisory role, and a Professional Engineer (PE) License; or Professional Engineering (PE) License and demonstrated experience in a lead worker or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
ETM121	GDOT Mgr 2, Civil Engineer	SWD	R
Min Salary \$95,324.50	Mid Salary \$127,321.19	Max Salary \$159,317.88	
Job Summary Serves as a Senior Group Leader, a District Section Head, or a Unit Manager over professional engineers performing a broad range of engineering principles and oversees complex projects, . Manages the quality control process for engineering groups or District. Manages activities of the engineering group or District. Coordinates and assigns projects and project tasks among engineering group members or District to ensure on time project delivery. Develops and shares best practices for office-wide/District-wide implementation.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering and technology and demonstrated experience in a leadership position and a Professional Engineering (PE) License; or Professional Engineering (PE) License and demonstrated experience in a leadership position.	

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETM122	GDOT Sr. Mgr 1, Civil Engineer	SWD	S
Min Salary	Mid Salary	Max Salary	
\$106,416.69	\$142,572.95	\$178,729.21	
Job Summary		Entry Qualifications	
Serves as an Assistant Office Head over one or more engineering groups. Manages, directs and coordinates the delivery of project plans for assigned engineering group(s). Manages, supervises and provides leadership to Group Managers and professional staff. Manages the quality assurance process for assigned engineering group(s). Develops and shares best practices and training for office-wide implementation.		Bachelor's degree in civil engineering or civil engineering and technology with one year of demonstrated experience in a leadership position, and Professional Engineer (PE) License; or Professional Engineering (PE) License with one year of demonstrated experience in a leadership position.	

Job Code	Job Title	Salary Plan	Grade
ETM123	GDOT Sr. Mgr 2, Civil Engineer	SWD	T
Min Salary	Mid Salary	Max Salary	
\$118,950.86	\$159,807.43	\$200,664.00	
Job Summary		Entry Qualifications	
Serves as an Office Head over an engineering office, a satellite office or as a District Engineer. Manages, supervises and provides leadership to Assistant Office Head, Group Managers, Satellite Office, and in Districts, over Assistant DE as well as Section Heads; additionally all professional staff on a Statewide, Satellite, or District level. Develops and shares best practices and training for statewide offices and/or district-wide implementation.		Bachelor's degree in civil engineering or civil engineering and technology with one year of demonstrated experience in a leadership position, and Professional Engineer (PE) License; or Professional Engineering (PE) License with one year of demonstrated experience in a leadership position.	

Job Code	Job Title	Salary Plan	Grade
ETP020	Environmental Engineer 1	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under supervision, learns to design, plan or perform engineering duties in the prevention, control and remediation of environmental hazards utilizing various disciplines.		Bachelor's degree in agricultural, chemical, civil, environmental, civil-sanitary or mechanical engineering from an accredited college or university.	

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETP021	Environmental Engineer 2	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Under general supervision, designs, plans or performs engineering duties in the prevention, control and remediation of environmental hazards utilizing various disciplines. Prepares and/or reviews technical reports for environmental compliance or pollution prevention and resource conservation options.	Bachelor's degree in agricultural, chemical, civil, environmental, or civil-sanitary or mechanical engineering from an accredited college or university and one (1) year of experience in professional environmental or sanitary engineering work; or two (2) years of experience at the lower level Environmental Engineer 1 (ETP020) or equivalent position.		
Job Code	Job Title	Salary Plan	Grade
ETP022	Environmental Engineer 3	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Under broad supervision, designs, plans or performs engineering duties in the prevention, control and remediation of environmental hazards utilizing various disciplines. Prepares and/or reviews technical reports for environmental compliance or pollution prevention and resource conservation options.	Bachelor's degree in agricultural, chemical, civil, environmental, or civil-sanitary or mechanical engineering from an accredited college or university and two (2) years of experience in professional environmental or sanitary engineering work; or two (2) years of experience at the lower level Environmental Engineer 2 (ETP021) or equivalent position.		
Job Code	Job Title	Salary Plan	Grade
ETP023	Environmental Engineer 4	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
May supervise, guide and instruct the work assignments of staff or serve as lead/ subject matter expert (SME) for engineering duties in the environmental or health field including investigation, evaluation, planning or design of the construction and operation of facilities.	Bachelor's degree in agricultural, chemical, civil, environmental, or civil-sanitary or mechanical engineering from an accredited college or university and three (3) years of experience in professional environmental or sanitary engineering work; or two (2) years of experience at the lower level Environmental Engineer 3 (ETP022) or equivalent position.		

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETP024	Environmental Engineer Spv	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs engineering duties in the environmental or health field including investigation, evaluation, planning or design of the construction and operation of facilities.		Entry Qualifications Bachelor's degree in agricultural, chemical, civil, environmental, or civil-sanitary or mechanical engineering from an accredited college or university and four (4) years of experience in professional environmental or sanitary engineering work; or two (2) years of experience at the lower level Environmental Engineer 4 (ETP023) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETP040	Civil Engineering 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, assists with the plan, design, cost and coordination of new transportation construction or maintenance activities.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology from an ABET- accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
ETP041	Civil Engineering 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, performs introductory engineering work assignments. Provides engineering assistance with plans, designs, costs and the coordination of new transportation construction or maintenance activities.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and two (2) years of job-related experience; or one (1) year of experience at the lower level Civil Engineering 1 (ETP040) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETP042	Civil Engineering 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, performs introductory engineering work assignment. Provides engineering assistance with plans, designs, costs and the coordination of new transportation construction or maintenance activities.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and three (3) years of job-related experience; or two (2) years of experience at the lower level Civil Engineering 2 (ETP041) or equivalent position.	

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETP043	Civil Engineering 4	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Under limited supervision, oversees the engineering of plans, designs, costs and the coordination of new transportation construction and/or maintenance activities. May also serve as a lead worker providing training to staff.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and four (4) years of job-related experience; or two (2) years of experience at the lower level Civil Engineering 3 (ETP042) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETP044	Civil Engineering 5	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Under minimal supervision, oversees the engineering plans, designs, costs and the coordination of new transportation construction and/or maintenance activities. Serves as lead engineer in providing specialized knowledge, training, and support.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and five (5) years of job-related experience; or two (2) years of experience at the lower level Civil Engineering 4 (ETP043) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETP045	Civil Engineering Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists with engineering plans, designs, costs and the coordination of new transportation construction and/or maintenance activities.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and six (6) years of job-related experience; or two (2) years of experience at the lower level Civil Engineering 5 (ETP044) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETP090	Modeler 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under supervision, applies knowledge of science or engineering in the use of mathematical models to simulate natural systems and to analyze the consequences of future conditions and management alternatives and to interpret the results.		Entry Qualifications Bachelor's degree in a science or engineering from an accredited college or university.	

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETP091	Modeler 2	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary	Entry Qualifications		
Under general supervision, applies knowledge of science or engineering in the use of mathematical models to simulate natural systems and to analyze the consequences of future conditions and management alternatives and to interpret the results.		Bachelor's degree in science or engineering from an accredited college or university and two (2) years experience at the lower level Modeler 1 (EPT090) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETP092	Modeler 3	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary	Entry Qualifications		
Under broad supervision, applies knowledge of science or engineering in the use of mathematical models to simulate natural systems and to analyze the consequences of future conditions and management alternatives and to interpret the results. May serve as lead worker.		Bachelor's degree in science or engineering from an accredited college or university and two (2) years experience at the lower level Modeler 2 (EPT091) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETP093	Modeler 4	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
May supervise, guide and instruct the work assignments of staff or serve as lead/ subject matter expert (SME). Applies knowledge of science or engineering in the use of mathematical models to simulate natural systems and to analyze the consequences of future conditions and management alternatives and to interpret the results.		Bachelor's degree in science or engineering from an accredited college or university and two (2) years experience at the lower level Modeler 3 (EPT092) or equivalent position.	

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETP121	GDOT Civil Engineer 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under direct supervision, serves as an entry level engineer performing introductory engineering assignments. Provides engineering assistance developing project plans, designs, or traffic engineering studies and other related documents, field experience with traffic signals and ITS hardware, cost estimates and other engineering technical reports for transportation projects.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology, engineering with a civil specialization, construction engineering or other engineering/engineering technology field of study. Note: Additionally, foreign degrees require a completed Equivalency Evaluation by NCEES along with an official transcript.	
Job Code	Job Title	Salary Plan	Grade
ETP122	GDOT Civil Engineer 3	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under general supervision, serves as a junior engineer performing engineering assignments. Provides engineering assistance developing project plans, designs, or traffic engineering studies and other related documents, field experience with traffic signals and ITS hardware, cost estimates and other engineering technical reports for transportation projects.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology, engineering with a civil specialization, construction engineering or other engineering/engineering technology field of study and six (6) months of job-related experience. Note: Additionally, foreign degrees require a completed Equivalency Evaluation by NCEES along with an official transcript.	
Job Code	Job Title	Salary Plan	Grade
ETP123	GDOT Civil Engineer 4	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, performs engineering assignments in specialized areas.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology, engineering with a civil specialization, construction engineering or other engineering/engineering technology field of study with one (1) year of job-related experience and an EIT; or five (5) years of experience without an EIT. Note: Additionally, foreign degrees require a completed Equivalency Evaluation by NCEES along with an official transcript.	

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETP124	GDOT Pro Civil Engineer 5	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Under limited supervision, serves as a lead engineer performing engineering assignments. Provides engineering assistance developing project plans, designs, or traffic engineering studies and other related documents, field experience with traffic signals and ITS hardware, cost estimates and other engineering technical reports for transportation projects. Provides training, support and knowledge sharing to other engineers.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology, engineering with a civil specialization, construction engineering or other engineering/engineering technology field of study and two (2) years of job-related experience and a Professional Engineer (PE) License; or Professional Engineer (PE) License with two (2) years of job-related experience. Note: Additionally, foreign degrees require a completed Equivalency Evaluation by NCEES along with an official transcript.	
Job Code	Job Title	Salary Plan	Grade
ETP125	GDOT Pro Civil Engineer 6	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$126,937.80	
Job Summary Under minimal supervision, serves as a senior engineer performing engineering assignments. Provides engineering assistance developing project plans, designs, or traffic engineering studies and other related documents, field experience with traffic signals and ITS hardware, cost estimates and other engineering technical reports for transportation projects. Provides training, support and knowledge sharing to other engineers.		Entry Qualifications Bachelor's degree in civil engineering or civil engineering technology, engineering with a civil specialization, construction engineering or other engineering/engineering technology field of study and three (3) years of job-related experience, and a Professional Engineer (PE) License; or Professional Engineer (PE) License and three (3) years of job-related experience. Note: Additionally, foreign degrees require a completed Equivalency Evaluation by NCEES along with an official transcript.	
Job Code	Job Title	Salary Plan	Grade
ETT010	Drafter 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under direct supervision, learns to prepare drawings and topographical and relief maps used in civil engineering projects, such as highways, roads, bridges, flood control projects, complex building renovation, facility operations and other systems.		Entry Qualifications Six (6) months of experience in drafting; or one (1) year of high school drafting or mechanical drawing training.	

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETT011	Drafter 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, prepares drawings and topographical and relief maps used in civil engineering projects, such as highways, roads, bridges, flood control projects, complex building renovation, facility operations and other systems. Uses computer aided drafting and design and manual drafting techniques to prepare plans for projects.		Entry Qualifications One (1) year of experience at the lower level Drafter 1 (ETT010) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
ETT012	Drafter 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, responsible for the preparation of drawings and topographical and relief maps used in civil engineering projects, such as highways, roads, bridges, flood control projects, complex building renovation, facility operations and other systems. Uses computer aided drafting and design and manual drafting techniques to prepare plans for projects. May serve as lead worker and train lower level staff. May instruct less experienced drafters in CADD operation and preparation of basic plan elements.		Entry Qualifications Two (2) years of experience in drafting; or one (1) year of experience at the lower level Drafter 2 (ETT011) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
ETT013	Drafter Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Responsible for the preparation of drawings and topographical and relief maps used in civil engineering projects, such as highways, roads, bridges, flood control projects, complex building renovation, facility operations and other systems. Uses computer aided drafting and design and manual drafting techniques to prepare plans for projects. May instruct less experienced drafters in CADD operation and preparation of basic plan elements.		Entry Qualifications Three (3) years of experience in drafting; or one (1) year of experience at the lower level Drafter 3 (ETT012) or position equivalent.	

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETT050	Electronics Tech 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under direct supervision, provides electronic support and technical assistance to an agency. Lays out, builds, tests, troubleshoots, repairs, and modifies developmental and production electronic components. Applies principles and theories of electronics, electrical circuitry, engineering mathematics, electronic and electrical testing.		Entry Qualifications High school diploma/GED and two (2) years of mechanical experience.Note: Some positions require valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
ETT051	Electronics Tech 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under general supervision, provides electronic support and technical assistance to an agency. Lays out, builds, tests, troubleshoots, repairs, and modifies developmental and production electronic components. Applies principles and theories of electronics, electrical circuitry, engineering mathematics, electronic and electrical testing.		Entry Qualifications High school diploma/GED and three (3) years of mechanical experience; or one (1) year of experience at the lower level Electronics Tech 1 (ETT050) or position equivalent.Note: Some positions require valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
ETT052	Electronics Tech 3	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under broad supervision, provides electronic support and technical assistance to an agency. Lays out, builds, tests, troubleshoots, repairs, and modifies developmental and production electronic components. Applies principles and theories of electronics, electrical circuitry, engineering mathematics, electronic and electrical testing. May serve as lead worker.		Entry Qualifications High school diploma/GED and four (4) years of mechanical experience; or one (1) year of experience at the lower level Electronics Tech 2 (ETT051) or position equivalent.Note: Some positions require valid driver's license.	

Job Code Catalog: Engineering

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ETT053	Electronics Tech Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides electronic support and technical assistance to an agency. Lays out, builds, tests, troubleshoots, repairs, and modifies developmental and production electronic components. Applies principles and theories of electronics, electrical circuitry, engineering mathematics, electronic and electrical testing.		Entry Qualifications High school diploma/GED and five (5) years of mechanical experience; or one (1) year of experience at the lower level Electronics Tech 3 (ETT052) or position equivalent. Note: Some positions require valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
FEM020	Mgr, Facilities	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Manages the planning, development, and implementation of operational support services for a facility. Develops and implements policies and procedures. Manages subordinate supervisors and staff.		Entry Qualifications Associate degree in a related field from an accredited college or university and one (1) year of facilities management experience; or three (3) years of experience in facilities or property management.	
Job Code	Job Title	Salary Plan	Grade
FEM021	Sr Mgr, Facilities	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Directs the planning, development, and implementation of operational support services for a facility. Develops and implements policies and procedures. Directs subordinate managers and staff.		Entry Qualifications Associate degree in a related field from an accredited college or university and three (3) years of facilities management experience; or four (4) years of experience in facilities or property management; or one (1) year of experience at the lower level Mgr, Facilities (FEM020) or position equivalent.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEM022	Dir, Facilities	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Oversees the planning, development, and implementation of operational support services for a facility. Develops and implements policies and procedures. Provides leadership to subordinate managers, supervisors and staff.		Associate degree in a related field from an accredited college or university and four (4) years of facilities management experience; or five (5) years of experience in facilities or property management; or two (2) years of experience at the lower level Sr Mgr, Facilities (FEM021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FEM030	Mgr, Facilities Maint/Const	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Manages facilities maintenance team with engineering activities, performing tasks related to the design, renovation, repair and maintenance of facilities or other structures. Develops strategic and long term construction plans for the agency or institution. May develop internal procedures, applying sound principles used throughout the building and maintenance trades. Manages subordinate supervisors and staff. Some positions require maintaining 24-hour emergency on call availability.		High school diploma/GED and eight (8) years of experience in maintenance and/or general building construction, which includes one (1) year in a managerial or supervisory role; or two (2) years of experience at the lower level Construction Spec Spv (FEP053) or position equivalent.t.	
Job Code	Job Title	Salary Plan	Grade
FEM031	Mgr 2, Facilities Maint/Const	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Leads facilities maintenance team with engineering activities, performing tasks related to the design, renovation, repair and maintenance of facilities or other structures. Develops strategic and long term construction plans for the agency or institution. May develop internal procedures, applying sound principles used throughout the building and maintenance trades. Directs subordinate supervisors and staff. May require maintaining 24-hour emergency on call availability.		High school diploma/GED and eight (8) years of experience in maintenance and/or general building construction, which includes two (2) years in a managerial or supervisory role; or two (2) years of experience at the lower level Mgr, Facilities Maint/Const (FEP030) or position equivalent.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEM032	Sr Mgr, Facilities Maint/Const	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Directs facilities maintenance team with engineering activities, performing tasks related to the design, renovation, repair and maintenance of facilities or other structures. Develops strategic and long term construction plans for the agency or institution. Assists in developing internal procedures, applying sound principles used throughout the building and maintenance trades. Some positions require maintaining 24-hour emergency on call availability.		Entry Qualifications High school diploma/GED and twelve (12) years of experience in maintenance and/or general building construction, which includes two (2) years in a managerial role; or one (1) year of experience at the lower level Mgr 2, Facilities Maint/Const (FEM031) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FEM033	Sr Mgr 2, Fac Maint/Const	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary Plans engineering activities and directs the facilities maintenance team, performing tasks related to the design, renovation, repair and maintenance of facilities or other structures. Develops strategic and long term construction plans for the agency or institution. May develop internal procedures, applying sound principles used throughout the building and maintenance trades. Some positions require maintaining 24-hour emergency on call availability.		Entry Qualifications High school diploma/GED and sixteen (16) years of experience in maintenance and/or general building construction, which includes three (3) years in a managerial role; or one (1) year of experience at the lower level Sr Mgr, Facilities Maint/Const (FEM032) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FEM034	Dir, Facilities Maint/Const	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary Oversees engineering activities for the construction or maintenance of facilities or other structures. Develops strategic and long term construction plans for the agency or institution. Provides leadership to subordinate managers and staff.		Entry Qualifications High school diploma/GED and sixteen (16) years of experience in maintenance and/or general building construction, which includes three (3) years in a managerial role; or one (1) year of experience at the lower level Sr Mgr 2, Fac Main/Const (FEM033) or position equivalent.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEM040	Mgr, Equipment Ops	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary	Entry Qualifications		
Manages administrative activities related to statewide equipment management operations. Responsible for developing agency-wide policies and procedures relating to equipment operations. Directs subordinate supervisors and staff.		High school diploma/GED which includes four (4) years in a managerial or supervisory role in an equipment management-related area.	
Job Code	Job Title	Salary Plan	Grade
FEM041	Sr Mgr, Equipment Ops	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Directs administrative activities related to statewide equipment management operations. Responsible for developing agency-wide policies and procedures relating to equipment operations. Directs subordinate managers and staff.		High school diploma/GED, which includes six (6) years of managerial role in a related area; or two (2) years of experience at the lower level Mgr, Equipment Ops (FEM040) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FEM042	Dir, Equipment Ops	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Oversees administrative activities related to statewide equipment management operations. Responsible for developing agency-wide policies and procedures relating to equipment operations. Provides leadership for subordinate managers and staff.		High school diploma/GED, which includes four (4) years in a managerial role in a related area; or two (2) years of experience at the lower level Sr Mgr, Equipment Ops (FEM041) or position equivalent.	

Job Code Catalog: Procurement

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEM050	Mgr, Purchasing/Inventory	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Manages a specialized category in Strategic Sourcing. Develops and executes procurement strategies that are designed to maximize customer satisfaction and minimize cost for assigned complex category(s). Develops and maintains effective working relationships with internal and external stakeholders. Manages the procurement division or category and vendor performance. May manage multiple categories.		Bachelor's degree in accounting, business, or a related field from an accredited college or university and five (5) years of professional job experience in inventory, purchasing, or supply chain management, which includes two (2) years in a managerial or supervisory role; or two (2) years of experience at the lower level Purchasing Agent Spv (FET043) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
FEM051	Mgr 2, Purchase/Inventory	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Leads a specialized category in Strategic Sourcing. Develops and executes procurement strategies that are designed to maximize customer satisfaction and minimize cost for assigned complex category(s). Develops and maintains effective working relationships with internal and external stakeholders. Manages the procurement division or category and vendor performance. May manage multiple categories. Directs subordinate supervisors and staff.		Bachelor's degree in accounting, business, or a related field from an accredited college or university and seven (7) years of professional job experience in inventory, purchasing, or supply chain management which includes four (4) years in a managerial role; or two (2) years of experience at the lower level Mgr, Purchasing (FEM050) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
FEM052	Sr Mgr, Purchase/Inventory	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Directs a Strategic Sourcing division or a category group in a larger entity. Manages target savings and performance for the division or category group. Develops and executes procurement strategies that are designed to maximize customer satisfaction and minimize cost for assigned categories within the group. Develops and maintains strong working relationships with internal and external stakeholders.		Bachelor's degree in accounting, business, or a related field from an accredited college or university and nine (9) years of professional job-related experience in inventory, purchasing, or supply chain management which includes six (6) years in a managerial role; or four (4) years of experience at the lower level Mgr 2, Purchasing (FEM051) or position equivalent.	

Job Code Catalog: Procurement

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEM053	Dir, Purchasing/Inventory	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary		Entry Qualifications	
Oversees the development and implementation of sourcing initiatives and processes for purchasing categories such as goods, services, technology/telecommunications, utilities, etc. Develops and executes strategic procurement strategy and objectives for category management, strategic sourcing, and supplier development. Establishes and maintains strong relationships with entity management, State Purchasing, and key vendors.		Bachelor's degree in accounting, business, or a related field from an accredited college or university and eleven (11) years of professional job-related experience in inventory, purchasing, or supply chain management which includes eight (8) years in a managerial role; or six (6) years of experience at the lower level Sr Mgr, Purchase/Inventory (FEM052) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
FEM054	Sr Mgr, Procurement	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Directs the procurement activities for a state agency with the largest and most complex "spend" activities. Develops and executes procurement strategies that are designed to maximize customer satisfaction and minimize cost. Develops and maintains effective working relationships with internal and external stakeholders. Manages the procurement area of responsibility and vendor performance.		Bachelor's degree in business or public administration or a related field from an accredited college or university and eight (8) years of experience in purchasing/contracts or procurement sourcing, which includes three (3) years in a managerial role; or three (3) years of experience at the lower level Mgr 2, Purchasing/Inventory (FEM051) 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-yearNote: Some positions require Georgia Procurement Manual area specific certification(s)."	

Job Code Catalog: Procurement

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEM055	Dir, Procurement	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary		Entry Qualifications	
Oversees the procurement activities for a state agency with the largest and most complex "spend" activities. Develops and executes procurement strategies that are designed to maximize customer satisfaction and minimize cost. Develops and maintains effective working relationships with internal and external stakeholders. Manages the procurement area of responsibility and vendor performance.		Bachelor's degree in business or public administration or a related field from an accredited college or university and eleven (11) years of experience in procurement sourcing/purchasing or contracts, which includes eight (8) years in a managerial role; or six (6) years of experience at the lower-level Sr Mgr, Procurement (FEM054) 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. Note: Some positions require Georgia Procurement Manual area specific certification(s)."	

Job Code	Job Title	Salary Plan	Grade
FEM060	Associate Category Manager	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Working under the supervision/mentorship of a Senior Category Manager, employee manages a specialized category in the Department of Administrative Services (DOAS) Strategic Sourcing Division. Develops and executes procurement strategies to maximize customer satisfaction and cost for assigned complex category(s). Develops and maintains effective working relationships with internal and external stakeholders.		Bachelor's degree in business or public administration or a related field from 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.	

Job Code Catalog: Enterprise

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEM061	Category Manager	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Independent contributor role. Manages and leads a highly specialized category in Department of Administrative Services (DOAS) Strategic Sourcing. Develops and executes procurement strategies to maximize customer satisfaction and minimize cost for assigned complex category(s). Develops and maintains effective working relationships with internal and external stakeholders. Manages a procurement category or multiple categories.		Bachelor's degree in business or public administration or a related field from an accredited college or university and four (4) years of experience in purchasing/contracts or procurement sourcing, which includes two (2) years of developing RFQs or RFPs, or two (2) years of experience at the lower level Associate Category Manager (FEM060) 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.	

Job Code	Job Title	Salary Plan	Grade
FEM062	Senior Category Manager	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Mentors, directs and provides guidance to Associate Category staff. Manages and leads a highly specialized category in Department of Administrative Services (DOAS) Strategic Sourcing. Develops and executes procurement strategies to maximize customer satisfaction and minimize cost for assigned complex category(s). Develops and maintains effective working relationships with internal and external stakeholders. Manages a procurement category or multiple categories.		Bachelor's degree in business or public administration or a related field from an accredited college or university and six years of experience in purchasing/contracts or procurement sourcing, which includes three (3) years of developing complex RFQs or RFPs, and two (2) years of management experience; or three (3) years of experience at the lower level Category Manager (FEM061) or position equivalent. This job may require Georgia Procurement Manual area-specific certification(s). 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.	

Job Code	Job Title	Salary Plan	Grade
FEM070	Cemetery Manager	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under limited supervision of the Executive Director, Health & Memorials. The Cemetery Manager performs overall management and direction of activities to develop, operate, provide burial services, and maintain adequate and attractive Veteran cemeteries.		Bachelor's degree from a regionally accredited institution, preferably in a related field, and two (2) years of job-related experience; or two (2) years of experience as a Cemetery Representative or Cemetery Technician Supervisor. Must have a valid driver's license.	

Job Code Catalog: Procurement

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEM080	Mgr. Procurement	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Manages a specialized category in Strategic Sourcing. Develops and executes procurement strategies that are designed to maximize customer satisfaction and minimize cost for assigned complex category(s). Develops and maintains effective working relationships with internal and external stakeholders. Manages the procurement division or category and vendor performance. May manage multiple categories.		Bachelor's degree in business, logistics, or public administration from an accredited college or university and five (5) years of professional job-related experience in contract management, procurement sourcing, or supplier relationship management, including two (2) years in a managerial or supervisory role; or two (2) years of experience at the lower level Purchasing Agent Spv (FEP023) or position equivalent. Note: Some positions require Georgia Procurement Manual area-specific certification(s).	

Job Code	Job Title	Salary Plan	Grade
FEM081	Mgr. 2, Procurement	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Leads a specialized category in Strategic Sourcing. Develops and executes procurement strategies that are designed to maximize customer satisfaction and minimize cost for assigned complex category(s). Develops and maintains effective working relationships with internal and external stakeholders. Manages the procurement division or category and vendor performance. May manage multiple categories. Directs subordinate supervisors and staff.		Bachelor's degree in business, logistics, or public administration or a related field from an accredited college or university and seven (7) years of professional job-related experience in contract management, procurement sourcing, or supplier relationship management, which includes two (2) years in a managerial role; or two (2) years of experience at the lower level Mgr, Procurement (FEM080) or position equivalent. Note: Some positions require Georgia Procurement Manual area-specific certification(s).	

Job Code	Job Title	Salary Plan	Grade
FEM082	Sr. Mgr. Procurement	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Oversees the development and implantation of sourcing initiatives and processes for purchasing categories such as goods, services, technology/telecommunications, utilities, etc. Develops and executes strategic procurement strategy and objectives for category relationships with entity management, State Purchasing, and key vendors.		Bachelor's degree in business, logistics, or public administration from an accredited college or university and nine (9) years of professional job-related experience in contract management, procurement sourcing, or supplier relationship management, which includes three (3) years in a managerial role; or three (3) years of experience at the lower level Mgr 2, Purchasing/Inventory (FEM051) or equivalent position. Note: Some positions require Georgia Procurement Manual area-specific certification(s).	

Job Code Catalog: Procurement

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEM083	Dir, Procurement	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary		Entry Qualifications	
Oversees the development and implantation of sourcing initiatives and processes for purchasing categories such as goods, services, technology/telecommunications, utilities, etc. Develops and executes strategic procurement strategy and objectives for category relationships with entity management, State Purchasing, and key vendors.		Bachelor's degree in business, logistics, or public administration from an accredited college or university and eleven (11) years of professional job-related experience in contract management, procurement sourcing, and supplier relationship management, which includes eight (8) years of which as a managerial role; or six (6) years of experience at the lower level Sr Mgr, Procurement (FEM054) or equivalent position. Note: Some positions require Georgia Procurement Manual area-specific certification(s).	
Job Code	Job Title	Salary Plan	Grade
FEM090	Contract Management 1 (DOAS)	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under supervision, provides professional-level category support in various Contract Management activities, including implementing new Statewide Contracts and maintaining statewide contract documents in the electronic procurement tool(s). Provides assistance in ongoing category and supplier performance management.		Associate degree in business administration, public administration, or a directly related field from an accredited college or university; or two (2) years of experience in a purchasing environment providing support in collecting bids, completing procurement documents and related functions; or two (2) years of experience in a business environment providing support by maintaining/managing a high volume of documents electronically.Note: Some positions may require agency-specific certification.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.	

Job Code Catalog: Enterprise

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEM091	Contract Management 2 (DOAS)	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37		Max Salary \$73,287.92
Job Summary Under general supervision, provides professional-level category support in a variety of procurement and contract management activities. Participates in ongoing management of assigned contracts.		Entry Qualifications Bachelor's degree in business administration, public administration, or a directly related field from an accredited college or university; or four (4) years of experience in a purchasing or contract management environment; or two (2) years of experience at the lower-level Contract Manager 1 (FEM090) or position equivalent.Note: Some positions may require agency-specific certification.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.	
Job Code	Job Title	Salary Plan	Grade
FEM092	Contract Management 3 (DOAS)	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55		Max Salary \$81,720.15
Job Summary Under broad supervision, crafts, evaluates, negotiates, and executes various contracts covering a range of transactions; creates and maintains relationships with suppliers and serves as the singular point of contact for matters concerning contracts. Maintain records for correspondence and documentation about established contracts and those in progress. Communicate and present information to stakeholders about all contract-related matters. Monitor contracts and move forward with close-out, extension, or renewal according to what's best for the company. Solve any contract-related problems that may arise with other parties and internally with the company itself. Provides in-depth research and analytical support for a complex category in various procurement activities and leads a less complex category. Develops and executes procurement strategies to maximize customer satisfaction and minimize cost for assigned less-complex category(s). Develops and maintains effective working relationships with internal and external stakeholders. Manages category and supplier performance.		Entry Qualifications Bachelor's degree in business administration, public administration, or a directly related field from an accredited college or university; or four (4) years of experience in a purchasing or contract management environment; or two (2) years of experience at the lower-level Contract Manager 2 (FEM091) or position equivalent.Note 1: Some positions may require agency-specific certification.Note 2: 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.	

Job Code Catalog: Enterprise

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEM093	Contract Management Spv (DOA	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Supervises, guides, or instructs the work assignments of subordinate staff. Develops, coordinates, and monitors the agency purchasing, inventory, contract, and bidding process throughout the procurement cycle. May manage purchasing card program. Plans and executes procurement strategies designed to maximize customer satisfaction and minimize cost. Develops and maintains effective working relationships with internal and external stakeholders. Manages category and supplier performance. Serves as a subject-matter expert.		Entry Qualifications Bachelor's degree in business administration, public administration, or a directly related field from an accredited college or university; or four (4) years of experience in a purchasing or contract management environment; or two (2) years of experience at the lower-level Contract Manager 3 (FEM092) or position equivalent. Note: Some positions may require agency-specific certification. 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.	
Job Code	Job Title	Salary Plan	Grade
FEP010	Architect 1	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Under supervision, develops architectural designs, drawings and specifications for new and existing structures, landscapes or interior spaces. Consults with designers and users and provides technical assistance to ensure compliance with regulations and standards.		Entry Qualifications Bachelor's degree in architectural design, landscape architecture, architecture or a closely related field from an accredited college or university or state license to practice architecture.	
Job Code	Job Title	Salary Plan	Grade
FEP011	Architect 2	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Under general supervision, develops architectural designs, drawings and specifications for new and existing structures, landscapes or interior spaces. Consults with designers and users and provides technical assistance to ensure compliance with regulations and standards.		Entry Qualifications Bachelor's degree in architectural design, landscape architecture, architecture or a closely related field from an accredited college or university and one (1) year of experience in a directly related area; or state license to practice architecture and one (1) year of experience in a directly related area; or one (1) year of experience at the lower level Architect 1 (FEP010) or position equivalent.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEP012	Architect 3	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Under broad supervision, develops architectural designs, drawings and specifications for new and existing structures, landscapes or interior spaces. Consults with designers and users and provides technical assistance to ensure compliance with regulations and standards.	Bachelor's degree in architectural design, landscape architecture, architecture, or a closely related field from an accredited college or university and two (2) years of experience in a directly related area; or state license to practice architecture and two (2) years of experience in a directly related area; or one (1) year of experience at the lower level Architect 2 (FEP011) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FEP013	Architect Spv	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Develops architectural designs, drawings and specifications for new and existing structures, landscapes or interior spaces. Consults with designers and users and provides technical assistance to ensure compliance with regulations and standards.	Bachelor's degree in architectural design, landscape architecture, architecture, or a closely related field from an accredited college or university, which includes one (1) year in a lead worker, team leader, or supervisory role in a directly related area; or state license to practice architecture and which includes one (1) year in a lead worker, team leader, or supervisory role in a directly related area; or one (1) year of experience at the lower level Architect 3 (FEP012) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FEP020	Purchase/Procurement Agent 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Under supervision, provides professional level category support in a variety of procurement activities. Provides assistance in on-going category and vendor performance management.	Associate degree in accounting or business, or a directly related field from an accredited college or university; or Technical diploma in accounting or business and one (1) year job-related experience in a procurement environment; or one (1) year of experience at the lower level Procurement Agent Trainee (FEP019) or Procurement Technician (FET112) or equivalent position. Note: Some positions require Georgia Procurement Manual area-specific certification(s).		

Job Code Catalog: Procurement

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEP021	Purchase/Procurement Agent 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision, provides professional level category support in a variety of procurement activities. Participates in on-going category and vendor performance management.		Associate degree in accounting or business, or a directly related field from an accredited college or university and two (2) years of job-related experience in a procurement environment; or Technical diploma in accounting or business and three (3) years of job-related experience in a procurement environment; or two (2) years of experience at the lower level Procurement Agent 1 (FEP020) or equivalent position. Note: Some positions require Georgia Procurement Manual area-specific certification(s).	

Job Code	Job Title	Salary Plan	Grade
FEP022	Purchase/Procurement Agent 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under broad supervision, provides in-depth research and analytical support for a complex category in a variety of procurement activities, and/or leads a less-complex category. Develops and executes procurement strategies that are designed to maximize customer satisfaction and minimize cost for assigned less-complex category(s). Develops and maintains effective working relationships with internal and external stakeholders. Manages category and vendor performance.		Associate degree in accounting or business, or a directly related field from an accredited college or university and three (3) years of job-related experience in a procurement environment; or Technical diploma in accounting or business and four (4) years of job-related experience in a procurement environment; or two (2) years of experience at the lower level Purchase/Procurement Agent 2 (FEP021) or equivalent position. Note: Some positions require Georgia Procurement Manual area-specific certification(s).	

Job Code Catalog: Procurement

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEP023	Purchase/Procurement Agt Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Develops, coordinates and monitors the agency purchasing, inventory, contract and bidding process throughout the procurement cycle. May manage purchasing card program. Plans and executes procurement strategies that are designed to maximize customer satisfaction and minimize cost. Develops and maintains effective working relationships with internal and external stakeholders. Manages category and vendor performance. Serves as a subject- matter expert.		Entry Qualifications Associate degree in accounting or business or a directly related field from an accredited college or university and four (4) years of job-related experience in a procurement environment, which included one (1) year in a lead worker, team leader, or supervisory role; or Technical diploma in accounting or business from an accredited college or university and five (5) years of job-related experience in a procurement environment which included one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Procurement Agent 3 (FEP022) or equivalent position. Note: Some positions require Georgia Procurement Manual area-specific certification(s).	
Job Code	Job Title	Salary Plan	Grade
FEP040	Fac Maintenance Engineer 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, learns to plan, implement and monitor facility maintenance programs to include construction and repair.		Entry Qualifications Associate degree in a related field from an accredited college or university; or two (2) years of job-related experience in engineering, maintenance, renovation, and construction of facilities.	
Job Code	Job Title	Salary Plan	Grade
FEP041	Fac Maintenance Engineer 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, assists and plans, implements and monitors facility maintenance programs to include construction and repair.		Entry Qualifications Associate degree in a related field from an accredited college or university; or three (3) years of experience in engineering, maintenance, renovation, and construction of facilities.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEP042	Fac Maintenance Engineer 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, assists in coordinating the engineering, maintenance, renovation, and construction of facilities.		Entry Qualifications Associate degree in a related field from an accredited college or university; or four (4) years of job-related experience in engineering, maintenance, renovation, and construction of facilities; or one (1) year of experience at the lower level Fac Maintenance Engineer 2 (FEP041) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FEP043	Fac Maintenance Engineer Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Coordinates the engineering, maintenance, renovation, and construction of facilities. Reviews plans and conducts on-site inspections to ensure work is performed according to established guidelines.		Entry Qualifications Associate degree in a related field from an accredited college or university and five (5) years of job-related experience in engineering, maintenance, renovation, and construction of facilities, including two (2) years as a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Fac Maintenance Engineer 3 (FEP042) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FEP050	Construction Spec 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, organizes both skilled and general laborers performing construction/renovation projects. Coordinates and/or performs activities related to all facets of the project.		Entry Qualifications High school diploma/GED and one (1) year of experience in maintenance and/or general building construction.	
Job Code	Job Title	Salary Plan	Grade
FEP051	Construction Spec 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, organizes both skilled and general laborers performing construction/renovation projects. Coordinates and/or performs activities related to all facets of the project.		Entry Qualifications High school diploma/GED and two (2) years of experience in maintenance and/or general building construction; or one (1) year of experience at the lower level Construction Spec 1 (FEP050) or position equivalent.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FEP052	Construction Spec 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, organizes both skilled and general laborers performing construction/renovation projects. Coordinates and/or performs activities related to all facets of the project.	Entry Qualifications High school diploma/GED and five (5) years of experience in maintenance and/or general building construction; or one (1) year of experience at the lower level Construction Spec 2 (FEP051) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FEP053	Construction Spec Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the planning and preparation for the completion of construction projects. Organizes both skilled and general laborers performing construction/renovation projects. Coordinates and/or performs activities related to all facets of the project. May require use of faciliCAD and AutoCAD.	Entry Qualifications High school diploma/GED and six (6) years of experience in maintenance and/or general building construction, including one (1) year as a lead worker, team leader, or supervisory role or one (1) year of experience at the lower level Construction Spec 3 (FEP052) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FEP070	Cemetery Technician SPV	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision assists the Cemetery Manager with facility maintenance requirements. This includes general repairs and preventative maintenance, along with management of any work conducted by contractors or vendors to ensure the completion of their work as specified.	Entry Qualifications High school diploma/GED and one (1) year of experience in grounds and landscaping maintenance, basic knowledge of building, equipment, and vehicle maintenance, and experience in the use of outdoor power equipment and heavy equipment; or one (1) year at the lower-level Cemetery Tech 2/3. Subject to random urinalysis. Must have a valid driver's license.		

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FES010	Supply/Warehouse Clerk 1	SWD	B
Min Salary \$23,920.00	Mid Salary \$28,797.08	Max Salary \$33,674.16	
Job Summary Under direct supervision, receives, stores and issues materials, equipment and other items. Performs manual and clerical tasks involved in the distribution of supplies and materials.		Entry Qualifications High school diploma/GEDNote: Some positions require possession of valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
FES011	Supply/Warehouse Clerk 2	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Under general supervision, receives, stores and issues materials, equipment and other items. Performs manual and clerical tasks involved in the distribution of supplies and materials.		Entry Qualifications High school diploma/GED and one (1) year of experience in shipping and receiving; or six (6) months of experience at the lower level Supply/Warehouse Clerk 1 (FES010) or position equivalent.Note: Some positions require possession of a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
FES012	Supply/Warehouse Clerk 3	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under broad supervision, receives, stores and issues materials, equipment and other items. Performs manual and clerical tasks involved in the distribution of supplies and materials.		Entry Qualifications High school diploma/GED and two (2) years of experience in shipping and receiving; or one (1) year of experience at the lower-level Supply Warehouse Clerk 2 (FES011) or position equivalent.Note: Some positions require possession of a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
FES013	Supply/Warehouse Clerk Spv	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the operations of a warehouse. Receives, stores and issues materials, equipment and other items. Performs manual and clerical tasks involved in the distribution of supplies and materials.		Entry Qualifications High school diploma/GED and three (3) years of experience in shipping and receiving, including one (1) year as a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Supply/Warehouse Clerk 3 (FES012) or position equivalent.Note: Some positions require possession of a valid driver's license.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FES020	Parking Attendant 1	SWD	A
Min Salary \$22,963.20	Mid Salary \$27,341.12	Max Salary \$31,719.03	
Job Summary Under direct supervision, learns to monitor and control electronic building access systems and parking facilities. May collect parking fees from customers.		Entry Qualifications Any combination of training and experience that will lead to competencies related to area of assignment.	
Job Code	Job Title	Salary Plan	Grade
FES021	Parking Attendant 2	SWD	B
Min Salary \$23,920.00	Mid Salary \$28,797.08	Max Salary \$33,674.16	
Job Summary Under general supervision, monitors and controls electronic building access systems and parking facilities. May collect parking fees from customers.		Entry Qualifications Six (6) months of experience in a related are or six (6) months of experience at the lower level Parking Attendant 1 (FES020) or position equivalent.Note: Some positions require possession of a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
FES022	Parking Attendant 3	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Under broad supervision, monitors and controls electronic building access systems and parking facilities. May collect parking fees from customer.		Entry Qualifications One (1) year of experience in a related area; or one (1) year of experience at the lower level Parking Attendant 2 (FES021) or position equivalent.Note: Some positions require possession of a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
FES023	Parking Attendant Spv	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the monitoring of parking facilities and parking areas. Monitors and controls electronic building access systems.		Entry Qualifications Eighteen (18) months of experience in a related area; or one (1) year of experience at the lower level Parking Attendant 3 (FES022) or position equivalent.Note: Some positions require possession of a valid driver's license.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FES030	Groundskeeper 1	SWD	A
Min Salary	Mid Salary	Max Salary	
\$22,963.20	\$27,341.12	\$31,719.03	
Job Summary	Entry Qualifications		
Under direct supervision, maintains grounds in an attractive and orderly condition by trimming lawns, removing leaves and debris, and other related duties. Operates and maintains grounds equipment as necessary.	Valid driver's license.		
Job Code	Job Title	Salary Plan	Grade
FES031	Groundskeeper 2	SWD	B
Min Salary	Mid Salary	Max Salary	
\$23,920.00	\$28,797.08	\$33,674.16	
Job Summary	Entry Qualifications		
Under general supervision, maintains grounds in an attractive and orderly condition by trimming lawns, removing leaves and debris and other related duties. Operates and maintains grounds equipment as necessary.	Six (6) months of experience and valid driver's license; or one (1) year of experience at the lower level Groundskeeper 1 (FES030) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FES032	Groundskeeper 3	SWD	C
Min Salary	Mid Salary	Max Salary	
\$24,876.10	\$30,594.84	\$36,313.58	
Job Summary	Entry Qualifications		
Under broad supervision, maintains grounds in an attractive and orderly condition by trimming lawns, removing leaves and debris and other related duties. Operates and maintains grounds equipment as necessary.	One (1) year of job-related experience and valid driver's license; or one (1) year of experience at the lower level Groundskeeper 2 (FES031) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FES033	Groundskeeper Spv	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the maintenance of grounds for an assigned property. Operates and maintains grounds equipment as necessary.	Two (2) years of job-related experience in a lead worker, team leader, or supervisory role and a valid driver's license; or one (1) year of experience at the lower level Groundskeeper 3 (FES032) or position equivalent.		

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FES040	Housekeeper 1	SWD	A
Min Salary \$22,963.20	Mid Salary \$27,341.12	Max Salary \$31,719.03	
Job Summary Under direct supervision, performs any combination of duties to maintain order, sanitation and cleanliness in facilities. Maintains supplies as needed.		Entry Qualifications Any combination of training and experience that would have enabled the applicant to have acquired the necessary knowledge, skills and abilities.	
Job Code	Job Title	Salary Plan	Grade
FES041	Housekeeper 2	SWD	B
Min Salary \$23,920.00	Mid Salary \$28,797.08	Max Salary \$33,674.16	
Job Summary Under general supervision, performs any combination of duties to maintain order, sanitation and cleanliness in facilities. Maintains supplies as needed.		Entry Qualifications One (1) year of experience in related area of assignment; or one (1) year of experience at the lower level Housekeeper 1 (FES040) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FES042	Housekeeper 3	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Under broad supervision, performs any combination of duties to maintain order, sanitation and cleanliness in facilities. Maintains supplies as needed.		Entry Qualifications One (1) year of experience as a lead worker in a related area of assignment; or one (1) year of experience at the lower level Housekeeper 2 (FES041) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FES043	Housekeeper Spv	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages the cleaning and upkeep of assigned areas. Performs any combination of duties to maintain order, sanitation and cleanliness in facilities. Maintains supplies.		Entry Qualifications One (1) year of experience in a lead worker, team leader, or supervisory role in a related area of assignment; or one (1) year of experience at the lower level Housekeeper 3 (FES042) or position equivalent.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FES050	Facility Maintenance Wkr 1	SWD	A
Min Salary \$22,963.20	Mid Salary \$27,341.12	Max Salary \$31,719.03	
Job Summary Under direct supervision, performs routine maintenance on buildings, facilities and grounds. Cleans and maintains assigned areas.	Entry Qualifications Any combination of training and experience that would have enabled the applicant to acquire the necessary knowledge, skills, and abilities. Note: Some positions may require a valid driver's license.		
Job Code	Job Title	Salary Plan	Grade
FES051	Facility Maintenance Wkr 2	SWD	B
Min Salary \$23,920.00	Mid Salary \$28,797.08	Max Salary \$33,674.16	
Job Summary Under general supervision, performs routine maintenance on buildings, facilities and grounds. Cleans and maintains assigned areas.	Entry Qualifications One (1) year of job-related experience. Note: Some positions may require a valid driver's license.		
Job Code	Job Title	Salary Plan	Grade
FES052	Facility Maintenance Wkr 3	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under broad supervision, performs routine maintenance on buildings, facilities and grounds. Cleans and maintains assigned areas.	Entry Qualifications Three (3) years of job-related experience; or one (1) year of experience at the lower level Facility Maintenance Wkr 2 (FES051) or position equivalent. Note: Some positions may require a valid driver's license.		
Job Code	Job Title	Salary Plan	Grade
FES053	Facility Maintenance Wkr Spv	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. May perform routine maintenance on buildings, facilities and grounds. Cleans and maintains assigned areas.	Entry Qualifications Four (4) years of job-related experience; or two (2) years of experience at the lower level Facility Maintenance Wkr 3 (FES052) or position equivalent. Note: Some positions may require a valid driver's license.		

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FES070	Cemetery Technician 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under general supervision and guidance, the Cemetery Technician performs various tasks requiring mainly manual skills and physical strength.		Entry Qualifications High school diploma/GED and six (6) months of general labor work experience. Subject to random urinalysis. Must have a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
FES071	Cemetery Technician 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under general supervision and guidance, the Cemetery Technician performs various tasks requiring mainly manual skills and physical strength.		Entry Qualifications High school diploma/GED; or one (1) year at the lower-level Cemetery Technician 1 (FES070).Note: Some positions require possession of a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
FES072	Cemetery Technician 3	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under general supervision and guidance, the Cemetery Technician performs various tasks requiring mainly manual skills and physical strength.		Entry Qualifications High school diploma/GED; or three (3) years of general labor work experience; and one (1) year at the lower-level Cemetery Technician 2 (FES071). Must have a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
FES073	Cemetery Representative	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under limited supervision and guidance, the Cemetery Representative performs various administrative tasks for the cemetery to conduct burial operations and public relations for the facility.		Entry Qualifications Associate degree from an accredited college or university and one (1) year of job-related experience; or three (3) years of job-related experience; or one (1) year experience as a Cemetery Technician Supervisor (FEP070). Must have a valid driver's license.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FET010	Hwy Maintenance Tech 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under direct supervision, maintains highways, municipal and rural roads, runways and rights-of-ways. Duties include patching pavement, repairing guardrails and highway markers.		Entry Qualifications Valid driver's license is required.	
Job Code	Job Title	Salary Plan	Grade
FET011	Hwy Maintenance Tech 2	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under general supervision, maintains highways, municipal and rural roads, runways and rights-of-ways. Duties include patching pavement, repairing guardrails and highway markers.		Entry Qualifications Six (6) months of experience in equipment operation and/or repair, highway maintenance, or any other relevant experience and a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
FET012	Hwy Maintenance Tech 3	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under broad supervision, maintains highways, municipal and rural roads, runways and rights-of-ways. Duties include patching pavement, repairing guardrails and highway markers.		Entry Qualifications One (1) year of experience in equipment operation and/or repair, highway maintenance, or any other relevant experience; or one (1) year of experience at the lower level Hwy Maintenance Tech 2 (FET011) or position equivalent, and a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
FET013	Hwy Maintenance Tech Spv	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the maintenance of highways, municipal and rural roads, runways and rights-of-ways. Coordinates all highway maintenance activities.		Entry Qualifications Two (2) years of experience in equipment operation and/or repair, highway maintenance, or any other relevant experience; or one (1) year of experience at the lower level Hwy Maintenance Tech 3 (FET012) or position equivalent and valid driver's license.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FET020	Printer 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, coordinates the workforce, physical plant, inventory and equipment in production activities.	Entry Qualifications High school diploma/GED.		
Job Code	Job Title	Salary Plan	Grade
FET021	Printer 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, coordinates the workforce, physical plant, inventory and equipment in production activities.	Entry Qualifications High school diploma/GED and one (1) year of directly job-related experience; or one (1) year of experience at the lower level Printer 1 (FET020) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FET022	Printer 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, coordinates the workforce, physical plant, inventory and equipment in production activities.	Entry Qualifications High school diploma/GED and two (2) years of directly job-related experience or one (1) year of experience in the area of assignment; or one (1) year of experience at the lower level Printer 2 (FET021) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FET023	Printer Spv	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Coordinates the workforce, physical plant, inventory and equipment in production activities.	Entry Qualifications High school diploma/GED and two (2) years of directly job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Printer 3 (FET022) or position equivalent.		

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FET030	General Trades Tech 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under direct supervision, performs a variety of semiskilled and skilled building trades work in the repair, maintenance or construction of state buildings and related structures. Installs and maintains security, climate control and other facilities systems.		Entry Qualifications High school diploma/GED and one (1) year of experience in building repairs and maintenance or in the specific area of assignment. Note: Some positions may require area-specific certifications/licenses.	
Job Code	Job Title	Salary Plan	Grade
FET031	General Trades Tech 2	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under general supervision, performs a variety of semiskilled and skilled building trades work in the repair, maintenance or construction of state buildings and related structures. Installs and maintains security, climate control and other facilities systems.		Entry Qualifications High school diploma/GED and two (2) years of experience in building repairs and maintenance or in the specific area of assignment; or one (1) year of experience at the lower level General Trades Tech 1 (FET030) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FET032	General Trades Tech 3	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under broad supervision, performs a variety of semiskilled and skilled building trades work in the repair, maintenance or construction of state buildings and related structures. Installs and maintains security, climate control and other facilities systems. Note: Position may require 24 on-call availability.		Entry Qualifications High school diploma/GED and three (3) years of experience in building repairs and maintenance or in the specific area of assignment; or two (2) years of experience at the lower level General Trades Tech 2 (FET031) or position equivalent. Note: Some positions may require area-specific certifications/licenses.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FET033	General Trades Tech Spv	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the repair, maintenance and construction of state buildings and related structures.		Entry Qualifications High school diploma or GED AND Four years of experience in building repairs and maintenance or in the specific area of assignment, One year of which in a lead/supervisory role OR Two years of experience at the lower level General Trades Tech 3 (FET032) or position equivalent. Note: Some positions may require area specific certifications/licenses.	
Job Code	Job Title	Salary Plan	Grade
FET040	Purchasing Asst 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, receives, stores and issues property and supplies. Manages, administers or coordinates property and inventory control.		Entry Qualifications High school diploma/GED and one (1) year of job-related experience in inventory, purchasing, or supply chain management; or Six (6) months of experience at the lower level Purchasing Agent Technician (FET039) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FET041	Purchasing Asst 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, receives, stores and issues property and supplies. Coordinates property management and inventory control.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience in inventory, purchasing, or supply chain management; or one (1) year of experience at the lower level Purchasing Agent 1 (FET040) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FET042	Purchasing Asst 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under broad supervision, receives, stores and issues property and supplies. Manages property and inventory control and prepares related reports.		Entry Qualifications High school diploma/GED and three (3) years of job-related experience in inventory, purchasing, or supply chain management; or one (1) year of experience at the lower level Purchasing Agent 2 (FET041) or equivalent position.	

Job Code Catalog: Procurement

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FET043	Purchasing Asst Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the purchasing, receiving, storing and distribution of property and supplies.		Entry Qualifications High school diploma/GED and four (4) years of job-related experience in inventory, purchasing, or supply chain management which includes two (2) years as a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Purchasing Agent 3 (FET042) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FET050	Fleet/Motor Pool Spec 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under direct supervision, coordinates the assignment, maintenance and replacement of vehicles in a fleet program. Maintains inventory and orders supplies.		Entry Qualifications High school diploma/GED.	
Job Code	Job Title	Salary Plan	Grade
FET051	Fleet/Motor Pool Spec 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under general supervision, coordinates the assignment, maintenance and replacement of vehicles in a fleet program. Maintains inventory and orders supplies.		Entry Qualifications High school diploma or GED AND One year of experience in area of assignment.	
Job Code	Job Title	Salary Plan	Grade
FET052	Fleet/Motor Pool Spec 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under broad supervision, coordinates the assignment, maintenance and replacement of vehicles in a fleet program. Maintains inventory and orders supplies.		Entry Qualifications High school diploma/GED and two (2) years of experience in the area of assignment; or one (1) year of experience in the lower level Fleet/Motor Pool Spec 2 (FET051) or position equivalent.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FET053	Fleet/Motor Pool Spec Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees all facets of an agency/institution motor pool. Coordinates the assignment, maintenance and replacement of vehicles in a fleet program.	High school diploma/GED and two (2) years of experience in the area of assignment, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Fleet/Motor Pool Spec 3 (FET052) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FET060	Mechanic 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary	Entry Qualifications		
Under direct supervision, learns to maintain, diagnose, inspect and/or repair engines, vehicles and other motorized equipment.	High school diploma/GED and one (1) year of experience in the area of assignment. Note: Some positions may require specific licensure.		
Job Code	Job Title	Salary Plan	Grade
FET061	Mechanic 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary	Entry Qualifications		
Under general supervision, maintains, diagnoses, inspects and/or repairs engines, vehicles and other motorized equipment.	High school diploma/GED and two (2) years of experience in the area of assignment; or one (1) year of experience at the lower level Mechanic 1 (FET060) or position equivalent. Note: Some positions may require specific licensure.		
Job Code	Job Title	Salary Plan	Grade
FET062	Mechanic 3	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary	Entry Qualifications		
Under broad supervision, maintains, diagnoses, inspects, and/or repairs engines, vehicles and other motorized equipment.	High school diploma/GED and three (3) years of experience in the area of assignment; or one (1) year of experience at the lower level Mechanic 2 (FET061) or position equivalent.		

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FET063	Mechanic Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Maintains, diagnoses, inspects and/or repairs engines, vehicles and other motorized equipment.	Entry Qualifications High school diploma/GED and three (3) years of experience in the area of assignment, which includes two (2) years in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Mechanic 3 (FET062) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FET071	Grounds Maintenance Tech 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under general supervision, landscapes or maintains grounds of property using hand or power tools or equipment.	Entry Qualifications High school diploma/GED.		
Job Code	Job Title	Salary Plan	Grade
FET072	Grounds Maintenance Tech 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, landscapes or maintains grounds of property using hand or power tools or equipment.	Entry Qualifications High school diploma/GED and three (3) years of job-related experience; or Internal experience at a lower level Facility Maintenance Wkr 3 (FES052) or Grounds Maintenance Tech 1 (FET071) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FET073	Grounds Maintenance Tech Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Landscapes or maintains grounds of property using hand or power tools or equipment.	Entry Qualifications High school diploma/GED and two (2) years of job-related experience as a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Grounds Maintenance Tech 2 (FET072) or position equivalent and valid driver's license.		

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FET080	Aircraft Mechanic 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Under direct supervision, repairs, overhauls, inspects, maintains, cleans and returns helicopters and aircraft to service.	Vocational/Technical degree in area of assignment from an accredited college or eighteen (18) months of practical experience in area of assignment with a related certification.Note: Some positions may require specific licensure.		
Job Code	Job Title	Salary Plan	Grade
FET081	Aircraft Mechanic 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary	Entry Qualifications		
Under general supervision, repairs, overhauls, inspects, maintains, cleans and returns helicopters and aircraft to service.	Vocational/Technical degree in the area of assignment from an accredited college and one (1) year of experience in the area of assignment; or one (1) year of experience at the lower level Aircraft Mechanic 1 (FET080) or position equivalent.Note: Some positions may require specific licensure.		
Job Code	Job Title	Salary Plan	Grade
FET082	Aircraft Mechanic 3	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary	Entry Qualifications		
Under broad supervision, delegates and monitors subordinates on repairing, overhauling, inspecting, maintaining, cleaning and returning helicopters and aircraft to service and allocates work.	Vocational/Technical degree in the area of assignment from an accredited college and two (2) years of experience in the area of assignment; or one (1) year of experience at the lower level Aircraft Mechanic 2 (FET081) or position equivalent.Note: Some positions may require specific licensure..		

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FET083	Aircraft Mechanic Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs the overall repairs, overhauls, inspections, maintenance, cleaning and returning of helicopters and aircraft to service.		Entry Qualifications Vocational/Technical degree in the area of assignment from an accredited college and which includes two (2) years in a lead worker, team leader, or supervisory role in the area of assignment; or one (1) year of experience at the lower level Aircraft Mechanic 3 (FET082) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FET090	Fabricator/Welder 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under direct supervision, fabricates and repairs firefighting equipment and special metal fabrications using proper welding techniques according to established guidelines and procedures. Repairs and/or installs fire suppression water pumps on fire engines.		Entry Qualifications High school diploma/GED and one (1) year of job-related experience; or Ability to use a cutting torch and weld with a wire welder.Note: Some positions may require specific licensure.	
Job Code	Job Title	Salary Plan	Grade
FET091	Fabricator/Welder 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under general supervision, fabricates and repairs firefighting equipment and special metal fabrications using proper welding techniques according to established guidelines and procedures. Repairs and/or installs fire suppression water pumps on fire engines. Reads blue prints and lays out new construction. Serves as lead worker or mentor to TDLs and new hires.		Entry Qualifications High school diploma/GED and one (1) year of experience in the area of assignment; or eighteen (18) months at the lower level Fabricator/Welder 1 (FET090) or position equivalent.Note: Some positions may require specific licensure.	

Job Code Catalog: Facilities

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FET092	Fabricator/Welder 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, fabricates and repairs firefighting equipment and special metal fabrications using proper welding techniques according to established guidelines and procedures. Repairs and/or installs fire suppression water pumps on fire engines. Evaluates component construction methods and accurately identifies improvement options for safety enhancements, increased durability or reduced production costs. Serves as job expert or organization resource in assigned areas.		Entry Qualifications High school diploma/GED and two (2) years of experience in the area of assignment or three (3) years of experience in the area of assignment; or three (3) years of experience at the lower level Fabricator/Welder 2 (FET091) or position equivalent. Note: Some positions may require specific licensure.	
Job Code	Job Title	Salary Plan	Grade
FET093	Fabricator/Welder Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the fabrication, machine, paint and plumbing shops. Performs administrative duties which may include budget preparation, authorize purchases, assists in selection and with dismissals of employees. Coordinates shop's activities for repairs, manufacture, design and development. Trains employees on equipment, teaches welding and liquid movement techniques.		Entry Qualifications High school diploma/GED and two (2) years of supervisory experience in the area of assignment; or one(1) year of experience at the lower level Fabricator/Welder 3 (FET092) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FET100	Correctional Technician	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under close supervision, assists in maintaining order and security in correctional institutions and other places of detention.		Entry Qualifications High school diploma/GED.	

Job Code Catalog: Procurement

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FET112	Procurement Technician	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary		Entry Qualifications	
		High School diploma/GED and six (6) months of job-related experience in a procurement environment, purchase order receipting, invoice processing, or completing other procurement-related tasks.	
Job Code	Job Title	Salary Plan	Grade
FFM010	Mgr, Food Svcs	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary		Entry Qualifications	
Under direct supervision learns to prepare, heat and finish cooking food items and serve customers. Learns how to receive and disburse money in a food service establishment. Cleans work areas, equipment, utensils, dishes, and silverware.		High school diploma/GED and two (2) years of experience in managing a food service operation, including responsibility for supervision, inventory distribution and control, cost management, food preparation, and sanitation; or two (2) years of experience at the lower level Food Svc Spec Spv (FFT013) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FFM011	Mgr 2, Food Svcs	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary		Entry Qualifications	
Under general supervision, prepares, heats and finishes cooking food items and serves customers, client and/or employees. May receive and disburse money in a food service establishment. Cleans work areas, equipment, utensils, dishes, and silverware.		High school diploma/GED and three (3) years of experience in managing a food service operation, including responsibility for supervision, inventory distribution and control, cost management, food preparation, and sanitation; or two (2) years of experience at the lower level Mgr, Food Svcs (FFM010) or position equivalent.	

Job Code Catalog: Food-Farm

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FFM012	Sr Mgr, Food Svcs	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, works in the preparation, cooking, serving and distribution of food to customers, clients and/or employees. Operates and maintains specialized food service equipment, and performs general facility and equipment sanitation maintenance in accordance with federal, state, and department guidelines. May serve as lead worker.		Entry Qualifications High school diploma/GED and four (4) years of experience in managing a food service operation, including responsibility for supervision, inventory distribution and control, cost management, food preparation, and sanitation; or two (2) years of experience at the lower level Mgr 2, Food Svcs (FFM011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FFM013	Dir, Food Svcs	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Supervises the cooking, preparation, serving, and storage of food. Makes food supply requisition, conducts facility and equipment sanitation and maintenance inspections. Monitors the quality of food service. Supervises and plans work of assigned staff.		Entry Qualifications High school diploma/GED and five (5) years of experience in managing a food service operation, including responsibility for supervision, inventory distribution and control, cost management, food preparation, and sanitation; or two (2) years of experience at the lower level Sr Mgr, Food Svcs (FFM012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FFM020	Mgr, Farm Ops	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Manages the statewide farm and livestock program. Manages resources to optimize productivity. Oversees the maintenance of equipment. Directs subordinate supervisors and staff.		Entry Qualifications High school diploma/GED and two (2) years of experience in the management of a farm operation.	

Job Code Catalog: Food-Farm

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FFM021	Mgr 2, Farm Ops	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary	Entry Qualifications		
Leads the statewide farm and livestock program. Manages resources to optimize productivity. Oversees the maintenance of equipment. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.	High school diploma/GED and three (3) years of experience in the management of a farm operation, including responsibility for supervision, inventory distribution, and control, and cost management; or one (1) year of experience at the lower level Mgr, Farm Ops (FFM020) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FFM022	Sr Mgr, Farm Ops	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary	Entry Qualifications		
Directs the statewide farm and livestock program. Manages resources to optimize productivity. Oversees the maintenance of equipment. Directs subordinate managers and staff.	High school diploma/GED and four (4) years of experience in the management of a farm operation, including responsibility for supervision, inventory distribution, and control, and cost management; or one (1) year of experience at the lower level Mgr 2, Farm Ops (FFM021) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FFM023	Dir, Farm Operations	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Oversees the statewide farm and livestock program. Manages resources to optimize productivity. Oversees the maintenance of equipment. Provides leadership to subordinate managers and staff.	High school diploma/GED and five (5) years of experience in the management of a farm operation, including responsibility for supervision, inventory distribution and control, and cost management; or one (1) year of experience at the lower level Sr Mgr, Farm Ops (FFM022) or position equivalent.		

Job Code Catalog: Food-Farm

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FFS010	Food Svc Worker 1	SWD	B
Min Salary	Mid Salary	Max Salary	
\$23,920.00	\$28,797.08	\$33,674.16	
Job Summary		Entry Qualifications	
Under direct supervision learns to prepare, heat and finish cooking food items and serve customers. Learns how to receive and disburse money in a food service establishment. Cleans work areas, equipment, utensils, dishes, and silverware.		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.	
Job Code	Job Title	Salary Plan	Grade
FFS011	Food Svc Worker 2	SWD	C
Min Salary	Mid Salary	Max Salary	
\$24,876.10	\$30,594.84	\$36,313.58	
Job Summary		Entry Qualifications	
Prepares, heats and finishes cooking food items and serves customers, client and/or employees. May receive and disburse money in a food service establishment. Cleans work areas, equipment, utensils, dishes, and silverware.		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.	
Job Code	Job Title	Salary Plan	Grade
FFS012	Food Svc Worker 3	SWD	D
Min Salary	Mid Salary	Max Salary	
\$26,635.71	\$33,410.22	\$40,184.72	
Job Summary		Entry Qualifications	
Works in the preparation, cooking, serving and distribution of food to customers, clients and/or employees. Operates and maintains specialized food service equipment, and performs general facility and equipment sanitation maintenance in accordance with federal, state, and department guidelines. Serves as lead worker.		High school diploma/GED and one (1) year of experience in the area of assignment; or one (1) year of experience at the lower level Food Svc Worker 2 (FFS011) 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.	

Job Code Catalog: Food-Farm

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FFS013	Food Svc Spv	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the cooking, preparation, serving, and storage of food. Makes food supply requisition, conducts facility and equipment sanitation and maintenance inspections. Monitors the quality of food service. Supervises and plans work of assigned staff.		Entry Qualifications High school diploma/GED and two (2) years of experience in the area of assignment, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Food Svc Worker 3 (FFS012) 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.	
Job Code	Job Title	Salary Plan	Grade
FFT010	Food Svc Spec 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under direct supervision learns to coordinates activities of an organization or department that serves food and beverages. Learns how to coordinates the preparation of food for institutions, schools, hospitals, lodges, or cafeterias.		Entry Qualifications High school diploma/GED and one (1) year of experience in a food service operation in a capacity that involved formal supervision of workers; or one (1) year of experience at the lower level Food Svc Spv (FFS013) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FFT011	Food Svc Spec 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under general supervision, coordinates activities of an organization or department that serves food and beverages. Coordinates the preparation of food for institutions, schools, hospitals, lodges, or cafeterias.		Entry Qualifications High school diploma/GED and two (2) years of experience in a food service operation in a capacity that involved formal supervision of workers; or one (1) year of experience at the lower level Food Svc Spec 1 (FFT010) or position equivalent.	

Job Code Catalog: Food-Farm

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FFT012	Food Svc Spec 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under broad supervision, plans, directs, or coordinates activities of an organization or department that serves food and beverages. Coordinates the preparation of food for institutions, schools, hospitals, lodges, or cafeterias. Ensures adequate inventory of food and related supplies. May serve as lead worker.		Entry Qualifications High school diploma/GED and two (2) years of supervisory experience in a food service operation at the level of a shift supervisor; or one (1) year of experience at the lower level Food Svc Spec 2 (FFT011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FFT013	Food Svc Spec Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, directs, or coordinates activities of an organization or department that serves food and beverages. Coordinates the preparation of food for institutions, schools, hospitals, lodges, or cafeterias. Ensures adequate inventory of food and related supplies.		Entry Qualifications High school diploma/GED and three (3) years of supervisory experience in a food service operation at the level of a shift supervisor; or one (1) year of experience at the lower level Food Svc Spec 3 (FFT012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FFT020	Plant Operator 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under direct supervision, operates/coordinates the processing of food. Performs boning, cutting, weighing and storing of meat, poultry, associated food items and canning activities.		Entry Qualifications High school diploma/GED.	
Job Code	Job Title	Salary Plan	Grade
FFT021	Plant Operator 2	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under general supervision, operates/coordinates the processing of food. Performs boning, cutting, weighing and storing of meat, poultry, associated food items and canning activities.		Entry Qualifications High school diploma/GED and six (6) months of experience in the area of assignment.	

Job Code Catalog: Food-Farm

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FFT022	Plant Operator 3	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under broad supervision, participate in the training of staff in various meat plant processing operations. Engaged in canning activities.		Entry Qualifications High school diploma/GED and one (1) year of experience in food and/or meat processing, canning, and directly related areas; or one (1) year of experience at the lower level Plant Operator 2 (FFT021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FFT023	Plant Operator 4	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under limited supervision, participate in the training of staff in various meat plant processing operations. Engaged in canning activities. Serves as lead worker.		Entry Qualifications High school diploma/GED and one (1) year of supervisory experience in food and/or meat processing, canning, and directly related areas; or one (1) year of experience at the lower level Plant Operator 3 (FFT022) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FFT024	Plant Operator Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages operations associated with meat processing. Supervise the weighing and storing of meat, poultry, associated food items and canning activities. Oversees the receiving, processing, and shipping of various refrigerated food items.		Entry Qualifications High school diploma/GED and two (2) years of supervisory experience in food and/or meat processing, canning, and directly related areas; or two (2) years of experience at the lower level Plant Operator 4 (FFT023) or position equivalent, including supervisory/lead worker responsibilities..	
Job Code	Job Title	Salary Plan	Grade
FFT030	Farm and Livestock Spec 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under direct supervision, assists in managing a farm and livestock operation. May supervise staff and inmates. Performs administrative duties and oversees land, equipment and vehicles.		Entry Qualifications High school diploma/GED and three (3) years of experience in production activities for a farm or livestock operation.	

Job Code Catalog: Food-Farm

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FFT031	Farm and Livestock Spec 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary	Entry Qualifications		
Under general supervision, assists in managing a farm and livestock operation. Supervises staff and inmates. Performs administrative duties and oversees land, equipment and vehicles.	High school diploma/GED and five (5) years of experience in production activities for a farm or livestock operation; or two (2) years of experience at the lower level Farm and Livestock Spec 1 (FFT030) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FFT032	Farm and Livestock Spec 3	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary	Entry Qualifications		
Under broad supervision, assists in planning and directing the statewide agricultural program for the operations of state prison farms. May serve as lead worker.	High school diploma/GED and six (6) years of experience in production activities for a farm or livestock operation; or two (2) years of experience at the lower level Farm and Livestock Spec 2 (FFT031) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FFT033	Farm & Livestock Spec Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, directs, and/or coordinates the statewide agricultural program for the operations of state prison farms.	High school diploma/GED and eight (8) years of experience in production activities for a farm or livestock operation; or two (2) years of experience at the lower level Farm and Livestock Spec 3 (FFT032) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FFT050	Banquet Svcs Spec 1	SWD	C
Min Salary	Mid Salary	Max Salary	
\$24,876.10	\$30,594.84	\$36,313.58	
Job Summary	Entry Qualifications		
Under direct supervision, assists in arranging group meetings, parties, and conventions. Assist in banquet preparation, services, sales reservations, supplies and equipment inventories.	High school diploma/GED and six (6) months of experience managing a food service operation directing all facets of dining and banquet services.		

Job Code Catalog: Food-Farm

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FFT051	Banquet Svcs Spec 2	SWD	D
Min Salary	Mid Salary	Max Salary	
\$26,635.71	\$33,410.22	\$40,184.72	
Job Summary Under general supervision, arranges group meetings, parties, and conventions. Oversees banquet preparation, services, sales reservations, supplies and equipment inventories.		Entry Qualifications High school diploma/GED and one (1) year of experience managing a food service operation directing all facets of dining and banquet services; or one (1) year of experience at the lower level Banquet Svcs Spec 1 (FFT050) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FFT052	Banquet Svcs Spec 3	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under broad supervision, arranges group meetings, parties, and conventions. Oversees banquet preparation, services, sales reservations, supplies and equipment inventories. May server as lead worker.		Entry Qualifications High school diploma/GED and three (3) years of experience managing a food service operation directing all facets of dining and banquet services; or two (2) years of experience at the lower level Banquet Svcs Spec 2 (FFT051) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FFT053	Banquet Svcs Spec Spv	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Coordinates the arrangement of group meetings, parties, and conventions. Oversees banquet preparation, services, sales reservations, supplies and equipment inventories.		Entry Qualifications High school diploma/GED and five (5) years of experience in managing a food service operation directing all facets of dining and banquet services; or two (2) years of experience at the lower level Banquet Svcs Spec 3 (FFT052) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FIM010	Mgr, Accounting/Financial Svcs	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Manages the accounting and financial operations of a unit, department or agency. Recommends and implements accounting policies and procedures in accordance with government regulations. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in accounting and three (3) years of professional accounting job-related experience, which includes one (1) year in a supervisory role; or two (2) years of experience at the lower level Accountant Spv (FIP024) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIM011	Mgr 2, Account/Financial Svcs	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Leads the accounting and financial operations of a unit, department or agency. Recommends and implements accounting policies and procedures in accordance with government regulations. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in accounting and four (4) years of professional accounting job-related experience, which includes two (2) years in a managerial or supervisory role; or one (1) year of experience at the lower level Mgr, Accounting (FIM010) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIM012	Sr Mgr, Account/Financial Svcs	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Directs the accounting and financial operations of an agency. Recommends and implements accounting policies and procedures in accordance with government regulations. Manages subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in accounting and five (5) years of professional accounting job-related experience, which includes three (3) years in a managerial or supervisory role; or one (1) year of experience at the lower level Mgr 2, Accounting (FIM011) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIM013	Sr Mgr 2, Account/Finance Svcs	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary Plans the direction for accounting and financial operations of an agency. Recommends and implements accounting policies and procedures in accordance with government regulations. Manages subordinate managers and staff.		Entry Qualifications Bachelor's degree in accounting and five (5) years of professional accounting job-related experience, which includes three (3) years in a managerial or supervisory role; or one (1) year of experience at the lower level Sr Mgr, Accounting (FIM012) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIM014	Dir, Accounting/Financial Svcs	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary Oversees the accounting and financial operations of a unit, department or agency. Recommends and implements accounting policies and procedures in accordance with government regulations. Provides leadership to subordinate managers and staff.		Entry Qualifications Bachelor's degree in accounting and six (6) years of professional accounting job-related experience, which includes four (4) years in a managerial or supervisory role; or one (1) year of experience at the lower level Sr Mgr 2. Accounting (FIM013) or Sr Mgr, Financial Reporting (FIM051) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIM020	Mgr, Revenue	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Manages the operations of a tax, audit or collection division. Develops and implements departmental policies and procedures. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in a related field and three (3) years of professional job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Auditor/Examiner Spv (FIP033) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIM021	Mgr 2, Revenue	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Leads the operations of a large tax, audit or collection division. Develops and implements departmental policies and procedures. Directs multiple subordinate supervisors and teams.		Entry Qualifications Bachelor's degree in a related field and two (2) years of job-related supervisory or managerial experience; or two (2) years of experience at the lower level Mgr, Revenue (FIM020) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIM022	Sr Mgr, Revenue	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Directs tax collection and tax auditing activities. Develops and implements departmental policies and procedures. Directs subordinate managers and staff.		Entry Qualifications Bachelor's degree in a related field and three (3) years of managerial or supervisory job-related experience; or three (3) years of experience at the lower level Mgr 2, Revenue (FIM021) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIM023	Sr Mgr 2, Revenue	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Plans large or highly specialized tax collection and tax auditing activities. Develops and implements departmental policies and procedures. Provides leadership to subordinate managers and staff.		Entry Qualifications Bachelor's degree in a related field and four (4) years of managerial or supervisory job-related experience; or four (4) years of experience at the lower level Sr Mgr, Revenue (FIM022) or equivalent position.	

Job Code Catalog: Financial

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Job Code	Job Title	Salary Plan	Grade
FIM030	Mgr, Budget	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Manages activities related to budget preparation and procurement. Supervises the preparation, maintenance and management of an overall agency or division budget. Directs subordinate supervisors and staff.	Bachelor's degree in accounting, finance, or public/business administration from an accredited college or university and three (3) years of professional job-related experience in accounting, budgeting, or general management, which includes two (2) years in a managerial or supervisory role; or two (2) years of experience at the lower level Budget Analyst Spv (FIP013) or equivalent position.		
Job Code	Job Title	Salary Plan	Grade
FIM031	Sr Mgr, Budget	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Directs activities related to budget preparation and procurement. Supervises the preparation, maintenance and management of an overall agency or division budget. Directs subordinate managers and staff.	Bachelor's degree in accounting, finance, or public/business administration from an accredited college or university and four (4) years of professional job-related experience in accounting, budgeting, or public/business administration which includes two (2) years in a managerial or supervisory role; or three (3) years of experience at the lower level Mgr, Budget (FIM030) or equivalent position.		
Job Code	Job Title	Salary Plan	Grade
FIM032	Dir, Budget	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary	Entry Qualifications		
Oversees activities related to budget preparation and procurement. Supervises the preparation, maintenance and management of an overall agency or division budget. Provides leadership to subordinate managers and staff.	Bachelor's degree in accounting, finance, or public/business administration from an accredited college or university and six (6) years of professional job-related experience in accounting, budgeting, or general management, which includes two (2) years of fiscal analysis work in a budget function and two (2) years in a managerial or supervisory role; or four (4) years of experience at the lower level Sr Mgr, Budget (FIM031) or equivalent position.		

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIM040	Mgr, Investment	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary	Entry Qualifications		
Manages (in accordance with State Depository Board policies) all Treasury statewide funds transfer, accounting activities and record-keeping systems including, but not limited to, all agency allotment funding, all Treasury investment activity, funding of all General Obligation debt obligations and funding of statewide local government investment pools. Manages support staff.		Bachelor's degree in accounting, finance, or business administration from an accredited college or university and four (4) years of professional accounting job-related experience with investments, securities, and bond issues, which includes two (2) years in a managerial or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
FIM041	Sr Mgr, Investment	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary	Entry Qualifications		
Directs all aspects of investing state general funds, state-wide local government investment pools, GSFIC unspent bond proceeds and other statewide funds. In consultation with the State Treasurer and Deputy State Treasurer, develops and implements the states investment strategy for all Treasury managed assets. Performance of job duties requires analysis of complex fixed-income securities, financial market conditions and investment performance. Some incumbents may perform the accounting processes, other incumbents will perform the actual investing responsibilities. Manages support staff.		Bachelor's degree in accounting, finance, or business administration from an accredited college or university and six (6) years of professional-level job-related experience with investments, securities, and bond issues, which includes three (3) years in a managerial role; or three (3) years of experience at the lower level Mgr, Investment (FIM040) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIM042	Dir, Investment	SWD	R
Min Salary	Mid Salary	Max Salary	
\$95,324.50	\$127,321.19	\$159,317.88	
Job Summary	Entry Qualifications		
Oversees all aspects of investing state general funds, state-wide local government investment pools, GSFIC unspent bond proceeds and other statewide funds. In consultation with the State Treasurer and Deputy State Treasurer, develops and implements the states investment strategy for all Treasury managed assets. Performance of job duties requires analysis of complex fixed-income securities, financial market conditions and investment performance. Manages support staff.		Bachelor's degree in accounting, finance, or business administration from an accredited college or university and eight (8) years of professional-level job-related experience with financial which includes six (6) years in a managerial role dealing with investments, securities, and bond issues in the public sector; or three (3) years of experience at the lower level Sr Mgr, Investment (FIM041) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIM050	Financial Reporting Mgr	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Manages the preparation and distribution of quarterly and annually issued financial reports. Responsible for managing the specialized use of accounting techniques to compile, analyze and document agencies financial data for financial statements and quarterly or annual reports. Recommends and implements accounting policies and procedures.	Bachelor's degree in accounting and four (4) years of professional job-related experience in accounting or closely related fiscal activity, which includes two (2) years in a managerial or supervisory role; or three (3) years of experience at the lower level Financial Reporting Analyst 2 (FIP102) or equivalent position.		
Job Code	Job Title	Salary Plan	Grade
FIM051	Financial Reporting Sr Mgr	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary	Entry Qualifications		
Directs the preparation and distribution of quarterly and annually issued financial reports. Oversee compliance with financial disclosures regulations issued by Governmental Accounting Standards Boards.	Bachelor's degree in accounting and five (5) years of professional job-related experience in accounting or closely related fiscal activity, which includes three (3) years in a managerial role; or four (4) years of experience at the lower level Mgr, Financial Reporting (FIM050) or equivalent position.		
Job Code	Job Title	Salary Plan	Grade
FIP010	Budget Analyst 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Under supervision, develops, prepares, analyzes and/or revises budgets and supporting schedules for assigned organizations or program areas. Performs review and analysis of budget program and policy issues, analyzes financial trends or proposed legislation and recommends appropriate courses of action to management. Performs expenditure analyses and prepares budget-related financial summaries and recommendations for management review.	Associate degree in accounting, business/public administration, or finance from an accredited college or university; or two (2) years of fiscal analysis job-related experience.		

Job Code Catalog: Financial

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Job Code	Job Title	Salary Plan	Grade
FIP011	Budget Analyst 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision, develops, prepares, analyzes and/or revises budgets and supporting schedules for assigned organizations or program areas. Performs review and analysis of budget program and policy issues, analyzes financial trends or proposed legislation and recommends appropriate courses of action to management. Performs expenditure analyses and prepares budget-related financial summaries and recommendations for management review.		Associate degree in accounting, business/public administration, or finance from an accredited college or university and two (2) years of fiscal analysis job-related experience; or four (4) years of fiscal analysis job-related experience; or two (2) years of experience at the lower level Budget Analyst 1 (FIP010) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
FIP012	Budget Analyst 3	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under broad supervision, develops, prepares, analyzes and/or revises large or complex budgets and supporting schedules for assigned organizations or program areas. Performs review and analysis of budget program and policy issues, analyzes financial trends or proposed legislation and recommends appropriate courses of action to management. May serve as lead worker.		Associate degree in accounting, business/public administration, or finance from an accredited college or university and four (4) years of fiscal analysis job-related experience; or two (2) years of experience at the lower level Budget Analyst 2 (FIP011) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
FIP013	Budget Analyst Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees, develops, prepares, analyzes and/or revises large or complex budgets and supporting schedules for assigned organizations or program areas. Performs review and analysis of budget program and policy issues, analyzes financial trends or proposed legislation and recommends appropriate courses of action to management.		Associate degree in accounting, business/public administration, or finance from an accredited college or university and five (5) years of fiscal analysis job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Budget Analyst 3 (FIP012) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIP014	Budget Analyst 4	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Under limited supervision, manages, develops, prepares, analyzes, and/or revises large or complex budgets and supporting schedules for assigned organizations or program areas. Performs review and analysis of budget program and policy issues, analyzes financial trends or proposed legislation and recommends appropriate courses of action to management. May serve as lead worker		Entry Qualifications Associate degree in accounting, business/public administration, or finance from an accredited college or university and five (5) years of fiscal analysis job-related experience; or two (2) years of experience at the lower level Budget Analyst 3 (FIP012) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP020	Accountant 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under supervision, analyzes financial information and prepares financial reports to document or maintain records of assets, liabilities, profit and loss or other financial activities within an agency. Records financial transactions, reconciles accounting records and prepares reports.		Entry Qualifications Bachelor's degree in accounting from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
FIP021	Accountant 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under general supervision, analyzes financial information and prepares financial reports to document or maintain records of assets, liabilities, profit and loss or other financial activities within an agency. Evaluates, audits and maintains accounts and transaction processing to ensure GAAP compliance.		Entry Qualifications Bachelor's degree in accounting from an accredited college or university and one (1) year of professional accounting job-related experience; or one (1) year of experience at the lower level Accountant 1 (FIP020) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIP022	Accountant 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, performs or oversees the development, implementation and monitoring of accounting activity for a department or agency. Analyzes financial information and programs, identifies financial trends, makes recommendations to management and prepares a full range of financial reports, including specialized or non-standard reports.		Entry Qualifications Bachelor's degree in accounting and two (2) years of professional accounting job-related experience; or two (2) years of experience at the lower level Accountant 2 (FIP021) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP023	Accountant 4	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under limited supervision, performs or oversees the development, implementation and monitoring of accounting activity for a department or agency. Analyzes financial information and programs, identifies financial trends, makes recommendations to management and prepares a full range of financial reports, including specialized or non-standard reports. May also serve in a lead role.		Entry Qualifications Bachelor's degree in accounting and three (3) years of professional accounting job-related experience; or two (2) years of experience at the lower level Accountant 3 (FIP022) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP024	Accountant Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the development, implementation and monitoring of accounting activity for a department or agency. Supervises and plans work of assigned staff. Analyzes financial information and programs, identifies financial trends, makes recommendations to management and prepares a full range of financial reports, including specialized or non-standard reports.		Entry Qualifications Bachelor's degree in accounting and four (4) years of professional accounting job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Accountant 4 (FIP023) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIP030	Auditor/Examiner 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, audits, examines and analyzes accounting records to determine the financial condition or compliance with tax code of an assigned organization or program. In a learning capacity, prepares financial reports concerning operating procedures.		Entry Qualifications Bachelor's degree in business administration or a closely related field from an accredited college or university; or three (3) years of professional job-related experience.	
Job Code	Job Title	Salary Plan	Grade
FIP031	Auditor/Examiner 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, audits, examines and analyzes accounting records to determine the financial condition or compliance with tax code of an assigned organization or program. Prepares financial reports concerning operating procedures and ensures each organizations or programs compliance with applicable standards, laws, rules and regulations.		Entry Qualifications Bachelor's degree in business administration or a closely related field from an accredited college or university and one (1) year of professional job-related experience; or four (4) years of professional job-related experience; or one (1) year of experience at the lower level Auditor/Examiner 1 (FIP030) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP032	Auditor/Examiner 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, leads, plans and/or conducts the financial or tax audits of assigned organizations or programs and determines scope of investigation required. Auditors at this level generally work in one or more specialized areas of knowledge and conduct non-standard audits, complex or detailed audits or special investigations. May serve as lead worker.		Entry Qualifications Bachelor's degree in business administration or a closely related field from an accredited college or university and two (2) years of professional job-related experience; or five (5) years of professional job-related experience; or one (1) year of experience at the lower level Auditor/Examiner 2 (FIP031) or equivalent position.	

Job Code Catalog: Financial

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Job Code	Job Title	Salary Plan	Grade
FIP033	Auditor/Examiner Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees, plans and conducts advanced level financial or tax audits of assigned organizations or programs. Establishes goals, objectives, and audit priorities, and recommends changes in rules and procedures. Auditors at this level generally oversee a full range of audits and are responsible for developing audit standards, investigating and resolving official complaints or grievances, monitoring problem institutions, providing expert testimony, etc.		Bachelor's degree in business administration or a closely related field from an accredited college or university and two (2) years of professional job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or six (6) years of professional job-related experience which includes one (1) year in a lead worker, team lead, or supervisory role; or one (1) year of experience at the lower level Auditor/Examiner 3 (FIP032) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
FIP040	Payroll Spec 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under supervision, accountable for the payroll function and related programs or processes. Consults with government entities, third-party payroll companies and employees. Interprets organizational policy and government regulations and oversees technical support, customer support and problem resolution.		Associate degree in a related field from an accredited college or university; or two (2) years of payroll/accounting job-related experience.	

Job Code	Job Title	Salary Plan	Grade
FIP041	Payroll Spec 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, responsible for the payroll function and related programs or processes. Specialist must be able to perform in a variety of specialized functions and ensures timely administration, reconciliation and compliance of all payroll processing functions. Consults with government entities, third-party payroll companies and employees. Interprets organizational policy and government regulations, and oversees technical support, customer support and problem resolution.		Associate degree in a related field from an accredited college or university and two (2) years of payroll/accounting job-related experience; or four (4) years of payroll or accounting job-related experience; or one (1) year of experience at the lower level Payroll Spec 1 (FIP040) or equivalent position.	

Job Code Catalog: Financial

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Job Code	Job Title	Salary Plan	Grade
FIP042	Payroll Spec 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, supervises the payroll function and related programs or processes. Consults with government entities, third-party payroll companies and employees. Interprets organizational policy and government regulations and oversees technical support, customer support and problem resolution.		Entry Qualifications Associate degree in a related field from an accredited college or university and three (3) years of payroll/accounting job-related experience; or five (5) years of payroll/accounting job-related experience; or one (1) year of experience at the lower level Payroll Spec 2 (FIP041) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP043	Payroll Spec Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages payroll operations and related transactions for a large unit, agency, government entities or programs. Administers and interprets policies and government regulations and advises management on law changes or proposed legislation affecting payroll processes.		Entry Qualifications Associate degree in a related field from an accredited college or university and four (4) years of payroll/accounting job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role over payroll functions; or six (6) years of payroll/accounting job-related experience, which includes one (1) year experience as a lead worker, team lead, or supervisory role over payroll functions; or one (1) year of experience at the lower level Payroll Spec 3 (FIP042) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP050	Grants Spec 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under supervision, prepares or consults on the preparation of grant proposals. Administers ongoing grant programs and related funds. Researches service needs and compatible funding sources and prepares or assists with preparation of requests for proposals.		Entry Qualifications Bachelor's degree in business/public administration, finance, or a related field from an accredited college or university; or four (4) years of job-related experience in grants management, public funds administration, or accounting.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIP051	Grants Spec 2	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under general supervision, prepares or consults on the preparation of grant proposals. Administers ongoing grant programs and related funds. Researches service needs and compatible funding sources and prepares or assists with preparation of requests for proposals.		Entry Qualifications Bachelor's degree in business/public administration, finance, or a related field from an accredited college or university and one (1) year of job-related experience in grants management, public funds administration, or accounting; or five (5) years of job-related experience in grants management, or public funds administration; or one year of experience at the lower level Grants Spec 1 (FIP050) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP052	Grants Spec 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, prepares or consults on the preparation of complex grant proposals. Administers ongoing grant programs and related funds. Researches service needs and compatible funding sources and prepares requests for proposals. May also serve in a lead role.		Entry Qualifications Bachelor's degree in business/public administration, finance, or a related field from an accredited college or university and two (2) years of job-related experience in grant management, public funds administration; or six (6) years of job-related experience in grants management, public funds administration, or accounting; or one year of experience at the lower level Grants Spec 2 (FIP051) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP053	Grants Spec Spv	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the preparation of a full range of grant proposals. Administers and oversees ongoing grant programs and related funds. Researches service needs and compatible funding sources and prepares grant proposals or contracts.		Entry Qualifications Bachelor's degree in business administration, finance public administration, or a related field from an accredited college or university and three (3) years of job-related experience which includes one (1) year as a lead worker, team leader, or supervisory role; or seven (7) years of job-related experience which includes one (1) year as a lead worker, team leader, or supervisory role; or one year of experience at the lower level Grants Spec 3 (FIP052) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIP060	Financial Analyst 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, performs professional level finance, accounting and fiscal control functions. Performs and/or oversees financial planning, documentation, analysis, reporting and system development. May coordinate the design or implementation of financial/ accounting/budget-related systems and reports.	Entry Qualifications Associate degree in a related area from an accredited college or university and one (1) year of job-related experience in accounting, billing, collection systems, or claims; or one (1) year of professional job-related experience in general accounting, billing, and collection systems and/or claims.		
Job Code	Job Title	Salary Plan	Grade
FIP061	Financial Analyst 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, performs professional level finance, accounting and fiscal control functions. Performs and/or oversees financial planning, documentation, analysis, reporting and system development. May coordinate the design or implementation of financial/accounting/budget related systems and reports.	Entry Qualifications Associate degree in a related area from an accredited college or university and two (2) years of professional job-related experience in accounting, billing, and collection systems or claims; or two (2) years of professional job-related experience in general accounting, billing, and collection systems and/or claims; or one (1) year of experience at the lower level Financial Analyst 1 (FIP060) or equivalent position.		
Job Code	Job Title	Salary Plan	Grade
FIP062	Financial Analyst 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, performs advanced level finance, accounting and fiscal control functions. Performs and/or oversees financial planning, documentation, analysis, reporting and system development. Leads and coordinates the design or implementation of financial/accounting/budget related systems and reports. Enforces compliance with laws and regulations governing financial instruments, taxes, real estate and securities transactions. May also serve in a lead role.	Entry Qualifications Associate degree in a related area from an accredited college or university and three (3) years of professional job-related experience in accounting, billing and collection systems, or claims; or four (4) years of professional job-related experience in general accounting, billing, and collection systems and/or claims; or one (1) year of experience at the lower level Financial Analyst 2 (FIP061) or equivalent position.		

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIP063	Financial Analyst Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees and performs advanced-level finance, accounting and fiscal control functions. Oversees financial and strategic planning, accounting, and financial systems development. Assesses pending legislation, performs complex research and makes financial recommendations to management.		Associate degree and four (4) years of professional job-related experience in accounting, billing and collection systems, or claims, which includes two (2) years in a lead worker, team leader, or supervisory role; or six (6) years of professional job-related experience in general accounting, billing and collection systems, and/or claims which include two (2) years in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Financial Analyst 3 (FIP062) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
FIP070	Billings Spec 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under supervision, plans, organizes and manages the operation of the billing functions such as preparation and distribution of invoices, third party payers, preparing claims and posting cash receipts. Analyzes complex billing data and prepares reports for revenue and expenses and other statistical data.		High school diploma/GED and one (1) year of job-related experience in accounting, billing, or budget services.	

Job Code	Job Title	Salary Plan	Grade
FIP071	Billings Spec 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, plans, organizes and manages the operation of the billing functions such as preparation and distribution of invoices, third party payers, preparing claims and posting cash receipts. Analyzes complex billing data and prepares reports for revenue and expenses and other statistical data.		High school diploma/GED and two (2) years of job-related experience in accounting, billing, or budget services; or one (1) year of job-related experience at the lower level Billing Spec 1 (FIP070) or equivalent position.	

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Job Code	Job Title	Salary Plan	Grade
FIP072	Billings Spec 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, plans, organizes and manages the operation of the billing functions such as preparation and distribution of invoices, third party payers, preparing claims and posting cash receipts. Analyzes complex billing data and prepares reports for revenue and expenses and other statistical data.		Entry Qualifications High school diploma/GED and two (2) years of supervisory; or one (1) year of job-related experience at the lower level Billing Spec 2 (FIP071) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP073	Billings Spec Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the planning and management of the billing functions of a division or agency. Prepares and distributes invoices, manages third party payers, prepares claims and posts cash receipts. Analyzes complex billing data and prepares reports for revenue and expenses and other statistical data.		Entry Qualifications High school diploma/GED and five (5) years of supervisory or lead worker experience in accounting, billing, or budget services, which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Billing Spec 3 (FIP072) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP080	Fiscal Policy Analyst 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under supervision, reviews and analyzes budget requests and policy alternatives for assigned agencies.		Entry Qualifications Bachelor's degree in business or related degree from an accredited college or university and one (1) year work of professional job-related work experience.	
Job Code	Job Title	Salary Plan	Grade
FIP081	Fiscal Policy Analyst 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under general supervision, reviews and analyzes budget requests and policy alternatives for assigned agencies and makes recommendations.		Entry Qualifications Bachelor's degree in business or related degree from an accredited college or university and two (2) years of professional job-related work experience; or two (2) years of experience at the lower level Fiscal Policy Analyst 1 (FIP080) or equivalent position.	

Job Code Catalog: Financial

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Job Code	Job Title	Salary Plan	Grade
FIP082	Fiscal Policy Analyst 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, reviews and analyzes budget requests and policy alternatives for assigned agencies and makes recommendations. May serve in a lead role.		Entry Qualifications Bachelor's degree in business or related degree from an accredited college or university and four (4) years of professional job-related work experience; or two (2) years of experience at the lower level Fiscal Policy Analyst 2 (FIP081) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP083	Fiscal Policy Analyst Spv	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Reviews and analyzes budget requests and policy alternatives for assigned agencies and makes recommendations.		Entry Qualifications Bachelor's degree in business or related degree from an accredited college or university and five (5) years of professional job-related work experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Fiscal Policy Analyst 3 (FIP082) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP090	Financial Investment Analyst 1	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07	Max Salary \$142,139.72	
Job Summary Under supervision, responsible for the preparation of financial assessments of capital investments. May develop computer models for the purpose of analyzing, forecasting and controlling financial data relating to investment alternatives and new projects. May prepare financial assessments/analysis in support of post investment reviews.		Entry Qualifications Bachelor's degree in accounting or finance from an accredited college or university and one (1) year of experience in financial analysis, budgeting, forecasting, or financial modeling.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIP091	Financial Investment Analyst 2	SWD	R
Min Salary	Mid Salary	Max Salary	
\$95,324.50	\$127,321.19	\$159,317.88	
Job Summary		Entry Qualifications	
Under general supervision, responsible for preparation of financial assessments of capital investments. May develop computer models for the purpose of analyzing, forecasting and controlling financial data relating to investment alternatives and new projects. Prepares financial assessments/analysis in support of post investment reviews.		Bachelor's degree in accounting/finance and three (3) years of experience in accounting or finance; or two (2) years of experience at the lower level Financial Investment Analyst 1 (FIP090) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP092	Financial Investment Analyst 3	SWD	S
Min Salary	Mid Salary	Max Salary	
\$106,416.69	\$142,572.95	\$178,729.21	
Job Summary		Entry Qualifications	
Under broad supervision, delegates and monitors subordinates on the preparation of financial assessments of capital investments and allocates work. May develop computer models for the purpose of analyzing, forecasting and controlling financial data relating to investment alternatives and new projects. May prepare financial assessments/analysis in support of post investment reviews. May serve in a lead role and/or train staff.		Bachelor's degree in accounting/finance from an accredited college or university and five (5) years of progressive analytical experience; or two (2) years of experience at the lower level Financial Investment Analyst 2 (FIP091) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP101	Financial Reporting Analyst 1	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Under supervision, applies accounting techniques to compile, analyze and document agencies financial data. Learns to summarize and report information for financial statements and quarterly or annual reports.		Bachelor's degree in accounting and one (1) year of professional-level job-related experience in accounting.	

Job Code Catalog: Financial

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Job Code	Job Title	Salary Plan	Grade
FIP102	Financial Reporting Analyst 2	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Manages the preparation and distribution of quarterly and annually issued financial reports. Responsible for managing the specialized use of accounting techniques to compile, analyze, and document agencies financial data for financial statements and quarterly or annual reports. Recommends and implements accounting policies and procedures.		Entry Qualifications Bachelor's degree in accounting from an accredited college or university and two (2) years of professional-level job-related experience in accounting; or one (1) year of experience at the lower-level Financial Reporting Analyst 1 (FIP101) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIP111	Out of State Auditor 1	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under general supervision, develops, plans and evaluates internal audit programs for the State agency's accounting and statistical records and the activities of various entities to ensure compliance with the State of Georgia's policies, procedures and standards. Determines proper accountability of assets. Audits accounting records of contract agreements in which the State of Georgia business entity is involved. Prepares reports for management on the results of audits, providing recommendations on improvements. Interfaces with and assists outside auditors to expedite their work.		Entry Qualifications Bachelor's degree in business from an accredited college or university and three (3) years of job-related auditing experience.	
Job Code	Job Title	Salary Plan	Grade
FIP112	Out of State Auditor 2	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, works independently to develop, plan and evaluate audit programs for the State agency's accounting and statistical records and the activities of various entities to ensure compliance with the State of Georgia's policies, procedures and standards. Determines proper accountability of assets. Audits accounting records of contract agreements in which the State of Georgia business entity is involved. Prepares reports for management on the results of audits, providing recommendations on improvements. Interfaces with and assists outside auditors to expedite their work.		Entry Qualifications Bachelor's degree in business from an accredited college or university and one (1) year of experience at the lower level Out of State Auditor 1 (FIP111) or equivalent position.	

Job Code Catalog: Financial

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Job Code	Job Title	Salary Plan	Grade
FIP120	Financial Forensic Auditor 1	LAW	LK
Min Salary \$53,876.53	Mid Salary \$70,330.23	Max Salary \$86,783.92	
Job Summary Under supervision, uses accounting, auditing, computer and investigative skills to assist in examining financial evidence of an alleged crime. In a learning capacity, prepares spreadsheets and charts for presentations and courtroom testimony.		Entry Qualifications Bachelor's degree in finance, accounting or a related field from an accredited college or university and two basic and two intermediate or advanced accounting courses.	
Job Code	Job Title	Salary Plan	Grade
FIP121	Financial Forensic Auditor 2	LAW	LL
Min Salary \$58,262.95	Mid Salary \$76,361.55	Max Salary \$94,460.15	
Job Summary Under general supervision, uses accounting, auditing, computer and investigative skills to assist in examining financial evidence of an alleged crime and prepares spreadsheets and charts for presentations and courtroom testimony.		Entry Qualifications Bachelor's degree in finance, accounting or a related field from an accredited college or university and two (2) years of experience required at the lower level Financial Forensic Auditor 1 (FIP120) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FIP122	Financial Forensic Auditor 3	LAW	LM
Min Salary \$63,131.87	Mid Salary \$83,056.32	Max Salary \$102,980.77	
Job Summary Under broad supervision, uses accounting, auditing, computer and investigative skills to assist in examining financial evidence of an alleged crime. Prepares spreadsheets and charts for presentations and courtroom testimony.		Entry Qualifications Bachelor's degree in finance, accounting or a related field from an accredited college or university and two (2) years of experience required at the lower level Financial Forensic Auditor 2 (FIP121) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
FIP123	Financial Forensic Auditor 4	LAW	LN
Min Salary \$68,536.37	Mid Salary \$90,487.52	Max Salary \$112,438.66	
Job Summary Under limited supervision, serves as subject matter expert (SME) and uses accounting, auditing, computer and investigative skills to assist in examining financial evidence of an alleged crime. Prepares spreadsheets and charts for presentation and courtroom testimony. May also serve in a lead role.		Entry Qualifications Bachelor's degree in finance, accounting or a related field from an accredited college or university and four (4) years of experience required at the lower level Financial Forensic Auditor 3 (FIP122) or position equivalent.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIS010	Finance Clerk 1	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under direct supervision, performs billing functions or claims processing, balances receipts or records, collects payments, records or posts financial and accounting data and compiles/maintains related documents. Reviews claims, billing, payroll or similar data for accuracy. Makes routine determinations regarding payments or claims, advises customers of payment status and provides related clerical support to assigned unit or function.		Entry Qualifications High school diploma/GED	
Job Code	Job Title	Salary Plan	Grade
FIS011	Finance Clerk 2	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under general supervision, performs billing functions or claims processing, balances receipts or records, collects payments, records or posts financial and accounting data and compiles/maintains related documents. Reviews claims, billing, payroll or similar data for accuracy. Makes routine determinations regarding payments or claims, advises customers of payment status and provides related clerical support to assigned unit or function.		Entry Qualifications High school diploma/GED and one (1) year or job-related experience; or one (1) year of experience at the lower level Finance Clerk 1 (FIS010) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIS012	Finance Clerk 3	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under broad supervision, provides clerical support and financial processing for an assigned financial, tax or accounting related function. Prepares or analyzes data or statistics for reports, establishes or updates accounts, advises clients, prepares billing and financial reports and performs financial transactions and related bookkeeping functions for assigned area. May act as lead worker.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience; or one (1) year of experience at the lower level Finance Clerk 2 (FIS011) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIS013	Finance Clerk Spv	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides clerical support and financial processing for an assigned financial, tax or accounting-related function. Prepares or analyzes data or statistics for reports, establishes or updates accounts, advises clients, prepares billing and financial reports and performs financial transactions and related bookkeeping functions for assigned area.		High school diploma/GED and three (3) years of job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Finance Clerk 3 (FIS012) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
FIT010	Tax Examiner 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Under direct supervision, trains to determine tax liability or collects taxes from individuals or business firms according to prescribed laws and regulations.		Associate degree in accounting or a related area from an accredited college or university; or one (1) year of job-related experience.	

Job Code	Job Title	Salary Plan	Grade
FIT011	Tax Examiner 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under general supervision, determines tax liability or collects taxes from individuals or business firms according to prescribed laws and regulations.		Associate degree in accounting or related area from an accredited college or university; or two (2) years of job-related experience in the examination, preparation, or auditing of financial-related documents; or one (1) year of experience at the lower level Tax Examiner 1 (FIT010) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIT012	Tax Examiner 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, provides advanced level technical support to determine tax liability or collect taxes from individuals or business firms according to prescribed laws and regulations. May act as lead worker.		Entry Qualifications Associate degree in accounting or related area from an accredited college or university and one (1) year of job-related experience; or three (3) years of job-related experience in the examination, preparation, or auditing of financial-related documents; or two (2) years of experience at the lower level Tax Examiner 2 (FIT011) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIT013	Tax Examiner Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the examination, processing, assessment, collection, auditing of taxes and/or provides loan default counseling for individuals or business firms according to prescribed laws and regulations. Plans work of assigned staff.		Entry Qualifications Associate degree in accounting or related area from an accredited college or university and two (2) years of job-related experience in the examination, preparation, or auditing of financial-related documents, which includes one (1) year as a lead worker, team leader, or supervisory role; or four (4) years of job-related experience in the examination, preparation, or auditing of financial-related documents which includes one (1) year experience in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Tax Examiner 3 (FIT012) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIT020	Accounting Technician 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under direct supervision, performs paraprofessional accounting and fiscal control functions, such as accounts payable and receivable, payroll preparation, budget monitoring or related general accounting processes.		Entry Qualifications High school diploma/GED and two (2) years of job-related accounting or fiscal experience; or one (1) year of experience at the lower level Accounting Technician Trainee (FIT019) or position equivalent.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIT021	Accounting Technician 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, performs paraprofessional accounting and fiscal control functions, such as accounts payable and receivable, payroll preparation, budget monitoring or related general accounting processes.	Entry Qualifications High school diploma/GED and three (3) years of job-related accounting or fiscal experience; or one (1) year of experience at the lower level Accounting Technician 1 (FIT020) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FIT022	Accounting Technician 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, performs paraprofessional accounting and fiscal control functions, such as accounts payable and receivable, payroll preparation, budget monitoring or related processes. Provides customer service and technical program support for an accounting office or related financial function. May act as lead worker.	Entry Qualifications High school diploma/GED and four (4) years of job-related accounting or fiscal experience; or one (1) year of experience at the lower level Accounting Technician 2 (FIT021) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FIT023	Accounting Technician Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees accounting and fiscal control functions, such as accounts payable and receivable, payroll preparation, budget monitoring or related processes.	Entry Qualifications High school diploma/GED and (5) years of job-related accounting or fiscal experience which includes two (2) years in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Accounting Technician 3 (FIT022) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
FIT030	Billing Clerk 1	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under direct supervision, performs a variety of billing functions that includes the preparation and distribution of invoices, processing payments and payment approval. Analyzes billing data and prepares reports for revenue and expenditures.	Entry Qualifications High school diploma/GED and one (1) year of job-related billing or bookkeeping experience.		

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIT031	Billing Clerk 2	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under general supervision, performs a variety of billing functions that includes the preparation and distribution of invoices, processing payments and payment approval. Analyzes billing data and prepares reports for revenue and expenditures.		Entry Qualifications High school diploma/GED and two (2) years of job-related billing/bookkeeping experience; or one (1) year of experience at the lower level Billing Clerk 1 (FIT030) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIT032	Billing Clerk 3	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under broad supervision, performs a variety of billing functions that includes the preparation and distribution of invoices, processing payments and payment approval. Analyzes billing data and prepares reports for revenue and expenditures. May act as lead worker.		Entry Qualifications High school diploma/GED and three (3) years) of job-related billing/bookkeeping experience, which includes one (1) year in a lead worker, team lead, or supervisory role; or one (1) year of experience at the lower level Billing Clerk 2 (FIT031) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIT033	Billing Clerk Spv	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs a variety of billing functions that includes the preparation and distribution of invoices, processing payments and payment approval. Analyzes billing data and prepares reports for revenue and expenditures.		Entry Qualifications High school diploma/GED and four (4) years) of job-related billing/bookkeeping experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Billing Clerk 3 (FIT032) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIT040	Claims Examiner 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under direct supervision, reviews, evaluates and processes claims or related transactions, using applicable laws, rules and program regulations to determine basic compensability, liability, or eligibility for reimbursement, or to process predetermined monetary claims. Prepares documents initiating payment or settlement of claims, compiles reports and program documentation, and responds to customers or claimants.		Entry Qualifications High school diploma/GED and one (1) year of job-related experience.	
Job Code	Job Title	Salary Plan	Grade
FIT041	Claims Examiner 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, reviews, evaluates and processes claims or related transactions using applicable laws, rules and program regulations to determine basic compensability, liability or eligibility for reimbursement or to process predetermined monetary claims. Prepares documents initiating payment or settlement of claims, compiles reports and program documentation and responds to customers or claimants.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience; or one (1) year of experience at the lower level Claims Examiner 1 (FIT040) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIT042	Claims Examiner 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, reviews, investigates and evaluates claims or related data using applicable laws, rules and program regulations to determine eligibility for reimbursement, liability or financial compensation. Provides program-related research, statistical analysis, performs investigations or audits and/or provides assistance to claimants. May serve as lead worker.		Entry Qualifications High school diploma/GED and three (3) years of job-related experience; or one (1) year of experience at the lower level Claims Examiner 2 (FIT041) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIT043	Claims Examiner Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Reviews, investigates and evaluates claims or related data using applicable laws, rules and program regulations to determine eligibility for reimbursement, liability or financial compensation. Provides program related research, statistical analysis, performs investigations or audits and/or provides assistance to claimants.		Entry Qualifications High school diploma/GED and five (5) years of job-related experience which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Claims Examiner 3 (FIT042) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
FIT050	Payroll Tech 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under direct supervision, collects, codes, verifies and processes payroll information and related transactions. Answers questions from customers, government agencies and payroll administration companies. Maintains records and files and provides technical support to assigned area.		Entry Qualifications High school diploma/GED and one (1) year of job-related experience.	

Job Code	Job Title	Salary Plan	Grade
FIT051	Payroll Tech 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under general supervision, collects, codes, verifies and processes payroll information and related transactions. Answers questions from customers, government agencies and payroll administration companies. Maintains records and files and provides technical support to assigned area.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience; or one (1) year of experience at the lower level Payroll Tech 1 (FIT050) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIT052	Payroll Tech 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, collects, codes, verifies and processes payroll information and related transactions. Answers questions from customers, government agencies and payroll administration companies. Maintains records and files and provides technical support to assigned area. May serve as lead worker.		Entry Qualifications High school diploma/GED and three (3) years of job-related experience; or one (1) year of experience at the lower level Payroll Tech 2 (FIT051) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIT053	Payroll Tech Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Collects, codes, verifies and processes payroll information and related transactions. Answers questions from customers, government agencies and payroll administration companies. Maintains records and files and provides technical support to assigned area.		Entry Qualifications Associate degree in a related field from an accredited college or university and two (2) years of job-related experience, which includes one (1) year in a lead worker, team lead, or supervisory role; or High school diploma/GED AND five (5) years of job-related experience which includes one (1) year in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Payroll Tech 3 (FIT052) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
FIT059	Revenue Agent Trainee	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under direct supervision, learns to educate and assist taxpayers in achieving and maintaining voluntary compliance with state tax laws. Performs basic duties related to the investigation and collection of delinquent taxes. This is a training-level role intended to develop foundational skills in tax compliance and enforcement while gaining experience in a professional and supportive environment.		Entry Qualifications High school diploma/GED and six (6) months of job-related experience.	

Job Code Catalog: Financial

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Job Code	Job Title	Salary Plan	Grade
FIT060	Revenue Agent 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under direct supervision, learns to investigate individuals, partnerships, and/or corporations through computer inquiry, visual review of records, telephone, correspondence and/or personal contact to determine and ensure compliance with registration, reporting and payment requirements of the Revenue Department. Establishes liability and ensures accurate collection or prepares assessment based on taxpayer records.		High school diploma/GED and one (1) year of job-related experience; or one (1) year of experience at the lower level Revenue Agent Trainee (FIT059) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
FIT061	Revenue Agent 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, Investigates individuals, partnerships, and/or corporations through computer inquiry, visual review of records, telephone, correspondence and/or personal contact to determine and ensure compliance with registration, reporting and payment requirements of the Revenue Department. Establishes liability and ensures accurate collection, or prepares assessment based on taxpayer records.		High school diploma/GED and two (2) years of job-related experience; or one (1) year of experience at the lower level Revenue Agent 1 (FIT060) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
FIT062	Revenue Agent 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under broad supervision, delegates and monitors subordinates on the investigating of individuals, partnerships and/or corporations through computer inquiry, visual review of records, telephone, correspondence and/or personal contact to determine and ensure compliance with registration, reporting and payment requirements of the Revenue Department and allocates work. Establishes liability and ensures accurate collection or prepares assessment based on taxpayer records. May serve as lead or train staff.		High school diploma/GED and one (1) year of job-related experience; or two (2) years of experience at the lower level Revenue Agent 2 (FIT061) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIT063	Revenue Agent Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs subordinates on the investigating of individuals, partnerships and/or corporations through computer inquiry, visual review of records, telephone, correspondence and/or personal contact to determine and ensure compliance with registration, reporting and payment requirements of the Revenue Department and allocates work. Establishes liability and ensures accurate collection or prepares assessment based on taxpayer records.		High school diploma/GED and four (4) years of job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Revenue Agent 3 (FIT062) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
FIT070	Retirement Specialist 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under direct supervision, processes and maintains records for both member and retiree accounts. May determine eligibility and prepares service, disability and death retirement estimates for members. May process, reconcile and balance member salaries and contributions from reporting agencies. May initially process retirement documents from members and retirees.		Bachelor's degree in business, accounting, or finance from an accredited college or university.	

Job Code	Job Title	Salary Plan	Grade
FIT071	Retirement Specialist 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, processes and maintains records for both member and retiree accounts. May determine eligibility and prepares service, disability and death retirement estimates for members. May process, reconcile and balance member salaries and contributions from reporting agencies. May initially process retirement documents from members and retirees.		Bachelor's degree in business, accounting, or finance from an accredited college or university; or one (1) year of experience at the lower level Retirement Specialist 1 (FIT070) or equivalent position.	

Job Code Catalog: Financial

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
FIT072	Retirement Specialist 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under broad supervision, delegates and monitors subordinates on the processing and maintaining records for both member and retiree accounts and allocates work. May determine eligibility and prepares service, disability and death retirement estimates for members. Processes, reconciles and balances member salaries and contributions from reporting agencies. Processes retirement documents from members and retirees. May serve as lead or train staff.		Bachelor's degree in business, accounting, or finance from an accredited college or university and three (3) years of job-related experience; or Two (2) years of experience at the lower level Retirement Specialist 2 (FIT071) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
FIT073	Retirement Specialist Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs and manages staff on the overall processing and maintaining of records for both member and retiree accounts.		Bachelor's degree in business, accounting, or finance from an accredited college or university and seven (7) years of job-related experience which includes two (2) years of experience as a lead worker, team lead, or supervisory role; or Two (2) years of experience at the lower level Retirement Specialist 2 (FIT072) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
GSM010	Mgr, Business Ops	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Manages a diverse range of support, operational, and programmatic activities for a department, agency or facility. Recommends and implements policies and procedures. Directs subordinate supervisors and staff.		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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSM011	Mgr 2, Business Ops	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Leads a diverse range of support, operational, and programmatic activities for a department, agency or facility. Recommends and implements policies and procedures. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		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.	

Job Code	Job Title	Salary Plan	Grade
GSM012	Sr Mgr, Business Ops	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Directs a diverse range of support, operational, and programmatic activities for a department, agency or facility. Recommends and implements policies and procedures. Directs subordinate managers and staff.		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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSM013	Sr Mgr 2, Business Ops	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Plans and assists with operational, and programmatic activities for a department, agency or facility. Recommends and implements policies and procedures. Directs subordinate managers and staff. Will provide some direction and influence on agency policy. Provides leadership across multiple units, departments, and/or regions.		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.	

Job Code	Job Title	Salary Plan	Grade
GSM014	Dir, Business Ops	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary		Entry Qualifications	
Oversees a diverse range of support, operational, and programmatic activities for a department, agency or facility. Recommends and implements policies and procedures. Provides leadership to subordinate managers and staff.		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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSM015	Sr. Director, Business Ops	SWD	R
Min Salary	Mid Salary	Max Salary	
\$95,324.50	\$127,321.19	\$159,317.88	
Job Summary		Entry Qualifications	
Oversees a diverse range of support, operational, and programmatic activities for a department, agency or facility. Recommends and implements policies and procedures with high-level decision-making capabilities. Provides strategic leadership to subordinate managers, and maintains an operating budget for multiple programs.		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 , 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..	

Job Code	Job Title	Salary Plan	Grade
GSM020	Mgr, Training	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Manages functional/technical training strategy for an agency. Ensures standards are met for end-to-end learning and development. Oversees training and learning outcomes in relation to functional and/or technical training activities. May design, develop and deliver training as needed. Directs subordinate supervisors and staff.		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.	

Job Code	Job Title	Salary Plan	Grade
GSM021	Sr Mgr, Training	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Directs and coordinates functional/technical training strategy for an agency. Ensures standards are met for end-to-end learning and development. Oversees training and learning outcomes in relation to functional and/or technical training activities. May design, develop and deliver training as needed. Directs subordinate managers and staff.		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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSM022	Dir, Training	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Oversees functional/technical training strategy for an agency. Sets standards for end-to-end learning and development. Oversees training and learning outcomes in relation to functional and/or technical training activities. Responsible for agency training programs. Provides leadership to subordinate managers and staff.		Entry Qualifications High school diploma/GED and eight (8) years of experience in area of assignment, which includes four (4) years in a managerial role.	
Job Code	Job Title	Salary Plan	Grade
GSP030	Graphics and Visual Art Spec 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, provides professional design and implementation of artistic products. As a team member, consults with clients on publication and presentation projects.		Entry Qualifications High school diploma/GED and three (3) years of professional job-related experience or equivalent combination of relevant education, training and experience.	
Job Code	Job Title	Salary Plan	Grade
GSP031	Graphics and Visual Art Spec 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, provides professional design and implementation of artistic products. As a team member, consults with clients on publication and presentation projects.		Entry Qualifications 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).	
Job Code	Job Title	Salary Plan	Grade
GSP032	Graphics and Visual Art Spec 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, assists with the development or management of visual concepts for a routine and highly specialized projects or assignments by interpreting specifications from internal and external customers and translating these parameters into a finished product using the appropriate artistic medium. May serve as lead worker.		Entry Qualifications 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).	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP033	Graphics Visual Art Spec Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises or develops visual concepts for a routine and highly specialized projects or assignments by interpreting specifications from internal and external customers and translating these parameters into a finished product using the appropriate artistic medium.		Entry Qualifications 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).	
Job Code	Job Title	Salary Plan	Grade
GSP040	Communications Spec 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, assists with the planning, development and implementation of a communications program, and/or public relations plan for an assigned agency, department, facility or function.		Entry Qualifications High school diploma/GED and three (3) of experience of communications or job-related experience.	
Job Code	Job Title	Salary Plan	Grade
GSP041	Communications Spec 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, plans, develops and implements a communications or outreach program, and/or public relations plan for an assigned agency, department, facility or function. Develops informational publications and presentations, and plans conferences and seminars for social or community outreach.		Entry Qualifications High school diploma/GED and four (4) years of communications or job-related experience; or one (1) year of experience required at the lower level Communications Spec 1 (GSP040).	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP042	Communications Spec 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under broad supervision, plans, develops and implements a communications or outreach program, and/or public relations plan for an assigned agency, department, facility or function. May assist in the managing of projects/campaigns and program plans for social or community outreach. Develops communication materials and presentations.		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).	

Job Code	Job Title	Salary Plan	Grade
GSP043	Communications Spec 4	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under limited supervision, develops and implements campaigns and communication programs for social or community outreach. Leads and develops strategic planning efforts, and creates/develops communication materials, techniques and/or tools. May also serve in a lead role.		High school diploma/GED and six (6) years of experience communications or job-related experience; or one (1) year of experience required at the lower level Communications Spec 3 (GSP042).	

Job Code	Job Title	Salary Plan	Grade
GSP050	Planner 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under supervision, conducts research, assists in the planning, development, modification and implementation of agency and/or division policy and strategic plans.		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..	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP051	Planner 2	SWD	J
Min Salary \$41,569.83		Mid Salary \$54,428.52	Max Salary \$67,287.20
Job Summary Under general supervision, conducts research and assists in the planning, development, modification and implementation of agency and/or division policy and strategic plans. Administers agency programs in an assigned specialty area.		Entry Qualifications 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.	

Job Code	Job Title	Salary Plan	Grade
GSP052	Planner 3	SWD	K
Min Salary \$44,998.81		Mid Salary \$59,143.37	Max Salary \$73,287.92
Job Summary Under broad supervision, conducts critical analysis research, develops or modifies policy and strategic plans, and implements, evaluates programs in an assigned specialty area. Prepares reports and presentations, and works with clients, loan/grant applicants, outside vendors, and management to develop or implement programs in a manner that addresses division/department strategies.		Entry Qualifications 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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP053	Planner Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises policy development, modification, implementation and evaluation in an assigned specialty area. Analyzes proposed legislation to determine potential effects on the assigned department or program area(s). Prepares reports and presentations, and works with clients, loan/grant applicants, outside vendors, and management to develop or implement programs in a manner that addresses division/department strategies.		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) year's 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."	

Job Code	Job Title	Salary Plan	Grade
GSP070	Marketing Spec 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under supervision, assists in the planning, development and implementation of a marketing strategy. Develops various types of marketing materials.		Associate degree in marketing or a related field from an accredited college or university.	

Job Code	Job Title	Salary Plan	Grade
GSP071	Marketing Spec 2	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under general supervision, develops, implements and plans a marketing strategy. Creates marketing materials such as brochures, flyers and posters for distribution.		Associate degree in marketing or a related field 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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP072	Marketing Spec 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, develops, implements and plans an overall marketing strategy for a section, division or agency. Creates marketing materials such as brochures, flyers and posters for distribution.		Entry Qualifications Associate degree in marketing or a related field 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.	
Job Code	Job Title	Salary Plan	Grade
GSP073	Marketing Spec Spv	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the development, implementation and planning of an overall marketing strategy for a section, division or agency. Develops and administers the marketing budget.		Entry Qualifications Associate degree in marketing or a related field from an accredited college or university 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.	
Job Code	Job Title	Salary Plan	Grade
GSP090	Prgm Consultant 1	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under supervision, assists in the planning, coordination, organization and assessment of the development and implementation of a functional program including program evaluation, and program management. Learns to oversee, develops, and implements policy, procedures and processes. Performs complex and comprehensive research.		Entry Qualifications 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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP091	Prgm Consultant 2	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary	Entry Qualifications		
Under general supervision, plans, coordinates, organizes and assesses the development and implementation of a functional program including program evaluation, and program management. Oversees, develops, and implements policy, procedures and processes. Analyzes complex and comprehensive research.		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.	
Job Code	Job Title	Salary Plan	Grade
GSP092	Prgm Consultant 3	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Under broad supervision, plans, coordinates, organizes and assesses the development and implementation of a functional program including program evaluation, and program management. Oversees, develops, and implements policy, procedures and processes. Analyzes and applies findings from complex and comprehensive research.		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.	
Job Code	Job Title	Salary Plan	Grade
GSP093	Prgm Consultant Spv	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, coordinates, organizes and assesses the development and implementation of a functional program including program evaluation, and program management. Oversees, develops, and implements policy, procedures and processes. May be responsible for program budgeting. Strategically plans for function based on complex and comprehensive research.		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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP100	Strategic Planning Spec 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under supervision, responsible for planning and organizing the facilitation of strategic planning processes.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
GSP101	Strategic Planning Spec 2	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under general supervision, responsible for planning and organizing the facilitation of strategic planning processes.		Entry Qualifications Associate degree and one (1) year of experience required at the lower level Strategic Planning Spec 1 (GSP100) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
GSP102	Strategic Planning Spec 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, responsible for planning and organizing the facilitation of strategic planning processes.		Entry Qualifications Associate degree and two (2) years of experience required at the lower level Strategic Planning Spec 2 (GSP101) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
GSP103	Strategic Planning Spec Spv	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Responsible for planning and organizing the facilitation of strategic planning processes.		Entry Qualifications 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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP110	Project Mgr (Non-IT) 1	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under supervision, responsible for all aspects of a small project or phases of a larger project. Responsible for coordinating activities of project team, identifying appropriate resources needed, and developing schedules to ensure timely completion of project. Communicates with Program Manager. Assigns work to subordinate staff.		High school diploma or GED AND One year of professional level experience related to the area of assignment.	
Job Code	Job Title	Salary Plan	Grade
GSP111	Project Mgr (Non-IT) 2	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Under general supervision, responsible for all aspects of various projects of a moderately complex nature. Responsible for assembling project team, assigning individual responsibilities, identifying appropriate resources needed, and developing schedule to ensure timely completion of project. Communicates with Program Managers and other managerial staff as needed. Assign work of subordinate staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		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).	
Job Code	Job Title	Salary Plan	Grade
GSP112	Project Consultant (Non-IT) 1	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Under limited supervision, establishes operating procedures, practices and guidelines and communicates them with program or department personnel. Responsible for assembling project team, assigning individual responsibilities, identifying appropriate resources needed, and developing schedule to ensure timely completion of project. Monitors and controls schedules and project budgets. Communicates with managerial staff as needed. Plans and manages business development and project management activities for a program or department that have a significant impact to the agency.		High school diploma/GED and four (4) years of professional level experience related to the area of assignment.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP113	Project Consultant (Non-IT) 2	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Under minimal supervision, establishes operating procedures, practices and guidelines and communicates them with program or department personnel. Establishes, monitors and controls schedules and project budgets. Plans, organizes and manages work of project managers and support staff. Directs business development and project management activities for a program or department. Directs implementation of tools, systems, and processes of program or department. Responsible for cross-business program needs that may span agency. Serves as highest advanced level subject matter expert, providing authoritative guidance for professional staff. Does not supervise staff.		High school diploma/GED and six (6) years of professional level experience related to the area of assignment.	

Job Code	Job Title	Salary Plan	Grade
GSP114	Program Mgr (Non-IT) 1	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Establishes operating procedures, practices and guidelines and communicates them with program or department personnel. Establishes, monitors and controls schedules and project budgets. Plans, organizes and manages work of project managers and support staff. Plans and manages business development and project management activities for a program or department.		High school diploma/GED and eight (8) years of professional level experience OR an equivalent combination of knowledge, education, job experience or training that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year over year.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP115	Program Mgr (Non-IT) 2	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Manages subordinate supervisors and staff. Establishes operating procedures, practices and guidelines and communicates them with program or department personnel. Establishes, monitors and controls schedules and project budgets. Plans, organizes and manages work of project managers and support staff. Directs business development and project management activities for a program or department. Directs implementation of tools, systems, and processes of program or department. Responsible for cross-business program needs that may span agency.		Entry Qualifications High school diploma/GED and ten (10) years of professional level experience OR an equivalent combination of knowledge, education, job experience or training that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year over year.	
Job Code	Job Title	Salary Plan	Grade
GSP120	Training & Dev Spec 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under supervision, learns to assess, plan and/or coordinate training sessions for an agency. Performs end-to-end learning and development. Begins to evaluate training and learning outcomes in relation to functional and/or technical training activities.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
GSP121	Training & Dev Spec 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under general supervision, responsible for assessing, planning and/or coordinating training sessions for an agency. Performs end-to-end learning and development. Evaluates training and learning outcomes in relation to functional and/or technical training activities.		Entry Qualifications 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).	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP122	Training & Dev Spec 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under broad supervision, responsible for assessing, planning and/or coordinating training sessions for an agency. Performs end-to-end learning and development. Evaluates training and learning outcomes in relation to functional and/or technical training activities.		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).	

Job Code	Job Title	Salary Plan	Grade
GSP123	Training & Dev Spec Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Responsible for assessing, planning and/or coordinating training sessions for an agency. Performs end-to-end learning and development. Evaluates training and learning outcomes in relation to functional and/or technical training activities. Supervises all activities related to area of expertise.		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).	

Job Code	Job Title	Salary Plan	Grade
GSP130	Busi Support Analyst 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under supervision, performs complex administrative duties and statistical, financial, or operational data analysis and reporting in support of management decision making in functional area. Identifies trends, discrepancies, and variances to improve the efficiency and effectiveness of operations. May partner with other departments, divisions, outside agencies, and vendors to address business issues. Exercises various latitudes of independent judgment. May administer or provide high level support for various projects, grants, contracts, implementation of procedures, and/or any specialized functions.		Associate degree in business or related field 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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP131	Busi Support Analyst 2	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under general supervision, performs complex administrative duties and statistical, financial, or operational data analysis and reporting in support of management decision making in functional area. Identifies trends, discrepancies, and variances to improve the efficiency and effectiveness of operations. May partner with other departments, divisions, outside agencies, and vendors to address business issues. Exercises various latitudes of independent judgment. May administer or provide high level support for various projects, grants, contracts, implementation of procedures, and/or any specialized functions. Assists with orientation, training, or providing task guidance of junior team members.		Entry Qualifications Associate degree in business or related field 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-over-year.	

Job Code	Job Title	Salary Plan	Grade
GSP132	Busi Support Analyst 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, performs complex administrative duties and statistical, financial, or operational data analysis and reporting in support of management decision making in functional area. Identifies trends, discrepancies, and variances to improve the efficiency and effectiveness of operations. May partner with other departments, divisions, outside agencies, and vendors to address business issues. Exercises various latitudes of independent judgment. May administer or provide high level support for various projects, grants, contracts, implementation of procedures, and/or any specialized functions. Assists with orientation, training, or providing task guidance of junior team members. Provides strategic analysis.		Entry Qualifications Associate degree in business or related field 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-over-year.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP133	Busi Support Analyst Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs complex administrative duties and statistical, financial, or operational data analysis and reporting in support of management decision making in functional area. Identifies trends, discrepancies, and variances to improve the efficiency and effectiveness of operations. May partner with other departments, divisions, outside agencies, and vendors to address business issues. Exercises various latitudes of independent judgment. May administer or provide high level support for various projects, grants, contracts, implementation of procedures, and/or any specialized functions. Assists with orientation, training, or providing task guidance of junior team members. Provides strategic analysis.		Associate degree in business or related field 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-over-year.	

Job Code	Job Title	Salary Plan	Grade
GSP134	Business Analyst 4	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Performs complex administrative duties and statistical, financial, or operational data analysis and reporting in support of management decision making in functional area. Identifies trends, discrepancies, and variances to improve the efficiency and effectiveness of operations. May partner with other departments, divisions, outside agencies, and vendors to address business issues. Exercises various latitudes of independent judgment. May administer or provide high level support for various projects, grants, contracts, implementation of procedures, and/or any specialized functions. Assists with orientation, training, or providing task guidance of junior team members. Provides strategic analysis.		Associate degree in business or related field from an accredited college or university and six (6) years of experience related to the 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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP141	Executive Admin Assist 1	SWD	L

Min Salary
\$50,982.94

Mid Salary
\$66,351.55

Max Salary
\$81,720.15

Job Summary

Under general supervision, provides administrative support to the highest level of administration within the organization. Responsible for scheduling appointments, maintaining calendars, and managing multiple priorities. Assist in the preparation of reports, gathering and researching information, preparing presentations, coordinating meetings, copying and filing, preparing notes, performing data entry, and other special projects as needed. Reviews incoming correspondences to executive and forwards appropriately or, based on a knowledge of recipient's views, may respond for them. Assists in the administration and interpretation of policies and procedures for the organization and department. Maintains confidential information. May act as a spokesperson for departmental inquiries. Performs related responsibilities as required attention of the executive.

Entry Qualifications

High School diploma/GED and two (2) years of professional-level job-related experience working in an administration-related field.

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP142	Executive Admin Assist 2	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
<p>Under broad supervision, provides administrative support to the highest level of administration within the organization. Responsible for scheduling appointments, maintaining calendars, and managing multiple priorities. Assist in the preparation of reports, gathering and researching information, preparing presentations, coordinating meetings, copying and filing, preparing notes, performing data entry, and other special projects as needed. Reviews incoming correspondences to executive and forwards appropriately or, based on a knowledge of recipient's views, may respond for them. Assists in the administration and interpretation of policies and procedures for the organization and department. Maintains confidential information. May supervise and schedule clerical and secretarial staff, initiates paperwork for employee transactions, and assists in investigating and resolving employee issues or concerns. May act as a spokesperson for departmental inquiries. Manages complex duties that require large degree of independent judgment. Performs related responsibilities as required attention of the executive.</p>		<p>High School diploma/GED and three (3) years of professional job-related administrative support to a Senior Level role; or Two (2) years of experience at the lower level Executive Admin Assist 1 (GSP141) or equivalent position.</p>	

Job Code	Job Title	Salary Plan	Grade
GSP150	Media Relations Specialist 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
<p>Under supervision, learns to create and maintain a positive public image for the organization they represent. Writes and designs media releases, speeches, print, web-based communications, and/or social media content to shape public perception of agency/department and to increase awareness of its work and goals. Must cultivate relationships with press offices, journalists, bloggers and opinion leaders. Assist in preparing senior leadership for press conferences, media interviews and speeches. Positions agency for media success by implementing protocols for internal crises communications and leveraging opportunities for rapid response. Collaborates on media strategy across organization.</p>		<p>Associate degree in communication, journalism, or other closely related field from an accredited college or university.</p>	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP151	Media Relations Specialist 2	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under general supervision, responsible for creating and maintaining a positive public image for the organization they represent. Writes and designs media releases, speeches, print, web-based communications, and/or social media content to shape public perception of agency/department and to increase awareness of its work and goals. Must cultivate relationships with press offices, journalists, bloggers and opinion leaders. May act as spokesperson for variety of media inquiries. Assist in preparing senior leadership for press conferences, media interviews and speeches. Positions agency for media success by implementing protocols for internal crises communications and leveraging opportunities for rapid response. Collaborates on media strategy across organization.		Associate degree in communication, journalism, or other closely related field from an accredited college or university and two (2) years of media relations job-related experience; or Associate degree in communication and journalism or related field from an accredited college or university and one (1) year of experience at the lower level Media Relations Specialist 1 (GSP150) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
GSP152	Media Relations Specialist 3	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under broad supervision, responsible for creating and maintaining a positive public image for the organization they represent. Writes and designs media releases, speeches, print, web-based communications, and/or social media content to shape public perception of agency/department and to increase awareness of its work and goals. Must cultivate relationships with press offices, journalists, bloggers and opinion leaders. May act as spokesperson for variety of media inquiries. Assist in preparing senior leadership for press conferences, media interviews and speeches. Positions agency for media success by implementing protocols for internal crises communications and leveraging opportunities for rapid response. Collaborates on media strategy across organization.		Associate degree in communication, journalism, or other closely related field from an accredited college or university and three (3) years of job-related media relations experience; or one (1) year of experience at the lower level Media Relations Specialist 2 (GSP151) or equivalent position.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP153	Media Relations Specialist 4	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	

Job Summary

Under limited supervision, responsible for creating and maintaining a positive public image for the organization they represent. Writes and designs media releases, speeches, print, web-based communications, and/or social media content to shape public perception of agency/department and to increase awareness of its work and goals. Must cultivate relationships with press offices, journalists, bloggers and opinion leaders. Acts as spokesperson for variety of media inquiries. Prepares senior leadership for press conferences, media interviews and speeches. Positions agency for media success by developing and implementing protocols for internal crises communications and leveraging opportunities for rapid response. Collaborates on media strategy across organization. Owns assigned task. May also serve in a lead role.

Entry Qualifications

Associate degree in communication, journalism, or other closely related field from an accredited college or university and four (4) years of job-related media relations experience; or one (1) year of experience at the lower level Media Relations Specialist 3 (GSP152) or equivalent position.

Job Code	Job Title	Salary Plan	Grade
GSP160	Forensic Artist 1	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	

Job Summary

Under supervision, provides professional artistic assistance to law enforcement to assist in the identification of criminal suspects and crime victims. Interviews victims and witnesses to create composite sketches, models and images of the victims, suspects and crime scene.

Entry Qualifications

High school diploma/GED and one (1) year of professional job-related experience.

Job Code	Job Title	Salary Plan	Grade
GSP161	Forensic Artist 2	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	

Job Summary

Under general supervision, provides professional artistic assistance to law enforcement to assist in the identification of criminal suspects and crime victims. Interviews victims and witnesses to create composite sketches, models and images of the victims, suspects and crime scene.

Entry Qualifications

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.

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSP162	Forensic Artist 3	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under broad supervision, provides professional artistic assistance to law enforcement to assist in the identification of criminal suspects and crime victims. Interviews victims and witnesses to create composite sketches, models and images of the victims, suspects and crime scene.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
GSP163	Forensic Artist 4	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under limited supervision, provides professional artistic assistance to law enforcement to assist in the identification of criminal suspects and crime victims. Interviews victims and witnesses to create composite sketches, models and images of the victims, suspects and crime scene. May also serve in lead role.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
GSS080	Admin Support 1	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Under direct supervision, performs a variety of general secretarial, clerical, and administrative support functions/processes or a few specialized or essential clerical functions in support of a unit or office and related personnel. May enter data and/or process documents and records. The work includes operating standard office equipment. Work is performed under the close supervision of a clerical or administrative supervisor.		Entry Qualifications High school diploma/GED and ability to perform basic office functions and computer related duties.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSS081	Admin Support 2	SWD	D
Min Salary	Mid Salary	Max Salary	
\$26,635.71	\$33,410.22	\$40,184.72	
Job Summary		Entry Qualifications	
Under general supervision, performs a variety of general secretarial, clerical, and administrative support functions/processes or a few specialized or essential clerical functions in support of a unit or office and related personnel. May enter data and/or process documents and records. The work includes operating standard office equipment. Work is performed under the general supervision of a clerical or administrative supervisor.		High school diploma/GED and two (2) years of general office or administrative experience.	

Job Code	Job Title	Salary Plan	Grade
GSS082	Admin Support 3	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary		Entry Qualifications	
Under broad supervision, performs a variety of general secretarial, clerical, and administrative support functions/processes or a few specialized or essential clerical functions in support of a unit or office and related personnel. May enter data and/or process documents and records. The work includes operating standard office equipment.		High school diploma/GED and three (3) years of progressively complex office or administrative experience.	

Job Code	Job Title	Salary Plan	Grade
GSS083	Admin Support Spv	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs a variety of general secretarial, clerical, and administrative support functions/processes or a few specialized or essential clerical functions in support of a unit or office and related personnel. May enter data and/or process documents and records. The work includes operating standard office equipment.		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.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GSS090	Customer Svc Associate 1	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under direct supervision, answers customer problems and inquiry calls. Records problem history information. Performs first level problem determination and resolution.		Entry Qualifications High school diploma/GED and six (6) months of full-time work experience providing customer support or technical assistance.	
Job Code	Job Title	Salary Plan	Grade
GSS091	Customer Svc Associate 2	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under general supervision, answers customer problems and inquiry calls. Records problem history information. Performs first level problem determination and resolution. Serves as resource and provides guidance and experience to other staff.		Entry Qualifications High school diploma/GED and one (1) year of full-time work experience providing customer support or technical assistance.	
Job Code	Job Title	Salary Plan	Grade
GST050	Admin Assistant 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under direct supervision, performs a wide range of office administration duties for assigned functions or program areas, duties may be complex in nature and may involve access to confidential information. May research, investigate, and/or resolve program data or issues. Drafts documentation, reports, or presentations. Represents program or unit, provides information and assistance to internal and external customers.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GST051	Admin Assistant 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under general supervision, performs a wide range of office administration duties for assigned functions or program areas, duties may be complex in nature and may involve access to confidential information. May research, investigate, and/or resolve program data or issues. Drafts documentation, reports, or presentations. Represents program or unit, provides information and assistance to internal and external customers.		Entry Qualifications 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. .	
Job Code	Job Title	Salary Plan	Grade
GST052	Admin Assistant 3	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under broad supervision, performs a wide range of office administration duties for assigned functions or program areas, duties may be complex in nature and may involve access to confidential information. May research, investigate, and/or resolve program data or issues. Drafts documentation, reports, or presentations. Represents program or unit, provides information and assistance to internal and external customers.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
GST053	Admin Assistant Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs a wide range of office administration duties for assigned functions or program areas, duties may be complex in nature and may involve access to confidential information. May research, investigate, and/or resolve program data or issues. Drafts documentation, reports, or presentations. Represents program or unit, provides information and assistance to internal and external customers.		Entry Qualifications 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.	

Job Code Catalog: Intern

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GST060	Intern - Unpaid	SWD	APO
Min Salary \$0.00	Mid Salary \$0.00	Max Salary \$0.00	
Job Summary This internship is designed to be both educational and practical. In this role, the intern will learn how to take the skills acquired in school related to his or her field of study or areas of interest and apply them in a government setting.		Entry Qualifications Student enrolled in a Georgia high school, technical college, or university/college. Must be currently enrolled during the internship.	
Job Code	Job Title	Salary Plan	Grade
GST061	Undergraduate Intern - Paid	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary We are looking for a dynamic, energetic intern who is eager to learn about our agency by assisting the work units with projects as assigned. To be successful as an Intern, you should be willing to help with any tasks assigned by a supervisor. You will b		Entry Qualifications Student enrolled in a Georgia high school, technical college, or university/college. Must be currently enrolled during the internship.	
Job Code	Job Title	Salary Plan	Grade
GST062	Graduate Intern	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, learns to in-depth skills in functional area. Develops initial expertise and works on small projects for review by supervisor. May learn to develop or provide input on the department or program plans.		Entry Qualifications Bachelor's degree from an accredited college or university AND currently enrolled in a graduate program relevant to the area of assignment.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GST110	Dispatcher 1	LAW	LF
Min Salary	Mid Salary	Max Salary	
\$32,543.42	\$42,945.62	\$53,347.82	
Job Summary Under direct supervision, monitors radio frequencies, sets priorities among incoming events and dispatches the appropriate personnel or agency to necessary locations using both radios and computers. Keeps accurate status of exact location of equipment and personnel by maintaining radio contact. Makes accurate notes and records of pertinent information.		Entry Qualifications High school diploma/GED and Georgia P.O.S.T. certification eligibility as a Communications Officer.	
Job Code	Job Title	Salary Plan	Grade
GST111	Dispatcher 2	LAW	LG
Min Salary	Mid Salary	Max Salary	
\$35,350.46	\$46,735.13	\$58,119.80	
Job Summary Under direct supervision, monitors radio frequencies, sets priorities among incoming events and dispatches the appropriate personnel or agency to necessary locations using both radios and computers. Keeps accurate status of exact location of equipment and personnel by maintaining radio contact. Makes accurate notes and records of pertinent information.		Entry Qualifications High school diploma/GED and two (2) years of directly related experience; or one (1) year of experience required at the lower level Dispatcher 1 (GST110) or position equivalent. Note: Georgia P.O.S.T. certification as a Communications Officer is required.	
Job Code	Job Title	Salary Plan	Grade
GST112	Dispatcher 3	LAW	LH
Min Salary	Mid Salary	Max Salary	
\$42,317.52	\$54,684.65	\$67,051.77	
Job Summary Under general supervision, monitors radio frequencies, sets priorities among incoming events and dispatches the appropriate personnel or agency to necessary locations using both radios and computers. Keeps accurate status of exact location of equipment and personnel by maintaining radio contact. Makes accurate notes and records of pertinent information.		Entry Qualifications High school diploma/GED and two (2) years of experience required at the lower level Dispatcher 2 (GST111) or position equivalent. Note: Georgia P.O.S.T. certification as a Communications Officer is required.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GST113	Dispatcher 4	LAW	LI
Min Salary \$45,405.27	Mid Salary \$58,853.11	Max Salary \$72,300.95	
Job Summary Under broad supervision, monitors radio frequencies, sets priorities among incoming events and dispatches the appropriate personnel or agency to necessary locations using both radios and computers. Keeps accurate status of exact location of equipment and personnel by maintaining radio contact. Makes accurate notes and records of pertinent information.		Entry Qualifications High school diploma/GED and three (3) years of experience required at the lower level Dispatcher 3 (GST112) or position equivalent. Note: Georgia P.O.S.T. certification as a Communications Officer is required.	
Job Code	Job Title	Salary Plan	Grade
GST114	Senior Dispatcher	LAW	LK
Min Salary \$53,876.53	Mid Salary \$70,330.23	Max Salary \$86,783.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff as a shift supervisor. Supervises staff on a shift to ensure the safety and operational needs of law enforcement and other emergency personnel are met efficiently and timely.		Entry Qualifications High school diploma/GED and two (2) years of experience required at the lower levels Dispatcher 2 (GST111), 3 (GST112) or 4 (GST113) or position equivalent. POST Certification as a Communications Officer.	
Job Code	Job Title	Salary Plan	Grade
GST120	Customer Svc Rep 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under direct supervision, works and communicates with the general public, internal customers and/or external customers to provide information and services targeted to meet customer expectations.		Entry Qualifications High school diploma/GED and one (1) year of experience communicating information in a customer service setting are required.	

Job Code Catalog: General Support

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Job Code	Job Title	Salary Plan	Grade
GST121	Customer Svc Rep 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under general supervision, works and communicates with the general public, internal customers and/or external customers to provide information and services targeted to meet customer expectations. May resolve complicated issues involving customer service and/or researches governing policies, procedures or laws to respond to clients or visitors.		Entry Qualifications High school diploma/GED and two (2) years of experience communicating information in a customer service setting; or one (1) year of experience required at the lower level Customer Svc Rep 1 (GST120) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
GST122	Customer Svc Rep 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under broad supervision, works and communicates with the general public, internal customers and/or external customers to provide information and recommendations targeted to meet customer expectations. Resolves complicated issues involving customer service and/or researches governing policies, procedures or laws to respond to clients or visitors.		Entry Qualifications High school diploma/GED and three (3) years of experience communicating information in a customer service setting; or two (2) years of experience required at the lower level Customer Svc Rep 2 (GST121).	
Job Code	Job Title	Salary Plan	Grade
GST123	Customer Svc Rep Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises staff that communicates with the general public, internal customers and/or external customers to provide information and recommendations targeted to meet customer expectations. Resolves complicated issues involving customer service and/or researches governing policies, procedures or laws to respond to clients or visitors.		Entry Qualifications High school diploma/GED and five (5) years in a lead worker, team leader, or supervisory role communicating information in a customer service setting; or two (2) years of experience required at the lower level Customer Svc Rep 3 (GST122).	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
GST124	Customer Svc Rep Spv 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Oversees staff that communicates with the general public, internal customers and/or external customers to provide information and recommendations targeted to meet customer expectations. Resolves complicated issues involving customer service and/or researches governing policies, procedures or laws to respond to clients or visitors. Supervises and plans work of assigned staff. Has regional customer service responsibility.		High school diploma/GED and six (6) years in a lead worker, team leader, or supervisory role communicating information in a customer service setting; or four (4) years of experience required at the lower level Customer Svc Rep Spv (GST123).	

Job Code	Job Title	Salary Plan	Grade
GST125	Customer Svc Rep 4	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under limited supervision, works and communicates with the general public, internal customers and/or external customers to provide information and recommendations targeted to meet customer expectations. Resolves highly complicated issues involving customer service and/or conducts advanced research on governing policies, procedures or laws to respond to clients or visitors.		Bachelor's degree from an accredited college or university and three (3) years of advanced experience in a customer service setting communicating information; or five (5) years of advanced experience in a customer service setting communicating information; or two (2) years of experience required at the lower level Customer Svc Rep 3 (GST122) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCM010	Mgr, Health Care	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Manages and provides input to plan, organize, direct and coordinate the delivery of health services. Provides input to develop and implement related policies and procedures. Monitors and evaluates healthcare programs. Directs subordinate supervisors and staff.		Bachelor's degree in health care services or related field from an accredited college or university and two (2) years of professional managerial or supervisory experience in health care services. Note: Some positions may require certification and/or licensure.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCM011	Mgr 2, Health Care	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary	Entry Qualifications		
Leads and provides general assistance to plan, organize, direct and coordinate the delivery of health services. Provides general assistance to develop and implement related policies and procedures. Monitors and evaluates healthcare programs. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.	Bachelor's degree in health care services or related field from an accredited college or university and three (3) years of professional managerial or supervisory experience in health care services; or two (2) years of experience at the lower level Mgr, Hlth Care (HCM010) or position equivalent. Note: Some positions may require certification and/or licensure.		
Job Code	Job Title	Salary Plan	Grade
HCM012	Mgr 3, Health Care	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Directs and provides assistance to plan, organize, direct and coordinate the delivery of health services. Provides assistance to develop and implement related policies and procedures. Monitors and evaluates healthcare programs. Directs subordinate managers and staff.	Bachelor's degree in health care services or related field from an accredited college or university and four (4) years of professional managerial or supervisory experience in health care services; or two (2) years of experience at the lower level Mgr 2, Hlth Care (HCM011) or position equivalent. Note: Some positions may require certification and/or licensure.		
Job Code	Job Title	Salary Plan	Grade
HCM013	Sr Mgr, Health Care	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Plans and assists to develop and implement related policies and procedures. Assists to plan, organize, direct and coordinate the delivery of health services. Monitors and evaluates healthcare programs. Directs subordinate managers and staff.	Bachelor's degree in health care services or related field from an accredited college or university and five (5) years of professional managerial or supervisory experience in health care services; or two (2) years of experience at the lower level Mgr 3, Hlth Care (HCM012) or position equivalent. Note: Some positions may require certification and/or licensure.		

Job Code Catalog: Healthcare

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Job Code	Job Title	Salary Plan	Grade
HCM014	Dir, Health Care	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary		Entry Qualifications	
Oversees, develops and implements related policies and procedures. Plans, organizes, directs and coordinates the delivery of health services. Monitors and evaluates healthcare programs. Provides leadership to subordinate managers and staff.		Bachelor's degree in health care services or related field from an accredited college or university and six (6) years of professional managerial or supervisory experience in health care services; or two (2) years of experience at the lower level Sr Mgr, Health Care (HCM013) or position equivalent. Note: Some positions may require certification and/or licensure.	
Job Code	Job Title	Salary Plan	Grade
HCM030	Mgr, Nurse	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Manages, plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community based programs. Directs subordinate supervisors and staff.		Bachelor's degree in nursing from an accredited college or university and four (4) years of experience as Registered Nurse, two (2) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience at the lower level as a Registered Nurse (HCP073) or position equivalent, two (2) years of which in an environment related to the area of assignment, three (3) years of which as a supervisor and current Georgia license as a Registered Professional Nurse.	
Job Code	Job Title	Salary Plan	Grade
HCM031	Mgr 2, Nurse	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Leads, plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community based programs. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		Bachelor's degree in nursing from an accredited college or university and five (5) years of experience as a Registered Nurse, two (2) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073) or position equivalent, two (2) years of which in an environment related to the area of assignment, four (4) years of which as a supervisor and current Georgia license as a Registered Professional Nurse.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCM032	Sr Mgr, Nurse	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community based programs. Directs subordinate managers and staff.		Entry Qualifications Bachelor's degree in nursing from an accredited college or university and six (6) years of experience as a Registered Nurse, three (3) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073) or position equivalent, two (2) years of which in an environment related to the area of assignment, five (5) years of which as a supervisor and current Georgia license as a Registered Professional Nurse.	
Job Code	Job Title	Salary Plan	Grade
HCM033	Dir, Nurse	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary Oversees the planning, organization, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community based programs. Provides leadership to subordinate managers and staff.		Entry Qualifications Bachelor's degree in nursing from an accredited college or university and seven (7) years of experience as a Registered Nurse, four (4) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073) or position equivalent, two (2) years of which in an environment related to the area of assignment, six (6) years of which as a supervisor and current Georgia license as a Registered Professional Nurse.	
Job Code	Job Title	Salary Plan	Grade
HCM040	Mgr, Nutrition	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Manages the operation of a nutrition program. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Manages subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university from an Academy of Nutrition & Dietetics accredited program and four (4) years of nutrition experience, which includes two (2) years in a managerial or supervisory role and registration as a Dietitian by the Academy of Nutrition & Dietetics Commission and licensure as a Dietitian in the State of Georgia.	

Job Code Catalog: Healthcare

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Job Code	Job Title	Salary Plan	Grade
HCM041	Sr Mgr, Nutrition	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Plans and directs the overall operation of a nutrition program. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Directs subordinate managers and staff.		Bachelor's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program and five (5) years of nutrition experience, which includes two (2) years in a managerial or supervisory role and registration as a Dietitian by the Academy of Nutrition & Dietetics Commission and licensure as a Dietitian in the State of Georgia; or two (2) years of experience at the lower level Mgr, Nutrition (HCM040) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCM042	Dir, Nutrition	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Oversees, plans and directs the overall operation of a nutrition program. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Provides leadership to subordinate managers and staff.		Bachelor's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program and six (6) years of nutrition experience, which includes two (2) years in a managerial or supervisory role and registration as a Dietitian by the Academy of Nutrition & Dietetics Commission and licensure as a Dietitian in the State of Georgia; or two (2) years of experience at the lower level Sr Mgr, Nutrition (HCM041) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCM050	Mgr, Therapy Svcs	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Manages the development of programs and policies that govern the operation of therapy services (i.e., physical, occupational, recreational, audiology, and speech and language pathology, etc.). Directs subordinate supervisors and staff.		Bachelor's degree in Nursing, Gerontology, Public Health, Social Work, or related field and four (4) years of clinical experience in the area of assignment and License or eligibility for licensure in the state of Georgia; or one (1) year of experience at the lower level Phys/Occupation Therapist Spv (HCP043) or position equivalent.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCM051	Sr Mgr, Therapy Svcs	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Directs the development of programs and policies that govern the operation of therapy services (i.e., physical, occupational, recreational, audiology, and speech and language pathology, etc.). Directs subordinate managers and staff.	Bachelor's degree in Nursing, Gerontology, Public Health, Social Work, or related field and five (5) years of clinical experience in the area of assignment, which includes two (2) years in a managerial or supervisory role and License or eligibility for licensure in the state of Georgia; or two (2) years of experience at the lower level Mgr, Therapy Svcs (HCM050) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
HCM052	Dir, Therapy Svcs	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary	Entry Qualifications		
Oversees and directs the development of programs and policies that govern the operation of therapy services (i.e., physical, occupational, recreational, audiology, and speech and language pathology, etc.). Provides leadership to subordinate managers and staff.	Bachelor's in Nursing, Gerontology, Public Health, Social Work, or related field and eight (8) years of clinical experience in the area of assignment, which includes two (2) years in a managerial or supervisory role and License or eligibility for licensure in the state of Georgia; or two (2) years of experience at the lower level Sr Mgr, Therapy Svcs (HCM051) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
HCM060	Mgr, Nutrition Prgm	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Manages the operation of a nutrition program or major component area. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Directs subordinate supervisors and staff.	Bachelor's degree in nutrition from an accredited college or university and three (3) years of job-related experience, which includes one (1) year in a managerial or supervisory role.		

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Job Code	Job Title	Salary Plan	Grade
HCM061	Sr Mgr, Nutrition Prgm	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Directs the overall operation of a nutrition program or major component area. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Directs subordinates, regional, facility or other staff.	Bachelor's degree in nutrition from an accredited college or university and five (5) years of job-related experience which includes two (2) years in a managerial or supervisory role; or two (2) years of experience at the lower level Mgr, Nutrition Prgm (HCM060) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
HCM062	Dir, Nutrition Prgm	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Oversees the overall operation of a nutrition program or major component area. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Provides leadership to subordinate managers and staff..	Bachelor's degree in nutrition from an accredited college or university in Nutrition and seven (7) years of job-related experience, which includes three (3) years in a managerial or supervisory role or two (2) years of experience at the lower level Sr Mgr, Nutrition Prgm (HCM061) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
HCM070	PH Chief Epidemiologist	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary	Entry Qualifications		
Manages epidemiologic units with statewide impact on public health and the agency's resources. Plans and organizes unit's work to meet the organization's objectives. Directs and reviews work assignments. May manage epidemiologic programs for the prevention and control of communicable diseases, chronic diseases and/or injuries. Oversees policy and procedure development for new and existing disease prevention and control programs.	Master's degree in public health or a closely related field and three (3) years of experience performing epidemiologic work or work in a closely related field which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Epidemiologist Spv (HCP183) or position equivalent.		

Job Code Catalog: Healthcare

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Job Code	Job Title	Salary Plan	Grade
HCM071	PH Medical Epidemiologist	SWD	R
Min Salary	Mid Salary	Max Salary	
\$95,324.50	\$127,321.19	\$159,317.88	
Job Summary		Entry Qualifications	
Serves as medical consultant within areas of training and expertise to health professionals, organizations, and the public. Coordinates services with other program areas, organizations, and key individuals. Monitors clinical aspects of disease and effects of control measures. May provide consultation, guidance, technical assistance and training regarding medicine, public health practice, epidemiology, and the control of diseases.		Doctorate in medicine, dentistry, veterinary medicine, or nursing from an accredited college or university and Master's degree in public health or a closely related field; or completion of the CDC Epidemic Intelligence Service (EIS) training; or one (1) year of experience at the lower level PH Chief Epidemiologist (HCM070) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCM080	PH Manager 1	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Manages nursing and clinical services in assessing the needs of a public health district and its communities. Revises district nursing goals, policies, protocol and procedures. Develops and implements new processes and policy as needed. Assists the District PH Director of Nursing and Clinical Services in the effective management of service delivery. Directs subordinate supervisors and staff.		Bachelor's degree in nursing from an accredited college or university and six (6) years of PHN experience, which includes two (2) years in a managerial or supervisory role and current Georgia Registered Professional Nurse license and CPR certified.	

Job Code	Job Title	Salary Plan	Grade
HCM081	PH Manager 2	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Leads a district wide system of public health nursing orientation, training, and education across all programs. Revises district nursing goals, policies, protocol and procedures. Develops and implements new processes and policy as needed. Oversees the effective management of service delivery. Directs subordinate supervisors and staff. Manages large numbers of agency staff or have large scope of responsibility within agency.		Bachelor's degree in nursing from an accredited college or university and seven (7) years of nursing experience, which includes three (3) years in a managerial or supervisory role and current Georgia Registered Professional Nurse license and CPR certification; or one (1) year of experience at the lower level PH Manager 1 (HCM080) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCM082	PH Manager 3	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary Leads and assists in the development of public health protocols, policies and procedures. May direct subordinate managers and staff.		Entry Qualifications Master's degree in nursing, public health, or related field from an accredited college or university and seven (7) years of professional nursing managerial or supervisory role and current Georgia Registered Professional Nurse license; or one (1) year of experience at the lower level PH Manager 2 (HCM081) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCM083	PH Senior Manager 1	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary Directs the strategic planning for public health nursing consistent with agency objectives and requirements. Coordinates programs with other state agencies, health care providers, educational institutions, community organizations, etc. Implements special projects as directed by the division director. Directs subordinate managers and staff. Provides direction and influence on agency policy. Provides leadership across multiple units, departments, and/or regions.		Entry Qualifications Master's degree in nursing, public health, or related field from an accredited college or university and eight (8) years of professional nursing managerial or supervisory role and current Georgia Registered Professional Nurse license; or one (1) year of experience at the lower level PH Manager 3 (HCM082) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCM084	PH Senior Manager 2	SWD	R
Min Salary	Mid Salary	Max Salary	
\$95,324.50	\$127,321.19	\$159,317.88	
Job Summary Plans, develops, and implements strategies for public health nursing consistent with agency objectives and requirements. Coordinates programs with other state agencies, health care providers, educational institutions, community organizations, etc. Implements special projects as directed by the division director. Directs subordinate managers and staff. Provides direction and influence on agency policy. Provides leadership across multiple units, departments, and/or regions.		Entry Qualifications Master's degree in nursing, public health, or related field from an accredited college or university and ten (10) years of professional nursing managerial or supervisory role and current Georgia Registered Professional Nurse license; or one (1) year of experience at the lower level PH Senior Manager 1 (HCM083) or position equivalent.	

Job Code Catalog: Healthcare

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Job Code	Job Title	Salary Plan	Grade
HCM090	PH Mgr, Nurse	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Manages, plans, organizes and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals public health facilities and community-based programs. Directs subordinate supervisors and staff.		Bachelor's degree in nursing from an accredited college or university and four (4) years of experience as Registered Nurse, two (2) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073), two (2) years of which in an environment related to the area of assignment, three (3) years of which as a supervisor and current Georgia license as a Registered Professional Nurse and one (1) year of Public Health nursing experience.	

Job Code	Job Title	Salary Plan	Grade
HCM091	PH Mgr, Nurse 2	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Leads, plans, organizes and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals public health facilities and community-based programs. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency		Bachelor's degree in nursing from an accredited college or university and five (5) years of experience as Registered Nurse, two (2) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073), two (2) years of which in an environment related to the area of assignment, four (4) years of which as a supervisor and current Georgia license as a Registered Professional Nurse and two (2) year of Public Health nursing experience.	

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Job Code	Job Title	Salary Plan	Grade
HCM092	PH Sr Mgr, Nurse	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Plans, organizes and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals public health facilities and community-based programs. Directs subordinate supervisors and staff.		Bachelor's degree in nursing from an accredited college or university and five (5) years of experience as a Registered Nurse, three (3) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073), three (3) years of which in an environment related to the area of assignment, Six (6)years of which as a supervisor and current Georgia license as a Registered Professional Nurse and two (2) years of Public Health nursing experience.	

Job Code	Job Title	Salary Plan	Grade
HCM093	PH Dir. Nurse	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary		Entry Qualifications	
Oversees the planning, organization and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals public health facilities and community-based programs. Provides leadership to subordinate supervisors and staff.		Bachelor's degree in nursing from an accredited college or university and seven (7) years of experience as Registered Nurse, four (4) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073), three (3) years of which in an environment related to the area of assignment, eight (8) years of which as a supervisor and current Georgia license as a Registered Professional Nurse and three (3) years of Public Health nursing experience.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCM430	Mgr, Nurse (DBHDD - Hospital)	SWD	N
Min Salary		Mid Salary	Max Salary
\$62,331.12		\$81,955.29	\$101,579.45
Job Summary		Entry Qualifications	
Manages, plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community-based programs. Directs subordinate supervisors and staff.		Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university and (12) months in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or Bachelor's degree in nursing from an accredited college or university and (48) months of experience as Registered Nurse, (24) months years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or (96) months of experience as a Registered Nurse, (24) months of which in an environment related to the area of assignment, (36) months of which as a supervisor and current Georgia license as a Registered Professional Nurse.	

Job Code	Job Title	Salary Plan	Grade
HCM431	Mgr 2, Nurse (DBHDD-Hospital)	SWD	O
Min Salary		Mid Salary	Max Salary
\$69,134.16		\$91,309.47	\$113,484.78
Job Summary		Entry Qualifications	
Leads, plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community-based programs. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university and (24) months in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or Bachelor's degree in nursing from an accredited college or university and (60) months of experience as Registered Nurse, (24) months years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or (96) months of experience as a Registered Nurse, (24) months of which in an environment related to the area of assignment, (48) months of which as a supervisor and current Georgia license as a Registered Professional Nurse.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCM530	Mgr, Nurse (DBHDD-Regional)	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Manages, plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community-based programs. Directs subordinate supervisors and staff.		Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university and one (1) year in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or Bachelor's degree in nursing from an accredited college or university and four (4) years of experience as Registered Nurse, two (2) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse, two (2) years of which in an environment related to the area of assignment, three (3) years of which as a supervisor and current Georgia license as a Registered Professional Nurse.	

Job Code	Job Title	Salary Plan	Grade
HCM532	Sr Mgr, Nurse (DBHDD-Regional)	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Manages, plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community-based programs. Directs subordinate supervisors and staff.		Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university and two (2) years in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or Bachelor's degree in nursing from an accredited college or university AND Five years of experience as a Registered Nurse, two (2) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse, two (2) years of which in an environment related to the area of assignment, four (4) years of which as a supervisor and current Georgia license as a Registered Professional Nurse.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP010	Aud/Speech Pathologist 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under supervision, learns to assess and treat persons with hearing, speech, language, voice and fluency disorders. May fit hearing aids and provide auditory training. May select alternative communication systems and teach their use.	Entry Qualifications Master's degree in speech-language pathology or audiology, or both, from an accredited college or university and current Georgia licensure and/or certification to practice in the area of assignment.		
Job Code	Job Title	Salary Plan	Grade
HCP011	Aud/Speech Pathologist 2	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under general supervision, assess and treat persons with hearing, speech, language, voice, and fluency disorders. May fit hearing aids and provide auditory training. May select alternative communication systems and teach their use.	Entry Qualifications Master's degree in speech-language pathology or audiology, or both, from an accredited college or university and current Georgia licensure and/or certification to practice in the area of assignment; one (1) year of experience at the lower level Aud/Speech Pathologist 1 (HCP010) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
HCP012	Aud/Speech Pathologist 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, assess and treat persons with hearing, speech, language, voice, and fluency disorders. May fit hearing aids and provide auditory training. May select alternative communication systems and teach their use. May serve as a lead worker.	Entry Qualifications Master's degree in speech-language pathology or audiology, or both, from an accredited college or university and current Georgia licensure and/or certification to practice in the area of assignment and two (2) years of experience at the lower level Aud/Speech Pathologist 2 (HCP011) or position equivalent.		

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP013	Aud/Speech Pathologist Spv	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assess and treat persons with hearing, speech, language, voice, and fluency disorders. May fit hearing aids and provide auditory training. May select alternative communication systems and teach their use.		Entry Qualifications Master's degree in speech-language pathology or audiology, or both, from an accredited college or university and current Georgia licensure and/or certification to practice in the area of assignment and three (3) years of experience at the lower level Aud/Speech Pathologist 3 (HCP012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP020	Dietitian/Nutritionist 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under supervision, plans and conducts service or nutritional programs to assist in the promotion of health and control of disease. Provides nutritional assessment, education and counseling to individuals, groups or the public. Serves as a resource on nutrition and dietetics to nurses, health educators or other health care providers in the facility.		Entry Qualifications Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university; and verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics.	
Job Code	Job Title	Salary Plan	Grade
HCP021	Dietitian/Nutritionist 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under general supervision, plans and conducts service or nutritional programs to assist in the promotion of health and control of disease. Provides nutritional assessment, education and counseling to individuals, groups or the public. Serves as a resource on nutrition and dietetics to nurses, health educators or other health care providers in the facility.		Entry Qualifications Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university, verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics and two (2) years of job-related experience providing nutrition care to groups and individuals; or two (2) years of experience at the lower level Dietitian/Nutritionist 1 (HCP020) or position equivalent.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP022	Dietitian/Nutritionist 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under broad supervision, plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. Provides nutritional assessment, education and counseling to individuals, groups or the public. Serves as a resource on nutrition and dietetics to nurses, health educators or other health care providers in the facility. Recommends nutritional care plans and documents plan and progress in records. Serves as team leader.		Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university, verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics, and three (3) years of job-related experience providing nutrition care to groups and individuals; or two (2) years of experience at the lower level Dietitian/Nutritionist 2 (HCP021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP023	Dietitian/Nutritionist Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages and coordinates nutrition and dietetic services for a region or multiple facilities. Provides technical expertise in nutrition and dietetics to staff and community. Manages budget and performs quality reviews.		Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university, verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics and four (4) years of job-related experience providing nutrition care to groups and individuals; or two (2) years of experience at the lower level Dietitian/Nutritionist 2 (HCP022) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
HCP030	HLth Educator 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under supervision, promotes, maintains, and improves individual and community health by assisting individuals and communities to adopt healthy behaviors. Collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies and environments.		Bachelor's degree in education, social, behavioral, or biological sciences or a directly related field from an accredited college or university.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP031	HLth Educator 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, promotes, maintains, and improves individual and community health by assisting individuals and communities to adopt healthy behaviors. Collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies and environments.	Entry Qualifications Bachelor's degree in education, social, behavioral, or biological sciences or a directly related field from an accredited college or university and one (1) year of experience in public health education or one (1) year of experience at the lower level HLth Educator 1 (HCP030) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
HCP032	HLth Educator 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, promotes, maintains, and improves individual and community health by assisting individuals and communities to adopt healthy behaviors. Collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies and environments. May serve as a lead worker.	Entry Qualifications Bachelor's degree in education, social, behavioral, or biological sciences or a directly related field from an accredited college or university and two (2) years of experience in public health education or one (1) year of experience at the lower level HLth Educator 2 (HCP031) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
HCP033	HLth Educator Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a comprehensive program of patient or community health education. Supervises a team of health educators responsible for the planning, implementation and evaluation of education services.	Entry Qualifications Bachelor's degree in education, social, behavioral, or biological sciences or a directly related field from an accredited college or university and three (3) years of experience in public health education, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level HLth Educator 3 (HCP032) or position equivalent.		

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP040	Phys/Occupational Therapist 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under supervision, learns to assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength and decrease or prevent deformity of patients suffering from disease or injury. Helps patients in restoring vocational, homemaking and daily living skills, as well as general independence to disabled persons.		Entry Qualifications Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment.	
Job Code	Job Title	Salary Plan	Grade
HCP041	Phys/Occupational Therapist 2	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under general supervision, assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength and decrease or prevent deformity of patients suffering from disease or injury. Helps patients in restoring vocational, homemaking and daily living skills, as well as general independence, to disabled persons.		Entry Qualifications Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment and one (1) year of clinical experience in the area of assignment or one (1) year of experience at the lower level Phys/Occupational Therapist 1 (HCP040) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP042	Phys/Occupational Therapist 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength and decrease or prevent deformity of patients suffering from disease or injury. Helps patients in restoring vocational, homemaking, and daily living skills, as well as general independence, to disabled persons. May serve as a lead worker.		Entry Qualifications Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment and three (3) years of clinical experience in the area of assignment; or three (3) years of experience at the lower level Phys/Occupational Therapist 2 (HCP041) or position equivalent.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP043	Phys/Occupation Therapist Spv	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Assesses, plans, organizes, and participates in rehabilitative programs that improve mobility, relieve pain, increase strength, and decrease or prevent deformity of patients suffering from disease or injury. Helps patients in restoring vocational, homemaking, and daily living skills, as well as general independence, to disabled persons.		Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment and six (6) years of clinical experience in the area of assignment or three (3) years of experience at the lower level Phys/Occupational Therapist 3 (HCP042) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCP050	Social Worker, Licensed 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under supervision learns to perform psychosocial assessments, treatment planning/monitoring and discharge planning. Provides counseling/therapy to clients requiring complex intervention. Performs commitment determinations and/or executes orders of involuntary commitments.		Master's degree in social work and counseling from an accredited college or university and eligibility to be licensed.	

Job Code	Job Title	Salary Plan	Grade
HCP051	Social Worker, Licensed 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision, performs psychosocial assessments, treatment planning/monitoring and discharge planning. Provides counseling/therapy to clients requiring complex intervention. Performs commitment determinations and/or executes orders of involuntary commitments.		Master's degree in social work and counseling from an accredited college or university and eligibility to be licensed and two (2) years of supervised experience in the area of assignment or two years of experience at the lower level Social Worker, Licensed 1 (HCP050) or position equivalent.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP052	Social Worker, Licensed 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, performs psychosocial assessments, treatment planning/monitoring and discharge planning. Provides counseling/therapy to clients requiring complex intervention. Performs commitment determinations and/or executes orders of involuntary commitments. May serve as a team leader.		Entry Qualifications Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and two (2) years of experience at the lower level Social Worker, Licensed 2 (HCP051) or position equivalent; or Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and two (2) years of related post-license experience.	
Job Code	Job Title	Salary Plan	Grade
HCP053	Social Worker, Licensed Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises and directs the clinical activities of a comprehensive behavioral health program. Performs psychosocial assessments, treatment planning/monitoring and discharge planning. Provides counseling/therapy to clients requiring complex intervention. Performs commitment determinations and/or executes orders of involuntary commitments.		Entry Qualifications Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and three (3) years of experience at the lower level Social Worker, Licensed 3 (HCP052) or position equivalent; or Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and three (3) years of experience in the provision of therapeutic services with, which includes one (1) year in a managerial or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
HCP060	Activity Therapist 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under supervision, learns to plan, direct or coordinate therapeutic recreation programs. Activities include sports, gardening, dramatics, music, social activities and arts and crafts. Conducts assessment of a client's condition and recommends appropriate recreational activity.		Entry Qualifications High school diploma/GED and two (2) years of job-related therapeutic recreation or related therapeutic experience.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP061	Activity Therapist 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary	Entry Qualifications		
Under general supervision, plans, directs or coordinates therapeutic recreation programs. Activities include sports, gardening, dramatics, music, social activities, and arts and crafts. Conducts assessment of a clients condition and recommends appropriate recreational activity.	Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university and one (1) year of job-related experience or one (1) year of experience at the lower level Activity Therapist 1 (HCP060) or position equivalent. Note: Some positions may require registration in the area of assignment.		
Job Code	Job Title	Salary Plan	Grade
HCP062	Activity Therapist 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Under broad supervision, plans, directs or coordinates therapeutic recreation programs. Activities include sports, gardening, dramatics, music, social activities, and arts and crafts. Conducts assessment of a clients condition and recommends appropriate recreational activity.	Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university and two (2) years of job-related experience; or one (1) year of experience at the lower level Activity Therapist 2 (HCP061) or position equivalent. Note: Some positions may require registration in the area of assignment.		
Job Code	Job Title	Salary Plan	Grade
HCP063	Activity Therapist Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, directs or coordinates therapeutic recreation programs. Activities include sports, gardening, dramatics, music, social activities, and arts and crafts. Conducts assessment of a clients condition and recommends appropriate recreational activity.	Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university and three (3) years of job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role or one (1) year of experience at the lower level Activity Therapist 3 (HCP062) or position equivalent. Note: Some positions may require registration in the area of assignment.		

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP070	Registered Nurse 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under supervision, learns to assess client health problems and needs. Develops and implements nursing care plans and maintains medical records. Administers nursing care to ill, injured, convalescent, or disabled clients. May advise clients on health maintenance and disease prevention or provide case management.	Entry Qualifications Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse or Multistate license.		
Job Code	Job Title	Salary Plan	Grade
HCP071	Registered Nurse 2	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under general supervision, assesses client health problems and needs. Develops and implements nursing care plans and maintains medical records. Administers nursing care to ill, injured, convalescent, or disabled clients. May advise clients on health maintenance and disease prevention or provide case management.	Entry Qualifications Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse or Multistate license; or one (1) year of experience at the lower level Registered Nurse 1 (HCP070) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
HCP072	Registered Nurse 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, assesses client health problems and needs. Develops and implements nursing care plans and maintains medical records. Administers nursing care to ill, injured, convalescent, or disabled clients. May advise clients on health maintenance and disease prevention or provide case management.	Entry Qualifications Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and three (3) years of professional nursing experience or one (1) year of experience at the lower level Registered Nurse 2 (HCP071) or position equivalent.		

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP073	Registered Nurse Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, implements, and evaluates nursing care for a unit or shift. Ensures that staff assess client health problems and needs. Develops and implements nursing care plans and maintains medical records. Supervises the provision and quality of nursing care to ill, injured, convalescent or disabled clients. Advises clients on health maintenance and disease prevention or provide case management.		Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and four (4) years of professional nursing experience; which includes two (2) years in a lead worker, team leader, or managerial/supervisory role; or one (1) year of experience at the lower level Registered Nurse 3 (HCP072) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCP080	Communicable Disease Spec 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under supervision, learns to gather, analyze and monitor data regarding communicable diseases within a health district. Ensures implementation of timely disease intervention strategies to decrease the prevalence of such diseases.		Associate degree in medical and preventive services from an accredited college or university and two (2) years of experience in a related field.	

Job Code	Job Title	Salary Plan	Grade
HCP081	Communicable Disease Spec 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, gathers, analyzes and monitors data regarding communicable diseases within a health district. Ensures implementation of timely disease intervention strategies to decrease the prevalence of such diseases.		Associate degree from an accredited college or university and two (2) years of experience in a related area; or four (4) years of experience in a medical-related field; or licensure as a registered nurse and one (1) year of nursing experience; or one (1) year of experience at the lower level Communicable Disease Spec 1 (HCP080) or position equivalent.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP082	Communicable Disease Spec 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under broad supervision, gathers, analyzes and monitors data regarding communicable diseases within a health district. Ensures implementation of timely disease intervention strategies to decrease the prevalence of such diseases. Manage some epidemiologic districts.		Entry Qualifications Associate degree from an accredited college or university and three (3) years of experience in a related area; or five (5) years of experience in a medical-related field or licensure as a Registered Nurse and two (2) years of nursing experience; or one (1) year of experience at the lower level Communicable Disease Spec 2 (HCP081) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP083	Communicable Disease Spec Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages all epidemiological programs in a health district. Gathers, analyzes and monitors data regarding communicable diseases within a health district. Ensures implementation of timely disease intervention strategies to decrease the prevalence of such diseases.		Entry Qualifications Associate degree from an accredited college or university and four (4) years of experience in a related area; or six (6) years of experience in a medical-related field or Licensure as a registered nurse and three (3) years of nursing experience; or one (1) year of experience at the lower level Communicable Disease Spec 3 (HCP082) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP090	Healthcare Prgm Consultant 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under supervision, learns to provide technical assistance and training within a health care specialty. Plans, directs, and implements a specialty program. Evaluates programs for compliance with state and/or federal guidelines.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and two (2) years of experience performing work related to area of assignment; or six (6) years of experience performing work related to area of assignment; or Master's degree in a related field from an accredited college or university. Note: Some positions may require licensure.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP091	Healthcare Prgm Consultant 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, provides technical assistance and training within a health care specialty. Plans, directs, and implements a specialty program. Evaluates programs for compliance with state and/or federal guidelines.	Entry Qualifications Bachelor's degree in a related field from an accredited college or university and three (3) years of experience performing work related to area of assignment; or seven (7) years of experience performing work related to area of assignment; or one (1) year of experience at the lower level Healthcare Prgm Consultant 1 (HCP090) or position equivalent. Note: Some positions may require licensure.		
Job Code	Job Title	Salary Plan	Grade
HCP092	Healthcare Prgm Consultant 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, provides technical assistance and training within a health care specialty. Plans, directs, and implements a specialty program. Evaluates programs for compliance with state and/or federal guidelines. Serves as team leader.	Entry Qualifications Bachelor's degree in a related field from an accredited college or university and four (4) years of experience performing work related to the area of assignment or one (1) year of experience at the lower level Healthcare Prgm Consultant 2 (HCP091) or position equivalent. Note: Some positions may require licensure.		
Job Code	Job Title	Salary Plan	Grade
HCP093	Healthcare Prgm Consultant Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides technical assistance and training within a health care specialty. Plans, directs, and implements a specialty program. Evaluates programs for compliance with state and/or federal guidelines.	Entry Qualifications Bachelor's degree in a related field from an accredited college or university and five (5) years of experience performing work related to the area of assignment, which includes two (2) years in a managerial or supervisory role or one (1) year of experience at the lower level Healthcare Prgm Consultant 3 (HCP092) or position equivalent.		

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP100	Behavioral Hlth Counselor 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under supervision, schedules consumers for testing, assembles test materials and administer tests. Develops and implements behavior management and/or skills acquisition plans.		Entry Qualifications Bachelor's degree in in counseling or a related field from an accredited college or university or certification as an addiction counselor from the Georgia Addiction Counselors Association (GACA) or equivalent certification.	
Job Code	Job Title	Salary Plan	Grade
HCP101	Behavioral Hlth Counselor 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, counsel with emphasis on prevention and/or behavior modification. Works with individuals and groups to promote optimum mental health. May help individuals deal with addictions and substance abuse, family, parenting, and marital problems, suicide, stress management, problems with self-esteem, and issues associated with aging and mental and emotional health.		Entry Qualifications Bachelor's degree in in counseling or a related field from an accredited college or university and two (2) years of job-related experience; or one (1) year of experience at the lower level Behavioral Hlth Counselor 1 (HCP100) or position equivalent.Note: Some positions may require certification or licensure.	
Job Code	Job Title	Salary Plan	Grade
HCP102	Behavioral Hlth Counselor 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, counsel with emphasis on prevention and/or behavior modification. Work with individuals and groups to promote optimum mental health. May help individuals deal with addictions and substance abuse, family, parenting and marital problems, suicide, stress management, problems with self-esteem and issues associated with aging and mental and emotional health. May serve as team leader.		Entry Qualifications Bachelor's degree in in counseling or a related field from an accredited college or university in a related field and four (4) years of job-related experience; or one (1) year of experience at the lower level Behavioral Hlth Counselor 2 (HCP101) or position equivalent.Note: Some positions may require certification or licensure.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP103	Behavioral Hlth Counselor Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs counseling program for a facility. Plans, develops, implements and administers appropriate services and programs for clients. Manages small case load.		Bachelor's degree in counseling or a related field from an accredited college or university in a related field and six (6) years of job-related experience, which includes two (2) years in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Behavioral Hlth Counselor 3 (HCP102) or position equivalent. Note: Some positions may require certification or licensure.	

Job Code	Job Title	Salary Plan	Grade
HCP110	Physician Assistant/Extender 1	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Under supervision, provides healthcare service typically performed by a physician, under the supervision of a licensed physician. Conducts complete physicals, provides treatment and counsels clients. May, in some cases, prescribe medication.		Bachelor's degree from an accredited college or university in physician assistant studies and two years of general medicine experience; or Bachelor's degree in a related field from an accredited college or university and completion of physician assistant training program of at least Twenty-four months certified by the Accreditation Review Commission of the PA, ARC-PA, and certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners (or eligibility to obtain within one year).	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP111	Physician Assistant/Extender 2	SWD	O

Min Salary

\$69,134.16

Mid Salary

\$91,309.47

Max Salary

\$113,484.78

Job Summary

Under general supervision, provides healthcare service typically performed by a physician, under the supervision of a licensed physician. Conducts complete physicals, provides treatment, and counsels clients. May, in some cases, prescribe medication.

Entry Qualifications

Bachelor's degree in Physician Assistant Studies from an accredited college or university and four (4) years of general medicine experience; or Bachelor's degree in a related field from an accredited college or university and completion of a physician assistant training program of at least 24 months certified by the Accreditation Review Commission of PA, ARC-PA, and certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners (or eligibility to obtain within one year) and two (2) years of experience in a related area; or Master's degree in nursing area of assignment from an accredited college or university and two (2) years of experience in a related area and a current license to practice as APRN in Georgia in the specialty area. The psychiatric specialty area requires a minimum of two (2) years of mental health experience. The medical specialty area requires a minimum of four (4) years of mental health experience or two (2) years of experience at the lower level Physician Assistant/Extender 1 (HCP110) or position equivalent.

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP112	Physician Assistant/Extender 3	SWD	P

Min Salary
\$76,821.60

Mid Salary
\$101,879.70

Max Salary
\$126,937.80

Job Summary

Under broad supervision, provides healthcare service typically performed by a physician, under the supervision of a licensed physician. Conducts complete physicals, provides treatment, and counsels clients. May, in some cases, prescribe medication.

Entry Qualifications

Bachelor's degree in physician assistant studies from an accredited college or university and six (6) years of general medicine experience; or Bachelor's degree in a related field from an accredited college or university and completion of a physician assistant training program of at least Twenty-four months certified by the Accreditation Review Commission of PA, ARC-PA, and certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners (or eligibility to obtain within one year) and four (4) years of experience in a related area; or Master's degree in respective nursing field from an accredited college or university and four (4) years of experience in a related area and current license to practice as APRN in Georgia in the specialty area (Psychiatric specialty area requires a minimum of four (4) years mental health experience. Medical specialty requires a minimum of six years of mental health experience or two (2) years of experience at the lower level Physician Assistant/Extender 2 (HCP111) or equivalent position.

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP113	Physician Assistant/Extender 4	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary		Entry Qualifications	
Under limited supervision, provides healthcare service typically performed by a physician, under the supervision of a licensed physician. Conducts complete physicals, provides treatment, and counsels clients. May, in some cases, prescribe medication.		Bachelor's degree in physician assistant studies from an accredited college or university and eight (8) years of general medicine experience; or Bachelor's degree in a related field from an accredited college or university and completion of a physician assistant training program of at least Twenty-four months certified by the Accreditation Review Commission of PA, ARC-PA, and certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners and six (6) years of experience in a related area; or Master's degree in respective nursing field from an accredited college or university and six (6) years of experience in a related area and current license to practice as APRN in Georgia in the specialty area (Psychiatric specialty area requires a minimum of six (6) years mental health experience. The medical specialty area requires a minimum of eight (8) years of mental health experience or two (2) years of experience at the lower level Physician Assistant/Extender 3 (HCP112) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
HCP120	Social Worker, NonLicensed 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under supervision, provides persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses and physical or developmental disabilities. Provides patient education and counseling, advises caregivers, and makes necessary referrals for other social services.		Bachelor's degree in a related field from an accredited college or university and two (2) years of experience in social service delivery.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP121	Social Worker, NonLicensed 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under general supervision, provides persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses and physical or developmental disabilities. Provides patient education and counseling, advises caregivers and makes necessary referrals for other social services.		Bachelor's degree in a related field from an accredited college or university and three (3) years of experience in social service delivery or one (1) year of experience as the lower level Social Worker, NonLicensed 1 (HCP120) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP122	Social Worker, NonLicensed 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under broad supervision, provides persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses and physical or developmental disabilities. Provides patient education and counseling, advises caregivers, and makes necessary referrals for other social services. Serves as team leader.		Bachelor's degree in a related field from an accredited college or university and four (4) years of experience in social service delivery; or one (1) year of experience at the lower level Social Worker, NonLicensed 2 (HCP121) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP123	Social Worker, NonLicensed Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises, coordinates and directs the social service activities of a program. Provide persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses, physical or developmental disabilities. Provides patient education and counseling, advises caregivers, and makes necessary referrals for other social services.		Bachelor's degree in a related field from an accredited college or university and five (5) years of experience in social service delivery, which includes one (1) year in a lead worker, team leader, or supervisory role and three (3) years of experience at the lower level Social Worker, NonLicensed 3 (HCP122) or position equivalent.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP130	Dentist 1	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$126,937.80	
Job Summary Under supervision, diagnoses, treats, prevents and controls disorders of the teeth and mouth including gums and related oral structures. May treat diseases of nerve, pulp and other dental tissues affecting vitality of teeth.	Entry Qualifications Doctorate or professional degree in dentistry from an accredited college or university and current Georgia license to practice dentistry.		
Job Code	Job Title	Salary Plan	Grade
HCP131	Dentist 2	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07	Max Salary \$142,139.72	
Job Summary Under general supervision, diagnoses, treats, prevents and controls disorders of the teeth and mouth including gums and related oral structures. May treat diseases of nerve, pulp and other dental tissues affecting vitality of teeth.	Entry Qualifications Doctorate or professional degree in dentistry from an accredited college or university and one (1) year of experience at the lower level Dentist 1 (HCP130) or position equivalent and current Georgia license to practice dentistry.		
Job Code	Job Title	Salary Plan	Grade
HCP132	Dentist 3	SWD	R
Min Salary \$95,324.50	Mid Salary \$127,321.19	Max Salary \$159,317.88	
Job Summary Under broad supervision, diagnoses, treats, prevents and controls disorders of the teeth and mouth including gums and related oral structures. May treat diseases of nerve, pulp and other dental tissues affecting vitality of teeth.	Entry Qualifications Doctorate or professional degree in dentistry from an accredited college or university and two (2) years of experience at the lower level Dentist 2 (HCP131) or position equivalent and current Georgia license to practice dentistry.		
Job Code	Job Title	Salary Plan	Grade
HCP133	Dentist Spv	SWD	S
Min Salary \$106,416.69	Mid Salary \$142,572.95	Max Salary \$178,729.21	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Diagnoses, treats, prevents and controls disorders of the teeth and mouth including gums and related oral structures. May treat diseases of nerve, pulp and other dental tissues affecting vitality of teeth.	Entry Qualifications Doctorate or professional degree in dentistry from an accredited college or university and three (3) years of experience at the lower level Dentist 3 (HCP132) or position equivalent and current Georgia license to practice dentistry.		

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP140	Psychologist 1	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under supervision of a licensed psychologist, diagnoses or evaluates behavioral, emotional and cognitive disorders through observation, interview, and psychological tests. Applies theory relating to behavior and mental processes to formulate and administer programs of treatment that may include counseling, therapy and research. Helps clients work toward the maintenance and enhancement of physical, intellectual, emotional, social and interpersonal functioning.		Entry Qualifications Doctorate in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university and completion of an APA-approved psychology internship.	
Job Code	Job Title	Salary Plan	Grade
HCP141	Psychologist 2	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under general supervision, diagnoses or evaluates behavioral, emotional and cognitive disorders through observation, interview and psychological tests. Applies theory relating to behavior and mental processes to formulate and administer programs of treatment that may include counseling, therapy and research. Helps clients work toward the maintenance and enhancement of physical, intellectual, emotional, social and interpersonal functioning.		Entry Qualifications Doctorate in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university, current Georgia license to practice psychology, and one (1) year of experience at the lower level Psychologist 1 (HCP140) or equivalent.Note: License may be temporary, provisional, or permanent.	
Job Code	Job Title	Salary Plan	Grade
HCP142	Psychologist 3	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Under broad supervision, diagnoses or evaluates behavioral, emotional and cognitive disorders through observation, interview and psychological tests. Applies theory relating to behavior and mental processes to formulate and administer programs of treatment that may include counseling, therapy and research. Helps clients work toward the maintenance and enhancement of physical, intellectual, emotional, social and interpersonal functioning.		Entry Qualifications Doctorate in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university, current Georgia license to practice psychology, and two (2) years of experience at the lower level Psychologist 2 (HCP141) or equivalent.Note: License may be temporary, provisional, or permanent.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP143	Psychologist 4	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$126,937.80	
Job Summary Diagnoses or evaluates behavioral, emotional, and cognitive disorders through observation, interview, and psychological tests. Applies theory relating to the behavior and mental processes to formulate and administer programs of treatment that may include counseling, therapy, and research. Helps clients work toward the maintenance and enhancement of physical, intellectual, emotional, social, and interpersonal functioning. May supervise, guide, and/or instruct the work assignment of subordinate staff.		Entry Qualifications Doctorate in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university, current Georgia license to practice psychology, and three (3) years of experience at the lower level Psychologist 3 (HCP142) or equivalent. Note: License may be temporary, provisional, or permanent.	
Job Code	Job Title	Salary Plan	Grade
HCP150	Pharmacist 1	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Under supervision, learns to compound and dispense medications following prescriptions issued by physicians, dentists or other authorized medical practitioners. Provides consultative services to both clients and health care providers.		Entry Qualifications Doctorate or professional degree in pharmacology from an accredited college or university and current Georgia license to practice pharmacology.	
Job Code	Job Title	Salary Plan	Grade
HCP151	Pharmacist 2	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$126,937.80	
Job Summary Under general supervision, compounds and dispenses medications following prescriptions issued by physicians, dentists, or other authorized medical practitioners. Provides consultative services to both clients and health care providers.		Entry Qualifications Doctorate or professional degree in pharmacology from an accredited college or university, a current Georgia license to practice pharmacology, and six months of professional pharmacology experience or one (1) year of experience at the lower level Pharmacist 1 (HCP150) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCP152	Pharmacist 3	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary Under broad supervision, compounds and dispenses medications following prescriptions issued by physicians, dentists, or other authorized medical practitioners. Provides consultative services to both clients and health care providers.		Entry Qualifications Doctorate or professional degree in pharmacology from an accredited college or university and current Georgia license to practice pharmacology and one (1) year of professional pharmacology experience or two (2) years of experience at the lower level Pharmacist 2 (HCP151) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP153	Pharmacist Spv	SWD	R
Min Salary	Mid Salary	Max Salary	
\$95,324.50	\$127,321.19	\$159,317.88	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the pharmacy of a hospital or clinic. Responsible for the development of programs and policies to govern the dispensing of prescription medication and clinical functions of the pharmacy.		Entry Qualifications Doctorate or professional degree in pharmacology from an accredited college or university and current Georgia license to practice pharmacology and one (1) year of professional pharmacology experience or two (2) years of professional pharmacology experience at the lower level Pharmacist 3 (HCP152) or position equivalent and current Georgia license to practice pharmacology.	
Job Code	Job Title	Salary Plan	Grade
HCP160	Physician 1	SWD	R
Min Salary	Mid Salary	Max Salary	
\$95,324.50	\$127,321.19	\$159,317.88	
Job Summary Under supervision, provides comprehensive medical services by examining patients, diagnosing conditions and providing treatments. Directs nurses, aides and others in the care and treatment of patients.		Entry Qualifications Medical degree recognized by the Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law.	

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Job Code	Job Title	Salary Plan	Grade
HCP161	Physician 2	SWD	S
Min Salary \$106,416.69	Mid Salary \$142,572.95	Max Salary \$178,729.21	
Job Summary Under general supervision, provides comprehensive medical services by examining patients, diagnosing conditions and providing treatments. Directs nurses, aides and others in the care and treatment of patients.		Entry Qualifications Medical degree recognized by the Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law and one (1) year of experience at the lower level Physician 1 (HCP160) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP162	Physician 3	SWD	T
Min Salary \$118,950.86	Mid Salary \$159,807.43	Max Salary \$200,664.00	
Job Summary Under broad supervision, provides comprehensive medical services by examining patients, diagnosing conditions and providing treatments. Directs nurses, aides and others in the care and treatment of patients. May direct clinical operations and participate in research efforts.		Entry Qualifications Medical degree recognized by the Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law and two (2) years of experience at the lower level Physician 2 (HCP161) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP163	Physician Spv	SWD	T
Min Salary \$118,950.86	Mid Salary \$159,807.43	Max Salary \$200,664.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides comprehensive medical services by examining patients, diagnosing conditions and providing treatments. Directs nurses, aides and others in the care and treatment of patients.		Entry Qualifications Medical degree recognized by the Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law and three (3) years of experience at the lower level Physician 3 (HCP162) or position equivalent and	

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Job Code	Job Title	Salary Plan	Grade
HCP170	Veterinarian 1	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Under supervision, diagnoses, treats and helps prevent diseases and dysfunctions in animals. Advises clients on the feeding, hygiene, housing and general care of animals.		Entry Qualifications Doctorate degree in veterinary medicine or equivalent from an accredited college or university and licensed by the Georgia Board of Veterinary Medicine or certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association AND licensed by the Georgia State Board of Veterinary Medicine.	
Job Code	Job Title	Salary Plan	Grade
HCP171	Veterinarian 2	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Under general supervision, diagnoses, treats, and helps prevent diseases and dysfunctions in animals. Advises clients on the feeding, hygiene, housing and general care of animals.		Entry Qualifications Doctorate degree in veterinary medicine or equivalent from an accredited college or university AND licensed by the Georgia Board of Veterinary Medicine and two (2) years of experience at the lower level Veterinarian 1 (HCP170) or position equivalent or certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association and licensed by the Georgia State Board of Veterinary Medicine and two (2) years of experience at the lower level Veterinarian 1 (HCP170) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP172	Veterinarian 3	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Under broad supervision, diagnoses, treats, and helps prevent diseases and dysfunctions in animals. Advises clients on the feeding, hygiene, housing and general care of animals.		Entry Qualifications Doctorate degree in veterinary medicine or equivalent from an accredited college or university and licensed by the Georgia Board of Veterinary Medicine and three (3) years of experience at the lower level Veterinarian 2 (HCP171) or position equivalent or certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association and licensed by the Georgia State Board of Veterinary Medicine and three (3) years of experience at the lower level Veterinarian 2 (HCP171) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCP173	Veterinarian Spv	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Diagnoses, treats, and helps prevent diseases and dysfunctions in animals. Advises clients on the feeding, hygiene, housing and general care of animals.		Doctorate degree in veterinary medicine or equivalent from an accredited college or university and licensed by the Georgia Board of Veterinary Medicine and five (5) years of experience at the lower level Veterinarian 3 (HCP172) or position equivalent or certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association and licensed by the Georgia State Board of Veterinary Medicine and five (5) years of experience at the lower level Veterinarian 3 (HCP172) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCP180	PH Epidemiologist 1	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under supervision, plans, develops, and conducts epidemiologic investigations, surveillance and interventions limited in scope and/or complexity to determine the causes of diseases and implement methods of disease control. Collects, analyzes, and interprets statistical data and prepares epidemiologic reports.		Bachelor's degree in any field from an accredited college or university and two (2) years of experience performing epidemiologic work or work in a closely related field.	

Job Code	Job Title	Salary Plan	Grade
HCP181	PH Epidemiologist 2	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Under general supervision, plans, develops, and conducts epidemiologic investigations, surveillance, and interventions limited in scope and/or complexity to determine the causes of diseases and implement methods of disease control. Collects, analyzes, and interprets statistical data and prepares epidemiologic reports.		Bachelor's degree in any field from an accredited college or university and three (3) years of experience performing epidemiologic work or work in a closely related field; or two (2) years of experience at the lower-level Epidemiologist 1 (HCP180) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCP182	PH Epidemiologist 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, designs and leads long-term epidemiologic investigations, surveillance, and interventions with significant impact on public health and the agency's resources. Functions as primary coordinator overseeing the collection, analysis, and interpretation of complex statistical data and the preparation of epidemiologic reports.	Entry Qualifications Bachelor's degree from an accredited college or university and five (5) years of experience performing epidemiologic work or work in a closely related field; or one (1) year of experience at the lower-level Epidemiologist 2 (HCP181) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
HCP183	PH Epidemiologist Spv	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises epidemiologic investigations, surveillance, and interventions with significant impact on public health and the agency's resources. Supervises the collection, analysis, and interpretation of complex statistical data and the preparation of epidemiologic reports.	Entry Qualifications Bachelor's degree from an accredited college or university and six (6) years of experience performing epidemiologic work or work in a closely related field; or one (1) year of experience at the lower-level Epidemiologist 3 (HCP182) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
HCP190	PH Registered Nurse 1	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under supervision, provides professional nursing care in accordance with nurse protocols, policies and/or procedures.	Entry Qualifications Associate degree in nursing from an accredited college or university and completion of a PHN course within one (1) year of hire and current Georgia Registered Professional Nurse license and CPR certification.		

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Job Code	Job Title	Salary Plan	Grade
HCP191	PH Registered Nurse 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under general supervision, provides professional nursing care in accordance with nurse protocols, policies and/or procedures. Focuses on the prevention of illness, injury or disability, the promotion of health and maintenance of the health of populations. Cares for population with special needs during disasters/emergencies and biological and chemical protocols.		Entry Qualifications Associate degree in nursing from an accredited college or university and one (1) year of nursing experience and completion of a PHN course within one year of hire and current Georgia Registered Professional Nurse license and CPR certification; or one (1) year of experience at the lower-level PH Registered Nurse 1 (HCP190) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP192	PH Registered Nurse 3	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under broad supervision, provides professional nursing care in accordance with nurse protocols, policies and/or procedures. Focuses on the prevention of illness, injury, or disability, the promotion of health and maintenance of the health of populations. Cares for population with special needs during disasters/emergencies and biological and chemical protocols.		Entry Qualifications Associate degree in nursing from an accredited college or university and one (1) year of nursing experience and completion of a PHN course within one year of hire and current Georgia Registered Professional Nurse license and CPR certification; or two (2) years of experience at the lower-level PH Registered Nurse 2 (HCP191) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP193	PH Registered Nurse Spv	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides professional nursing care in accordance with nurse protocols, policies and/or procedures. Focuses on the prevention of illness, injury, or disability, the promotion of health and maintenance of the health of populations. Cares for population with special needs during disasters/emergencies and biological and chemical protocols.		Entry Qualifications Associate degree in nursing from an accredited college or university and one (1) year of nursing experience and completion of a PHN course within one (1) year of hire and current Georgia Registered Professional Nurse license and CPR certification; or two (2) years of experience at the lower-level PH Registered Nurse 3 (HCP192) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCP194	PH Nursing Supervisor 1	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Under limited supervision, manages programs, staff, clinical services and fiscal processes of a local public health department. Identifies community partners, providers and agencies and develops relationships to further public health efforts in the community.		Entry Qualifications Associate degree in nursing from an accredited college or university and three (3) years of nursing experience and completion of a PHN course within one year of hire and current Georgia Registered Professional Nurse license and CPR certification; or two (2) years of experience at the lower-level PH Registered Nurse Spv (HCP193) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP195	PH Nursing Supervisor 2	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Under limited supervision, implements, manages and evaluates programs, staff, clinical services and budgets within the county. Develops partnerships with community stakeholders within the county. Participates in community health needs assessments and strategic planning for the county..		Entry Qualifications Associate degree in nursing from an accredited college or university and five (5) years of RN supervisory/management experience and completion of PHN course within six (6) months of hire if no PHN experience and current Georgia Registered Professional Nurse license and CPR certification; or two (2) years of experience at the lower level PH Nursing Spv 1 (HCP194) or position equivalent and current Georgia Registered Professional Nurse license and CPR certification.	
Job Code	Job Title	Salary Plan	Grade
HCP200	PH Advanced Practice RN 1	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Under supervision of a senior APRN, performs advanced nursing functions and healthcare services in specialized areas. Operates under a written nurse protocol agreement with their delegating physician, conducts complete physicals, provides treatment, and counsels clients. May prescribe medication in some cases.		Entry Qualifications Master's degree in nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing and Georgia license as a Registered Professional Nurse and Georgia license as an APRN and CPR certification.	

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Job Code	Job Title	Salary Plan	Grade
HCP201	PH Advanced Practice RN 2	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Under general supervision, performs advanced nursing functions and healthcare services in specialized areas. Operates under a written nurse protocol agreement with their delegating physician, conducts complete physicals, provides treatment, and counsels clients. May prescribe medication in some cases.		Master's degree in nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing and two (2) years of nursing experience and Georgia license as a Registered Professional Nurse and Georgia license as a APRN and current certification in specialty area and CPR certification; or two (2) years of experience at the lower level PH Advanced Practice RN 1 (HCP200) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCP202	PH Advanced Practice RN 3	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Under broad supervision, performs advanced nursing functions and healthcare services in specialized areas. Operates under a written nurse protocol agreement with their delegating physician, conducts complete physicals, provides treatment, and counsels clients. May prescribe medication in some cases.		Master's degree in Nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing and four (4) years of nursing experience and Georgia license as a Registered Professional Nurse and Georgia license as a APRN and current certification in specialty area and CPR certification; or two (2) years of experience at the lower level PH Advanced Practice RN 2 (HCP201) or position equivalent..	

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Job Code	Job Title	Salary Plan	Grade
HCP203	PH Advanced Practice RN Spv	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07	Max Salary \$142,139.72	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises lower level APRNs and other assigned staff. Performs advanced nursing functions and healthcare services in specialized areas. Operates under a written nurse protocol agreement with their delegating physician, conducts complete physicals, provides treatment and counsels clients. May prescribe medication in some cases.		Entry Qualifications Master's degree in nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing and six (6) years of PH experience and Georgia license as a Registered Professional Nurse and Georgia license as a APRN and current certification in specialty area and CPR certification; or two (2) years of experience at the lower level PH Advanced Practice RN 3 (HCP202) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP210	PH Nursing Prog Consultant 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under general guidance, provides technical assistance and training within a public health nursing care specialty. Manages the planning and implementation of a specialty nursing program. Evaluates programs for compliance with state and/or federal guidelines.		Entry Qualifications Bachelor's degree in nursing from an accredited college or university, three (3) years of nursing experience, and current Georgia Registered Professional Nurse license and CPR certification.	
Job Code	Job Title	Salary Plan	Grade
HCP211	PH Nursing Prog Consultant 2	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under general supervision, provides technical assistance and training within a public health nursing care specialty. Manages the planning and implementation of a specialty nursing program. Evaluates programs for compliance with state and/or federal guidelines.		Entry Qualifications Bachelor's degree in nursing from an accredited college or university and five (5) years of nursing experience and current Georgia Registered Professional Nurse license and CPR certification; two (2) years of experience at the lower-level PH Nursing Prog Consultant 1 (HCP210) or position equivalent and current Georgia Registered Professional Nurse license and CPR certification.	

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Job Code	Job Title	Salary Plan	Grade
HCP212	PH Nursing Prog Consultant 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, provides technical assistance and training within a public health nursing care specialty. Manages the planning and implementation of a specialty nursing program. Evaluates programs for compliance with state and/or federal guidelines. Acts as a lead worker on projects and/or programs.		Entry Qualifications Bachelor's degree in nursing from an accredited college or university and five (5) years of nursing experience and current Georgia Professional Nurse license and CPR certification; or three (3) years of experience at the lower-level PH Nursing Prog Consultant 2 (HCP211) or position equivalent and current Georgia Registered Professional Nurse license and CPR certified.	
Job Code	Job Title	Salary Plan	Grade
HCP213	PH Nursing Prog Consultant Spv	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides technical assistance and training within a public health nursing care specialty. Plans, implements and supervises a specialty nursing program. Evaluates programs for compliance with state and/or federal guidelines.		Entry Qualifications Bachelor's degree in nursing from an accredited college or university and six (6) years of nursing experience and current Georgia Professional Nurse license and CPR certification; or four (4) years of experience at the lower-level PH Nursing Prog Consultant 3 (HCP212) or position equivalent and current Georgia Registered Professional Nurse license and CPR certified.	
Job Code	Job Title	Salary Plan	Grade
HCP220	Behavioral Hlth Counselor, L1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, schedules consumers for testing, assembles test materials and administer assessments. Develops and implements behavior management and/or skills acquisition plans.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university or certification as an addiction counselor from the Georgia Addictions Counselor Association (GACA) or equivalent certification. NOTE: All positions require applicable licensure or certification.	

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Job Code	Job Title	Salary Plan	Grade
HCP221	Behavioral Hlth Counselor, L2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, counsel with emphasis on prevention and/or behavior modification. Work with individuals and groups to promote optimum mental health and manage issues with family, parenting and marriage problems, suicide, stress management, problems with self-esteem, and issues associated with aging and mental and emotional health.		Entry Qualifications 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 (2) years of job-related experience; or one (1) year of experience at the lower-level Behavioral Health Counselor 1, Licensed (HCP220).NOTE: All positions require applicable licensure or certification.	
Job Code	Job Title	Salary Plan	Grade
HCP222	Behavioral Hlth Counselor, L3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under general supervision, counsel with emphasis on prevention and/or behavior medication. Work with individuals and groups to promote optimum mental health and manage issues with family, parenting and marriage problems, suicide, stress management, problems with self-esteem, and issues associated with aging and mental and emotional health. May serve as a team leader.		Entry Qualifications Master's degree in a related field from an accredited college or university and two (2) years of job-related experience; or Bachelor's degree in a related field from an accredited college or university and four (4) years of job-related experience or one (1) year of experience at the lower-level Behavioral Health Counselor 2, Licensed (HCP221).NOTE: All positions require applicable licensure or certification.	
Job Code	Job Title	Salary Plan	Grade
HCP223	Behavioral Hlth Counselor, LSP	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs counseling program for a facility. Plans, develops, implements, and administers appropriate services and programs for clients. Manages a small case load.		Entry Qualifications Master's degree in a related field from an accredited college or university and four (4) years of job-related experience; or Bachelor's degree in a related field from an accredited college or university and six (6) years of job-related experience; or two (2) years of experience at the lower-level Behavioral Health Counselor 3, Licensed (HCP222).NOTE: All positions require applicable licensure or certification.	

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Job Code	Job Title	Salary Plan	Grade
HCP470	RN 1 (DBHDD-Hospital)	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary	Entry Qualifications		
Functions as an entry level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital.	Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse or Multistate license and less than (12) months of DBHDD Registered Nurse 1 experience.		
Job Code	Job Title	Salary Plan	Grade
HCP471	RN 2 (DBHDD-Hospital)	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary	Entry Qualifications		
Functions as a working level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital	Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse or Multistate license; or more than (12) months of DBHDD Registered Nurse 1 experience.		
Job Code	Job Title	Salary Plan	Grade
HCP472	RN 3 (DBHDD-Hospital)	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary	Entry Qualifications		
Functions as a lead level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital	Bachelor's degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and more than (36) months professional DBHDD nursing experience; or Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and more than (60) months of DBHDD professional nursing experience.		

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Job Code	Job Title	Salary Plan	Grade
HCP473	RN Spv (DBHDD-Hospital)	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Functions as a supervisory level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital	Bachelor's degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and more than (#) months professional DBHDD professional nursing experience and more than (24) months in a DBHDD managerial/supervisory of leadership role; or Associate degree in nursing from an accredited college or university and current Georgia License as a Registered Professional Nurse and more than (48) months in a DBHDD managerial/supervisory of leadership role.		
Job Code	Job Title	Salary Plan	Grade
HCP570	RN 1 (DBHDD-Regional)	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary	Entry Qualifications		
Functions as an entry level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital.	Associate degree in nursing from an accredited college or university AND current Georgia license as a Registered Professional Nurse or Multistate license AND (12) months of DBHDD Registered Nurse 1 experience.		
Job Code	Job Title	Salary Plan	Grade
HCP571	RN 2 (DBHDD-Regional)	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary	Entry Qualifications		
Functions as a working level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital.	Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse or Multistate license and more than (12) months of DBHDD Registered Nurse 1 experience.		

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Job Code	Job Title	Salary Plan	Grade
HCP572	RN 3 (DBHDD-Regional)	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Functions as a lead level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital		Entry Qualifications Bachelor's degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and more than (36) months professional DBHDD nursing experience; or Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and more than (60) months of DBHDD professional nursing experience.	
Job Code	Job Title	Salary Plan	Grade
HCS010	Dental Asst 1	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Under direct supervision, learns to assist the dentist and/or hygienist in chair-side dentistry. Prepares dental instruments. May perform administrative duties.		Entry Qualifications High School diploma/GED and six (6) months of experience in a dental setting; or Vocational/Technical degree in dental assisting from an accredited college.	
Job Code	Job Title	Salary Plan	Grade
HCS011	Dental Asst 2	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under general supervision, assists the dentist and/or hygienist in chair-side dentistry. Prepares dental instruments. May perform administrative duties.		Entry Qualifications High School diploma/GED and one (1) year of experience in a dental setting; or Vocational/Technical degree in dental assisting from an accredited college and six (6) months of experience as a dental assistant, or one (1) year experience at the lower level Dental Asst 1 (HCS010) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCS012	Dental Asst 3	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under broad supervision, assists the dentist and/or hygienist in chair-side dentistry. Prepares dental instruments. May perform administrative duties. May serve as a lead worker.		Entry Qualifications High School diploma/GED and two (2) years of experience in a dental setting; or a Vocational/Technical degree in dental assisting from an accredited college and one (1) year of experience as a dental assistant; or one (1) year experience at the lower level Dental Asst 2 (HCS011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCS013	Dental Asst Spv	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists the dentist and/or hygienist in chair-side dentistry. Prepares dental instruments. May perform administrative duties.		Entry Qualifications High School diploma/GED and six (6) years of experience in a dental setting which includes one (1) year experience as a lead worker, team leader, or supervisory role; or a Vocational/Technical degree in dental assisting from an accredited college and four (4) years of experience as a dental assistant which includes one (1) year experience in a lead worker, team leader, or supervisory role; or one (1) year experience at the lower level Dental Asst 3 (HCS012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCS020	Health Aide 1	SWD	B
Min Salary \$23,920.00	Mid Salary \$28,797.08	Max Salary \$33,674.16	
Job Summary Under direct supervision, learns to provide basic patient care and works with patients/clients to develop daily living skills. May take vital signs.		Entry Qualifications High school diploma or GED.	
Job Code	Job Title	Salary Plan	Grade
HCS021	Health Aide 2	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Under general supervision, provides basic patient care and works with patients/clients to develop daily living skills. May take vital signs.		Entry Qualifications High School diploma/GED and six (6) months of experience in a related field; one (1) year of experience required at the lower-level Health Aide 1 (HCS020) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCS022	Health Aide 3	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under broad supervision, provides basic patient care and works with patients/clients to develop daily living skills. May take vital signs and perform other related medical procedures under the direction of nursing staff.		Entry Qualifications High School diploma/GED and one (1) year of experience in a related field; or one (1) year of experience required at the lower-level Health Aide 2 (HCS021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCS023	Health Aide Spv	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides basic patient care and works with patients/clients to develop daily living skills. May take vital signs and perform other related medical procedures under the direction of nursing staff.		Entry Qualifications High School diploma/GED and two (2) years of experience in a related field, in which one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level Health Aide 3 (HCS022) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCS030	Pharmacy Tech 1	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under direct supervision, prepares medications under the direction of a pharmacist. May measure, mix, label and record amounts and dosages of medications.		Entry Qualifications High School diploma/GED.	
Job Code	Job Title	Salary Plan	Grade
HCS031	Pharmacy Tech 2	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under general supervision, prepares medications under the direction of a pharmacist. May measure, mix, label, and record amounts and dosages of medications.		Entry Qualifications High School diploma/GED and two (2) years of experience working in a pharmacy; or one (1) year of experience required at the lower-level Pharmacy Tech 1 (HCS030) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCS032	Pharmacy Tech 3	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, prepares medications under the direction of a pharmacist. May measure, mix, label, and record amounts and dosages of medications. May serve as a lead worker.		Entry Qualifications High School diploma/GED and three (3) years of experience working in a pharmacy; or one (1) year of experience required at the lower-level Pharmacy Tech 2 (HCS031) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCS033	Pharmacy Tech Spv	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Prepares medications under the direction of a pharmacist. May measure, mix, label and record amounts and dosages of medications.		Entry Qualifications High School diploma/GED and four (4) years of experience working in a pharmacy, which includes one (1) year experience as a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower-level Pharmacy Tech 3 (HCS032) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCS040	Nutrition Asst 1	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Under supervision learns to assist in the provision of nutritional programs. May plan and produce meals based on guidelines, teach principles of food and nutrition or counsel individuals.		Entry Qualifications High School diploma/GED and one (1) year of clerical, information and referral, customer service, or job-related experience; or an associate degree in a related field from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
HCS041	Nutrition Asst 2	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under general supervision, assists in the provision of nutritional programs. May plan and produce meals based on guidelines, teach principles of food and nutrition or counsel individuals.		Entry Qualifications High School diploma/GED and two (2) years of clerical, information and referral, customer service, or job-related experience; or an associate degree in a related field from an accredited college or university and one (1) year experience in a related field; or two (2) years of experience required at the lower-level Nutrition Asst 1 (HCS040) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCS042	Nutrition Asst 3	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary		Entry Qualifications	
Under broad supervision, assists in the provision of nutritional programs. May plan and produce meals based on guidelines, teach principles of food and nutrition or counsel individuals. May serve as a lead worker.		High School diploma/GED and three (3) years of clerical, information and referral, customer service, or job-related experience; or an associate degree in a related field from an accredited college or university and two (2) years of experience in a related field; or two (2) years of experience required at the lower-level Nutrition Asst 2 (HCS041) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCS043	Nutrition Asst Spv	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Works to provide nutritional programs. May plan and produce meals based on guidelines, teach principles of food and nutrition or counsel individuals.		High School diploma/GED and four (4) years of clerical, information and referral, customer service, or job-related experience, which includes one (1) year experience in a lead worker, team leader, or supervisory role; or an associate degree in a related field from an accredited college or university and three (3) years of experience in a related field, which includes one (1) year experience in a lead worker, team leader, or supervisory role; or two (2) years of experience required at the lower level Nutrition Asst 3 (HCS042).	

Job Code	Job Title	Salary Plan	Grade
HCS050	Nursing Asst 1	SWD	B
Min Salary	Mid Salary	Max Salary	
\$23,920.00	\$28,797.08	\$33,674.16	
Job Summary		Entry Qualifications	
Under direct supervision, performs assigned direct care activities and basic nursing procedures in a nursing facility or home health care.		Must be certified as a Nursing Assistant.	

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Job Code	Job Title	Salary Plan	Grade
HCS051	Nursing Asst 2	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Under general supervision, performs assigned direct care activities and basic nursing procedures in a nursing facility or home health care.		Entry Qualifications Must be certified as a Nursing Assistant and one (1) year of experience required at the lower-level Nursing Asst 1 (HCS050) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCS052	Nursing Asst 3	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under broad supervision, performs assigned direct care activities and basic nursing procedures in a nursing facility or home health care. May supervise staff.		Entry Qualifications Must be certified as a Nursing Assistant and two (2) years of experience at the lower-level Nursing Asst 2 (HCS051) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCS053	Nursing Asst Spv	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs assigned direct care activities and basic nursing procedures in a nursing facility or home health care.		Entry Qualifications Must be certified as a Nursing Assistant and three (3) years of experience at the lower-level Nursing Asst 3 (HCS052) or position equivalent, which includes one (1) year lead worker, team leader, or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
HCS420	Health Aide 1 (DBHDD-Hospital)	SWD	B
Min Salary \$23,920.00	Mid Salary \$28,797.08	Max Salary \$33,674.16	
Job Summary Functions as an entry level HA and performs HA duties, assigned to a specific non-patient unit area at a state mental health hospital.		Entry Qualifications High school diploma/GED and less than (24) months experience in a related role; or Associates degree and less than (12) months experience in a related role.	

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Job Code	Job Title	Salary Plan	Grade
HCS421	Health Aide 2 (DBHDD-Hospital)	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Functions as a working level HA and performs HA duties, assigned to a specific non-patient unit area at a state mental health hospital.		Entry Qualifications High school diploma/GED and less than (24) months experience in a related role; or Associates degree and less than (12) months experience in a related role.	
Job Code	Job Title	Salary Plan	Grade
HCS422	Health Aide 3 (DBHDD-Hospital)	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Functions as a lead level HA and performs HA duties, assigned to a specific non-patient unit area at a state mental health hospital.		Entry Qualifications High school diploma/GED and more than (36) months experience in a related role; or Associates degree and more than (24) months experience in a related role; or more than (12) months experience at the lower level Health Aide 2 or equivalent role.	
Job Code	Job Title	Salary Plan	Grade
HCS423	Health Aide Spv (DBHDD-Hosp)	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Functions as a supervisory level HA and performs HA duties, assigned to a specific non-patient unit area at a state mental health hospital.		Entry Qualifications High school diploma/GED and more than (48) months experience in a related role and (12) months experience in a supervisory role; or Associates degree and more than (36) months experience in a related role and (12) months experience in a supervisory role.	
Job Code	Job Title	Salary Plan	Grade
HCT010	Dental Hygienist 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under direct supervision, cleans teeth, examines head, neck and oral areas for signs of oral disease. May educate clients on oral hygiene, take and develop X-rays, or apply fluoride or sealants.		Entry Qualifications Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license.	

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Job Code	Job Title	Salary Plan	Grade
HCT011	Dental Hygienist 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, cleans teeth, examines head, neck and oral areas for signs of oral disease. May educate clients on oral hygiene, take and develop X-rays or apply fluoride or sealants.		Entry Qualifications Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license and one (1) year of job-related experience; or one (1) year experience at the lower-level Dental Hygienist 1 (HCT010) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT012	Dental Hygienist 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, cleans teeth, examines head, neck and oral areas for signs of oral disease. May educate clients on oral hygiene, take and develop X-rays or apply fluoride or sealants. May serve as a lead worker.		Entry Qualifications Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license and two (2) years of job-related experience; or one (1) year experience at the lower-level Dental Hygienist 2 (HCT011) or position equivalent..	
Job Code	Job Title	Salary Plan	Grade
HCT013	Dental Hygienist Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Cleans teeth, examines head, neck and oral areas for signs of oral disease. May educate clients on oral hygiene, take and develop X-rays or apply fluoride or sealants.		Entry Qualifications Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license and three (3) years of job-related experience, which includes one (1) year experience in a lead worker, team leader, or supervisory role; or one (1) year experience at the lower-level Dental Hygienist 3 (HCT012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT020	Emergency Medical Tech 1	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under direct supervision, assesses injuries, administers emergency medical care and extricates trapped individuals. Transports injured or sick persons to medical facilities.		Entry Qualifications High School diploma/GED and current Georgia certification as an Emergency Medical Technician Basic and CPR certification and valid driver's license.	

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Job Code	Job Title	Salary Plan	Grade
HCT021	Emergency Medical Tech 2	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under general supervision, assesses injuries, administers emergency medical care and extricates trapped individuals. Transports injured or sick persons to medical facilities.		Entry Qualifications High School diploma/GED and six (6) months of job-related experience and current Georgia certification as an Emergency Medical Technician Basic and CPR certification and valid driver's license; or one (1) year of experience required at the lower-level Emergency Medical Tech 1 (HCT020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT022	Emergency Medical Tech 3	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under broad supervision, assesses injuries, administers emergency medical care and extricates trapped individuals. Transports injured or sick persons to medical facilities. May serve as a lead worker.		Entry Qualifications High School diploma/GED and one (1) year of job-related experience and current Georgia certification as an Emergency Medical Technician Basic and CPR certification and valid driver's license; or one (1) year of experience required at the lower-level Emergency Medical Tech 2 (HCT021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT023	Emergency Medical Tech Spv	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assesses injuries, administers emergency medical care and extricates trapped individuals. Transports injured or sick persons to medical facilities.		Entry Qualifications High School diploma/GED and two (2) years of job-related experience and current Georgia certification as an Emergency Medical Technician Basic and CPR certification and valid driver's license, which includes one (1) year of a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower-level Emergency Medical Tech 3 (HCT022) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCT030	Licensed Practical Nurse 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary	Entry Qualifications		
Under supervision, provides general direct nursing care to injured, ill, convalescent or disabled individuals. Care includes providing medical treatments, administering medication and giving injections.	High School diploma/GED and completion of a LPN Program through an approved Georgia Nursing Board; or a Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse.		
Job Code	Job Title	Salary Plan	Grade
HCT031	Licensed Practical Nurse 2	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary	Entry Qualifications		
Under general supervision, provides general direct nursing care to injured, ill, convalescent or disabled individuals. Care includes providing medical treatments, administering medication and giving injections.	High School diploma/GED and completion of a LPN Program through an approved Georgia Nursing Board; or Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and six months of nursing experience; or one (1) year of experience required at the lower-level Licensed Practical Nurse 1 (HCT030) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
HCT032	Licensed Practical Nurse 3	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary	Entry Qualifications		
Under broad supervision, provides general direct nursing care to injured, ill, convalescent or disabled individuals. Care includes providing medical treatments, administering medication and giving injections.	High School diploma/GED and completion of a LPN Program through an approved Georgia Nursing Board; or Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and one (1) year of nursing experience; or one (1) year experience required at the lower-level Licensed Practical Nurse 2 (HCT031) or position equivalent.		

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Job Code	Job Title	Salary Plan	Grade
HCT033	Licensed Practical Nurse Spv	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides general direct nursing care to injured, ill, convalescent or disabled individuals. Care includes providing medical treatments, administering medication and giving injections.		Entry Qualifications High School diploma/GED and completion of a LPN Program through an approved Georgia Nursing Board; or Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and two (2) years of experience in a team lead, supervisory or leadership role; or one (1) year experience required at the lower level Licensed Practical Nurse 3 (HCT032) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCT040	Medical Records Tech 1	SWD	D
Min Salary	Mid Salary	Max Salary	
\$26,635.71	\$33,410.22	\$40,184.72	
Job Summary Under direct supervision, compiles, processes and maintains medical records of hospital and clinic clients in a manner consistent with medical, administrative, ethical, legal and regulatory requirements of the health care system. Processes, maintains, compiles and reports client information for health requirements and standards.		Entry Qualifications High School diploma/GED and eligible for certification as a medical records technician by the American Health Information Management Association; or one (1) year of experience in a medical records unit, which involved the independent coding of diagnostic data.	

Job Code	Job Title	Salary Plan	Grade
HCT041	Medical Records Tech 2	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under general supervision, compiles, processes and maintains medical records of hospital and clinic clients in a manner consistent with medical, administrative, ethical, legal and regulatory requirements of the health care system. Processes, maintains, compiles and reports client information for health requirements and standards.		Entry Qualifications High School diploma/GED and eligible for certification as a medical records technician by the American Health Information Management Association; or two (2) years of experience in a medical records unit, which involved the independent coding of diagnostic data; or one (1) year of experience required at the lower-level Medical Records Tech 1 (HCT040) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCT042	Medical Records Tech 3	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Under broad supervision, compiles, processes and maintains medical records of hospital and clinic clients in a manner consistent with medical, administrative, ethical, legal and regulatory requirements of the health care system. Processes, maintains, compiles, and reports client information for health requirements and standards. May conduct utilization reviews. May serve as a lead worker.		High School diploma/GED and eligible for certification as a medical records technician by the American Health Information Management Association; or three (3) years of experience in a medical records unit, which involved the independent coding of diagnostic data; or one (1) year of experience required at the lower-level Medical Records Tech 2 (HCT041) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT043	Medical Records Tech Spv	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Compiles, processes and maintains medical records of hospital and clinic clients in a manner consistent with medical, administrative, ethical, legal and regulatory requirements of the health care system. Processes, maintains, compiles and reports client information for health requirements and standards.		High School diploma/GED and eligible for certification as a medical records technician by the American Health Information Management Association; or four (4) years of experience in a medical records unit, which involved the independent coding of diagnostic data, 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 Medical Records Tech 3 (HCT042) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT050	Physical/Occup Therapy Tech 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under supervision, assists physical therapists or occupational therapists in providing therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, direct activity programs, document the progress of treatment and modify specific treatments in accordance with client status and within the scope of treatment plans established by a therapist.		Associate degree from an accredited college or university and current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy, etc.).	

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Job Code	Job Title	Salary Plan	Grade
HCT051	Physical/Occup Therapy Tech 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, assists physical therapists or occupational therapists in providing therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, direct activity programs, document the progress of treatment and modify specific treatments in accordance with client status and within the scope of treatment plans established by a therapist.		Associate degree from an accredited college or university and current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy, etc.) and one (1) year of experience required at the lower level Physical/Occup Therapy Tech 1 (HCT050) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCT052	Physical/Occup Therapy Tech 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under broad supervision, assists physical therapists or occupational therapists in providing therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, direct activity programs, document the progress of treatment and modify specific treatments in accordance with client status and within the scope of treatment plans established by a therapist.		Associate degree from an accredited college or university and current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy, etc.) and one (1) year of experience required at the lower level Physical/Occup Therapy Tech 2 (HCT051) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCT053	Phys/Occup Therapy Tech Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists physical therapists or occupational therapists in providing therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, direct activity programs, document the progress of treatment and modify specific treatments in accordance with client status and within the scope of treatment plans established by a therapist.		Associate degree from an accredited college or university and current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy, etc.), which includes one (1) year in a lead worker, team leader, or supervisory role, and two (2) years of experience required at the lower level Physical/Occup Therapy Tech 3 (HCT052) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCT060	Orthotics Tech 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary		Entry Qualifications	
Under supervision, assists clients with disabling conditions of limbs and spine or with partial or total absence of limb by fitting and preparing orthotic appliances. Learns to perform the fabrication, modification and repair of adaptive equipment and orthotic devices and their components.		Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in using hand and power tools and heavy shop equipment.	
Job Code	Job Title	Salary Plan	Grade
HCT061	Orthotics Tech 2	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Under general supervision, assists clients with disabling conditions of limbs and spine or with partial or total absence of limb by fitting and preparing orthotic appliances. Performs the fabrication, modification and repair of adaptive equipment and orthotic devices and their components.		Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in using hand and power tools and heavy shop equipment and one (1) year experience at the lower-level Orthotics Tech 1 (HCT060) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT062	Orthotics Tech 3	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under broad supervision, assists clients with disabling conditions of limbs and spine or with partial or total absence of limb by fitting and preparing orthotic appliances. Performs the fabrication, modification and repair of adaptive equipment and orthotic devices and their components. May serve as a lead worker.		Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in using hand and power tools and heavy shop equipment and one (1) year experience at the lower-level Orthotics Tech 2 (HCT061) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCT063	Orthotics Tech Spv	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists clients with disabling conditions of limbs and spine or with partial or total absence of limb by fitting and preparing orthotic appliances. Performs the fabrication, modification and repair of adaptive equipment and orthotic devices and their components.		Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in the using hand and power tools and heavy shop equipment and two (2) years of experience at the lower-level Orthotics Tech 3 (HCT062) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCT070	Radiologist 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary	Entry Qualifications		
Under direct supervision, prepares and operates radiographic equipment utilized to take general radiographic images. Develops images and checks for clarity.		Associate degree or diploma in radiologic technology from an accredited college or university and American Registry of Radiologic Technologists (ARRT) certification.	

Job Code	Job Title	Salary Plan	Grade
HCT071	Radiologist 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary	Entry Qualifications		
Under general supervision, prepares and operates radiographic equipment utilized to take general radiographic images. Develops images and checks for clarity.		Associate degree or diploma in radiologic technology from an accredited college or university and American Registry of Radiologic Technologists (ARRT) certification and two (2) years of job-related experience; or one (1) year experience at the lower-level Radiologist 1 (HCT070) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCT072	Radiologist 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, prepares and operates radiographic equipment utilized to take general radiographic images. Develops images and checks for clarity. May serve as a lead worker.		Entry Qualifications Associate degree or diploma in radiologic technology from an accredited college or university and American Registry of Radiologic Technologists (ARRT) certification and four (4) years of job-related experience; or one (1) year experience at the lower-level Radiologist 2 (HCT071) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT073	Radiologist Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Prepares and operates radiographic equipment utilized to take general radiographic images. Develops images and checks for clarity.		Entry Qualifications Associate degree in radiologic technology or a related field from an accredited college or university, American Registry of Radiologic Technologists (ARRT) certification, and four (4) years of job-related experience.	
Job Code	Job Title	Salary Plan	Grade
HCT080	Respiratory Therapy Tech 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under supervision, assesses, treats and cares for clients with breathing disorders. Initiate and conduct therapeutic procedures. Maintain client records and select, assemble, check and operate equipment.		Entry Qualifications Associate degree in respiratory therapy from an accredited college or university, and current Georgia Respiratory Therapist license	
Job Code	Job Title	Salary Plan	Grade
HCT081	Respiratory Therapy Tech 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, assesses, treats and cares for clients with breathing disorders. Initiate and conduct therapeutic procedures. Maintain client records and select, assemble, check and operate equipment.		Entry Qualifications Associate degree in respiratory therapy from an accredited college or university and two (2) years of job-related experience; or one (1) year of experience at the lower level Respiratory Therapy Tech 1 (HCT080) or position equivalent. Note: Must hold current Georgia Respiratory Therapist license.	

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Job Code	Job Title	Salary Plan	Grade
HCT082	Respiratory Therapy Tech 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under broad supervision, assesses, treats and cares for clients with breathing disorders. Initiate and conduct therapeutic procedures. Maintain client records and select, assemble, check and operate equipment. May serve as a lead worker.		Entry Qualifications Associate degree in respiratory therapy from an accredited college or university and three (3) years of job-related experience; or two (2) years of experience at the lower level Respiratory Therapy Tech 2 (HCT081) or position equivalent. Note: Must hold current Georgia Respiratory Therapist license.	
Job Code	Job Title	Salary Plan	Grade
HCT083	Respiratory Therapy Tech Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assesses, treats and cares for clients with breathing disorders. Initiate and conduct therapeutic procedures. Maintain client records and select, assemble, check and operate equipment.		Entry Qualifications Associate degree in respiratory therapy from an accredited college or university and four (4) years of job-related experience; or two (2) years of experience at the lower level Respiratory Therapy Tech 2 (HCT082) or position equivalent. Note: Must hold current Georgia Respiratory Therapist license.	
Job Code	Job Title	Salary Plan	Grade
HCT090	Dental Technician 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under direct supervision, designs, prepares, fabricates and repairs dentures or dental appliances as prescribed by dentists and other specialists.		Entry Qualifications Vocational/Technical degree in dental technology from an accredited college and one (1) year of experience as a technician in a dental laboratory; or High School diploma or GED and six (6) months of experience in a dental setting.	

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Job Code	Job Title	Salary Plan	Grade
HCT091	Dental Technician 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under general supervision, designs, prepares, fabricates and repairs dentures or dental appliances as prescribed by dentists and other specialists.		Entry Qualifications High School diploma/GED and one (1) year of experience in a dental setting; or Vocational/Technical degree in dental technology from an accredited college and two (2) years of experience as a technician in a dental laboratory; or one (1) year experience at the lower-level Dental Technician 1 (HCT090) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT092	Dental Technician 3	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under broad supervision, designs, prepares, fabricates and repairs dentures or dental appliances as prescribed by dentists and other specialists. May serve as a lead worker.		Entry Qualifications Vocational/Technical degree in dental technology from an accredited college and three (3) years of experience as a technician in a dental laboratory; or High School diploma/GED and two (2) years of experience in a dental setting; or One (1) year experience at the lower-level Dental Technician 2 (HCT091) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT093	Dental Technician Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Designs, prepares, fabricates and repairs dentures or dental appliances as prescribed by dentists and other specialists.		Entry Qualifications Vocational/Technical degree in dental technology from an accredited college and four (4) years of experience as a technician in a dental laboratory which includes one (1) year of experience as a lead worker, team leader, or supervisory role; or High School diploma/GED and three (3) years of experience in a dental setting which includes one (1) year experience in a lead worker, team leader, or supervisory role; or One (1) year experience at the lower level Dental Technician 3 (HCT092) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCT100	Medical Assistant 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under direct supervision, performs administrative and certain clinical duties under the direction of the physician on duty. Handles front office duties which include scheduling appointments, maintaining medical records, billing and coding for insurance purposes. Assists in the clinic by taking and recording vital signs and medical histories, preparing patients for examination and drawing blood.		Entry Qualifications Associate degree in a related field from an accredited college or university; or High School diploma/GED and one (1) year of experience in medical assisting.	
Job Code	Job Title	Salary Plan	Grade
HCT101	Medical Assistant 2	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under general supervision, performs administrative and certain clinical duties under the direction of the physician on duty. Handles front office duties which include scheduling appointments, maintaining medical records, billing and coding for insurance purposes. Assists in the clinic by taking and recording vital signs and medical histories, preparing patients for examination and drawing blood.		Entry Qualifications Associate degree in a related field from an accredited college or university with one (1) year experience in a related field; or High School diploma/GED and two (2) years of experience in medical assisting; or Two (2) years of experience required at the lower level Medical Assistant 1 (HCT100) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT102	Medical Assistant 3	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under broad supervision, performs administrative and certain clinical duties under the direction of the physician on duty. Handles front office duties which include scheduling appointments, maintaining medical records, billing and coding for insurance purposes. Assists in the clinic by taking and recording vital signs and medical histories, preparing patients for examination and drawing blood. May serve as a lead worker.		Entry Qualifications Associate degree in a related field from an accredited college or university with two (2) years of experience in a related field; or High School diploma/GED and three (3) years of experience in medical assisting; or Two (2) years of experience required at the lower-level Medical Assistant 2 (HCT101) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCT103	Medical Assistant Spv	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs administrative and certain clinical duties under the direction of the physician on duty. Handles front office duties which include scheduling appointments, maintaining medical records, billing and coding for insurance purposes. Assists in the clinic by taking and recording vital signs and medical histories, preparing patients for examination and drawing blood.		Associate degree in a related field from an accredited college or university with three (3) years of experience in a related field; or High School diploma/GED and four (4) years of experience in medical assisting; or Two (2) years of experience required at the lower-level Medical Assistant 3 (HCT102) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCT110	PH LPN 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Under direct supervision, provides assistance to public health nurses and county programs. Provides care which includes providing medical treatments, administering medication and giving injections. Assigned to specific clinical duties within the scope of an LPN practice in public health.		Vocational/Technical degree in licensed practical nursing from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and CPR certification and completion of all necessary orientation and training for Public Health LPN.	

Job Code	Job Title	Salary Plan	Grade
HCT111	PH LPN 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under general supervision, provides assistance to public health nurses and county programs. Provides care which includes providing medical treatments, administering medication and giving injections. Assigned to specific clinical duties within the scope of an LPN practice in public health.		Vocational/Technical degree in licensed practical nursing from an accredited college and two (2) years of LPN public health experience and current Georgia license to practice as a Licensed Practical Nurse and CPR certification; or one (1) year of experience required at the lower level PH LPN 1 (HCT110) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
HCT112	PH LPN 3	SWD	H
Min Salary \$35,618.70		Mid Salary \$46,245.72	Max Salary \$56,872.73
Job Summary Under broad supervision, provides assistance to public health nurses and county programs. Provides general direct nursing care. Care includes providing medical treatments, administering medication and giving injections. Assigned to specific clinical duties within the scope of an LPN practice in public health and acts as a lead worker over specified projects or programs.		Entry Qualifications Vocational/Technical degree in licensed practical nursing from an accredited college and four (4) years of LPN public health experience and current Georgia license to practice as a Licensed Practical Nurse and CPR certification; or one (1) year of experience required at the lower-level PH LPN 2 (HCT111) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT113	PH LPN Spv	SWD	I
Min Salary \$38,452.58		Mid Salary \$50,142.29	Max Salary \$61,832.00
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides assistance to public health nurses and county programs. Provides general direct nursing care. Care includes providing medical treatments, administering medication and giving injections. Assigned to specific clinical duties within the scope of an LPN practice in public health.		Entry Qualifications Vocational/Technical degree in licensed practical nursing from an accredited college and five (5) years of LPN public health experience, which includes two (2) years in a lead worker, team leader, or supervisory role and a current Georgia license to practice as a Licensed Practical Nurse and CPR certification; or one (1) year of experience required at the lower level PH LPN 3 (HCT112) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT120	Forensic CTI Technologist	SWD	K
Min Salary \$44,998.81		Mid Salary \$59,143.37	Max Salary \$73,287.92
Job Summary Under the direct supervision of a Medical Examiner, performs computerized diagnostic tomography (CT) examinations while maintaining a smooth operational and productive workflow and providing comprehensive diagnostic imaging services.		Entry Qualifications Associate degree or diploma from an approved ARRT institution with an accredited Computed Tomography (CT) Program and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification. Note: Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCT121	Forensic CTI Technologist 2	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under the general supervision of a Medical Examiner, performs computerized diagnostic tomography (CT) examinations while maintaining a smooth operational and productive workflow and providing comprehensive diagnostic imaging services.		Associate degree or diploma in radiologic technology from an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification and two (2) years of job-related experience; or one (1) year of experience required at the lower-level Forensic CTI Technologist (HCT120) or position equivalent. Note Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	

Job Code	Job Title	Salary Plan	Grade
HCT122	Forensic CTI Technologist 3	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Under the broad supervision of a Medical Examiner, performs computerized diagnostic tomography (CT) examinations while maintaining a smooth operational and productive workflow and providing comprehensive diagnostic imaging services.		Associate degree or diploma in radiologic technology from an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification and four (4) years of job-related experience; or one (1) year of experience required at the lower-level Forensic CTI Technologist 2 (HCT121) or position equivalent. Note Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCT123	Forensic CTI Technologist 4	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Under the limited supervision of a Medical Examiner, performs computerized diagnostic tomography (CT) examinations while maintaining a smooth operational and productive workflow while providing a full range of comprehensive diagnostic imaging services.		Entry Qualifications Associate degree or diploma in radiologic technology from an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification and six (6) years of job-related experience; or Bachelor's degree or diploma in radiologic technology from an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advance Computed Tomography (AART-CT) certification and four (4) years of job-related experience. May supervise subordinate staff; or one (1) year of experience required at the lower level Forensic CTI Technologist 3 (HCT122) or position equivalent. Note: Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	
Job Code	Job Title	Salary Plan	Grade
HCT430	LPN 1 (DBHDD-Hospital)	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Functions as an entry level LPN and performs LPN duties, assigned to a specific non-patient unit area at a state mental health hospital		Entry Qualifications Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and less than (12) months DBHDD Licensed Practical Nurse experience.	
Job Code	Job Title	Salary Plan	Grade
HCT431	LPN 2 (DBHDD-Hospital)	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Functions as a working level LPN and performs LPN duties, assigned to a specific non-patient unit area at a state mental health hospital		Entry Qualifications Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and more than (12) months of DBHDD Licensed Practical Nurse experience.	

Job Code Catalog: Healthcare

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCT432	LPN 3 (DBHDD-Hospital)	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Functions as a lead level LPN and performs LPN duties, assigned to a specific non-patient unit area at a state mental health hospital		Entry Qualifications Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and more than (36) months of DBHDD Licensed Practical Nurse experience.	
Job Code	Job Title	Salary Plan	Grade
HCT433	LPN Spv (DBHDD-Hospital)	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Functions as a supervisory level LPN and performs LPN duties, assigned to a specific non-patient unit area at a state mental health hospital.		Entry Qualifications Vocational/Technical degree from an accredited college AND current Georgia license to practice as a Licensed Practical Nurse AND (24) months of experience in a team lead, supervisory or leadership role.	
Job Code	Job Title	Salary Plan	Grade
HRM010	Mgr, Human Resources	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Manages human resource management and/or human resource development activities of an organization to maximize the strategic use of human resources. Maintains functions such as employee compensation, recruitment, policy development, and regulatory compliance. Oversees the development and implementation of human resources policies. Directs subordinate supervisors and staff.		Entry Qualifications 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.	

Job Code Catalog: Human Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HRM011	Mgr 2, Human Resources	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Leads human resource management and/or human resource development activities of an organization to maximize the strategic use of human resources. Maintains functions such as employee compensation, recruitment, policy development, and regulatory compliance. Oversees the development and implementation of human resources policies. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
HRM012	Sr Mgr, Human Resources	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Directs and coordinates human resource management and/or human resource development activities of an organization to maximize the strategic use of human resources. Maintains functions such as employee compensation, recruitment, policy development, and regulatory compliance. Oversees the development and implementation of human resources policies. Directs subordinate managers and staff.		Entry Qualifications 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."	
Job Code	Job Title	Salary Plan	Grade
HRM013	Dir, Human Resources	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$126,937.80	
Job Summary Oversees human resource management and/or human resource development activities of an organization to maximize the strategic use of human resources. Maintains functions such as employee compensation, recruitment, policy development, and regulatory compliance. Oversees the development and implementation of human resources policies. Provides leadership to subordinate managers and staff.		Entry Qualifications 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..	

Job Code Catalog: Human Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HRM020	HR Business Partner	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
The HR Business Partner (HRBP) is responsible for maintaining positive working relationships with organizational leaders across the enterprise; aligning business objectives with employees and management in designated client business units; providing tactical and strategic consultation on human resources matters, and anticipating, assessing, and addressing HR-related needs for strategic and/or innovative solutions. Develops, implements and/or evaluates business strategies to address the organization's ongoing human resource requirements. The HRBP maintains an effective level of business literacy about the organization's operational plans, financial position, strategic goals, culture of work, and competition for talent.		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.	

Job Code	Job Title	Salary Plan	Grade
HRP010	HR Generalist 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under supervision, provides multiple human resources services in support of an organization. Responsible for daily transactions, recruitment, benefits, training and other human resource functions.		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.	

Job Code	Job Title	Salary Plan	Grade
HRP011	HR Generalist 2	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under general supervision, provides multiple human resources services in support of an organization. Responsible for daily transactions, recruitment, benefits, training and other human resource functions.		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.	

Job Code Catalog: Human Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HRP012	HR Generalist 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, may serve as a lead in human resources functions, including compensation, benefits, recruitment, employee relations, and personnel/payroll transactions. May instruct the work of transactions technicians and administrative staff.		Entry Qualifications 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.	

Job Code	Job Title	Salary Plan	Grade
HRP013	HR Generalist Spv	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises human resources functions, including compensation, benefits, recruitment, transactions, operations and employee relations in support of an organization. Develops and implements personnel policies consistent with overall agency objectives.		Entry Qualifications 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.	

Job Code	Job Title	Salary Plan	Grade
HRP014	HR Generalist 4	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under limited supervision, performs high level human resources functions, that includes, but not limited to talent management, compensation, employee benefits, training and development, compliance, workplace safety, and employee relations in support of an organization. Assist in the development and implementation of personnel policies consistent with overall agency objectives.		Entry Qualifications 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.	

Job Code Catalog: Human Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HRP020	HR Spec 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under supervision, provides analysis, research and technical expertise in a specific area of personnel within an organization. Assists with projects that have a significant impact to the agency.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
HRP021	HR Spec 2	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under general supervision, provides analysis, research and technical expertise in a specific area of personnel within an organization. Assists with projects that have a significant impact to the agency.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
HRP022	HR Spec 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, provides analysis, research and technical expertise in one or more areas of personnel. Designs, plans and conducts, from concept to completion, projects with significant impact on the agency. May serve as lead worker.		Entry Qualifications 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.	

Job Code Catalog: Human Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HRP023	HR Spec Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises at least one function, such as job development and analysis, compensation, recruitment, benefits analysis, exam development, employee relations, and/or policy development. Supervises all activities related to area of expertise.		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.	

Job Code	Job Title	Salary Plan	Grade
HRP024	HR Specialist 4	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Under limited supervision performs at an advanced level in at least one function, such as job development and analysis, compensation, recruitment, benefits analysis, exam development, employee relations, and/or policy development. Performs all activities related to the area of expertise. Provides advance level analysis, research, and technical expertise in a specific area of personnel within an organization. Assists with projects that have a significant impact on the agency.		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.	

Job Code	Job Title	Salary Plan	Grade
HRP050	HR Analyst 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under supervision performs duties for a variety of Human Resource Management programs and provides assistance to program activities. Performs data collection and analysis for salary and benefit administration, salary, benefit and classification programs, compensation and benefit program design, assists in the development of policies and programs, and supports special projects.		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."	

Job Code Catalog: Human Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HRP051	HR Analyst 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision performs duties for a variety of Human Resource Management programs and provides assistance to program activities. Performs data collection and analysis for salary and benefit administration, salary, benefit and classification programs, compensation and benefit program design, assists in the development of policies and programs, and supports special projects.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
HRP052	HR Analyst 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, performs duties for a variety of Human Resource Management programs and provides assistance to program activities. Performs data collection and analysis for salary and benefit administration, salary, benefit and classification programs, compensation and benefit program design, assists in the development of policies and programs, and supports special projects. Owns assigned tasks. May serve as a lead or train staff.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
HRP053	HR Analyst Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff, and aspects of compensation and/or benefits and/or employment functions to ensure utilization of state resources. Identifies and resolves complex employee relations, administrative or operation problems. May direct staff in appropriately processing personnel transactions and conducting standard operations.		Entry Qualifications 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.	

Job Code Catalog: Human Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HRT010	HR Tech 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under direct supervision, learns to enter and process personnel and payroll transactions. Compiles and files employment reports. Searches files and furnishes information to authorized persons.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
HRT011	HR Tech 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under general supervision, enters and processes personnel and payroll transactions. Compiles and files employment reports. Searches files and furnishes information to authorized persons.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
HRT012	HR Tech 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under broad supervision, processes personnel and/or position actions and resolving related problems. Processes payroll information, distributes paychecks, performs benefit enrollments and/or claims processing. May serve as lead worker.		Entry Qualifications 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.	

Job Code Catalog: Human Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HRT013	HR Tech Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages one or more functions of a personnel office which typically includes verification and authorization of personnel transactions, benefits, record management, payroll and/or applicant processing.		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.	

Job Code	Job Title	Salary Plan	Grade
HRT014	HR Tech 4	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under limited supervision, performs one or more functions of a personnel office, typically including verification and authorization of personnel transactions, benefits, record management, payroll and/or applicant processing, personnel and/or position actions, and resolving related problems. Processes payroll information, performs benefit enrollments and/or claims processing.		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.	

Job Code Catalog: Cyber Security

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ISM011	Information Security Officer	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
The Information Security Officer (ISO) is responsible for the development, implementation, and continuous monitoring of a comprehensive information security program for the agency. The ISO will develop an agency culture of cyber awareness, preparedness and resiliency. The ISO will lead and participate in information security related projects and ensuring people, processes, and technology aligns with the desired security posture of the organization. The Information Security Officer is trained and experienced in meeting security needs of the agency, which aligns with the agency's mission and vision.		Master's degree in Information Assurance or Cybersecurity and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance; or Bachelor's degree in Computer Science/Information Technology/Information Security or related field or equivalent experience and four (4) years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance and currently holds an advanced level cyber certification per state guidelines or achieves within 12 months of start date: (CISA, CISM, CISSP, GSLC, or C) ISSO) and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	

Job Code	Job Title	Salary Plan	Grade
ISP010	Cybersecurity Specialist 1	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Participates in information security related projects and ensuring people, processes, and technology aligns with the desired security posture of the organization. Is trained and experienced in meeting security needs of the agency and its employees in multiple locations.		Associates degree in Computer Science/Information Technology/Information Security or related field or equivalent experience and two (2) years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance and currently holds an entry level cyber certification per state guidelines or achieves within 12 months of start date: (Security+, Network+, Linux+, MTA, GISE*) Any GIAC certified entry level certification accepted and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	

Job Code Catalog: Cyber Security

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ISP011	Cybersecurity Specialist 2	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Participates in information security related projects and ensuring people, processes, and technology aligns with the desired security posture of the organization. Is trained and experienced in meeting security needs of the agency and its employees in multiple locations.		Bachelor's degree in Computer Science/Information Technology/Information Security or related field or equivalent experience and three (3) years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance and currently holds an intermediate cyber certification per state guidelines or achieves within 12 months of start date: (CCNA, CCNA-S, C)ISRM, CISM, CASP, GCIH, GCED, CEH) and Must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	

Job Code	Job Title	Salary Plan	Grade
ISP020	Cybersecurity Analyst 1	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Analyzes data/information from one or multiple sources to conduct preparation of the environment, respond to requests for information, and submit intelligence collection and production requirements in support of planning and operations. The Cybersecurity Analyst 2 is trained and experienced in meeting security needs of the agency and its employees in multiple locations.		Associate degree in Computer Science/Information Technology/Information Security or related field or equivalent experience and three (3) years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance and currently holds an entry level cyber certification per state guidelines or achieves within 12 months of start date: (SEC+, NET+, Linux+, MTA, GISF*) *any GIAC entry level certification accepted and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	

Job Code Catalog: Cyber Security

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ISP021	Cybersecurity Analyst 2	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Cybersecurity Analyst 2: Analyzes data/information from one or multiple sources to conduct preparation of the environment, respond to requests for information, and submit intelligence collection and production requirements in support of planning and operations. The Cybersecurity Analyst 2 is trained and experienced in meeting security needs of the agency and its employees in multiple locations.		Entry Qualifications Bachelor's degree in Computer Science/Information Technology/Information Security or related field or equivalent experience and three (3) years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance and currently holds an intermediate cyber certification per state guidelines or achieves within 12 months of start date: (CCNA, CCNA-S, C)ISRM, CASP, GCIH*, GISP*, CEH) *any GIAC intermediate level certification accepted and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	
Job Code	Job Title	Salary Plan	Grade
IST010	Cybersecurity Technician 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Participates in information security related projects and ensuring people, processes, and technology aligns with the desired security posture of the organization. Is familiar with security needs of the agency and its employees in multiple locations.		Entry Qualifications High school diploma/GED and currently holds an entry level cyber certification per state guidelines or achieves within 12 months of start date: (Security+, Network+, Linux+, MTA, GSEC) and Must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	
Job Code	Job Title	Salary Plan	Grade
IST011	Cybersecurity Technician 2	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Participates in information security related projects and ensuring people, processes, and technology aligns with the desired security posture of the organization. Is familiar with security needs of the agency and its employees in multiple locations.		Entry Qualifications Associate degree; or two (2) years of experience in Cybersecurity and Currently holds an entry level cyber certification per state guidelines or achieves within 12 months of start date: (Security+, Network+, Linux+, MTA, GSEC) and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	

Job Code Catalog: Information Technology As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITM010	Mgr, Systems Dev	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Manages the development and support of information systems. Oversees the work of staff involved in programming, computer operations or support services. Directs subordinate supervisors and staff.		Entry Qualifications Associate degree in a related field from an accredited college or university and three (3) years in a managerial or supervisory role; or two (2) years of experience at the lower level Systems Architect (ITP024) 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.	
Job Code	Job Title	Salary Plan	Grade
ITM011	Mgr 2, Systems Dev	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Leads the development and support of information systems. Oversees the work of staff involved in programming, computer operations or support services. Directs subordinate managers and staff. This position typically has a broader scope or higher level of responsibility with an organization than a first-line manager.		Entry Qualifications Associate degree in a related field from an accredited college or university and three (3) years in a managerial or supervisory role; or two (2) years of experience at the lower level Mgr, Systems Dev (ITM010) 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.	
Job Code	Job Title	Salary Plan	Grade
ITM012	Sr Mgr, Systems Dev	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Directs the operations and productions and/or the development and support of information systems. Oversees the work of staff involved in programming, computer operations, vendor interface and/or support services. Directs subordinate managers and staff.		Entry Qualifications Associate degree in a related field from an accredited college or university and four (4) years in a managerial or supervisory role; or two (2) years of experience at the lower level Mgr 2, Systems Dev (ITM011) 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..	

Job Code Catalog: Information Technology As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITM013	Dir, Systems Dev	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Oversees the development and support of information systems. Oversees the work of staff involved in programming, computer operations or support services. Provides leadership to subordinate managers and staff.		Associate degree in a related field from an accredited college or university and five (5) years in a managerial or supervisory role; or two (2) years of experience at the lower level Sr Mgr, Systems Dev (ITM012) 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.	

Job Code	Job Title	Salary Plan	Grade
ITM020	Mgr, Information Technology	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Manages activities in IT fields such as electronic data processing, information systems technology, and electronic security. Oversees the development and implementation of IT projects and initiatives. Directs subordinate supervisors and staff.		Associate degree in a related field from an accredited college or university and two (2) years in a managerial or supervisory role; or four (4) years in a managerial or supervisory role.	

Job Code	Job Title	Salary Plan	Grade
ITM021	Mgr 2, Information Technology	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Leads activities in IT fields such as electronic data processing, information systems technology, and electronic security. Oversees the development and implementation of IT projects and initiatives. Directs subordinate managers and staff.		Associate degree in a related field from an accredited college or university and three (3) years in a managerial or supervisory role; or five (5) years in a managerial or supervisory role; or one (1) year of experience at the lower level Mgr, Information Technology (ITM020) or position equivalent.	

Job Code Catalog: Information Technology As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITM022	Mgr 3, Information Technology	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Leads and assists with the statewide business objectives in IT fields such as electronic data processing, information systems technology, and electronic security. Oversees the development and implementation of IT projects and initiatives. This manager has a broad scope or a high level of responsibility within an agency or organization. Directs subordinate managers and staff.		Entry Qualifications Associate degree in a related field from an accredited college or university and four (4) years in a managerial or supervisory role; or six (6) years in a managerial or supervisory role; or one (1) year of experience at the lower level Mgr 2, Information Technology (ITM021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITM023	Sr. Mgr, Info Technology	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$126,937.80	
Job Summary Directs the statewide business objectives to establish the direction and manage the efforts of activities in IT fields such as electronic data processing, information systems technology, and electronic security, converting those objectives into actions and programs. Ensures business applications and processes are in place and promotes statewide leveraging of all assets and processes.		Entry Qualifications Associate degree in a related field from an accredited college or university and five (5) years in a managerial or supervisory role; or seven (7) years in a managerial or supervisory role; or one (1) year of experience at the lower level Mgr 3, Information Technology (ITM022) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITM024	Dir, Information Technology	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07	Max Salary \$142,139.72	
Job Summary Oversees the strategic management of all aspects of I/S&T including evaluation, development, implementation, and administration. In addition, this position must ensure that proper practices are followed in the utilization of technology, following a well-established strategic plan/direction. Oversees the development and implementation of IT projects and initiatives. Provides leadership to subordinate managers and staff.		Entry Qualifications Associate degree in a related field from an accredited college or university and six (6) years in a managerial or supervisory role; or eight (8) years in a managerial or supervisory role; or one (1) year of experience at the lower level Sr. Mgr, Info Technology (ITM023) or position equivalent.	

Job Code Catalog: Information Technology As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITM030	Mgr, Infrastructure	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Manages the coordination of and planning for the organization's information technology architecture. May assist in planning for hardware resource availability. May assist in the development of new applications. May assist in network interface planning. Provides reports to superiors regarding effectiveness of infrastructure and makes recommendations for the adoption of new procedures. Assigns work to subordinates, monitors performance, and conducts performance appraisals. May conduct interviews and makes recommendations for additional staff.		Associate degree in a related field from an accredited college or university and four (4) years of experience within information technology, which involved planning, organizing, coordinating, and evaluating high-level systems or large-scale critical information technology projects from conception to implementation. Note: Applicants must also have supervised technical staff experience in network management and network help desk settings. 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.	

Job Code	Job Title	Salary Plan	Grade
ITM031	Mgr 2, Infrastructure	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Leads the development and delivery of IT security standards, best practices, architecture and systems to ensure information system security across the enterprise. Implements processes and methods for auditing and addressing non-compliance to information security standards, facilitates migration of non-compliant environments to compliant environments. Conducts studies within and outside the organization to ensure compliance with standards and currency with industry security norms. Manages and participates in the planning and implementation of security administration for all IT projects. Responsible for evaluation and selection of security applications and systems. Makes recommendations and assists in the implementation of changes to work methods and procedures to make them more effective or to strengthen security measures. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		Associate degree in a related field from an accredited college or university and six (6) years of experience within information technology, which involved planning, organizing, coordinating, and evaluating high-level systems or large-scale critical information technology projects from conception to implementation. Note: Applicants must also have supervised technical staff experience related to network management and network help desk settings.	

Job Code Catalog: Information Technology

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITM032	Sr. Mgr, Infrastructure	SWD	R
Min Salary		Mid Salary	Max Salary
\$95,324.50		\$127,321.19	\$159,317.88
Job Summary		Entry Qualifications	
Directs the development and delivery of IT security standards, best practices, architecture and systems to ensure information system security across the enterprise. Implements processes and methods for auditing and addressing non-compliance to information security standards, facilitates migration of non-compliant environments to compliant environments. Conducts studies within and outside the organization to ensure compliance with standards and currency with industry security norms. Manages and participates in the planning and implementation of security administration for all IT projects. Responsible for evaluation and selection of security applications and systems. Makes recommendations and assists in the implementation of changes to work methods and procedures to make them more effective or to strengthen security measures. Directs subordinate managers and staff.		Associate degree in a related field from an accredited college or university and eight (8) years of experience within information technology, which involved planning, organizing, coordinating, and evaluating high-level systems or large-scale critical information technology projects from conception to implementation. Note: Applicants must also have three (3) years of experience supervising technical staff and management experience directly related to network management and network help desk settings.	

Job Code	Job Title	Salary Plan	Grade
ITM033	Dir, Infrastructure	SWD	S
Min Salary		Mid Salary	Max Salary
\$106,416.69		\$142,572.95	\$178,729.21
Job Summary		Entry Qualifications	
Oversees the implementation of IT architecture and the development and maintenance of the organizations computing/information technology environment. May oversee any or all of the following functions: Operating Systems Programming - creates/supports/uses operating system software and operating system management and utility software, develops/implements operating system enhancements, Technical Support - advises developers and others on the capabilities and constraints of the production computing environment, Systems integration - analyzes potential impacts of software functionality and/or changes across multiple systems/platforms/applications, Packaged Product Evaluation - consults on the implementation and support requirements of purchased/package software to applications developers and business units.		Associate degree in a related field from an accredited college or university and ten (10) years of experience within information technology which involved planning, organizing, coordinating, and evaluating high-level systems or large-scale critical information technology projects from conception to implementation. Note: Applicants must also have three (3) years of experience supervising technical staff and management experience directly related to network management and network help desk settings.	

Job Code Catalog: Information Technology As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITM050	IT Program Manager 1	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Manages multiple IS projects of a complex nature. Responsible for assembling project teams, assigning individual responsibilities, developing schedules and coordinating all necessary resources to ensure timely completion of projects.		Entry Qualifications High school diploma/GED and three (3) years of related 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.	
Job Code	Job Title	Salary Plan	Grade
ITM051	IT Program Manager 2	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$126,937.80	
Job Summary Leads multiple IS projects of a complex nature. Responsible for assembling project teams, assigning individual responsibilities, developing schedules and coordinating all necessary resources to ensure timely completion of projects. Manages large complex projects from conception through completion following industry recognized project management methodology, experience must have involved independent decision-making, problem-solving, and the utilization of written, oral, and interpersonal communication skills involving diverse units and organizations, Project management including risk management, performance management, strategic planning, and development methodologies.		Entry Qualifications High school diploma/GED and five (5) years of related experience, which includes three (3) years in a managerial or supervisory role; or one (1) year of experience at the lower level IT Program Manager 1 (ITM050) 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.	
Job Code	Job Title	Salary Plan	Grade
ITM052	IT Sr. Program Manager	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07	Max Salary \$142,139.72	
Job Summary Directs multiple IS projects of a complex nature. Responsible for assembling project teams, assigning individual responsibilities, developing schedules and coordinating all necessary resources to ensure timely completion of projects. Assists in planning and organizing the unit's work to meet the organization's objectives.		Entry Qualifications High school diploma/GED and seven (7) years of related experience, which includes four (4) years in a managerial or supervisory role; or one (1) year of experience at the lower level IT Program Manager 2 (ITM051) 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.	

Job Code Catalog: Information Technology

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITM053	IT Program Director	SWD	R
Min Salary	Mid Salary	Max Salary	
\$95,324.50	\$127,321.19	\$159,317.88	
Job Summary		Entry Qualifications	
Oversees multiple IS projects of a complex nature. Responsible for assembling project teams, assigning individual responsibilities, developing schedules and coordinating all necessary resources to ensure timely completion of projects. Plans and organizes the unit's work to meet the organization's objectives. Directs and reviews work assignments.		High school diploma/GED and ten (10) years of related experience, which includes five (5) years in a managerial or supervisory role; or one (1) year of experience at the lower level IT Sr. Program Manager (ITM052) 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.	

Job Code	Job Title	Salary Plan	Grade
ITM060	Mgr, IT Security	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Manages the development and delivery of IT security standards, best practices, architecture and systems to ensure information system security across the enterprise. Implements processes and methods for auditing and addressing non-compliance to information security standards, facilitates migration of non-compliant environments to compliant environments. Conducts studies within and outside the organization to ensure compliance with standards and currency with industry security norms. Manages and participates in the planning and implementation of security administration for all IT projects. Responsible for evaluation and selection of security applications and systems. Makes recommendations and assists in the implementation of changes to work methods and procedures to make them more effective or to strengthen security measures.		High school diploma/GED and three (3) years in the specific field of IT Security, which includes one (1) year in a managerial role.	

Job Code Catalog: Information Technology

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITM061	Mgr 2, IT Security	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Leads the development and delivery of IT security standards, best practices, architecture and systems to ensure information system security across the enterprise. Implements processes and methods for auditing and addressing non-compliance to information security standards, facilitates migration of non-compliant environments to compliant environments. Conducts studies within and outside the organization to ensure compliance with standards and currency with industry security norms. Manages and participates in the planning and implementation of security administration for all IT projects. Responsible for evaluation and selection of security applications and systems. Makes recommendations and assists in the implementation of changes to work methods and procedures to make them more effective or to strengthen security measures. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		High school diploma/GED and five (5) years in the specific field of IT Security, which includes two (2) years in a managerial role.	

Job Code	Job Title	Salary Plan	Grade
ITM062	Sr. Mgr, IT Security	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary		Entry Qualifications	
Directs the development and delivery of IT security standards, best practices, architecture and systems to ensure information system security across the enterprise. Implements processes and methods for auditing and addressing non-compliance to information security standards, facilitates migration of non-compliant environments to compliant environments. Conducts studies within and outside the organization to ensure compliance with standards and currency with industry security norms. Manages and participates in the planning and implementation of security administration for all IT projects. Responsible for evaluation and selection of security applications and systems. Makes recommendations and assists in the implementation of changes to work methods and procedures to make them more effective or to strengthen security measures. Directs subordinate managers and staff.		High school diploma/GED and seven (7) years in a specific field of IT Security, which includes three (3) years in a managerial or supervisory role.	

Job Code Catalog: Information Technology As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITM063	Dir, IT Security	SWD	R
Min Salary \$95,324.50	Mid Salary \$127,321.19	Max Salary \$159,317.88	
Job Summary Oversees the delivery of IT security services or functions.		Entry Qualifications Associate degree from an accredited college or university and eight (8) years in the specific field of IT Security, which includes five (5) years in a managerial or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
ITM070	Mgr, Computer Operations	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Manages shift operations and activities which provide information services. Monitors all environmental, security and uninterrupted power systems. Coordinates all automated scheduling system activity. Maintains a point of contact for all users of computer operations services to answer questions or resolve problems.		Entry Qualifications Bachelor's degree in education or a related field from an accredited college or university and two (2) years of related experience.	
Job Code	Job Title	Salary Plan	Grade
ITP010	Programmer 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, designs, codes, tests, modifies and debugs computer software. Analyzes, researches, and resolves program or systems problems and develops program documentation.		Entry Qualifications Associate's/Vocational/Technical degree in computer science or a related field from an accredited college or university OR One year of programming experience.	
Job Code	Job Title	Salary Plan	Grade
ITP011	Programmer 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, designs, codes, tests, modifies and debugs computer software. Analyzes, researches, and resolves program or systems problems and develops program documentation.		Entry Qualifications High school diploma/GED and one (1) year of programming experience; or one (1) year of experience at the lower level Programmer 1 (ITP010) or position equivalent.	

Job Code Catalog: Information Technology

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITP012	Programmer 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, designs, codes, tests, modifies and debugs computer software. Writes and analyzes programs of moderate complexity. Analyzes, researches, and resolves program or systems problems and develops program documentation.		Entry Qualifications High school diploma/GED and three (3) years of programming experience; or two (2) years of experience at the lower level Programmer 2 (ITP011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP013	Programmer Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the design, coding, testing, modification and debugging of computer software. Leads system development and/or maintenance in an application area. Serves as highest advanced level subject matter expert, providing authoritative guidance for professional staff.		Entry Qualifications High school diploma/GED and five (5) years of programming experience; or two (2) years of experience at the lower level Programmer 3 (ITP012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP020	Systems Analyst 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under supervision, analyzes user requirements, procedures, and problems to automate business processes. Provides installation, network access, control and troubleshooting for computers.		Entry Qualifications High school diploma/GED and three (3) years of related 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.	

Job Code Catalog: Information Technology As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITP021	Systems Analyst 2	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under general supervision, analyzes user requirements, procedures, and problems to automate business processes, upgrade or modify existing systems. Provides installation, network access, control and troubleshooting for computers.		Entry Qualifications High school diploma/GED and three (3) years of related experience; or one (1) year of experience at the lower level Systems Analyst 1 (ITP020) 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.	
Job Code	Job Title	Salary Plan	Grade
ITP022	Systems Analyst 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, analyzes user requirements, procedures, and problems to automate business processes, upgrade or modify existing systems and review system-wide capabilities, workflow, and scheduling limitations.		Entry Qualifications High school diploma/GED and three (3) years of related experience; or one (1) year of experience at the lower level Systems Analyst 2 (ITP021) 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..	
Job Code	Job Title	Salary Plan	Grade
ITP023	Systems Analyst 4	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under limited supervision, analyzes user requirements, procedures, and problems to automate business processes, upgrade or modify existing systems and review system-wide capabilities, workflow, and scheduling limitations. Serves as highest advanced level subject matter expert, providing authoritative guidance for professional staff. May also serve in a lead role.		Entry Qualifications High school diploma/GED and five (5) years of related experience; or one (1) year of experience at the lower level Systems Analyst 3 (ITP022) 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.	

Job Code Catalog: Information Technology

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITP024	Systems Architect	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Analyzes user requirements, procedures, and problems to automate business processes, upgrade or modify existing systems and review system-wide capabilities, workflow, and scheduling limitations.		Entry Qualifications High school diploma/GED and five (5) years of related experience; or two (2) years of experience at the lower level Systems Analyst 4 (ITP023) 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.	
Job Code	Job Title	Salary Plan	Grade
ITP030	Database Administrator 1	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Under supervision, learns to design and/or secure computer databases to store, track, and maintain a large volume of critical business information. Assists with simple, routine database tasks.		Entry Qualifications High school diploma/GED or three (3) years of software applications experience designing, testing, and coding applications of related databases.	
Job Code	Job Title	Salary Plan	Grade
ITP031	Database Administrator 2	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Under general supervision, designs and secures computer databases to store, track, and maintain a large volume of critical business information.		Entry Qualifications High school diploma/GED and two (2) years of experience in support of an operating system, database management system or a related field; or two (2) years of experience at the lower level Database Administrator 1 (ITP030) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
ITP032	Database Administrator 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision designs and secures computer databases to store, track, and maintain a large volume of critical business information. Develops database models, definitions and standards for administering databases and coordinates projects.		Entry Qualifications High school diploma/GED and three (3) years of experience in support of an operating system, database management system or a related field; or two (2) years of experience at the lower level Database Administrator 2 (ITP031) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP033	Database Administrator 4	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Under limited supervision, coordinates design and secures computer databases to store, track, and maintain a large volume of critical business information. Serves as highest advanced level subject matter expert, providing authoritative guidance for professional staff. May also serve in a lead role.		Entry Qualifications High school diploma/GED and four (4) years of experience in support of an operating system, database management system or a related field; or two (2) years of experience at the lower level Database Administrator 3 (ITP032) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP034	Database Architect	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the coordination of design and security for computer databases to store, track, and maintain a large volume of critical business information.		Entry Qualifications High school diploma/GED and four (4) years of experience in support of an operating system, database management system or a related field, which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Database Administrator 4 (ITP033) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP040	Systems Administrator 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under supervision, installs, configures, and supports a local area network, wide area network, internet system, computers, desktops and/or mobile devices. Performs necessary maintenance to support network availability.		Entry Qualifications High school diploma/GED and two (2) years of related experience.	

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Job Code	Job Title	Salary Plan	Grade
ITP041	Systems Administrator 2	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under general supervision, installs, configures, and supports a local area network, wide area network, internet system, computers, desktops and/or mobile devices. Performs necessary maintenance to support network availability.		Entry Qualifications High school diploma/GED and one (1) year of experience at the lower level Systems Administrator 1 (ITP040) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP042	Systems Administrator 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, installs, configures, and supports a local area network, wide area network, internet system, computers, desktops and/or mobile devices. Performs necessary maintenance to support network availability.		Entry Qualifications High school diploma/GED and two (2) years of experience at the lower level Systems Administrator 2 (ITP041) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP043	Systems Administrator 4	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Under limited supervision, oversees the installation, configuration, and support to a local area network, wide area network, internet system, computers, desktops and/or mobile devices. Recommends equipment improvement or replacement. Serves as highest advanced level subject matter expert, providing authoritative guidance for professional staff. May also serve in a lead role.		Entry Qualifications High school diploma/GED and two (2) years of experience at the lower level Systems Administrator 3 (ITP042) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
ITP044	Infrastructure Architect	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Supervises guides, and/or instructs the work assignments of subordinate staff. Supervises the installation, configuration, and support to a local area network, wide area network, internet system, computers, desktops and/or mobile devices. Recommends equipment improvement or replacement.		Entry Qualifications High school diploma/GED and five (5) years of related experience; or two (2) years of experience at the lower level Systems Administrator 4 (ITP043) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP050	Webmaster 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under supervision, learns to implement web technology to create and maintain websites. Develops and manages the content, design, layout and scheme for agency and/or division sites.		Entry Qualifications High school diploma/GED and one (1) year of experience in designing, editing, and maintain a business web site.	
Job Code	Job Title	Salary Plan	Grade
ITP051	Webmaster 2	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under general supervision, implements web technology to create and maintain websites. Develops and manages the content, design, layout and scheme for agency and/or division sites.		Entry Qualifications High school diploma/GED and two (2) years of experience in designing, editing and maintaining a business website.	
Job Code	Job Title	Salary Plan	Grade
ITP052	Webmaster 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, implements web technology to create and maintain websites. Develops and manages the content, design, layout and scheme for agency and/or division sites.		Entry Qualifications High school diploma/GED and three (3) years of experience in designing, editing, and maintaining a business website.	

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Job Code	Job Title	Salary Plan	Grade
ITP053	Webmaster Spv	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the implementation of web technology to create and maintain websites. Develops and manages the content, design, layout and scheme for agency and/or division sites. Serves as highest advanced level subject matter expert, providing authoritative guidance for professional staff.		Entry Qualifications High school diploma/GED and four (4) years of experience in designing, editing and maintaining a business website.	

Job Code	Job Title	Salary Plan	Grade
ITP060	IT Business Analyst 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under supervision, analyzes customer business needs and participates in the planning, design and implementation of new or enhanced systems. Supports the user community in the use of functional business tools and support systems.		Entry Qualifications High school diploma/GED and one (1) year of experience providing information and referral services to the public.	

Job Code	Job Title	Salary Plan	Grade
ITP061	IT Business Analyst 2	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Under general supervision, analyzes customer business needs and participates in the planning, design and implementation of new or enhanced systems. Supports the user community in the use of functional business tools and support systems.		Entry Qualifications High school diploma/GED and two (2) years of related experience; or two (2) years of experience at the lower level IT Business Analyst 1 (ITP060) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
ITP062	IT Business Analyst 3	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Under broad supervision, analyzes customer business needs and participates in the planning, design and implementation of new or enhanced systems. Supports the user community in the use of functional business tools and support systems. May act as a team or project leader.		Entry Qualifications High school diploma/GED and two (2) years of related experience; or two (2) years of experience at the lower level IT Business Analyst 2 (ITP061) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
ITP063	IT Business Analyst 4	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under limited supervision, analyzes customer business needs and participates in the planning, design and implementation of new or enhanced systems. Establishes standards and procedures to be used in the development of systems. Serves as highest advanced level subject matter expert, providing authoritative guidance for professional staff. May also serve in a lead role.		Entry Qualifications High school diploma/GED and two (2) years of related experience; or two (2) years of experience at the lower level IT Business Analyst 3 (ITP062) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP064	IT Busi Solutions Architect	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Analyzes customer business needs and participates in the planning, design and implementation of new or enhanced systems. Establishes standards and procedures to be used in the development of systems.		Entry Qualifications High school diploma/GED and two (2) years of related experience; or two (2) years of experience at the lower level IT Business Analyst 4 (ITP063) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP070	Telecommunications Spec 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, performs the installation, repair, and planning of telephone, radio, data, video and voice and data processing telecommunications systems. Systems may include voice transmission, cellular capabilities, data communication, cable-to-modem communication, and satellite communication capabilities. Performs work involved in developing, refining and complying with telecommunications systems planning.		Entry Qualifications High school diploma/GED and one (1) year of related experience; or one (1) year to the lower level Telecommunications Tech Spv (ITT043) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
ITP071	Telecommunications Spec 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, performs the installation, repair, and planning of telephone, radio, data, video and voice and data processing telecommunications systems. Systems may include voice transmission, cellular capabilities, data communication, cable-to-modem communication, and satellite communication capabilities. Performs work involved in developing, refining and complying with telecommunications systems planning.		Entry Qualifications High school diploma/GED or one (1) year of programming experience.	
Job Code	Job Title	Salary Plan	Grade
ITP072	Telecommunications Spec 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, performs the installation, repair, and planning of telephone, radio, data, video and voice and data processing telecommunications systems. Systems may include voice transmission, cellular capabilities, data communication, cable-to-modem communication, and satellite communication capabilities. Performs work involved in developing, refining and complying with telecommunications systems planning. May evaluate products and determines product costs for product selection.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university AND One year of related experience OR Associate's degree in a related field from an accredited college or university AND Three years of experience OR Six years of related experience OR One year of experience at the lower level Telecommunications Spec 2 (ITP071) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP073	Telecommunications Spec 4	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under limited supervision, coordinates the installation, repair, and planning of telephone, radio, data, video and voice and data processing telecommunications systems. Systems may include voice transmission, cellular capabilities, data communication, cable-to-modem communication, and satellite communication capabilities. Performs work involved in developing, refining and complying with telecommunications systems planning. Serves as highest advanced level subject matter expert, providing authoritative guidance for professional staff. May also serve in a lead role.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university AND Three years of related experience OR Associate's degree in a related field from an accredited college or university AND Five years of experience OR One year of experience at the lower level or position equivalent Telecommunications Spec 3 (ITP072) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
ITP074	Telecommunications Spec Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the coordination, installation, repair, and planning of telephone, radio, data, video and voice and data processing telecommunications systems. Systems may include voice transmission, cellular capabilities, data communication, cable-to-modem communication, and satellite communication capabilities. Performs work involved in developing, refining and complying with telecommunications systems planning. Evaluate products and determines product costs for product selection.		Bachelor's degree in a related field from an accredited college or university AND Three years of related experience, One year of which in a supervisory or lead role OR Associate's degree in a related field from an accredited college or university AND Five years of experience, Two years of which in a supervisory or lead role OR One year of experience at the lower level Telecommunications Spec 4 (ITP073) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
ITP080	Information Security Analyst 1	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under supervision, implements agency activities in Information Technology, specifically in the field of Information Security, enforces the organizations' security policies and procedures, security awareness program, information security portion of the business continuity and disaster recovery plans and all industry and government compliances issues, and in the design of and development of security procedures to allow the deployment management, control updating of platform and user specific security policies on a diverse range of internal hardware platforms supporting various software operating systems.		Associate's degree in information technology, computer science, information assurance, or a related field from an accredited college or university AND Four years of information technology experience, One year of which in information security or information assurance. 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.	

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Job Code	Job Title	Salary Plan	Grade
ITP081	Information Security Analyst 2	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under general supervision, plans, directs and coordinates agency activities in Information Technology, specifically in the field of Information Security. Develops and enforces the organization's security policies and procedures, information security awareness program, the security information portion of the business continuity and disaster recovery plans, and all industry and government compliances issues. Incorporates the design of and develops security procedures to allow the deployment, management, control updating of platform and user specific security policies on a diverse range of internal hardware platforms supporting various software operating systems.		Bachelor's degree in information technology, computer science, information assurance, or a related field from an accredited college or university AND Five years of information technology experience, One year of which in information security or information assurance. 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.	

Job Code	Job Title	Salary Plan	Grade
ITP082	Information Security Analyst 3	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Under broad supervision, plans, directs and coordinates agency activities in Information Technology, specifically in the field of Information Security. Develops and enforces the organization's security policies and procedures, security awareness program, the information security portion of the business continuity and disaster recovery plans, and all industry and government compliances issues. Incorporates the design of and develops security procedures to allow the deployment, management, control updating of platform and user specific security policies on a diverse range of internal hardware platforms supporting various software operating systems.		Bachelor's degree in information technology, computer science, information assurance, or a related field from an accredited college or university AND Six years of information technology experience, Two years of which in information security or information assurance. 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.	

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Job Code	Job Title	Salary Plan	Grade
ITP083	Info Security Analyst Spv	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the planning, directing and coordination of agency activities in Information Technology, specifically in the field of Information Security. Develops and enforces the organization's security policies and procedures, security awareness program, the information security portion of the business continuity and disaster recovery plans, and all industry and government compliances issues. Incorporates the design of and develops security procedures to allow the deployment, management, control updating of platform and user specific security policies on a diverse range of internal hardware platforms supporting various software operating systems.		Bachelor's degree in information technology, computer science, information assurance, or a related field from an accredited college or university AND Eight years of information technology experience, Two years of which in information security or information assurance. 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.	

Job Code	Job Title	Salary Plan	Grade
ITP090	Developer 1	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Under supervision, designs, codes, tests, modifies and debugs computer software. Researches and analyzes program or systems problems and develops program documentation. Translates business requirements into development activities in secure and maintainable code.		Bachelor's degree from an accredited college or university with coursework in computer science or management information systems.	

Job Code	Job Title	Salary Plan	Grade
ITP091	Developer 2	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Under general supervision, designs, codes, tests, modifies and debugs computer software. Researches and analyzes program or systems problems and develops program documentation. Translates business requirements into development activities in secure and maintainable code.		Bachelor's degree from an accredited college or university with coursework in computer science or management information systems AND Two years of related experience.	

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Job Code	Job Title	Salary Plan	Grade
ITP092	Developer 3	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Under broad supervision, designs, codes, tests, modifies and debugs computer software. Researches and analyzes program or systems problems and develops program documentation. Translates business requirements into development activities in secure and maintainable code.		Entry Qualifications Bachelor's degree from an accredited college or university with coursework in computer science or management information systems AND Six years of related experience.	
Job Code	Job Title	Salary Plan	Grade
ITP093	Developer Spv	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$126,937.80	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the design, coding, testing, modification and debugging of computer software. Researches and analyzes program or systems problems and develops program documentation. Translates business requirements into development activities in secure and maintainable code.		Entry Qualifications Bachelor's degree from an accredited college or university with coursework in computer science or management information systems AND Ten years of skill-specific related experience.	
Job Code	Job Title	Salary Plan	Grade
ITP100	Network Engineer 1	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under general supervision, will learn to perform a variety of tasks relating to the design, implementation, and daily maintenance of the data and voice networks.		Entry Qualifications Associate Degree in Information Technology, Cybersecurity, or similar discipline from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
ITP101	Network Engineer 2	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Under limited supervision, will be required to perform a variety of tasks relating to the design, implementation, and daily maintenance of the data and voice networks.		Entry Qualifications Associate Degree in Information Technology, Cybersecurity, or similar discipline from an accredited college or university AND Two years of relevant work experience as a network engineer or administrator OR Four years at the lower level Network Engineer 1 (ITP100).	

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Job Code	Job Title	Salary Plan	Grade
ITP102	Network Engineer 3	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$126,937.80	
Job Summary Under broad supervision, will be required to perform a variety of tasks relating to the design, implementation, and daily maintenance of the data and voice networks. Provides technical support to development team members. Incumbents typically work on one or more projects with high complexity within areas of expertise.		Entry Qualifications Associate Degree in Information Technology, Cybersecurity, or similar discipline from an accredited college or university AND Four years of relevant work experience as a network engineer or administrator OR Two years at the lower level Network Engineer 2 (ITP101).	
Job Code	Job Title	Salary Plan	Grade
ITP103	Network Engineer 4	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07	Max Salary \$142,139.72	
Job Summary Under broad supervision, will be required to perform a variety of tasks relating to the design, implementation, and daily maintenance of the data and voice networks. Provides technical support to development team members. Incumbents typically work on one or more projects with high complexity within areas of expertise. May also serve in a lead role and/or supervise lower-level staff.		Entry Qualifications Associate Degree in Information Technology, Cybersecurity, or similar discipline from an accredited college or university AND Six years of relevant work experience as a network engineer or administrator OR Two years at the lower level Network Engineer 3 (ITP102).	
Job Code	Job Title	Salary Plan	Grade
ITP110	Project Coordinator 1	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under supervision, applies project management knowledge, skills, tools, and techniques in supporting project leads and driving the development and application of project management methodology and culture.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university AND One year of IT related experience. OR Associate's degree in a related field from an accredited college or university and three years of IT related 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.	

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Job Code	Job Title	Salary Plan	Grade
ITP111	Project Manager 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under general supervision, applies project management knowledge, skills, tools, and techniques in supporting project leads and driving the development and application of project management methodology and culture.		Entry Qualifications High school diploma/GED and three (3) years of recent relevant project management experience with a progression in responsibility and eligibility to sit for Project Management Professional (PMP) certification.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.	
Job Code	Job Title	Salary Plan	Grade
ITP112	Project Manager 2	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under broad supervision, manages projects through the full life cycle from project definition and approval through implementation and evaluation of all project deliverables. Incumbents must create a collaborative partnership with the all internal and external team members to accomplish the deliverables within the timeframes and budgets defined. Provides guidance to the project team and utilizes standard project management methodology.		Entry Qualifications High school diploma/GED and five (5) years of recent relevant project management experience with a progression in responsibility and eligibility to sit for Project Management Professional (PMP) certification.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.	
Job Code	Job Title	Salary Plan	Grade
ITP113	Project Manager 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under limited supervision, manages projects through the full life cycle from project definition and approval through implementation and evaluation of all project deliverables. Incumbents must create a collaborative partnership with the all internal and external team members to accomplish the deliverables within the timeframes and budgets defined. Provides guidance to the project team and utilizes standard project management methodology. May also serve in a lead role and/or supervise lower-level staff.		Entry Qualifications High school diploma/GED and seven (7) years of recent relevant project management experience with a progression in responsibility and eligibility to sit for Project Management Professional (PMP) certification.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.	

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Job Code	Job Title	Salary Plan	Grade
ITP120	Programmer Analyst 1	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under supervision, maintain and troubleshoot computers, servers, peripherals, and/or applications and implement consistent procedures and standards for general system maintenance in consultation with the Information Systems staff. Converts project specifications into procedure for coding. Enters program codes into computer system.		Entry Qualifications High school diploma/GED.	
Job Code	Job Title	Salary Plan	Grade
ITP121	Programmer Analyst 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under general supervision, maintain and troubleshoot computers, servers, peripherals, and/or applications and implement consistent procedures and standards for general system maintenance in consultation with the Information Systems staff. Converts project specifications into procedure for coding. Enters program codes into computer system.		Entry Qualifications High school diploma/GED and one (1) year of job-related experience.	
Job Code	Job Title	Salary Plan	Grade
ITP122	Programmer Analyst 3	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under broad supervision, maintain and troubleshoot computers, servers, peripherals, and/or applications and implement consistent procedures and standards for general system maintenance in consultation with the Information Systems staff. Converts project specifications into procedure for coding. Enters program codes into computer system. Owns assigned tasks.		Entry Qualifications High school diploma/GED and three (3) years of system experience developing or supporting applications.	

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Job Code	Job Title	Salary Plan	Grade
ITP123	Programmer Analyst Spv	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the maintenance and troubleshooting in all phases of computers, servers, peripherals, and/or applications and implement consistent procedures and standards for general system maintenance in consultation with the Information Systems staff. Converts project specifications into procedure for coding. Enters program codes into computer system. Owns assigned tasks.		High school diploma/GED and five (5) years of skill-specific system experience.	

Job Code	Job Title	Salary Plan	Grade
ITP130	Database Analyst 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under supervision, provides assistance in monitoring and daily administrating of databases and servers. Works closely with the Software Analysts in designing applications. May provide technical assistance for projects. Appropriately documents databases with systems and user documentation. Provides database support for agency staff.		High school diploma/GED and two (2) years of job-specific experience.	

Job Code	Job Title	Salary Plan	Grade
ITP131	Database Analyst 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision, designs, implements, and maintains moderately complex databases. Includes maintenance of database dictionaries and integration of systems through database design.		High school diploma/GED and four (4) years of related experience; or two (2) years of experience at the lower level Database Analyst 1 (ITP130) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
ITP132	Database Analyst 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under broad supervision, incumbents are proficient in the design, development, integration, testing, and support of large/complex database systems necessary to support the information systems needs of the agency. Owns assigned tasks. May serve as a lead or train staff.		High school diploma/GED and five (5) years of related experience; or two (2) years of experience at the lower level Database Analyst 2 (ITP131) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
ITP140	Network Administrator 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under supervision, schedules and perform preventative maintenance of networking, software and hardware components. Prioritizes, documents and actively resolves end user help requests. Performs network administration duties for all networking, which may include but are not limited to, physical and virtual LANs, firewalls, security and network access control systems for wired and wireless networks.		High school diploma/GED.	

Job Code	Job Title	Salary Plan	Grade
ITP141	Network Administrator 2	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under general supervision, schedules and perform preventative maintenance of networking, software and hardware components. Prioritizes, documents and actively resolves end user help requests. Performs network administration duties for all networking, which may include but are not limited to, physical and virtual LANs, firewalls, security and network access control systems for wired and wireless networks.		High school diploma/GED and two (2) years of network infrastructure experience.	

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Job Code	Job Title	Salary Plan	Grade
ITP142	Network Administrator 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, schedules and perform preventative maintenance of networking, software and hardware components. Prioritizes, documents and actively resolves end user help requests. Performs network administration duties for all networking, which may include but are not limited to, physical and virtual LANs, firewalls, security and network access control systems for wired and wireless networks. Owns assigned tasks. May serve in a lead role or train staff.		Entry Qualifications High school diploma/GED and five (5) years of network infrastructure experience.	
Job Code	Job Title	Salary Plan	Grade
ITP143	Network Administrator Spv	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises schedules and performance of preventative maintenance of networking, software and hardware components. Prioritizes, documents and actively resolves end user help requests. Performs network administration duties for all networking, which may include but are not limited to, physical and virtual LANs, firewalls, security and network access control systems for wired and wireless networks. Owns assigned tasks.		Entry Qualifications High school diploma/GED and seven (7) years of skill-specific network experience.	
Job Code	Job Title	Salary Plan	Grade
ITP150	Help Desk Analyst 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, assist customers with tier one issues or forward to second tier support for issues beyond their subject matter expertise. Work and communicate with state employees, internal customers, and/or external customers to provide information and services targeted to meet customer expectations.		Entry Qualifications High school diploma/GED and six (6) months of experience handling customers, questions, complaints, and/or providing information.	

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Job Code	Job Title	Salary Plan	Grade
ITP151	Help Desk Analyst 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, assist customers with tier one issues or forward to second tier support for issues beyond their subject matter expertise. Work and communicate with state employees, internal customers, and/or external customers to provide information and services targeted to meet customer expectations.		Entry Qualifications High school diploma/GED; or two (2) years of experience at the lower level Help Desk Analyst 1 (ITP150) 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.	
Job Code	Job Title	Salary Plan	Grade
ITP152	Help Desk Analyst 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, assist customers with tier one issues or forward to second tier support for issues beyond their subject matter expertise. Work and communicate with state employees, internal customers, and/or external customers to provide information and services targeted to meet customer expectations. Owns assigned tasks. May serve in a lead role or train staff.		Entry Qualifications High school diploma/GED; or two (2) years of experience at the lower level Help Desk Analyst 2 (ITP151) 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.	
Job Code	Job Title	Salary Plan	Grade
ITP153	Help Desk Analyst Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises assistance to customers with resolvable matters or forwarding to second tier support for issues beyond their subject matter expertise. Work and communicate with state employees, internal customers, and/or external customers to provide information and services targeted to meet customer expectations. Incumbents at this level should possess all skills required to perform all job responsibilities and may be required to back up the managers.		Entry Qualifications High school diploma/GED; or two (2) years of experience at the lower level Help Desk Analyst 3 (ITP152) 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.	

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Job Code	Job Title	Salary Plan	Grade
ITP160	IT Support Specialist 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, provides management information system user support on a continuing basis either by phone or site visit. Troubleshoots end-user problems. Analyzes and designs software modifications to meet users' needs. May develop and conduct training programs for software/hardware users.		Entry Qualifications High school diploma/GED and training and experience necessary to independently provide technical support to computer users in an assigned office/geographic area.	
Job Code	Job Title	Salary Plan	Grade
ITP161	IT Support Specialist 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, provides management information system user support on a continuing basis either by phone or site visit. Troubleshoots end-user problems. Analyzes and designs software modifications to meet users' needs. May develop and conduct training programs for software/hardware users.		Entry Qualifications High school diploma/GED and six (6) months of education or experience in information security, privacy, system/network administration and support, or application development and training and experience necessary to independently provide technical support to computer users in an assigned office/geographic area.	
Job Code	Job Title	Salary Plan	Grade
ITP162	IT Support Specialist 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, provides management information system user support on a continuing basis either by phone or site visit. Troubleshoots end-user problems. Analyzes and designs software modifications to meet users' needs. May develop and conduct training programs for software/hardware users. Owns assigned tasks. May serve as a lead or train staff.		Entry Qualifications High school diploma/GED and two (2) years of education or experience in information security, privacy, system/network administration and support, or application development and training and experience necessary to independently provide technical support to computer users in an assigned office/geographic area.	

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Job Code	Job Title	Salary Plan	Grade
ITP163	IT Support Specialist Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides management information system user support on a continuing basis either by phone or site visit. Troubleshoots end-user problems. Analyzes and designs software modifications to meet users' needs. May develop and conduct training programs for software/hardware users.		Entry Qualifications High school diploma/GED and four (4) years of education or experience in information security, privacy, system/network administration and support, or application development and training and experience necessary to independently provide technical support to computer users in an assigned office/geographic area; or two (2) years of experience at the lower level IT Support Specialist 3 (ITP162) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP171	Information Technology Spv 1	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a team of IT professionals that define, develop, and maintain information systems within the organization.		Entry Qualifications High school diploma/GED and six (6) months of engineering-related experience or three (3) years of experience in an engineering-related field.	
Job Code	Job Title	Salary Plan	Grade
ITP172	Information Technology Spv 2	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a team of IT professionals that define, develop, and maintain information systems within the organization. Reports to IT Manager..		Entry Qualifications High school diploma/GED and one (1) year of engineering-related experience or four (4) years of experience in an engineering-related field.	

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Job Code	Job Title	Salary Plan	Grade
ITP174	Info Technology Architect	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists in planning, scheduling of team resources, status reporting and completion of required documentation for team assignment and projects. Analyzes and develops work or project plans for team assignments. Analyzes and implements solutions to problems associated with assignments. Responsible for project leadership: Coordinates the integrated systems integrity, provides the coordination, communication and project structure between users of Information Services and third party software vendors or programmers, provides systems and installation support and user training. Develops and controls the project schedules, and assigns responsibilities where appropriate. Participates in all aspects of software development, systems design and analysis and project planning and management.		Associate degree and five (5) years of job-specific experience that includes system analysis, design and development, and relationship management.	

Job Code	Job Title	Salary Plan	Grade
ITP175	Info Technology Architect Sr	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans and schedules team resources, status reporting and completion of required documentation for team assignment and projects. Analyzes and develops work or project plans for team assignments. Analyzes and implements solutions to problems associated with assignments. Demonstrates project leadership: Coordinates the integrated systems integrity, provides the coordination, communication and project structure between users of Information Services and third party software vendors or programmers, provides systems and installation support and user training. Develops and controls the project schedules, and assigns responsibilities where appropriate. Accountable for all aspects of software development, systems design and analysis and project planning and management. Provides thought leadership and direction to other solutions architects.		Bachelor's degree in computer science, information systems, or related specialty from an accredited college or university and ten (10) years of job-specific experience that includes system analysis, design and development, and relationship management.	

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Job Code	Job Title	Salary Plan	Grade
ITP180	IT Enterprise Busi Analyst 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under supervision, analyzes enterprise-wide customer business needs and participates in the planning, design and implementation of new or enhanced systems that may serve multiple state entities. Supports the user community in the use of functional business tools and support systems. Establishes standards and procedures to be used in the development of systems.		Entry Qualifications Associate degree and three (3) years of related experience; or two (2) years of experience at the lower level IT Business Analyst 2 (ITP061) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP181	IT Enterprise Busi Analyst 2	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under general supervision, analyzes enterprise-wide customer business needs and participates in the planning, design and implementation of new or enhanced systems that may serve multiple state entities.		Entry Qualifications Associate degree and three (3) years of related experience; or two (2) years of experience at the lower level IT Enterprise Busi Analyst 1 (ITP180) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP182	IT Enterprise Busi Analyst 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, analyzes enterprise-wide customer business needs and participates in the planning, design and implementation of new or enhanced systems that may serve multiple state entities. Establishes standards and procedures to be used in the development of systems.		Entry Qualifications Associate degree and three (3) years of related experience; or two (2) years of experience at the lower level IT Enterprise Busi Analyst 2 (ITP181) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
ITP183	IT Enterprise Busi Analyst 4	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Under limited supervision, assist in planning and scheduling of team resources, status reporting and completion of required documentation for team assignment and projects that have enterprise-wide impact. Analyzes and develops work or project plans for team assignments. Analyzes and implements solutions to problems associated with assignments. Responsible for project leadership: Coordinates the integrated systems integrity, provides the coordination, communication and project structure between users of Information Services and third party software vendors or programmers, provides systems and installation support and user training. Develops and controls the project schedules, and assigns responsibilities where appropriate. Participates in all aspects of software development, systems design and analysis and project planning and management. May also serve in a lead role.		Associate degree and five (5) years of related experience or five (5) years of job-specific experience, including system analysis, design and development, and relationship management.	

Job Code	Job Title	Salary Plan	Grade
ITP184	IT Enterprise Busi Analyst Spv	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans and schedules team resources, status reporting and completion of required documentation for team assignment and projects that have enterprise-wide impact. Analyzes and develops work or project plans for team assignments. Analyzes and implements solutions to problems associated with assignments. Demonstrates project leadership. Coordinates the integrated systems integrity. Provides the coordination, communication and project structure between users of Information Services and third party software vendors or programmers. Provides systems and installation support and user training. Develops and controls the project schedules, and assigns responsibilities where appropriate. Accountable for all aspects of software development, systems design and analysis and project planning and management. Provides thought leadership and direction to other solutions architects.		Associate degree and seven (7) years of job-specific experience including, system analysis, design and development, and relationship management or one (1) year of experience at the lower-level IT Enterprise Busi Analyst 3 (ITP183) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
ITP191	ER Project Manager 1	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under general supervision, applies project management knowledge, skills, tools, and techniques in supporting project leads and driving the development and application of project management methodology and culture. This job performs specialized tasks and operates on an enterprise scope. The incumbent will work with numerous state agencies daily.		Entry Qualifications High school diploma/GED and three (3) years of recent relevant project management experience, with a progression in responsibility and comprehensive knowledge of PeopleSoft Projects.	
Job Code	Job Title	Salary Plan	Grade
ITP192	ER Project Manager 2	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, this position is responsible for managing projects through the full life cycle from project definition and approval through implementation and evaluation of all project deliverables. The incumbent must create a collaborative partnership with the all internal and external team members to accomplish the deliverables within the timeframes and budgets defined. He or she provides guidance to the project team and utilizes standard project management methodology. This job performs specialized tasks and operates on an enterprise scope. The incumbent will work with numerous state agencies daily.		Entry Qualifications High school diploma/GED and five (5) years of recent relevant project management experience, with a progression in responsibility and comprehensive knowledge of PeopleSoft Projects and a current Project Management Professional (PMP) certification required.	
Job Code	Job Title	Salary Plan	Grade
ITP193	ER Project Manager 3	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Under limited supervision, this position is responsible for managing the life cycle of a project from project approval through implementation and evaluation of all project deliverables. The incumbent must create a collaborative partnership with all internal and external team members to accomplish the deliverables. Provides guidance to the project team and ensures the project and utilizes the standard project management methodology. This job performs specialized tasks and operates on an enterprise scope. The incumbent will work with numerous state agencies daily.		Entry Qualifications High school diploma/GED with a current Project Management Professional (PMP) certification and eight (8) years of job-specific experience that includes, but is not limited to, leadership, personnel management, developing and managing client relationships to ensure successful completion of project deliverables, and maximum client satisfaction.	

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Job Code	Job Title	Salary Plan	Grade
ITP200	Digital Forensic Investigatr 1	LAW	LK
Min Salary \$53,876.53	Mid Salary \$70,330.23	Max Salary \$86,783.92	
Job Summary Under supervision, performs forensic examinations of computer operating systems, assists in investigating criminal activity by retrieving stored data from computers utilized in criminal activities, provides technical assistance and training to other state and local agencies on computer forensic issues, testifies in court and works with the Internet Safety program through training development and scheduling presentations.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
ITP201	Digital Forensic Investigatr 2	LAW	LL
Min Salary \$58,262.95	Mid Salary \$76,361.55	Max Salary \$94,460.15	
Job Summary Under general supervision, performs forensic examinations of computer operating systems, assists in investigating criminal activity by retrieving stored data from computers utilized in criminal activities, provides technical assistance and training to other state and local agencies on computer forensic issues, testifies in court and works with the Internet Safety program through training development and scheduling presentations.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and three (3) years of related experience; or two (2) years of experience at the lower level Digital Forensic Investigatr 1 (ITP200) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP202	Digital Forensic Investigatr 3	LAW	LM
Min Salary \$63,131.87	Mid Salary \$83,056.32	Max Salary \$102,980.77	
Job Summary Under broad supervision, performs forensic examinations of computer operating systems, assists in investigating criminal activity by retrieving stored data from computers utilized in criminal activities, provides technical assistance and training to other state and local agencies on computer forensic issues, testifies in court and works with the Internet Safety program through training development and scheduling presentations.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and five (5) years of related experience; or two (2) years of experience at the lower level Digital Forensic Investigatr 2 (ITP201) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
ITP203	Digital Forensic Investigatr 4	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary		Entry Qualifications	
Under limited supervision, serves as subject matter expert (SME) and performs forensic examinations of computer operating systems, assists in investigating criminal activity by retrieving stored data from computers utilized in criminal activities, provides technical assistance and training to other state and local agencies on computer forensic issues, testifies in court and works with the Internet Safety program through training development and scheduling presentations. May also serve in a lead role.		Bachelor's degree in a related area from an accredited college or university and seven (7) years of related experience and industry-specific certification; or two (2) years of experience at the lower level Digital Forensic Investigator 3 (ITP202) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
ITP210	Criminal Justice IS Analyst 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under supervision, provides support to federal, state and local criminal justice agencies, private businesses and the general public relating to criminal justice information. Performs work related to operations, technical development, quality assurance, policy and operational standards, and user support with regards to CJIS Programs. CJIS Programs may include Criminal History Record Information, Uniform Crime Reporting, Sex Offender Registry, Protection Order Registry, NCIC, CJIS network or other services provided by the Georgia Crime Information Center.		High school diploma/GED and three (3) years of experience at the lower level Criminal Justice IS Spec 2 (ITT081) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
ITP211	Criminal Justice IS Analyst 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision, provides support to federal, state and local criminal justice agencies, private businesses and the general public relating to criminal justice information. Performs work related to operations, technical development, quality assurance, policy and operational standards, and user support with regards to CJIS Programs. CJIS Programs may include Criminal History Record Information, Uniform Crime Reporting, Sex Offender Registry, Protection Order Registry, NCIC, CJIS network or other services provided by the Georgia Crime Information Center.		High school diploma/GED and two years of related experience or five (5) years of experience at the lower level Criminal Justice IS Analyst 1 (ITP210) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
ITP212	Criminal Justice IS Analyst 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under broad supervision, provides support to federal, state and local criminal justice agencies, private businesses and the general public relating to criminal justice information. Performs work related to operations, technical development, quality assurance, policy and operational standards, and user support with regards to CJIS Programs. CJIS Programs may include Criminal History Record Information, Uniform Crime Reporting, Sex Offender Registry, Protection Order Registry, NCIC, CJIS network or other services provided by the Georgia Crime Information Center.		High school diploma/GED and four (4) years of related experience or seven (7) years of experience at the lower level Criminal Justice IS Analyst 2 (ITP211) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
ITP213	Criminal Justice IS Analyst 4	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under limited supervision, provides support to federal, state and local criminal justice agencies, private businesses and the general public relating to criminal justice information. Performs work related to operations, technical development, quality assurance, policy and operational standards, and user support with regards to CJIS Programs. CJIS Programs may include Criminal History Record Information, Uniform Crime Reporting, Sex Offender Registry, Protection Order Registry, NCIC, CJIS network or other services provided by the Georgia Crime Information Center. Serves as highest advanced level subject matter expert and may serve in a lead role.		Entry Qualifications High school diploma/GED and six (6) years of related experience or nine (9) years of experience at the lower level Criminal Justice IS Analyst 3 (ITP212) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITP214	Criminal Justice IS Analyst Spv	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides support to federal, state and local criminal justice agencies, private businesses and the general public relating to criminal justice information. Performs work related to operations, technical development, quality assurance, policy and operational standards, and user support with regards to CJIS Programs. CJIS Programs may include Criminal History Record Information, Uniform Crime Reporting, Sex Offender Registry, Protection Order Registry, NCIC, CJIS network or other services provided by the Georgia Crime Information Center.		Entry Qualifications High school diploma/GED and eight (8) years of related experience or eleven (11) years of experience at the lower level Criminal Justice IS Analyst 4 (ITP213) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITT010	Help Desk Support Spec 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under direct supervision, provides assistance to computer system users. Answers questions or resolves computer problems for clients in person, via telephone, email or from remote locations.		Entry Qualifications High school diploma/GED and one (1) year of experience providing software or hardware customer and technical support.	

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Job Code	Job Title	Salary Plan	Grade
ITT011	Help Desk Support Spec 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under general supervision, provides assistance to computer system users. Answers questions or resolves computer problems for clients in person, via telephone, email or from remote locations.		Entry Qualifications High school diploma/GED and two (2) years of experience providing software or hardware customer and technical support; or one (1) year of experience at the lower level Help Desk Support Spec 1 (ITT010) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITT012	Help Desk Support Spec 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under broad supervision, provides assistance to computer system users. Answers questions or resolves computer problems for clients in person, via telephone, email or from remote locations. May serve as lead worker.		Entry Qualifications High school diploma/GED and two (2) years of experience providing software or hardware customer and technical support; or two (2) years of experience at the lower level Help Desk Support Spec 1 (ITT010) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITT013	Help Desk Support Spec Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises assistance to computer system users. Answers questions or resolves computer problems for clients in person, via telephone, email or from remote locations.		Entry Qualifications High school diploma/GED and three (3) of experience providing software or hardware customer support of technical assistance to computer users which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Help Desk Support Spec 3 (ITT012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITT020	Communications Hardware Spec	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under direct supervision, provides installation, programming, troubleshooting, and repair of data communications and telecommunications equipment.		Entry Qualifications High school diploma/GED and one (1) year of experience in the installation and/or repair of computers, communications, and/or technical equipment in the area of assignment.	

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Job Code	Job Title	Salary Plan	Grade
ITT021	Communications Hardware Spec	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, provides installation, programming, troubleshooting, and repair of data communications and telecommunications equipment.		Entry Qualifications High school diploma/GED and two (2) years of experience in the installation and/or repair of computers, communications, and/or technical equipment in the area of assignment; or one (1) year of experience at the lower level Communications Hardware Spec 1 (ITT020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITT022	Communications Hardware Spec	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, provides installation, programming, troubleshooting, and repair of data communications and telecommunications equipment.		Entry Qualifications High school diploma/GED and three (3) years of experience in the installation and/or repair of computers, communications, and/or technical equipment in the area of assignment; or one (1) year of experience at the lower level Communications Hardware Spec 2 (ITT021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITT023	Comm Hardware Spec Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff and provides installation, programming, troubleshooting, and repair of data communications and telecommunications equipment.		Entry Qualifications High school diploma/GED and four (4) years of experience in the installation and/or repair of computers, communications, and/or technical equipment in the area of assignment; or one (1) year of experience at the lower level Communications Hardware Spec 3 (ITT022) or position equivalent.	

Job Code Catalog: Information Technology As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITT030	Computer Operator 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under direct supervision, operates computer and peripheral equipment. Performs clerical and maintenance tasks in support of a mainframe computer complex or other large centralized IT system.		Entry Qualifications High school diploma/GED and six (6) months of experience operating computer consoles and/or peripheral equipment.	
Job Code	Job Title	Salary Plan	Grade
ITT031	Computer Operator 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, operates computer and peripheral equipment. Performs clerical and maintenance tasks in support of a mainframe computer complex or other large centralized IT system.		Entry Qualifications High school diploma/GED and one (1) year of experience operating computer consoles and/or peripheral equipment.	
Job Code	Job Title	Salary Plan	Grade
ITT032	Computer Operator 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Operates computer and peripheral equipment. Performs clerical and maintenance tasks in support of a mainframe computer complex or other large centralized IT system. Develops operator training plans and manages the resolution of processing problems. May serve as lead worker.		Entry Qualifications High school diploma/GED and two (2) years of experience operating computer consoles and/or peripheral equipment; or one (1) year of experience at the lower level Computer Operator 2 (ITT031) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITT033	Computer Operator Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff, the operation of computer and peripheral equipment. Supervises/leads clerical and maintenance tasks in support of a mainframe computer complex or other large centralized IT system. Develops operator training plans and manages the resolution of processing problems.		Entry Qualifications High school diploma/GED and three (3) years of experience operating computer consoles and/or peripheral equipment; or one (1) year of experience at the lower level Computer Operator 3 (ITT032) or position equivalent.	

Job Code Catalog: Information Technology As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITT040	Telecommunications Tech 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, operates and maintains radio and telecommunications equipment. Sends, receives and relays both emergency and non-emergency communications.		Entry Qualifications High school diploma/GED and six (6) months of experience in customer service or providing information to the public.	
Job Code	Job Title	Salary Plan	Grade
ITT041	Telecommunications Tech 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, operates and maintains radio and telecommunications equipment. Sends, receives and relays both emergency and non-emergency communications. May assist in training new workers.		Entry Qualifications High school diploma/GED and one (1) year of experience in customer service or providing information to the public.	
Job Code	Job Title	Salary Plan	Grade
ITT042	Telecommunications Tech 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, operates and maintains radio and telecommunications equipment. Operates and maintains radio and telecommunications equipment. Sends, receives and relays both emergency and non-emergency communications. May serve as lead worker.		Entry Qualifications High school diploma/GED and two (2) years of experience in customer service or providing information to the public; or two (2) years of experience at the lower level Telecommunications Tech 2 (ITT041) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ITT043	Telecommunications Tech Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the operation and maintenance of radio and telecommunications equipment. Operates and maintains radio and telecommunications equipment. Sends, receives and relays both emergency and non-emergency communications.		Entry Qualifications High school diploma/GED and three (3) years of experience in customer service or providing information to the public; or two (2) years of experience at the lower level Telecommunications Tech 3 (ITT042) or position equivalent.	

Job Code Catalog: Information Technology As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITT050	Network Technician 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under direct supervision, responsible for assisting higher level Network Technicians responsible for the operational support and maintenance for network systems. Monitors systems and advises higher level Technicians/Supervisor of network status. Alerts supervisor or more experienced technicians of network failures or degradation and assists in performing corrective action.		Entry Qualifications High school diploma/GED; or one (1) year of experience in computer-aided drafting.	

Job Code	Job Title	Salary Plan	Grade
ITT051	Network Technician 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, responsible for the operational support and maintenance for network systems (including wireless and VoIP). Proactively monitors networks to provide stable, dependable network services across multiple platforms. Configures and troubleshoots computer networks. May maintains LAN/WAN/wireless/VoIP operations by working with network facility and hardware/software vendors to ensure timely problem resolution. Maintains and utilizes network management applications to identify network faults, to ensure the provision of data or other telecommunications access to customers, and the movement of information from one location to the other. Frequently reports to a Network Operations Supervisor.		Entry Qualifications High school diploma/GED and one (1) year of experience in computer aided drafting; or one (1) year of experience at the lower level Network Technician 1 (ITT050) or position equivalent.	

Job Code Catalog: Information Technology

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITT052	Network Technician 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under broad supervision, responsible for the operational support and maintenance for network systems (including wireless and VoIP). Proactively monitors networks to provide stable, dependable network services across multiple platforms. Configures and troubleshoots computer networks. May maintains LAN/WAN/wireless/VoIP operations by working with network facility and hardware/software vendors to ensure timely problem resolution. Maintains and utilizes network management applications to identify network faults, to ensure the provision of data or other telecommunications access to customers, and the movement of information from one location to the other. Owns assigned tasks. May serve as lead or train staff.		High school diploma/GED and three (3) years of experience in computer aided drafting; or one (1) year of experience at the lower level Network Technician 2 (ITT051) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
ITT053	Network Technician Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff and is responsible for the operational support and maintenance for network systems (including wireless and VoIP). Proactively monitors networks to provide stable, dependable network services across multiple platforms. Configures and troubleshoots computer networks. Maintains LAN/WAN/wireless/VoIP operations by working with network facility and hardware/software vendors to ensure timely problem resolution. Maintains and utilizes network management applications to identify network faults, to ensure the provision of data or other telecommunications access to customers, and the movement of information from one location to the other.		High school diploma/GED and four (4) years of experience in computer aided drafting, which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Network Technician 3 (ITT052) or position equivalent.	

Job Code Catalog: Information Technology

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITT060	Web Designer 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under direct supervision, designs and builds web pages using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special effects elements. Contributes to the design group's efforts to enhance the appeal of the organization's online offerings. Designs the website to support the organization's strategies and goals relative to external communications.		High school diploma/GED and one (1) year of experience in web design.	

Job Code	Job Title	Salary Plan	Grade
ITT061	Web Designer 2	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under general supervision, designs and builds web pages using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special effects elements. Contributes to the design group's efforts to enhance the appeal of the organization's online offerings. Designs the website to support the organization's strategies and goals relative to external communications.		High school diploma/GED and two (2) years of experience in web design.	

Job Code	Job Title	Salary Plan	Grade
ITT062	Web Designer 3	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under broad supervision, uses a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special-effects elements. Contributes to the design group's efforts to enhance the appeal of the organization's online offerings. Owns assigned tasks. May serve as lead or train staff.		High school diploma/GED and four (4) years of experience in web design.	

Job Code Catalog: Information Technology

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITT070	Systems Support Tech 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under direct supervision, provides management information system user support on a continuing basis either by phone or site visit. Troubleshoots end-user problems. May train end users on software applications. May install and maintain personal computer hardware and software.		Entry Qualifications High school diploma/GED and one (1) year of experience, which included report writing and data collection, tabulation, computation and analysis.	
Job Code	Job Title	Salary Plan	Grade
ITT071	Systems Support Tech 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under general supervision, provides management information system user support on a continuing basis either by phone or site visit. Troubleshoots end-user problems. May train end users on software applications. May install and maintain personal computer hardware and software.		Entry Qualifications High school diploma/GED and three (3) years of experience, which included report writing and data collection, tabulation, computation and analysis.	
Job Code	Job Title	Salary Plan	Grade
ITT072	Systems Support Tech 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under broad supervision, provides management information system user support on a continuing basis either by phone or site visit. Troubleshoots end-user problems. May train end users on software applications. May install and maintain personal computer hardware and software. Owns assigned tasks. May serve as lead or train staff.		Entry Qualifications High school diploma/GED and five (5) years of experience, which included report writing and data collection, tabulation, computation and analysis.	

Job Code Catalog: Information Technology As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITT080	Criminal Justice IS Spec 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under direct supervision, provides support to federal, state and local criminal justice agencies, private businesses and the general public relating to criminal justice information. Has responsibility for projects and assignments related to CJIS Programs. CJIS Programs may include Criminal History Record Information, Uniform Crime Reporting, Sex Offender Registry, Protection Order Registry, NCIC, CJIS network or other services provided by the Georgia Crime Information Center.		Entry Qualifications High school diploma/GED.	
Job Code	Job Title	Salary Plan	Grade
ITT081	Criminal Justice IS Spec 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, provides support to federal, state and local criminal justice agencies, private businesses and the general public relating to criminal justice information. Has responsibility for projects and assignments related to CJIS Programs. CJIS Programs may include Criminal History Record Information, Uniform Crime Reporting, Sex Offender Registry, Protection Order Registry, NCIC, CJIS network or other services provided by the Georgia Crime Information Center.		Entry Qualifications High school diploma/GED and two (2) years of business related experience.	
Job Code	Job Title	Salary Plan	Grade
ITT082	Criminal Justice IS Spec 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, provides support to federal, state and local criminal justice agencies, private businesses and the general public relating to criminal justice information. Has responsibility for projects and assignments related to CJIS Programs. CJIS Programs may include Criminal History Record Information, Uniform Crime Reporting, Sex Offender Registry, Protection Order Registry, NCIC, CJIS network or other services provided by the Georgia Crime Information Center. Owns assigned tasks. May serve as lead or train staff.		Entry Qualifications High school diploma/GED and four(4) years of business related experience.	

Job Code Catalog: Information Technology

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
ITT083	Criminal Justice IS Spec 4	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under limited supervision, provides support to federal, state and local criminal justice agencies, private businesses and the general public relating to criminal justice information. Has responsibility for projects and assignments related to CJIS Programs. CJIS Programs may include Criminal History Record Information, Uniform Crime Reporting, Sex Offender Registry, Protection Order Registry, NCIC, CJIS network or other services provided by the Georgia Crime Information Center. Serves as highest advanced level subject matter expert, providing authoritative guidance for professional staff.		Entry Qualifications High school diploma/GED and six (6) years of business related experience.	
Job Code	Job Title	Salary Plan	Grade
ITT084	Criminal Justice IS Spec Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the support to federal, state and local criminal justice agencies, private businesses and the general public relating to criminal justice information. Has responsibility for projects and assignments related to CJIS Programs. CJIS Programs may include Criminal History Record Information, Uniform Crime Reporting, Sex Offender Registry, Protection Order Registry, NCIC, CJIS network or other services provided by the Georgia Crime Information Center.		Entry Qualifications High school diploma/GED and six (6) years of business related experience.	
Job Code	Job Title	Salary Plan	Grade
LEM010	Mgr, Legal Prgm Svcs	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Manages the activities of a division that will administer, interpret, and formulates programmatic policy. Develops and implements program policies and procedures. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in an appropriate major from an accredited college or university and two (2) years of job-related managerial or supervisory experience in the area of assignment.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LEM011	Sr Mgr, Legal Prgm Svcs	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Directs the activities of a division that will administer, interpret, and formulates programmatic policy. Develops and implements program policies and procedures. Directs subordinate managers and staff.		Entry Qualifications Bachelor's degree in an appropriate major from an accredited college or university and which includes four (4) years in a managerial or supervisory role in area of assignment; or one (1) year of experience required at the lower level Mgr, Legal Prgm Svcs (LEM010) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LEM012	Dir, Legal Prgm Svcs	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Oversees the activities of a division that will administer, interpret, and formulates programmatic policy. Develops and implements program policies and procedures. Provides leadership to subordinate managers and staff.		Entry Qualifications Bachelor's degree in an appropriate major from an accredited college or university and which includes six (6) years in a managerial role in area of assignment; or two (2) years of experience required at the lower level Mgr, Legal Prgm Svcs (LEM011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LEM020	Mgr, Legal Svcs	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Manages the work of staff providing a variety of legal services. Requires expertise in laws, regulations, decisions and case law. Directs subordinate supervisors and staff.		Entry Qualifications Juris Doctorate from an accredited college or university and licensed to practice law in Georgia, and two (2) years in a managerial or supervisory role in job-related legal experience.	
Job Code	Job Title	Salary Plan	Grade
LEM021	Sr Mgr, Legal Svcs	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Directs the work of staff providing a variety of legal services. Requires expertise in laws, regulations, decisions and case law. Directs subordinate managers and staff.		Entry Qualifications Juris Doctorate from an accredited college or university and licensed to practice law in Georgia, and which includes three (3) years in a managerial role in job-related legal experience.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LEM022	Asst Dir, Legal Svcs	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$126,937.80	
Job Summary Plans and assists with the work of staff providing a variety of legal services. Requires expertise in laws, regulations, decisions and case law. Provides leadership to subordinate managers and staff.	Entry Qualifications Juris Doctorate from an accredited college or university and licensed to practice law in Georgia, and which includes four (4) years in a managerial role in job-related legal experience.		
Job Code	Job Title	Salary Plan	Grade
LEM023	Dir, Legal Svcs	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07	Max Salary \$142,139.72	
Job Summary Oversees the work of staff providing a variety of legal services. Requires expertise in laws, regulations, decisions and case law. Directs and provides leadership to subordinate managers and staff.	Entry Qualifications Juris Doctorate from an accredited college or university and licensed to practice law in Georgia, and which includes eight (8) years in a managerial role in job-related legal experience.		
Job Code	Job Title	Salary Plan	Grade
LEM030	Administrative Law Judge	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07	Max Salary \$142,139.72	
Job Summary Manages and conducts administrative hearings and adjudicates cases involving issues arising under state and federal laws and rules and regulations of state agencies.	Entry Qualifications Juris Doctorate from an accredited college or university and licensed to practice law in Georgia and practicing for seven (7) years and a member of good standing with the State Bar Association of Georgia.		
Job Code	Job Title	Salary Plan	Grade
LEM031	Dep Div Dir, Admin Law Judge	SWD	R
Min Salary \$95,324.50	Mid Salary \$127,321.19	Max Salary \$159,317.88	
Job Summary Plans, assists with, and conducts administrative hearings and adjudicates cases involving issues arising under state and federal laws and rules and regulations of state agencies.	Entry Qualifications Juris Doctorate from an accredited college or university and licensed to practice law in Georgia and practicing for seven (7) years and a member of good standing with the State Bar Association of Georgia and previous experience as an Administrative Law Judge.		

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LEM032	Div Dir, Admin Law Judge	SWD	S
Min Salary \$106,416.69	Mid Salary \$142,572.95	Max Salary \$178,729.21	
Job Summary Oversees and conducts administrative hearings and adjudicates cases involving issues arising under state and federal laws and rules and regulations of state agencies. Directs subordinate managers and staff.		Entry Qualifications Juris Doctorate from an accredited college or university and licensed to practice law in Georgia and practicing for seven (7) years and a member of good standing with the State Bar Association of Georgia and previous experience as an Administrative Law Judge Division Director or Assistant Chief.	
Job Code	Job Title	Salary Plan	Grade
LEP010	Adjudicator 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, assists in conducting hearings to decide or recommend decisions on claims or appeals concerning government programs or other government-related matters and prepares decisions.		Entry Qualifications High school diploma/GED and three (3) years of experience in interpreting and applying laws regarding program eligibility.	
Job Code	Job Title	Salary Plan	Grade
LEP011	Adjudicator 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, conducts hearings to decide or recommend decisions on claims or appeals concerning government programs or other government-related matters and prepares decisions.		Entry Qualifications High school diploma/GED and four (4) years of experience in interpreting and applying laws regarding program eligibility; or two (2) years of experience required at the lower level Adjudicator 1 (LEP010) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LEP012	Adjudicator 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, conducts hearings to decide or recommend decisions on claims or appeals concerning government programs or other government-related matters and prepares decisions. May serve as lead worker.		Entry Qualifications High school diploma/GED and five (5) years of professional experience in interpreting and applying laws regarding program eligibility; or two (2) years of experience required at the lower level Adjudicator 2 (LEP011) or position equivalent.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LEP013	Adjudicator Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees personnel conducting hearings to decide or recommend decisions on claims or appeals concerning government programs or other government-related matters. Manages and directs on-going case reviews.	High school diploma/GED and six (6) years of professional experience in interpreting and applying laws regarding program eligibility; or two (2) years of experience required at the lower level Adjudicator 3 (LEP012) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
LEP020	Attorney 1	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary	Entry Qualifications		
Under supervision, provides analysis and/or recommendations on legal issues within the scope and authority of the agency. Acts as a liaison or representative between the agency and Department of Law.	Juris Doctorate from an accredited college or university and license to practice law in the State of Georgia or eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring or reciprocity (must obtain Law License).Note: Some positions may not allow the eligibility clause		
Job Code	Job Title	Salary Plan	Grade
LEP021	Attorney 2	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary	Entry Qualifications		
Under general supervision, provides analysis and/or recommendations on legal issues within the scope and authority of the agency. Acts as a liaison or representative between the agency and Department of Law.	Juris Doctorate from an accredited college or university and license to practice law in the State of Georgia or eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring or reciprocity and one (1) year of relevant legal experience; or one (1) year of experience required at the lower-level Attorney 1 (LEP020).		

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LEP022	Attorney 3	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Under broad supervision, provides analysis and/or recommendations on legal issues within the scope and authority of the agency. Acts as a liaison or representative between the agency and Department of Law.		Entry Qualifications Juris Doctorate from an accredited college or university and license to practice law in the State of Georgia or eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring or reciprocity and two (2) years of relevant legal - experience; or two (2) years of experience required at the lower-level Attorney 2 (LEP021).	
Job Code	Job Title	Salary Plan	Grade
LEP023	Attorney 4	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Under limited supervision, oversees the provision of analysis and/or recommendations on legal issues within the scope and authority of the agency. Handles complex issues. May act as a lead worker and/or supervise support staff.		Entry Qualifications Juris Doctorate in a related area from an accredited college or university and license to practice law in the State of Georgia or eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring or reciprocity and three (3) years of relevant legal experience; or three (3) years of experience required at the lower-level Attorney 3 (LEP022).	
Job Code	Job Title	Salary Plan	Grade
LEP030	Contracts Administrator 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under supervision, develops, processes, approves, and oversees legal contracts and compliance within the guidelines. Monitors performance of assigned contracts.		Entry Qualifications High school diploma/GED and four (4) years of contracting job-related 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.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LEP031	Contracts Administrator 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, develops, processes, approves, and oversees legal contracts and compliance within the guidelines. Monitors performance of assigned contracts.		Entry Qualifications High school diploma/GED and five (5) years of contracting job-related experience; or one (1) year of experience required at the lower level Contracts Administrator 1 (LEP030) 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.	
Job Code	Job Title	Salary Plan	Grade
LEP032	Contracts Administrator 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, develops, processes, approves, and oversees legal contracts and compliance within the guidelines. Monitors performance of assigned contracts.		Entry Qualifications High school diploma/GED and six (6) years of contracting job-related experience; or two (2) years of experience required at the lower level Contracts Administrator 2 (LEP031) 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.	
Job Code	Job Title	Salary Plan	Grade
LEP033	Contracts Administrator Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the development, process, and approval of legal contracts and compliance within federal and state laws, rules and regulations, and departmental guidelines.		Entry Qualifications High school diploma/GED and seven (7) years of contracting job-related experience, which includes two (2) years in a lead worker, team lead, or supervisory role; or three (3) years of experience required at the lower level Contracts Administrator 3 (LEP032) 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.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LEP040	Legal Analysis Spec 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under supervision, provides legal analysis services for a program, division, or department. May act as a liaison to the legal division.		Entry Qualifications High school diploma/GED and completion of 90 quarter hours or 60 semester hours in criminal justice or a related field and three (3) years of experience in the related area.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.	
Job Code	Job Title	Salary Plan	Grade
LEP041	Legal Analysis Spec 2	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under general supervision, provides legal analysis services for a program, division, or department. May act as a liaison to the legal division.		Entry Qualifications High school diploma/GED and completion of 90 quarter hours or 60 semester hours in criminal justice or a related field and four (4) years of experience in the related area; or one (1) year of experience required at the lower level Legal Analysis Spec 1 (LEP040) 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.	
Job Code	Job Title	Salary Plan	Grade
LEP042	Legal Analysis Spec 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, provides legal analysis services for a program, division, or department. May act as a liaison to the legal division. Assists with complex situations. May serve as lead worker.		Entry Qualifications High school diploma/GED and completion of 90 quarter hours or 60 semester hours in criminal justice or a related field and six (6) years of experience in the related area; or two (2) years of experience required at the lower level Legal Analysis Spec 2 (LEP041) 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.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LEP043	Legal Analysis Spec Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs personnel providing legal analysis services and representation for programs and/or services.		High school diploma/GED and completion of 90 quarter hours or 60 semester hours in criminal justice or a related field and six (6) years of experience in the related area, which includes two (2) years in a lead worker, team lead, or supervisory role; or two (2) years of experience required at the lower level Legal Analysis Spec 3 (LEP042) 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.	

Job Code	Job Title	Salary Plan	Grade
LEP060	Vets Claims & Appeals Ofc 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under supervision and in accordance with Title 38, US Code of Federal Regulations, Georgia State regulations, policies, procedures and guidelines, counsels and assists veterans, their dependents and survivors by assisting with presenting actual evidence to determine initial eligibility for Veterans Affairs benefits, assisting with representing claimants in non-judicial appellate actions by gathering facts and historical evidence. May serve as assistant representative before either local VA hearing officers or before the Board of Veterans Appeals, assisting with researching US Codes, federal regulations, and VA policies and procedures to monitor and resolve claim issues at the federal level, assisting in the submission of client applications for all veterans entitlement programs.		Associate degree in sociology, counseling, business management or psychology, or a related field from an accredited college or university and two (2) years of professional job-related experience.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LEP061	Vets Claims & Appeals Ofc 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision and in accordance with Title 38, US Code of Regulations, Georgia regulations, policies, procedures and guidelines, counsels and assists veterans, their independents and survivors by presenting actual evidence to determine initial eligibility for Veterans Affairs benefits, representing claimants in non-judicial appellate actions by stating facts and historical evidence before either local VA hearing officers or before the Board of Veterans Appeals, researching US Codes, federal regulations, and VA policies and procedures to monitor and resolve claim issues at the federal level, submitting client applications for all veteran entitlement programs.		Associate degree in sociology counseling, business management, psychology, or a related field from an accredited college or university and two (2) years of experience at the lower level Vets Claims & Appeals Ofc 1 (LEP060) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
LEP062	Vets Sr Claims & Appeals Ofc	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under broad supervision and in accordance with Title 38 US Code of Federal Regulations, Georgia State regulations, policies, procedures and guidelines, counsels and assists veterans, their dependents and survivors by presenting actual evidence to determine initial eligibility for Veterans Affairs benefits, representing claimants in non-judicial appellate actions by stating facts and historical evidence before either local VA hearing officers or before the Board of Veterans Appeals, researching US Codes, federal regulations, and VA policies and procedures to monitor and resolve claim issues at the federal level, submitting client applications for all veterans entitlement programs.		Associate degree in sociology, counseling, business management, psychology, or a related field from an accredited college or university and two (2) years of experience at the lower level Vets Claims & Appeals Ofc 2 (LEP061) or position equivalent.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LEP063	Vets Claims & Appeals Ofc Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises personnel assigned to the Claims Division, Georgia Dept. of Veterans Services. Ensures all claims and benefits actions for veterans, their dependents and survivors are in accordance with Title 38 US Code of Federal Regulations, state and federal policies, procedures, and guidelines.		Associate degree in sociology, counseling, business management, psychology, or a related field from an accredited college or university and three (3) years of experience at the lower level Vets Claims & Appeals Ofc 2 (LEP062) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
LEP070	Veterans Field Svc Ofc 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Under supervision, counsels and assists veterans, their dependents and survivors in applying for all veterans entitlement programs in accordance with Title 38 US Code of Federal Regulations, state and federal policies, procedures, and guidelines. Performs related duties as directed.		High school diploma/GED and two (2) years of college level coursework in any field (minimum 60 semester hours or equivalent) and six (6) months of clerical level experience that included typing or word processing and interviewing.	

Job Code	Job Title	Salary Plan	Grade
LEP071	Veterans Field Svc Ofc 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under general supervision, counsels and assists veterans, their dependents and survivors in applying for all veterans entitlement programs in accordance with Title 38 US Code of Federal Regulations, state and federal policies, procedures and guidelines. May assume responsibility for operation of a field office and perform related duties as directed.		High school diploma/GED and two (2) years of college level coursework in any field (minimum 60 semester hours or equivalent) and two (2) years of experience required at the lower level Veterans Field Svc Ofc 1 (LEP070) or position equivalent.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LEP072	Veterans Sr Field Svc Ofc	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, counsels and assists veterans, their dependents and survivors in applying for all veterans entitlement programs in accordance with Title 38 US Code of Federal Regulations, state and federal policies, procedures and guidelines. May assume responsibility for operation of a field office and perform related duties as directed.		Entry Qualifications High school diploma/GED and two (2) years of college level coursework in any field (minimum 60 semester hours or equivalent) and two (2) years of experience required at the lower level Veterans Field Svc Ofc 2 (LEP071) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LEP073	Veterans Field Svc Ofc Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Ensures all claims and benefits actions for veterans, their dependents and survivors are in accordance with Title 38 US Code of Federal Regulations, state and federal policies, procedures and guidelines.		Entry Qualifications High school diploma/GED and two (2) years of college level coursework in any field (minimum 60 semester hours or equivalent) and five (5) years of experience required at the lower level Veterans Sr Field Svc Ofc (LEP072) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LET010	Child Enforcement 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under direct supervision, establishes and enforces child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations.		Entry Qualifications High school diploma/GED and one (1) year of experience which involved interviewing, collections, customer service, and other job-related experience.	
Job Code	Job Title	Salary Plan	Grade
LET011	Child Enforcement 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under general supervision, establishes and enforces child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations.		Entry Qualifications High school diploma/GED and two (2) years of experience, which involved interviewing, collections, customer service, and other, job-related experience; or one (1) year of experience required at the lower level Child Enforcement 1 (LET010) or position equivalent.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LET013	Child Enforcement Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a unit to establish and enforce child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations.	Entry Qualifications High school diploma/GED and two (2) years of experience in a legal setting using computer software; or one (1) year of experience required at the lower level Legal Secretary 1 (LET020) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
LET020	Legal Secretary 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under direct supervision, helps prepare legal documents and correspondence. Assists legal staff in preparing for court proceedings.	Entry Qualifications High school diploma/GED and one (1) year of experience in an office setting using computer software.		
Job Code	Job Title	Salary Plan	Grade
LET021	Legal Secretary 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, prepares legal documents and correspondence. Assists legal staff in preparing for court proceedings.	Entry Qualifications High school diploma/GED and two (2) years of experience in a legal setting using computer software; or Two years of experience in an office setting using computer software; or one (1) year of experience required at the lower level Legal Secretary 1 (LET020) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
LET022	Legal Secretary 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, prepares legal documents and correspondence. Assists legal staff in preparing for court proceedings. May assist with legal research and supervise subordinate staff.	Entry Qualifications High school diploma/GED and three (3) years of experience in a legal setting using computer software; or one (1) year of experience required at the lower level Legal Secretary 2 (LET021) or position equivalent.		

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LET023	Legal Secretary Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the preparation of legal documents and correspondence. Assists legal staff in preparing for court proceedings. Performs legal research.		Entry Qualifications High school diploma/GED and four (4) years of experience in a legal setting, which includes one (1) year in a lead worker, team leader, or supervisory role ; or two (2) years of experience required at the lower level Legal Secretary 3 (LET022) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LET030	Paralegal 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under direct supervision, conducts research to support a legal proceeding, to formulate a defense, or to initiate legal action. Drafts and prepares legal documents for review. Assists legal offices with scheduling hearings, appointments and interviews.		Entry Qualifications High school diploma/GED and one (1) year of experience as a legal assistant in a legal environment; or certificate from a paralegal training program.	
Job Code	Job Title	Salary Plan	Grade
LET031	Paralegal 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under general supervision, conducts research to support a legal proceeding, to formulate a defense, or to initiate legal action. Drafts and prepares legal documents for review. Assists legal offices with scheduling hearings, appointments and interviews.		Entry Qualifications High school diploma/GED and two (2) years of experience as a legal assistant in a legal environment; or certificate from a paralegal training program and one (1) year of experience in a legal environment; or one (1) year of experience required at the lower level Paralegal 1 (LET030) or position equivalent.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LET032	Paralegal 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under broad supervision, provides assistance and coordination in preparing and conducting research to support a legal proceeding, to formulate a defense, or to initiate legal or administrative action. Drafts and prepares legal documents for review. Assists legal offices with scheduling hearings, appointments and interviews.		Entry Qualifications High school diploma/GED and four (4) years of experience as a legal assistant in a legal environment; or certificate from a paralegal training program and two (2) years of experience as a legal assistant in a legal environment; or one (1) year of experience required at the lower level Paralegal 2 (LET031) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LET033	Paralegal 4	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under limited supervision, provides assistance and coordination in preparing and conducting research to support a legal proceeding, to formulate a defense, or to initiate legal or administrative action. Drafts and prepares legal documents for review. Assists legal offices with scheduling hearings, appointments and interviews. May also serve as a subject matter expert and/or a lead worker.		Entry Qualifications High school diploma/GED and five (5) years of experience as a legal assistant in a legal environment; or certificate from a paralegal training program and three (3) years of experience as a legal assistant in a legal environment; or one (1) year of experience required at the lower level Paralegal 3 (LET032) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LET034	Paralegal Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff in preparing and conducting research to support a legal proceeding, to formulate a defense, or to initiate legal or administrative action. Drafts and prepares legal documents for review. Assists legal offices with scheduling hearings, appointments and interviews.		Entry Qualifications High school diploma/GED and six (6) years of experience as a legal assistant in a legal environment; or certificate from a paralegal training program and four (4) years of experience as a legal assistant in a legal environment; or one (1) year of experience required at the lower level Paralegal 4 (LET033) or position equivalent.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LET040	Contract Complnc Tech 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under direct supervision, provides assistance in the development, negotiation, and evaluation of legal contracts.		Entry Qualifications High school diploma/GED and three (3) years of experience in business, accounting or a related field.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.	
Job Code	Job Title	Salary Plan	Grade
LET041	Contract Complnc Tech 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under general supervision, provides assistance in the development, negotiation, and evaluation of legal contracts.		Entry Qualifications High school diploma/GED and four (4) years of experience in business, accounting or a related field; or one (1) year of experience required at the lower level Contract Complnc Tech 1 (LET040) 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.	
Job Code	Job Title	Salary Plan	Grade
LET042	Contract Complnc Tech 3	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under broad supervision, provides assistance in the development, negotiation, and evaluation of legal contracts. May also serve as a lead worker.		Entry Qualifications High school diploma/GED and five (5) years of experience in business, accounting or a related field; or one (1) year of experience required at the lower level Contract Complnc Tech 2 (LET041) 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.	

Job Code Catalog: Legal

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LET043	Contract Complnc Tech Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides assistance in the development, negotiation, and evaluation of legal contracts.		Entry Qualifications High school diploma/GED and seven (7) years of experience in business, accounting or a related field; or one (1) year of experience required at the lower level Contract Complnc Tech 3 (LET042) 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.	
Job Code	Job Title	Salary Plan	Grade
LSM010	Mgr, Health Laboratory	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Manages the overall day-to-day operation of the laboratory. Manages and directs the functions of the laboratory. Manages lab activities and programs. Monitors quality assurance. Establishes laboratory process and procedures. Manages subordinate staff. May oversee Radiology Services and Point-of-Care testing.		Entry Qualifications Bachelor's degree in any related discipline from an accredited college or university and five (5) years of job-related experience, which includes three (3) years in a managerial or supervisory role; or two (2) years of experience required at the lower level Med/Clinical Specialist Spv (LSP013) or position equivalent.Note: Must meet state clinical laboratory licensure personnel requirements as technologist and federal (CLIA '88) requirement for high complexity technical supervisor.	
Job Code	Job Title	Salary Plan	Grade
LSM011	Sr. Mgr, Health Laboratory	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Directs the overall day-to-day operation of the laboratory. Manages and directs the functions of the laboratory. Oversees and coordinates lab activities and programs. Monitors quality assurance. Establishes laboratory process and procedures. May manage multiple labs and subordinate managers in a district or region.		Entry Qualifications Bachelor's degree in any related discipline from an accredited college or university and seven (7) years of job-related experience, which includes five (5) years in a managerial role; or two (2) years of experience required at the lower level Mgr, Health Laboratory (LSM010) or position equivalent.Note: Must meet state clinical laboratory licensure personnel requirements as technologist and federal (CLIA '88) requirement for high complexity technical supervisor.	

Job Code Catalog: Applied Science

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LSM012	Sr. Mgr 2, Health Laboratory	SWD	N
Min Salary \$62,331.12		Mid Salary \$81,955.29	Max Salary \$101,579.45
Job Summary Plans, develops and implements all administrative and laboratory operations for agency wide laboratories. Develops lab processes, procedures and quality assurance protocols. Monitors quality for all labs. Responsible for agency wide laboratory strategic planning. May manage multiple labs and provide leadership to subordinate managers and assistant directors in a district or region.		Entry Qualifications Bachelor's degree in any related discipline from an accredited college or university and ten (10) years of job-related experience, which includes seven (7) years in a managerial role; or two (2) years of experience required at the lower level Sr. Mgr, Health Laboratory (LSM011) or position equivalent. Note: Must meet state clinical laboratory licensure personnel requirements as technologist and federal (CLIA '88) requirement for high complexity technical supervisor.	

Job Code	Job Title	Salary Plan	Grade
LSM013	Dir, Health Laboratory	SWD	O
Min Salary \$69,134.16		Mid Salary \$91,309.47	Max Salary \$113,484.78
Job Summary Oversees, develops and implements all administrative and laboratory operations for agency wide laboratories. Develops lab processes, procedures and quality assurance protocols. Monitors quality for all labs. Responsible for agency wide laboratory strategic planning. Provides leadership to subordinate managers.		Entry Qualifications Bachelor's degree in Biology, Chemistry, or Physics from an accredited college or university and four (4) years of job-related managerial experience in a laboratory setting; or two (2) years experience at the lower level Sr. Mgr 2, Health Laboratory (LSM012) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
LSM020	Mgr, Crime Laboratory	LAW	LO
Min Salary \$75,080.74		Mid Salary \$99,486.02	Max Salary \$123,891.29
Job Summary Manages a specialized section, regional office or quality system of the crime laboratory. Manages subordinate staff.		Entry Qualifications Bachelor's degree in a related discipline from an accredited college or university and five (5) years of increasingly responsible crime laboratory experience, which includes one (1) year in a managerial or supervisory role equivalent to Crime Lab Scientist 3 (LSP022) (for external applicants); or one (1) year of current experience required at the lower level Crime Lab Scientist 3 (LSP022) (for external applicants); or Crime Lab Scientist Tech Lead (LSP023) (for internal applicants).	

Job Code Catalog: Applied Science

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LSM021	Sr Mgr, Crime Laboratory	LAW	LP
Min Salary \$82,410.43	Mid Salary \$109,564.34	Max Salary \$136,718.25	
Job Summary Directs a specialized section, regional office or safety program of the crime laboratory. Directs subordinate staff.		Entry Qualifications Bachelor's degree in a related discipline from an accredited college or university and six (6) years of increasingly responsible crime laboratory experience, which includes one (1) year in a managerial role (for external applicants), which includes two (2) in a managerial role (for internal applicants); or one (1) year of experience required at the lower level Mgr Crime Laboratory (LSM020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LSM030	Mgr, Chem/Materials Analysis	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Manages testing and analysis activities and performance of tests on a variety of materials to determine composition, purity and compliance with legal standards. Develops analytical procedures or standards for compliance with established regulations. Directs subordinate supervisors and staff.		Entry Qualifications High school diploma/GED and four (4) years of professional experience in a related area, in which includes two (2) years in a managerial or supervisory role: or one (1) year of experience required at the lower level Chemical/Material Analyst Spv (LSP034) or position equivalent. Note: Some positions may require a CDL license.	
Job Code	Job Title	Salary Plan	Grade
LSP010	Medical/Clinical Specialist 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, learns to perform laboratory tests for diagnosis, treatment and prevention of diseases. Analyzes specimens, interprets, records and reports results.		Entry Qualifications Associate degree in a related science area from an accredited college or university and two (2) years of clinical laboratory experience.	

Job Code Catalog: Applied Science

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LSP011	Medical/Clinical Specialist 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision, performs laboratory tests for diagnosis, treatment and prevention of diseases. Analyzes specimens, interprets, records and reports results.		Associate degree in a related science area from an accredited college or university and two (2) years of clinical laboratory experience; or one (1) year of experience required at the lower level Medical/Clinical Specialist 1 (LSP010) or position equivalent. Note: Must meet state clinical laboratory licensure personnel requirements as technician and federal (CLIA 88) requirement for high complexity technical clinical laboratory testing personnel.	

Job Code	Job Title	Salary Plan	Grade
LSP012	Medical/Clinical Specialist 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under broad supervision, performs high complexity laboratory tests for diagnosis, treatment, and prevention of diseases. Analyzes specimens, interprets, records and reports results. Some positions may perform EKG. May serve as lead worker.		Associate degree in a related science area from an accredited college or university, certification as a Medical Technologist, MT (ASCP), and three (3) years of job-related science experience; or Associate degree and two (2) years of experience at the lower level Medical/Clinical Specialist 2 (LSP011) or equivalent position	

Job Code	Job Title	Salary Plan	Grade
LSP013	Med/Clinical Specialist Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises daily operations, compliance with safety procedures and reviews testing reports for validity and accuracy. Performs technical duties as required.		Associate degree in a related science area from an accredited college or university, certification as a Medical Technologist, MT (ASCP), and four (4) years of job-related science experience; or two (2) years of experience at the lower level Medical/Clinical Specialist 3 (LSP012) or equivalent position.	

Job Code Catalog: Applied Science

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
LSP020	Crime Lab Scientist 1	LAW	LK
Min Salary	Mid Salary	Max Salary	
\$53,876.53	\$70,330.23	\$86,783.92	
Job Summary Under supervision, learns to perform laboratory examinations, scientific analyses and comparisons on physical evidence submitted by local, state, and federal law enforcement agencies for investigative and legal purposes.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
LSP021	Crime Lab Scientist 2	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary Under general supervision, performs a wide range of routine to complex laboratory examinations, scientific analyses, and comparisons on a variety of physical evidence submitted by local, state, and federal law enforcement agencies for investigative purposes, to determine the manner of death and legal purposes.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and two (2) years of job-related experience; or two (2) years of experience required at the lower level Crime Lab Scientist 1 (LSP020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LSP022	Crime Lab Scientist 3	LAW	LM
Min Salary	Mid Salary	Max Salary	
\$63,131.87	\$83,056.32	\$102,980.77	
Job Summary Under broad supervision, performs a wide range of difficult laboratory examinations, scientific analyses and comparisons on a variety of physical evidence submitted by local, state and federal law enforcement agencies for investigative purposes, manner of death and legal purposes.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and four (4) years of job-related experience; or two (2) years of experience required at the lower level Crime Lab Scientist 2 (LSP021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LSP023	Crime Lab Scientist Tech Lead	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary Provides technical and analytical guidance, training, and quality review for scientific staff in a discipline or sub-discipline of the crime laboratory.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and four (4) years of professional job-related crime lab experience, which includes six (6) months of experience at the lower level Crime Lab Scientist 3 (LSP022) or equivalent position.	

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Job Code	Job Title	Salary Plan	Grade
LSP030	Chemical/Material Analyst 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under supervision, assists in the performance of standard tests and analysis on raw, natural and processed substances using prescribed chemical and physical laboratory procedures to determine composition, purity and compliance with legal standards.		Entry Qualifications Bachelor's degree in a physical or natural science from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
LSP031	Chemical/Material Analyst 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under general supervision, performs standard tests and analysis on raw, natural and processed substances using prescribed chemical and physical laboratory procedures to determine composition, purity and compliance with legal standards.		Entry Qualifications Bachelor's degree in a physical or natural science from an accredited college or university and one (1) year of experience at the lower level Chemical/Material Analyst 1 (LSP030) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
LSP032	Chemical/Material Analyst 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under broad supervision, may plan and direct the activities and performance of tests and analysis on raw, natural and processed substances using prescribed chemical and physical laboratory procedures to determine composition, purity and compliance with legal standards.		Entry Qualifications Bachelor's degree in a physical or natural science from an accredited college or university and two (2) years of experience at the lower level Chemical/Material Analyst 2 (LSP031) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
LSP033	Chemical/Material Analyst 4	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Under limited supervision, provides expert professional support in laboratory services. Serves as subject-matter expert within areas of expertise. May also serve in a lead role.		Entry Qualifications Bachelor's degree in a physical or natural science from an accredited college or university and two (2) years of experience at the lower level Chemical/Material Analyst 3 (LSP032) or equivalent position.	

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Job Code	Job Title	Salary Plan	Grade
LSP034	Chemical/Material Analyst Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees testing and analysis activities and performance of tests on a variety of materials to determine composition, purity and compliance with legal standards. Develops analytical procedures or standards for compliance with established regulations.	Entry Qualifications Bachelor's degree in a physical or natural science from an accredited college or university and two (2) years of experience at the lower level Chemical/Material Analyst 4 (LSP033) or equivalent position.		
Job Code	Job Title	Salary Plan	Grade
LSP040	Environmental Spec 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, conduct research or perform investigation for the purpose of identifying, abating or eliminating sources of pollutants or hazards that affect either the environment or the population.	Entry Qualifications Bachelor's degree in natural or physical science, business, or a related field from an accredited college or university and one (1) year of job-related experience in the area of assignment.		
Job Code	Job Title	Salary Plan	Grade
LSP041	Environmental Spec 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, conduct research or perform investigation for the purpose of identifying, abating or eliminating sources of pollutants or hazards that affect either the environment or the population.	Entry Qualifications Bachelor's degree in a natural or physical science, business or a related field and two (2) years of experience in the area of assignment; or one (1) year of experience required at the lower level Environmental Spec 1 (LSP040) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
LSP042	Environmental Spec 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, conduct research or perform investigation for the purpose of identifying, abating or eliminating sources of pollutants or hazards that affect either the environment or the population.	Entry Qualifications Bachelor's degree in a natural or physical science, business, or a related field from an accredited college or university and three (3) years of experience in the area of assignment; or one (1) year of experience required at the lower level Environmental Spec 2 (LSP041) or position equivalent.		

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Job Code	Job Title	Salary Plan	Grade
LSP043	Environmental Spec Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Conduct research or perform investigation for the purpose of identifying, abating or eliminating sources of pollutants or hazards that affect either the environment or the population.		Bachelor's degree in a natural or physical science, business, or a related field from an accredited college or university and four (4) years of experience in the area of assignment; or one (1) year of experience required at the lower level Environmental Spec 3 (LSP042) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LSP050	Geologist 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary	Entry Qualifications		
Under supervision, studies the composition, structure and other physical aspects of the earth. Examines minerals, underground water, waste disposal, land reclamation or other environmental problems to determine physical and chemical properties to ensure quality standards.		Associate degree in geology, geologic sciences, or a related field from an accredited college or university and two (2) years of job-related experience.	
Job Code	Job Title	Salary Plan	Grade
LSP051	Geologist 2	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary	Entry Qualifications		
Under general supervision, studies the composition, structure and other physical aspects of the earth. Examines minerals, underground water, waste disposal, land reclamation or other environmental problems to determine physical and chemical properties to ensure quality standards. Conducts field and lab studies to determine geological properties of assigned location.		Associate degree in geology, geologic sciences, or a related field 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 Geologist 1 (LSP050) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
LSP052	Geologist 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, studies the composition, structure and other physical aspects of the earth. Examines minerals, underground water, waste disposal, land reclamation or other environmental problems to determine physical and chemical properties to ensure quality standards. Conducts field and lab studies to determine geological properties of assigned location.		Entry Qualifications Associate degree in geology, geologic sciences, or a related field from an accredited college or university and four (4) years of job-related experience; or one (1) year of experience required at the lower level Geologist 2 (LSP051) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LSP053	Geologist 4	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary May supervise, guide and instruct the work assignments of staff or serve as lead/ subject matter expert (SME). Studies the composition, structure and other physical aspects of the earth. Examines minerals, underground water, waste disposal, land reclamation or other environmental problems to determine physical and chemical properties to ensure quality standards. Conducts field and lab studies to determine geological properties of assigned location.		Entry Qualifications Associate degree in geology, geologic sciences, or a related field from an accredited college or university and five (5) years of job-related experience; or one (1) year of experience required at the lower level Geologist 3 (LSP052) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LSP060	GIS Spec 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, learns to collect and interpret geographic information provided by geodetic surveys, aerial photos and satellite data. Analyzes, evaluates, measures and records geospatial data using geographic information systems software and related hardware and software specific to the area of assignment. Creates or maintains GIS databases and cartographic products.		Entry Qualifications Associate degree in cartography, forestry, geography, geology, or a closely related field from an accredited college or university.	

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Job Code	Job Title	Salary Plan	Grade
LSP061	GIS Spec 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision, collects and interprets geographic information provided by geodetic surveys, aerial photos and satellite data. Analyzes, evaluates, measures and records geospatial data using geographic information systems software and related hardware and software specific to the area of assignment. Creates or maintains GIS databases and cartographic products.		Associate degree in cartography, forestry, geography, geology, or a related field from an accredited college or university and two (2) years of job-related geography or forestry experience; or two (2) years of experience at the lower level GIS Spec 1 (LSP060) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
LSP062	GIS Spec 3	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under broad supervision, collects and interprets geographic information provided by geodetic surveys, aerial photos and satellite data. Analyzes, evaluates, measures and records geospatial data using geographic information systems software and related hardware and software specific to the area of assignment. Creates or maintains GIS databases and cartographic products.		Associate degree in cartography, forestry, geography, geology, or a related field from an accredited college or university and three (3) years of job-related geography or forestry experience; or two (2) years of experience at the lower level GIS Spec 2 (LSP061) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
LSP063	GIS Spec Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Coordinates the collection, analysis and evaluation of geographic data. Responsible for administrative duties necessary for the efficient operation of the section. Performs technical duties as necessary.		Associate degree in cartography, forestry, geography, geology, or a related field from an accredited college or university and four (4) years of job-related geography or forestry experience; or two (2) years of experience at the lower level GIS Spec 3 (LSP062) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
LSP070	Death Investigation Spec 1	LAW	LI
Min Salary	Mid Salary	Max Salary	
\$45,405.27	\$58,853.11	\$72,300.95	
Job Summary Under supervision, learns to perform various technical, administrative, and investigative tasks to assist the medical examiners in determining the manner and cause of death.		Entry Qualifications High school diploma/GED and two (2) years of experience as a practitioner in a morgue/mortuary, medical, or criminal justice setting or a related field.	
Job Code	Job Title	Salary Plan	Grade
LSP071	Death Investigation Spec 2	LAW	LJ
Min Salary	Mid Salary	Max Salary	
\$49,924.80	\$64,896.60	\$79,868.40	
Job Summary Under general supervision, performs various technical, administrative, and investigative tasks to assist the medical examiners in determining the manner and cause of death.		Entry Qualifications High school diploma/GED and three (3) years of experience as a practitioner in a morgue/mortuary, medical, or criminal justice setting or a related field; or one (1) year of experience required at the lower level Death Investigation Spec 1 (LSP070) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LSP072	Death Investigation Spec 3	LAW	LK
Min Salary	Mid Salary	Max Salary	
\$53,876.53	\$70,330.23	\$86,783.92	
Job Summary Under broad supervision, performs various technical, administrative, and investigative tasks to assist the medical examiners in determining the manner and cause of death. Serves as subject-matter expert and organization resource for complex autopsies and/or cases (Homicides, Decomposed bodies, Embalmed bodies). Provides training to less experienced Death Investigation Specialists. May function as team lead.		Entry Qualifications High school diploma/GED and four (4) years of experience as a practitioner in a morgue/mortuary, medical, or criminal justice setting or a related field; or two (2) years of experience required at the lower level Death Investigation Spec 2 (LSP071) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
LSP073	Death Investigation Spec Spv	LAW	LM
Min Salary	Mid Salary	Max Salary	
\$63,131.87	\$83,056.32	\$102,980.77	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises morgue operations for an assigned work unit and/or regional office. Handles complex autopsies and/or cases. (Homicides, Decomposed bodies, Embalmed bodies).		Entry Qualifications High school diploma/GED and six (6) years of experience as a practitioner in a morgue/mortuary, medical, or criminal justice setting or a related field, which includes two (2) years in a lead worker, team leader, or supervisory role; or two (2) years of experience required at the lower level Death Investigation Spec 3 (LSP072) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
LSP080	Meteorologist	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Under supervision, assists in producing daily forecasts with support based heavily on automation during non-duty hours, weekends and holidays. Provides general meteorological support to internal and external users as appropriate. Responsible for analyzing data and sharing findings on the impact of weather conditions with appropriate parties. Learns to strategically plan for department.		Entry Qualifications Bachelor's degree in meteorology or atmospheric science from an accredited college or university or equivalent military training.	

Job Code	Job Title	Salary Plan	Grade
LSP081	Sr Meteorologist	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Under general supervision, produces daily forecasts with this support based heavily on automation during non-duty hours, weekends and holidays. Provides general meteorological support to internal and external users as appropriate. Guide specialist and technical expert in the maintenance of and development of new software for use with agency weather system. Serves as liaison with outside agencies such as the National Weather Service on all technical aspects of the weather system. Responsible for analyzing data and sharing findings on the impact of weather conditions with appropriate parties. May strategically plan for department.		Entry Qualifications Bachelor's degree in meteorology or atmospheric science from an accredited college or university and three (3) years of professional job-related experience; or equivalent military training and three (3) years of professional job-related experience; or two (2) years of experience at the lower level Meteorologist (LSP080) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
LSP082	Chief Meteorologist	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
High level of knowledge in the field of meteorology and proven ability to put that knowledge work and produce an accurate, concise reports. Provides expert meteorological support to internal and external users as appropriate usingUnder broad supervision, provides a high level of knowledge in the field of meteorology and proven ability to put that knowledge work and produce accurate and concise reports. Provides expert meteorological support to internal and external users as appropriate using weather computers and other meteorological tools. Leads specialist and technical expert in the maintenance of and development of new software for use with agency weather system. Primary liaison with outside agencies such as the National Weather Service on all technical aspects of the weather system. Responsible for analyzing data and sharing findings on the impact of weather conditions with appropriate parties. Serves as lead worker and may train lower level staff. weather computers and other meteorological tools. Leads specialist and technical expert in the maintenance of and development of new software for use with agency weather system. Primary liaison with outside agencies such as the National Weather Service on all technical aspects of the weather system. Responsible for analyzing data and sharing findings on the impact of weather conditions with appropriate parties. Serves as lead worker, and may train lower level staff.		Bachelor's degree in meteorology or atmospheric science from an accredited college or university and five (5) years of professional job-related experience; or equivalent military training and five (5) years of professional job-related experience; or three (3) years of experience at the lower level Sr Meteorologist (LSP081) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
LSS010	Laboratory Aide 1	SWD	C
Min Salary	Mid Salary	Max Salary	
\$24,876.10	\$30,594.84	\$36,313.58	
Job Summary		Entry Qualifications	
Under direct supervision, assists technicians and laboratory scientists with data or specimen collection and laboratory procedures. Performs laboratory related housekeeping, clerical and storekeeping duties.		High school diploma/GED.	

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Job Code	Job Title	Salary Plan	Grade
LSS011	Laboratory Aide 2	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under general supervision, assists technicians and laboratory scientists with data or specimen collection and laboratory procedures. Provides support and services in fields such as agriculture, environmental science, resource management, biology, and health sciences. Some positions may perform EKG's.		Entry Qualifications High school diploma/GED and one (1) year of job-related experience.	
Job Code	Job Title	Salary Plan	Grade
LSS012	Laboratory Aide 3	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under broad supervision, assists technicians and laboratory scientists with data or specimen collection and laboratory procedures. Provides support and services in fields such as agriculture, environmental science, resource management, biology and health sciences.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience; or one (1) year of experience required at the lower level Laboratory Aide 2 (LSS011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LSS013	Laboratory Aide Spv	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists technicians and laboratory scientists with data or specimen collection and laboratory procedures. Provides support and services in fields such as agriculture, environmental science, resource management, biology and health sciences.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience, which includes one (1) year as a lead worker, team leader, or supervisory role or one (1) year of experience required at the lower level Laboratory Aide 3 (LSS012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LST010	Materials Analysis Tech 1	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under direct supervision, assists in conducting specification acceptance testing on pre-construction, intermediate and surface layers.		Entry Qualifications High school diploma/GED and six (6) months of job-related experience. Note: Some positions may require a CDL license.	

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Job Code	Job Title	Salary Plan	Grade
LST011	Materials Analysis Tech 2	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under general supervision, performs routine specification acceptance testing on pre-construction, intermediate and surface layers. Records, calculates and analyzes data to determine acceptability of materials.		Entry Qualifications High school diploma/GED and one (1) year of job-related experience; or one (1) year of experience required at the lower level Materials Analysis Tech 1 (LST010) or position equivalent. Note: Some positions may require a CDL license.	
Job Code	Job Title	Salary Plan	Grade
LST012	Materials Analysis Tech 3	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under broad supervision, performs more complex specification acceptance testing on pre-construction, intermediate and surface layers. Records, calculates and analyzes data to determine acceptability of materials.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience; or one (1) year of experience required at the lower level Materials Analysis Tech 2 (LST011) or position equivalent. Note: Some positions may require a CDL license.	
Job Code	Job Title	Salary Plan	Grade
LST013	Materials Analysis Tech Spv	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs sampling and testing for assigned unit or district. Reviews all reports submitted for accuracy. Conducts performance specification acceptance testing on pre-construction, intermediate and surface layers. Records, calculates and analyzes data to determine acceptability of materials.		Entry Qualifications High school diploma/GED and three (3) years of job-related 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 Materials Analysis Tech 3 (LST012) or position equivalent. Note: Some positions may require a CDL license.	

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Job Code	Job Title	Salary Plan	Grade
LST020	Chemical Analysis Tech 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, learns to perform tolerance testing and analyzes raw, natural and processed substances using prescribed procedures in order to determine composition or deviation from standards. Learns general laboratory testing programs.		Entry Qualifications Associate degree in civil engineering or civil engineering technology from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
LST021	Chemical Analysis Tech 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, performs tolerance testing and analyzes raw, natural and processed substances using prescribed procedures in order to determine composition or deviation from standards. Assists in general laboratory testing programs.		Entry Qualifications Associate degree in civil engineering or civil engineering technology from an accredited college or university; or one (1) year of experience required at the lower level Chemical Analysis Tech 1 (LST020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LST022	Chemical Analysis Tech 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, performs tolerance testing and analyzes raw, natural and processed substances using prescribed procedures in order to determine composition or deviation from standards. Assists in general laboratory testing programs.		Entry Qualifications Associate degree in civil engineering or civil engineering technology from an accredited college or university; or one (1) year of experience required at the lower level Chemical Analysis Tech 1 (LST020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LST023	Chemical Analysis Tech Spv	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs tolerance testing and analyzes raw, natural and processed substances using prescribed procedures in order to determine composition or deviation from standards. Assists in general laboratory testing programs.		Entry Qualifications Associate degree in civil engineering or civil engineering technology from an accredited college or university and two (2) years of experience in a directly related area; or one (1) year of experience required at the lower level Chemical Analysis Tech 3 (LST022) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
LST030	Laboratory Tech 1	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under direct supervision, prepares media and/or reagents for use in performing routine analysis of samples. Performs laboratory tests and procedures under appropriate supervision. Operates and assists in maintaining lab equipment.		Entry Qualifications High school diploma/GED.	
Job Code	Job Title	Salary Plan	Grade
LST031	Laboratory Tech 2	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under general supervision, prepares media and/or reagents for use in performing routine analysis of samples. Performs routine laboratory tests and procedures under appropriate supervision. Operates and assists in maintaining lab equipment.		Entry Qualifications High school diploma/GED and one (1) year of experience in a laboratory setting or a related area; or one (1) year of experience required at the lower level Laboratory Tech 1 (LST030) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LST032	Laboratory Tech 3	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under broad supervision, performs routine analysis on lab samples. Conducts a full range of sample preparation. Performs routine to complex laboratory tests on samples. Operates and assists in maintaining lab equipment. Some positions may perform EKG's.		Entry Qualifications High school diploma/GED and two (2) years of experience in a laboratory setting or a related area; or one (1) year of experience required at the lower level Laboratory Tech 2 (LST031) or position equivalent. Note: Some positions may require licensure.	
Job Code	Job Title	Salary Plan	Grade
LST033	Laboratory Tech Spv	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Responsible for the day-to-day operations of the lab. Prepares media and/or reagents for use in analyzing more complex samples. Performs laboratory tests on samples.		Entry Qualifications High school diploma/GED and two (2) years of experience in a laboratory setting or a related area, which one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level Laboratory Tech 3 (LST032) or position equivalent. Note: Some positions may require licensure.	

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Job Code	Job Title	Salary Plan	Grade
LST040	Forensics Tech 1	LAW	LF
Min Salary \$32,543.42	Mid Salary \$42,945.62	Max Salary \$53,347.82	
Job Summary Under direct supervision, trains to provide assistance to scientific staff in laboratory analysis or evidence controls, in forensic analysis. May provide administrative support to the lab.		Entry Qualifications High school diploma/GED.	
Job Code	Job Title	Salary Plan	Grade
LST041	Forensics Tech 2	LAW	LG
Min Salary \$35,350.46	Mid Salary \$46,735.13	Max Salary \$58,119.80	
Job Summary Under general supervision, provides assistance to scientific staff in laboratory analysis or evidence controls in forensic analysis. Provides administrative support functions to facilitate the analysis of evidence in criminal cases.		Entry Qualifications High school diploma/GED and one (1) year of job-related experience; or one (1) year of experience required at the lower level Forensics Tech 1 (LST040) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LST042	Forensics Tech 3	LAW	LH
Min Salary \$42,317.52	Mid Salary \$54,684.65	Max Salary \$67,051.77	
Job Summary Under broad supervision, performs a variety of complex laboratory operations. Provides assistance to scientific staff in laboratory analysis or evidence controls in forensic analysis. Provides administrative support functions to facilitate the analysis of evidence in criminal cases.		Entry Qualifications High school diploma/GED and three (3) years of job-related experience; or two (2) years of experience required at the lower level Forensics Tech 2 (LST041) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LST043	Forensics Tech 4	LAW	LI
Min Salary \$45,405.27	Mid Salary \$58,853.11	Max Salary \$72,300.95	
Job Summary Under limited supervision, performs a variety of complex laboratory operations. Serves as a subject-matter expert (SME) provides assistance to scientific staff in laboratory analysis or evidence controls in forensic analysis. Provides administrative support functions to facilitate the analysis of evidence in criminal cases. May also serve in a lead role.		Entry Qualifications High school diploma/GED and four (4) years of job-related experience; or one (1) year of experience required at the lower level Forensics Tech 3 (LST042) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
LST044	Forensics Tech Spv	LAW	LJ
Min Salary \$49,924.80	Mid Salary \$64,896.60	Max Salary \$79,868.40	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists in the operation, management and planning of the Laboratory Support Section of the Crime Laboratory. Provides administrative support functions to facilitate the analysis of evidence in criminal cases.		Entry Qualifications High school diploma/GED and four (4) years of job-related 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 Forensics Tech 4 (LST043) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LST050	Evidence Receiving Tech 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under direct supervision, trains to provide assistance to scientific and medical staff in the data entry and catalog descriptions of forensic analysis. May provide administrative support to the lab.		Entry Qualifications High school diploma/GED.	
Job Code	Job Title	Salary Plan	Grade
LST051	Evidence Receiving Tech 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, trains to provide assistance to scientific and medical staff in the data entry and catalog descriptions of forensic analysis. May provide administrative support to the lab.		Entry Qualifications High school diploma/GED and eighteen (18) months of successful performance required at the lower level Evidence Receiving Tech 1 (LST050) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
LST052	Evidence Receiving Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists in the operation of the scientific and medical staff of the Crime Laboratory. Provides administrative support functions to facilitate the proper data entry and catalog descriptions of forensic analysis.		Entry Qualifications High school diploma/GED and three (3) years of experience required at the lower level Evidence Receiving Tech 2 (LST051) or position equivalent.	

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRM030	Mgr 1, Parks & Preservation	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Managers the operation, maintenance, and protection of state-owned and managed properties and facilities, which emphasize natural, historic or scenic resources preservation. Develops and implements parks and facilities policies and procedures. Directs subordinate supervisors and staff.	Bachelor's degree in natural resources management, environmental science, historic preservation, or a closely related field from an accredited college or university and one (1) year of job-related experience in a directly related area.		
Job Code	Job Title	Salary Plan	Grade
NRM031	Mgr 2, Parks & Preservation	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Leads the operation, maintenance, and protection of state-owned and managed properties, which emphasize natural, historic or scenic resources preservation. Develops and implements parks and facilities policies and procedures. Directs subordinate managers and staff.	Bachelor's degree in natural resources management, environmental science, historical preservation or a closely related field from an accredited college or university, which includes two (2) years in a managerial or supervisory roleOR One (1) year of experience required at the lower level Mgr 1, Parks & Preservation (NRM030) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
NRM032	Sr Mgr 1, Parks & Preservation	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Directs the operation, maintenance, and protection of state-owned and managed properties and facilities, which emphasize natural, historic or scenic resources preservation. Develops and implements parks and facilities policies and procedures. Directs subordinate managers and staff.	Bachelor's degree in natural resources management, environmental science, historical preservation or a closely related field from an accredited college or university, which includes three (3) years in a managerial or supervisory roleOR One (1) year of experience required at the lower-level Mgr. 2, Parks and Preservation (NRM031) or position equivalent.		

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRM033	Sr Mgr 2, Parks & Preservation	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary	Entry Qualifications		
Plans the operation, maintenance, and protection of state-owned and managed properties and facilities, which emphasize natural, historic or scenic resources preservation. Develops and implements parks and facilities policies and procedures. Provides leadership to subordinate managers and staff.	Bachelor's degree in natural resources management, environmental science, historical preservation or a closely related field from an accredited college or university, which includes four (4) years in a managerial or supervisory roleOR Two (2) years of experience required at the lower-level Sr. Mgr. 1, Parks and Preservation (NRM032) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
NRM040	Mgr 1, Natural Resources	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Manages the planning, coordinating, developing, and administration of a comprehensive statewide natural resources program or unit. May be responsible for managing a region or district. Directs subordinate managers and staff. Incumbents at this level may require additional training or experience to gain full proficiency in some or all of the job responsibilities.	Bachelor's degree in biology, zoology, fisheries management, wildlife management, or a natural resources-related field from an accredited college or university and one (1) year of job-related natural resources experience.		
Job Code	Job Title	Salary Plan	Grade
NRM041	Mgr 2, Natural Resources	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Leads the planning, coordinating, developing, and administration of a comprehensive statewide natural resources program or unit. May be responsible for managing a region or district. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.	Bachelor's degree in biology, zoology, fisheries management, wildlife management or a natural resources related field from an accredited college or university, which includes two (2) years of related natural resources experience in a managerial or supervisory roleOR One (1) year of experience required at the lower-level Mgr. 1, Natural Resources (NRM040) or position equivalent.		

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRM042	Sr Mgr 1, Natural Resources	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Directs the planning, coordinating, developing, and administration of a comprehensive statewide natural resources program or unit. May be responsible for managing a region or district. Directs subordinate managers and staff.	Bachelor's degree in biology, zoology, fisheries management, wildlife management or a natural resources related field from an accredited college or university, which includes three (3) years of related natural resources experience in a managerial or supervisory roleOROne (1) year of experience required at the lower-level Mgr. 2, Natural Resources (NRM041) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
NRM043	Sr Mgr 2, Natural Resources	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary	Entry Qualifications		
Plans, coordinates, develops, and administers a comprehensive statewide natural resources program or unit. Develops and implements program policies and procedures. May assist in the development of program laws and regulations. Provides leadership to subordinate managers and staff.	Bachelor's degree in biology, zoology, fisheries management, wildlife management or a natural resources related field from an accredited college or university, which includes four (4) years of related natural resources experience in a managerial or supervisory roleORTwo (2) years of experience required at the lower-level Sr. Mgr. 1, Natural Resources (NRM042) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
NRM060	Mgr, Forestry	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Manages the operation of a statewide forestry program or a region of field foresters. Monitors program or region for efficiency and adherence to policy, procedures and established standards. Maintains relationships with external entities. Supervises the work of others, trains and mentors new staff. Has grant and budget oversight.	Bachelor's degree in forestry, forest resources, and related areas from an accredited college or university and three (3) years of required at the lower level Forester 4 (NRP023) or equivalent for the Program Manager, or Forester 3 (NRP022) or position equivalent for the Regional Manager.		

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRM061	Associate Chief GFC	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Leads in managing multiple statewide forestry programs. Provides input on budget and personnel issues. Assists with the evaluation of program for compliance with established rules and regulations. Helps establish goals and objectives for program areas and ensures implementation. Responsible for direct management of at least one program area. Develops operating procedures policies and regulations. Directs subordinate manager and staff.		Bachelor's degree in forestry, forest resources, or related areas from an accredited college or university and six (6) years of professional forestry experience OR Two (2) years of experience required at the lower level Mgr, Forestry (NRM060) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRM062	Chief GFC	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Directs the operation of multiple statewide forestry programs. Prepares budget, supervises personnel and ensures programs align with agency mission and objectives. Ensures programs meet all compliance requirements. Serves as agency leader and represents agency to external stakeholders.		Bachelor's degree in forestry, forest resources, and related areas from an accredited college or university and eight (8) years of professional forestry experience OR Two (2) years of experience required at the lower-level Associate Chief GFC (NRM061) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRP011	Asst Park/Historic Site Mgr	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under general supervision, plans and coordinates activities of a Georgia State Parks facility (state parks, historical sites, golf courses and/or lodges). Organizes processes and develops procedures to manage administrative aspects of park. This is the entry/training level of the Parks Facilities Management job series. Directs subordinate supervisors and staff.		Bachelor's degree from an accredited college or university. OR Associate degree from an accredited college or university and two (2) years of full-time experience in a State Park, Historic Site, or similar facility with assigned duties in a specialized area(s) such as visitor's service, security, or facilities maintenance. OR Associate degree from an accredited college or university and six (6) months of experience at a Georgia State Park and Historic Site, Manager in Training program. OR High school diploma/GED and three (3) years of full-time experience working in a State Park, Historic Site, or similar facility with assigned duties in a specialized area(s) such as visitor's service, security, or facilities maintenance.	

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRP012	Park/Historic Site Manager 1	SWD	I

Min Salary
\$38,452.58

Mid Salary
\$50,142.29

Max Salary
\$61,832.00

Job Summary

Under broad supervision, plans and coordinates activities of a Georgia State Parks facility (state parks, historical sites, golf courses and/or lodges). Organizes processes and develops procedures to manage administrative aspects of park.

Entry Qualifications

Bachelor's degree from an accredited college or university and one (1) year of full-time supervisory/administrative experience in a State Park, Historic Site, or similar facility with assigned duties in a specialized area(s) such as resource management, guest services, administration, programming, security, or facilities maintenance. OR Associate degree from an accredited college or university and three (3) years of full-time experience in a State Park, Historic Site, or similar facility with assigned duties in a specialized area(s) such as resource management, guest services, administration, programming, security or facilities maintenance, including one (1) year of supervisory experience. OR High school diploma/GED which includes five (5) years of full-time experience in a State Park, Historic Site, or similar facility with assigned duties in specialized area(s) such as resource management, guest services, administration, programming, security or facilities maintenance, which includes one (1) year in a lead worker, team leader, or supervisory role. OR Two (2) years of experience required as a Asst Park/Historic Site Mgr (NRP011).

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRP013	Park/Historic Site Manager 2	SWD	J

Min Salary
\$41,569.83

Mid Salary
\$54,428.52

Max Salary
\$67,287.20

Job Summary

Under limited supervision, plans, directs, manages, or coordinates activities of a Georgia State Parks facility (state parks, historical sites, golf courses and/or lodges). Organizes processes and develops procedures to manage administrative aspects of park. Responsible for the management of staff, budget and revenue.

Entry Qualifications

Bachelor's degree from an accredited college or university and two (2) years of full-time supervisory experience in a State Park, Historic Site, or similar facility with assigned duties in a specialized area(s) such as resource management, guest services, administration, programming, security or facilities maintenance. OR Associate degree from an accredited college or university and four (4) years of full-time experience in a State Park, Historic Site, or similar facility with assigned duties in a specialized area(s) such as resource management, guest services, administration, programming, security or facilities maintenance, including two (2) years of supervisory experience. OR High school diploma/GED and six (6) years of full-time experience in a State Park, Historic Site, or similar facility with assigned duties in specialized area(s) such as resource management, guest services, administration, programming, security or facilities maintenance, which includes two (2) years in a managerial or supervisory role. OR Three (3) years of experience required as a Asst Park/Historic Site Mgr (NRP011); or one (1) year of experience required as a Park/Historic Site Mgr 1 (NRP012).

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRP014	Park/Historic Site Manager 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, directs, manages, or coordinates activities of a Georgia State Parks facility (state parks, historical sites, golf courses and/or lodges). Organizes processes and develops procedures to manage administrative aspects of park. Responsible for the management of staff, budget and revenue.		Bachelor's degree from an accredited college or university and three (3) years of full-time supervisory experience in a State Park, Historic Site, or similar facility with assigned duties in a specialized area(s) such as resource management, guest services, administration, programming, security or facilities maintenance. OR Associate degree from an accredited college or university and five (5) years of full-time experience in a State Park, Historic Site, or similar facility with assigned duties in a specialized area(s) such as resource management, guest services, administration, programming, security or facilities maintenance, including three (3) years of supervisory experience. OR High school diploma/GED and seven (7) years of full-time experience in a State Park, Historic Site, or similar facility with assigned duties in specialized area(s) such as resource management, guest services, administration, programming, security or facilities maintenance, which includes three (3) years in a managerial or supervisory role. OR Four (4) years of experience required as a Park/Historic Sites Manager 1 (NRP012). OR Two (2) years of experience required as a Park/Historic Site Mgr 2 (NRP013).	

Job Code	Job Title	Salary Plan	Grade
NRP020	Forester 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under supervision of an experienced forester, learns agency services and programs and assists landowners with technical issues related to forestry.		Bachelor's degree in forestry, forest resources, or a closely related field that includes core forestry coursework from a Society of American Foresters (SAF) from an accredited college or university. Note: Completes agency-specific training and requirements.	

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRP021	Forester 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, conducts field/site visits. Assists in implementing various forestry programs for landowners. Performs educational outreach and public relations activities. Serves as district coordinator in sub-specialty.		Bachelor's degree in forestry, forest resources, or closely related area that includes core forestry coursework from a Society of American Foresters (SAF) from an accredited college or university and one (1) year of job-related field forestry experienceOR One (1) year of experience at the lower-level Forester 1 (NRP020) or position equivalent.	
Note: Completes agency-specific training and requirements.			

Job Code	Job Title	Salary Plan	Grade
NRP022	Forester 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under broad supervision, conducts field/site visits. Assists in implementing various forestry programs for landowners. Performs educational outreach and public relations activities. Serves as district coordinator in sub-specialty. Holds additional certifications, performs additional forest management work, or mentors other foresters.		Bachelor's degree in forestry, forest resources, or closely related field that includes core forestry coursework from a Society of American Foresters (SAF) from an accredited college or university and two (2) years of job-related field forestry experienceOROne (1) year of experience at the lower-level Forester 2 (NRP021) or position equivalent.	
Note: Completes agency-specific training and requirements.			

Job Code	Job Title	Salary Plan	Grade
NRP023	Forester 4	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under limited supervision, conducts research, develops plans, and administers and directs programs related to specialized forestry issues within a region. Performs educational outreach and public relations activities. May perform administrative duties such as budget preparation and purchasing and procuring equipment and supplies. May serve as mentor.		Bachelor's degree in forestry, forest resources, or closely related area that includes core forestry coursework from a Society of American Foresters (SAF) accredited college or university and three (3) years of job-related forestry experienceOR One (1) year of experience required at the lower-level Forester 3 (NRP022) or position equivalent.	

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRP030	Curator/Preservationist 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under supervision, plans, develops, and manages programs and exhibits to inform the public of forestry programs, or historical, natural, and scientific features of historical sites, state parks or museums. Carries out state and federal mandated preservation programs and preservation activities. Incumbents at this level may require additional training or experience to gain full proficiency in some or all of the job responsibilities.		Bachelor's degree in natural resource management, environmental science, historical preservation, or a closely related field from an accredited college or university. OR High school diploma/GED and one (1) year of experience in a directly related field.	

Job Code	Job Title	Salary Plan	Grade
NRP031	Curator/Preservationist 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, plans, develops, and manages programs and exhibits to inform the public of forestry programs, or historical, natural, and scientific features of historical sites, state parks or museums. Carries out state and federal mandated preservation programs and preservation activities.		Bachelor's degree in natural resource management, environmental science, historical preservation, or a closely related field from an accredited college or university. OR High school diploma/GED and one (1) year of experience required at the lower-level Curator/Preservationist 1 (NRP030) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRP032	Curator/Preservationist 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under broad supervision, plans, develops, and manages programs and exhibits to inform the public of forestry programs, or historical, natural, and scientific features of historical sites, state parks or museums. Carries out state and federal mandated preservation programs and preservation activities. May supervise assigned staff.		Bachelor's degree in natural resource management, environmental science, historical preservation or a closely related field from an accredited college or university and one (1) year of experience in a directly related field. OR High school diploma/GED and two (2) years of experience required at the lower-level Curator/Preservationist 2 (NRP031) or position equivalent.	

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRP033	Curator/Preservationist Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the planning, development, and management of programs and exhibits to inform the public of forestry programs, or historical, natural, and scientific features of historical sites, state parks or museums. Carries out state and federal mandated preservation programs and preservation activities.		Bachelor's degree in natural resource management, environmental science, historic preservation, or a closely related field from an accredited college or university and two (2) years of experience in a directly related field. OR High school diploma/GED and two (2) years of experience required at the lower-level Curator/Preservationist 3 (NRP032) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRP040	Marine Biologist 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under supervision, assists in the development and management of research, surveys, access development projects, and habitat enhancement programs to protect, evaluate, and/or improve fisheries for living marine organisms in estuarine and ocean waters. May supervise marine or wildlife technicians, hourly employees and interns.		Bachelor's degree in Biology or closely related field from an accredited college or university.	

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRP041	Marine Biologist 2	SWD	K
Min Salary \$44,998.81		Mid Salary \$59,143.37	Max Salary \$73,287.92
Job Summary Under general supervision develops and manages research, surveys, access development projects, and habitat enhancement programs to protect, evaluate, and/or improve fisheries for living marine organisms in estuarine and ocean waters. Reviews project plans, technical document, and environmental assessments for impacts to marine fisheries and/or habitats, makes recommendations for mitigating adverse impacts and capitalizing on opportunities to improve fisheries and habitat, provides technical assistance to individuals, agencies and organizations. Supervises and administers purchasing, budgeting, inventory control, and report preparations associated with funded projects within established parameters. Supervises marine and wildlife technicians, hourly employees, and interns as required by the magnitude and scope of the project or program.		Entry Qualifications Master's degree in biology or a related field from an accredited college or university OR Bachelor's degree in biology or a related field from an accredited college or university and one (1) year of related experience OR one (1) year of experience required at the lower-level Marine Biologist 1 (NRP040) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRP042	Marine Biologist 3	SWD	L
Min Salary \$50,982.94		Mid Salary \$66,351.55	Max Salary \$81,720.15
Job Summary Under broad supervision, plans, directs, and conducts research, surveys and programs in assigned area. Develops wildlife management plans. Supervises technicians, laborers and other personnel. Serves as project/team leader or assistant region supervisor.		Entry Qualifications Master's degree in biology or a related field from an accredited college or university and one (1) year of related experience. OR Bachelor's degree in biology or a related field from an accredited college or university and two (2) years of related experience. OR one (1) year of experience required at the lower-level Marine Biologist 2, (NRP041) or position equivalent.	

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRP043	Marine Biologist Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff, and supervises the development and management of research surveys, access development projects, and habitat enhancement programs to protect, evaluate, and/or improve fisheries for living marine organisms in estuarine and ocean waters. Develops wildlife management plans. Supervises technicians, laborers and other personnel and assigned staff. Serves as region supervisor.		Master's degree in biology or a related field from an accredited college or university and two (2) years of related experience, one year of which in a supervisory capacity. OR Bachelor's degree in biology or a related field from an accredited college or university and three (3) years of related experience, one (1) year of which in a supervisory capacity. OR two (2) years of experience required at the lower-level Marine Biologist 3, (NRP042) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
NRP060	Wildlife Biologist 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under supervision, assists with the planning and coordination of wildlife management activities and research surveys.		Bachelor's degree in Biology or closely related field from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
NRP061	Wildlife Biologist 2	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under general supervision, plans and coordinates wildlife development activities, research, and nuisance abatement activities in assigned county. Conducts research surveys and plans management programs in assigned area. Develops comprehensive wildlife management plans for private landowners, governmental agencies and other entities as needed.		Master's degree in biology or a related field from an accredited college or university. OR Bachelor's degree in biology or a related field from an accredited college or university and one (1) year of related experience. OR one (1) year of experience required at the lower-level Wildlife Biologist 1, (NRP060) or position equivalent.	

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRP062	Wildlife Biologist 3	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under broad supervision, plans and coordinates wildlife development activities, research, and nuisance abatement activities in assigned county. Conducts research surveys and plans management programs in assigned area. Develops comprehensive wildlife management plans for private landowners, governmental agencies and other entities as needed. May supervises technicians, laborers and other personnel in assigned region. Serves as project/team leader or assistant region supervisor.		Master's degree in biology or a related field from an accredited college or university and one (1) year of related experience. OR Bachelor's degree in biology or a related field from an accredited college or university and two (2) years of related experience. OR One (1) year of experience required at the lower-level Wildlife Biologist 2, (NRP061) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRP063	Wildlife Biologist Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the planning and coordination of wildlife development activities, research, and nuisance abatement activities in assigned county. Oversees research surveys and the management of programs in assigned area. Develops comprehensive wildlife management plans for private landowners, governmental agencies and other entities as needed. Supervises and plans work of assigned staff. Serves as region supervisor.		Master's degree in biology or a related field from an accredited college or university and two (2) years of related experience, one year of which in a supervisory capacity. OR Bachelor's degree in biology or a related field from an accredited college or university and three (3) years of related experience, one (1) year of which in a supervisory capacity. OR two (2) years of experience required at the lower-level Wildlife Biologist 3, (NRP062) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRP070	Fisheries Biologist 1	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under supervision, assists in the development and management of research surveys, access development projects and public waters management and fish hatchery activities designed to protect, evaluate, and/or improve fish habitat and/or sport fisheries of streams and lakes. May supervise fisheries technicians, hourly employees and interns.		Bachelor's degree in Biology or closely related field from an accredited college or university.	

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRP071	Fisheries Biologist 2	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under general supervision designs and manages research and survey projects and public waters management and fish hatchery activities designed to protect, evaluate, and/or improve fish habitat and/or sport fisheries of streams and lakes. Critically reviews project plans, technical documents, and environmental assessments for fisheries impacts, and makes recommendations for preventing or mitigating adverse impacts and improving fish populations or fisheries. Provides technical fisheries management assistance to individuals, corporations, and government agencies. Supervises and administers purchasing, budgeting, inventory control, and report preparations associated with state and federally-funded projects to comply with laws, rules and contractual agreements.		Master's degree in biology or a related field from an accredited college or university. OR Bachelor's degree in biology or a related field from an accredited college or university and one (1) year of related experience. OR one (1) year of experience required at the lower-level Fisheries Biologist 1, (NRP070) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRP072	Fisheries Biologist 3	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under limited supervision, plans and develops complex research and survey projects to protect, evaluate, and/or improve fish habitat, fish populations or fisheries on a regional or state-wide basis. Critically reviews project plans, technical documents, and environmental assessments for fisheries impacts, and makes recommendations for mitigating adverse impacts and improving fish populations or fisheries. Provides technical fisheries management assistance to individuals, corporations, and government agencies and/or directs the development, operation and maintenance of fish hatcheries, public fishing areas, and other public-use facilities. Supervises and administers purchasing, budgeting, accounting, inventory control, and report preparations associated with state and federally-funded projects to comply with laws, rules and contractual agreements.		Master's degree in biology or a related field from an accredited college or university and one (1) year of related experience. OR Bachelor's degree in biology or a related field from an accredited college or university and two (2) years of related experience. OR one (1) year of experience required at the lower-level Fisheries Biologist 2, (NRP071) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
NRP073	Fisheries Biologist Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff, and supervises the development and management of research surveys, access development projects, and habitat enhancement programs to protect, evaluate, and/or improve fish habitat, fish populations or fisheries on a regional or state-wide basis. Reviews project plans, technical documents, and environmental assessments for impacts to of fish hatcheries, public fishing areas, and other public-use facilities. Supervises and administers purchasing, budgeting, accounting, inventory control, and report preparations associated with state and federally-funded projects to comply with laws, rules and contractual agreements. Plans work of assigned staff.		Master's degree in biology or a related field from an accredited college or university and two (2) years of related experience, one year of which in a supervisory capacity. OR Bachelor's degree in biology or a related field from an accredited college or university and three (3) years of related experience, one year of which in a supervisory capacity. OR two (2) years of experience required at the lower-level Fisheries Biologist 3, (NRP072) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRT010	Wildlife Tech 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under direct supervision, operates and/or maintains wildlife management areas. Assists in collecting biological data and conducting research.		High school diploma/GED and one (1) year work experience in natural resource management or related skilled trade.	

Job Code	Job Title	Salary Plan	Grade
NRT011	Wildlife Tech 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, operates and/or maintains marine fisheries, hatcheries, public fishing, and/or wildlife management areas. Assists in collecting biological data and conducting research.		Associate degree or equivalent coursework (90 quarter or 60 semester hours) in Wildlife Management or related field from an accredited college or university. OR High school diploma/GED and two (2) years of experience in the Wildlife Resources Division as a Wildlife Tech 1 (NRT010) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
NRT012	Wildlife Tech 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under broad supervision, operates and/or maintains wildlife management areas. Assists in collecting biological data and conducting research. Provides technical assistance to the public. May serve as lead worker.		Bachelor's degree in Wildlife Management or a related field from an accredited college or university. OR Associate degree or equivalent coursework (90 quarter or 60 semester hours) in Wildlife Management or related field from an accredited college or university and one (1) year of experience required at the lower level Wildlife Technician 2 (NRT011) or position equivalent. OR High school diploma/GED and two (2) years of experience in the Wildlife Resources Division as a Wildlife Technician 2 (NRT011) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRT013	Wildlife Tech Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Operates and/or maintains wildlife management areas. Assists in collecting biological data and conducting research. Provides technical assistance to the public.		Bachelor's degree in Wildlife Management or a related field from an accredited college or university and four (4) four years of experience required at the lower level Wildlife Technician 2 (NRT011) or position equivalent. OR Bachelor's degree in Wildlife Management or a related field from an accredited college or university and one (1) year of experience required at the lower level Wildlife Technician 3 (NRT012) or position equivalent. OR Associate degree or equivalent coursework (90 quarter or 60 semester hours) in Wildlife Management or related field from an accredited college or university and five (5) years of experience required at the lower level Wildlife Technician 2 (NRT011) or position equivalent. OR Associate degree or equivalent coursework (90 quarter or 60 semester hours) in Wildlife Management or related field from an accredited college or university and two (2) years of experience required at the lower level Wildlife Technician 3 (NRT012) or position equivalent; or High school diploma/GED and six (6) years of experience as a Wildlife Technician 2 (NRT011) or position equivalent; or High school diploma/GED and three (3) years of experience as a Wildlife Technician 3 (NRT012) or position equivalent.	

Job Code Catalog: Natural Resources

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Job Code	Job Title	Salary Plan	Grade
NRT020	Forestry Nursery Tech 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under direct supervision of experienced nursery workers, learns procedures and processes related to planting, cultivating and harvesting of trees, seeds, and cones. Serves customers.		Entry Qualifications High school diploma/GED and two (2) years of experience.	
Job Code	Job Title	Salary Plan	Grade
NRT021	Forestry Nursery Tech 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under general supervision, plants, cultivates and harvests trees, seeds, and cones and serves nursery customers.		Entry Qualifications High school diploma/GED and three (3) years of experience; one (1) year of experience required at the lower level Forestry Nursery Tech 1 (NRT020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
NRT022	Forestry Nursery Tech 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under broad supervision, plants, cultivates and harvests trees, seeds, and cones and serves nursery customers. May conduct research, develop and administer programs related to the management of rural and community forest resources. May serve as lead worker.		Entry Qualifications High school diploma/GED and four (4) years of experience; two (2) years of experience required at the lower level Forestry Nursery Tech 2, (NRT021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
NRT023	Forestry Nursery Tech Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the planting, cultivating and harvesting of trees, seeds, and cones. Serves nursery customers.		Entry Qualifications High school diploma/GED and five (5) years of experience; three (3) years of experience required at the lower level Forestry Nursery Tech 3, (NRT022) or position equivalent.	

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRT030	Parks Maintenance Tech 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, assists in planning and/or implementing the maintenance programs for parks, museums, recreation facilities, or golf courses.		Entry Qualifications High school diploma or GED.	
Job Code	Job Title	Salary Plan	Grade
NRT031	Parks Maintenance Tech 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, plans and/or implements the maintenance programs for parks, museums, recreation facilities, or golf courses. May assist in management of park facilities.		Entry Qualifications Vocational/Technical degree in a related field from an accredited college. OR High school diploma/GED and one (1) year of experience in general building, park, or golf course maintenance that involved general repairs, building maintenance, and ground maintenance.	
Job Code	Job Title	Salary Plan	Grade
NRT032	Parks Maintenance Tech 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, plans and/or implements the maintenance programs for parks, museums, recreation facilities, or golf courses. Assists in management of park facilities. Supervises and plans work of assigned staff.		Entry Qualifications Vocational/Technical degree in a related field from an accredited college and one (1) year of experience in a related area. OR High school diploma/GED and two (2) years of experience in general building, park, or golf course maintenance that involved general repairs, building maintenance, and ground maintenance. OR One (1) year of experience required at the lower-level Parks Maintenance Tech 2 (NRT031) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
NRT033	Parks Maintenance Tech Spv	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the planning and/or implementing of the maintenance programs for parks, museums, recreation facilities, or golf courses. May assist in management of park facilities.		Vocational/Technical degree in a related field from an accredited college and two (2) two years of experience in a related area. OR High school diploma/GED and three (3) years of experience in general building, park, or golf course maintenance that involved general repairs, building maintenance, and ground maintenance. OR One (1) year of experience required at the lower-level Parks Maintenance Tech 3 (NRT032) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRT040	Forester FIA 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under direct supervision of an experienced Forest Inventory Analysis forester, travels throughout assigned territory to account for, and takes inventory of, designated forest plots in accordance with USFS requirements gaining a basic understanding of the program and data collection process. Work is generally performed in teams of two, but individuals may work alone as necessary.		Associate degree in forestry, forest resources, or related area from an (SAF) accredited college or university.Note: A valid driver's license is required.	

Job Code	Job Title	Salary Plan	Grade
NRT041	Forester FIA 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under general supervision, travels throughout assigned territory to account for, and takes inventory of, designated forest plots in accordance with USFS requirements. Uploads data and completes required reports and paperwork. Trains new FIA foresters. Work is generally performed in teams of two, but individuals may work alone as necessary.		Associate degree in forestry, forest resources, or related area from an (SAF) accredited college or university and one (1) year of experience required at the lower level Forester FIA 1 (NRT040) or position equivalent.Note: A valid driver's license is required.	

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Job Code	Job Title	Salary Plan	Grade
NRT042	Forester FIA 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under broad supervision, travels throughout assigned territory to account for, and takes inventory of, designated forest plots in accordance with USFS requirements. Uploads data and completes required reports and paperwork. Achieves accuracy and production standards. Work is generally performed in teams of two, but individuals may work alone as necessary. May act as Lead Worker and perform supervisory duties as assigned. Trains new FIA foresters. Cross trains in other forestry program areas.		Associate degree in forestry, forest resources, or related area from an (SAF) accredited college or university and two (2) years of experience as FIA ForesterOROne (1) year of experience required at the lower-level Forester FIA 2 (NRT041) or position equivalent.Note: A valid driver's license is required.	

Job Code	Job Title	Salary Plan	Grade
NRT043	Forester FIA Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Finds plots, collects data, and maps plots including directions and plot data. Uploads data and completes required reports and paperwork. Achieves accuracy and production standards. Cross trains in other forestry program areas. Assists program manager with special projects, training, and supervisory duties.		Associate degree in forestry, forest resources, or related area from an (SAF) accredited college or university and one (1) year of experience required at the lower level Forester FIA 3 (NRT042) or position equivalent.Note: A valid driver's license is required.	

Job Code	Job Title	Salary Plan	Grade
NRT050	Marine Tech 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under direct supervision, supports biological and technical staff during the collection of data used to manage Georgia's seafood industry and marine recreational fishery. Under direct supervision participates in activities such as marine fisheries field operations, collection of commercial and recreational fishery catch and effort data, boating and fishing access construction and maintenance, and public outreach and education.		High school diploma/GED and one (1) year work experience in natural resource management or related skilled trade.	

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Job Code	Job Title	Salary Plan	Grade
NRT051	Marine Tech 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, supports biological and technical staff during the collection of data used to manage Georgia's seafood industry and marine recreational fishery. On a limited basis, supervises other technicians and seasonal employees during activities such as marine fisheries field operations, collection of commercial and recreational fishery catch and effort data, boating and fishing access construction and maintenance, and public outreach and education.		Associate's degree or equivalent coursework (90 quarter hours or 60 semester hours) in Marine Sciences or related field from an accredited college or universityORHigh school diploma or GED AND Two years of experience in the Coastal Resources Division as a Marine Tech 1 (NRT050) or position equivalent	

Job Code	Job Title	Salary Plan	Grade
NRT052	Marine Tech 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under broad supervision, supports biological and technical staff during the collection of data used to manage Georgia's seafood industry and marine recreational fishery. Supervises other technicians and seasonal employees during activities such as marine fisheries field operations, collection of commercial and recreational fishery catch and effort data, boating and fishing access construction and maintenance, and public outreach and education.		Bachelor's degree in Marine Science or a related field from an accredited college or university. OR Associate degree or equivalent coursework (90 quarter or 60 semester hours) in Marine Science or related field from an accredited college or university and one (1) year of experience required at the lower-level Marine Technician 2 (NRT051) or position equivalent. OR High school diploma/GED and two (2) years of experience in the Coastal Resources Division as a Marine Technician 2 (NRT051) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
NRT053	Marine Tech Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the operation and/or maintenance of Georgia's seafood industry and marine recreational fishery. Assists in collecting biological data and conducting research. Supervises and plans work of assigned staff during activities such as marine fisheries field operations, collection of commercial and recreational fishery catch and effort data, boating and fishing access construction and maintenance, and public outreach and education.		Bachelor's degree in Marine Science or a related field from an accredited college or university and four (4) years of experience required at the lower level Marine Technician 2 (NRT051) or position equivalent. OR Bachelor's degree in Marine Science or a related field from an accredited college or university and one (1) year of experience required at the lower-level Marine Technician 3 (NRT052) or position equivalent. OR Associate degree or equivalent coursework (90 quarter or 60 semester hours) in Marine Science or related field from an accredited college or university and five (5) years of experience required at the lower-level Marine Technician 2 (NRT051) or position equivalent. OR Associate degree or equivalent coursework (90 quarter or 60 semester hours) in Marine Science or related field from an accredited college or university and two (2) years of experience required at the lower-level Marine Technician 3 (NRT052) or position equivalent; or High school diploma/GED and six (6) years of experience as a Marine Technician 2 (NRT051) or position equivalent; or High school diploma/GED and three (3) years of experience as a Marine Technician 3 (NRT052) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRT060	Fisheries Tech 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under direct supervision, operates and/or maintains fisheries, hatcheries, public fishing, and/or areas. Performs duties of routine difficulty in all phases of fish culture and supporting operations at fish hatcheries and public fishing areas. Operates and performs scheduled service and routine maintenance on a variety of vehicles and equipment, maintains and repairs buildings and other structures, performs grounds maintenance and custodial care, manages supplies and materials stocks, and performs other duties as delegated by supervisor.		High school diploma/GED and one (1) year work experience in natural resource management or related skilled trade.	

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Job Code	Job Title	Salary Plan	Grade
NRT061	Fisheries Tech 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, provides technical assistance with research, surveys, and public and private waters management programs aimed at protecting, assessing, and improving fisheries of streams and lakes in Georgia. Performs duties of routine difficulty in all phases of fish culture and supporting operations at fish hatcheries and public fishing areas. Operates and performs scheduled service and routine maintenance on a variety of vehicles and equipment, maintains and repairs buildings and other structures, performs grounds maintenance and custodial care, manages supplies and materials stocks, and performs other duties as delegated by supervisor.		Associate degree or equivalent coursework (90 quarter or 60 semester hours) in Fisheries Management or related field from an accredited college or university. OR High school diploma/GED and two (2) years of experience in the Wildlife Resources Division as a Fisheries Tech 1 (NRT060) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
NRT062	Fisheries Tech 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under limited supervision, performs and oversees the duties and tasks for all phases of fish culture and supporting operations at fish hatcheries and/or public fishing areas. Manages the technical support of research, surveys, and public waters management projects aimed at protecting, assessing, and improving fisheries of rivers and lakes in Georgia. Responsible for specific duties involved with vehicle, building, and grounds maintenance, supplies and materials stocks, custodial care, and other duties as required.		Bachelor's degree in Fisheries Management or a related field from an accredited college or university. OR Associate degree or equivalent coursework (90 quarter or 60 semester hours) in Fisheries Management or related field from an accredited college or university and one (1) year of experience required at the lower-level Fisheries Technician 2 (NRT061) or position equivalent. OR High school diploma/GED and two (2) years of experience in the Wildlife Resources Division as a Fisheries Technician 2 (NRT061) or position equivalent.	

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRT063	Fisheries Tech Spv	SWD	K

Min Salary
\$44,998.81

Mid Salary
\$59,143.37

Max Salary
\$73,287.92

Job Summary

Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages a large fish hatchery, fish stocking program and/or public fishing area (PFA). Supervises other technicians and laborers in the performance of all phases of fish culture and supporting operations such as purchasing, vehicle and equipment maintenance, buildings and grounds maintenance, and other duties as required. Identifies needs, sets priorities and prepares budget requests for major expenditures such as hatchery renovations or other capital outlay projects. Provides technical support from the supervised work unit for research, surveys, and public waters management projects as requested by other managers, and as the work load allows.

Entry Qualifications

Bachelor's degree in Fisheries Management or a related field from an accredited college or university and four (4) years of experience required at the lower level Fisheries Technician 2 (NRT061) or position equivalent. OR Bachelor's degree in Fisheries Management or a related field from an accredited college or university and one (1) year of experience required at the lower-level Fisheries Technician 3 (NRT062) or position equivalent. OR Associate degree or equivalent coursework (90 quarter or 60 semester hours) in Fisheries Management or related field from an accredited college or university and five (5) years of experience required at the lower-level Fisheries Technician 2 (NRT061) or position equivalent. Associate degree or equivalent coursework (90 quarter or 60 semester hours) in Fisheries Management or related field from an accredited college or university and two (2) years of experience required at the lower-level Fisheries Technician 3 (NRT062) or position equivalent. OR High school diploma or GED and six (6) years of experience as a Fisheries Technician 2 (NRT061) or position equivalent. OR High school diploma/GED and three (3) years of experience as a Fisheries Technician 3 (NRT062) or position equivalent.

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Job Code	Job Title	Salary Plan	Grade
NRT070	Forest Tech 1	SWD	G

Min Salary
\$33,042.45

Mid Salary
\$42,703.38

Max Salary
\$52,364.30

Job Summary

Under direct supervision, performs various forest management activities including planting by hand or machine, herbicide application, boundary line marking, timber marking, seedling bare soil areas, and forest insect control measures. Assists with timber cruising, stand mapping, seedling survival surveys, timber harvest inspections, and inspections of contractor reforestation activities. Performs prescribed burning, including fire lane construction, and wildfire suppression. Operates various heavy equipment such as crawler tractors, farm-type tractors and trucks over 26,000 lbs. gross vehicle weight. Performs daily checks of equipment and routine maintenance and occasional repair. Constructs and maintains facilities, inspects roads and grounds and performs maintenance as needed, and installs repairs and maintains fences, signs, and gates.

Entry Qualifications

Bachelor's degree in forestry or closely related field from a Society of American Foresters (SAF) accredited college or university. OR Associate degree in forestry or closely related field from a Society of American Foresters (SAF) accredited college or university and working knowledge of basic forest management practices. OR A combination of education and job-specific experience that provides the knowledge, experience, and competencies required to successfully perform the job and a valid driver's license required. Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.

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Job Code	Job Title	Salary Plan	Grade
NRT071	Forest Tech 2	SWD	H

Min Salary
\$35,618.70

Mid Salary
\$46,245.72

Max Salary
\$56,872.73

Job Summary

Under general supervision, performs various forest management activities which may include planting by hand or machine, herbicide application, boundary line marking, timber marking, seedling bare soil areas, and forest insect control measures. May diagnose insect/disease/invasive plant infestations and make recommendations. May conducts timber cruising, stand mapping, seedling survival surveys, timber harvest inspections, and inspections of contractor reforestation activities. May perform logger checks and locate and mark State Property Boundaries. May help coordinate timber management of lands owned by the state. Knowledgeable of Best Management Practices, especially pertaining to road constructions, stream crossings, and all phases of timber harvesting. May perform prescribed burning, including fire lane construction, and wildfire suppression. May operate various heavy equipment such as crawler tractors, farm-type tractors and trucks over 26,000 lbs. gross vehicle weight. Performs daily checks of equipment and routine maintenance and occasional repair. Develops prescribed burning plans. Constructs and maintains facilities, inspects roads and grounds and performs maintenance as needed, and installs repairs and maintains fences, signs, and gates.

Entry Qualifications

Bachelor's degree in forestry or closely related field from a Society of American Foresters (SAF) accredited college or university. OR Associate degree in forestry or closely related field from a Society of American Foresters (SAF) accredited college or university and working knowledge of basic forest management practices and one (1) year of related experience and a valid driver's license. OR One (1) year of experience required at the lower-level Forest Tech 1 (NRT070) or position equivalent. Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRT072	Forest Tech 3	SWD	I

Min Salary
\$38,452.58

Mid Salary
\$50,142.29

Max Salary
\$61,832.00

Job Summary

Under limited supervision, performs various forest management activities which may include planting by hand or machine, herbicide application, boundary line marking, timber marking, seedling bare soil areas, and forest insect control measures. May diagnose insect/disease/invasive plant infestations and make recommendations. May conduct timber cruising, stand mapping, seedling survival surveys, timber harvest inspections, and inspections of contractor reforestation activities. May performs logger checks and locate and mark State Property Boundaries. May help coordinate timber management of lands owned by the state. Knowledgeable of Best Management Practices, especially pertaining to road constructions, stream crossings, and all phases of timber harvesting. May performs prescribed burning, including fire lane construction, and wildfire suppression. May operate various heavy equipment such as crawler tractors, farm-type tractors and trucks over 26,000 lbs. gross vehicle weight. Performs daily checks of equipment and routine maintenance and occasional repair. Develops prescribed burning plans. May construct and maintain facilities, inspect roads and grounds and perform maintenance as needed, and install, repair and maintain fences, signs, and gates. Supervises EL Forest Technicians and train new employees.

Entry Qualifications

Bachelor's degree in forestry or closely related field from a Society of American Foresters (SAF) accredited college or university. OR Associate degree in forestry or closely related field from a Society of American Foresters (SAF) accredited college or university and working knowledge of basic forest management practices and two (2) years of related experience and a valid driver's license required. OR two (2) years of experience required at the lower-level Forest Tech 2 (NRT071) or position equivalent. Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.

Job Code Catalog: Natural Resources

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
NRT073	Forest Tech Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs forest management, fire control, and/or timber management, activities.		Bachelor's degree in forestry or closely related field from a Society of American Foresters (SAF) accredited college or university. OR Associate degree in forestry or closely related field from a Society of American Foresters (SAF) accredited college or university and working knowledge of basic forest management practices and three (3) years of related experience and a valid driver's license required. OR three (3) years of experience required at the lower-level Forest Tech 3 (NRT072) or position equivalent. Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.	

Job Code	Job Title	Salary Plan	Grade
PSM010	Mgr, Probation/Parole	LAW	LM
Min Salary	Mid Salary	Max Salary	
\$63,131.87	\$83,056.32	\$102,980.77	
Job Summary		Entry Qualifications	
Manages all probation or parole activities for a district or assigned area. Responsible for administrative functions of district or area and for coordinating and providing quality parole and/or supervision services. Manages subordinate managers and staff.		Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and three (3) years of experience required at the lower level Probation Officer 3 (PSP012) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
PSM011	Sr Mgr, Probation/Parole	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary		Entry Qualifications	
Directs all probation or parole activities for a district or assigned area. Responsible for administrative functions of district or area and for coordinating and providing quality probation or parole services. Directs subordinate managers and staff.		Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification and two (2) years of experience required at the lower level Probation Officer Supervisor (PSP013) or position equivalent, or Georgia P.O.S.T. certification and one (1) year of experience required at the lower level Mgr, Probation/Parole (PSM010) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSM012	Reg Dir Probation/Parole	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary Oversees all probation, parole or community supervision activities for a district or assigned area. Responsible for administrative functions of district or area and for coordinating and providing quality probation, parole and community supervision services. Provides leadership to subordinate managers and staff.		Entry Qualifications Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and two (2) years of experience required at the lower level Sr Mgr, Probation/Parole (PSM011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSM020	GSP Sergeant First Class	LAW	LO
Min Salary	Mid Salary	Max Salary	
\$75,080.74	\$99,486.02	\$123,891.29	
Job Summary Leads and serves as Post/Unit Commander. Manages unit personnel. Enforces traffic and criminal laws and ensures the safety of the general population.		Entry Qualifications High school diploma/GED, and Georgia P.O.S.T. certification as a peace officer, one (1) year of experience required at the lower level GSP Sergeant (PSP025) or position equivalent. Must currently hold the rank of GSP Sergeant have successfully participated in the promotional process as described by policy, and have completed Accident Reconstruction Level III or approved alternative.	
Job Code	Job Title	Salary Plan	Grade
PSM021	GSP Lieutenant	LAW	LP
Min Salary	Mid Salary	Max Salary	
\$82,410.43	\$109,564.34	\$136,718.25	
Job Summary Directs and serves as the Assistant Troop Commander or Commander of a specialty unit. Assists in the direction of the day-to-day operations of assigned Troop or Unit, as well as the Troop Communications Center. Enforces traffic and criminal laws and ensures the safety of the general population. Directs subordinate supervisors and staff.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, and one (1) year of experience required at the lower level GSP Sergeant First Class (PSM020) or position equivalent. Must currently hold the rank of GSP Sergeant First Class, have successfully participated in the promotional process described by policy, and have completed Accident Reconstruction Level III or an approved alternative.	

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Job Code	Job Title	Salary Plan	Grade
PSM022	GSP Captain	LAW	LQ
Min Salary	Mid Salary	Max Salary	
\$90,619.68	\$120,852.06	\$151,084.44	
Job Summary		Entry Qualifications	
Directs and serves as the Troop Commander or Commander of a specialty unit. Plans and is responsible for the overall operation and direction of an assigned Troop or Unit, as well as the Troop Communications Center. Enforces traffic and criminal laws and ensures the safety of the general population. Directs subordinate supervisors and staff.		High school diploma/GED, and Georgia P.O.S.T. certification as a peace officer, and have successfully participated in any selection procedure established by the Commissioner for appointment to the position.	

Job Code	Job Title	Salary Plan	Grade
PSM030	Mgr, Public Safety Training	LAW	LM
Min Salary	Mid Salary	Max Salary	
\$63,131.87	\$83,056.32	\$102,980.77	
Job Summary		Entry Qualifications	
Manages professional staff in the development, review, and revision of statewide public safety training programs. Supervises training development and delivery of instruction. Directs subordinate supervisors and staff.		High school diploma/GED, Georgia P.O.S.T. certification as a Public Safety Instructor, and one (1) year of professional-related experience; or Georgia P.O.S.T. certification as a Public Safety Instructor and four (4) years of experience assisting in the planning, development, and implementation of training programs and assisting with establishing programs goals and objectives, in which includes one year of delivered training experience as a Georgia P.O.S.T. certified Public Safety Instructor; or one (1) year of experience required at the lower level Public Safety, Trainer Spv (PSP033). Note: Must be eligible to obtain required Georgia P.O.S.T. specialty instructor certifications, Basic Law Enforcement certification, or P.O.S.T. certification as a peace officer.	

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Job Code	Job Title	Salary Plan	Grade
PSM031	Sr Mgr, Public Safety Training	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary		Entry Qualifications	
Directs professional staff in the development, review, and revision of statewide public safety training programs. Supervises training development and delivery of instruction. Directs subordinate managers and staff.		High school diploma/GED, Georgia P.O.S.T. certification as a Public Safety Instructor, and five (5) years of experience, two (2) years of which are at the supervisory or project leader level in planning, developing, and delivering Georgia P.O.S.T. certified training, corrections, fire service, EMS, or rescue training applicable to the area of assignment. Note: Must be eligible to obtain required Georgia P.O.S.T. specialty instructor certifications, Basic Law Enforcement certification, or P.O.S.T. certification as a peace officer.	

Job Code	Job Title	Salary Plan	Grade
PSM032	Dir, Public Safety Training	LAW	LO
Min Salary	Mid Salary	Max Salary	
\$75,080.74	\$99,486.02	\$123,891.29	
Job Summary		Entry Qualifications	
Oversees professional staff in the development, review, and revision of statewide public safety training programs. Supervises training development and delivery of instruction. Provides leadership to subordinate managers and staff.		High school diploma/GED, Georgia P.O.S.T. certification as a Public Safety Instructor, and six (6) years of experience, three (3) years of which are at the supervisory or project leader level in planning, developing, and delivering Georgia P.O.S.T. certified training, corrections, fire service, EMS, or rescue training applicable to the area of assignment.	
		Note: Must be eligible to obtain required Georgia P.O.S.T. specialty instructor certifications, Basic Law Enforcement certification, or P.O.S.T. certification as a peace officer.	

Job Code	Job Title	Salary Plan	Grade
PSM040	Game Warden Lieutenant	LAW	LO
Min Salary	Mid Salary	Max Salary	
\$75,080.74	\$99,486.02	\$123,891.29	
Job Summary		Entry Qualifications	
Plans and manages the enforcement of state laws, rules, and regulations provided for the conservation and protection of natural resources. Developments and implements conservation policies and procedures. Manages subordinate supervisors and staff.		Associate/Technical degree from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of experience as a Game Warden Sergeant (PSP045); or Completion of equivalent coursework (90 quarter or 60 semester hours) from an accredited college or university, Georgia P.O.S.T. certification and one (1) year of experience as a Game Warden Sergeant (PSP045). Note: Certificates or accumulated hours from a technical college without an Associate degree do not qualify.	

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Job Code	Job Title	Salary Plan	Grade
PSM041	Game Warden Captain	LAW	LP
Min Salary	Mid Salary	Max Salary	
\$82,410.43	\$109,564.34	\$136,718.25	
Job Summary		Entry Qualifications	
Plans and assists with directing the enforcement of state laws, rules, and regulations provided for the conservation and protection of natural resources. Developments and implements conservation policies and procedures. Directs subordinate managers and staff.		Associate/Technical degree from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of experience as a Game Warden Sergeant (PSP045) or Game Warden Lieutenant (PSM040); or Completion of equivalent coursework (90 quarter or 60 semester hours) from an accredited college or university, Georgia P.O.S.T. certification and one (1) year of experience as a Game Warden Sergeant (PSP045) or Game Warden Lieutenant (PSM040).Note: Certificates or accumulated hours from a technical college without an Associate degree do not qualify.	

Job Code	Job Title	Salary Plan	Grade
PSM042	Game Warden Major	LAW	LQ
Min Salary	Mid Salary	Max Salary	
\$90,619.68	\$120,852.06	\$151,084.44	
Job Summary		Entry Qualifications	
Oversees the enforcement of state laws, rules, and regulations provided for the conservation and protection of natural resources. Developments and implements conservation policies and procedures. Provides leadership to subordinate managers and staff. Oversees field and/or Special Operations.		Associate/Technical degree from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of experience as a Game Warden Lieutenant (PSM040) or Game Warden Captain (PSM041); or Completion of equivalent coursework (90 quarter or 60 semester hours) from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of experience as a Game Warden Lieutenant (PSM040) or Game Warden Captain (PSM041).Note: Certificates or accumulated hours from a technical college without an Associate degree do not qualify.	

Job Code	Job Title	Salary Plan	Grade
PSM050	Mgr, Firefighting & Prevention	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Manages and supervises personnel in fire control and prevention activities. Develops operating procedures policies and regulations. Directs subordinate supervisors and staff.		High school diploma/GED and three (3) years of experience required at the lower level Chief Ranger 2 (PSP174) or position equivalent; or two (2) years of experience required at the lower level Chief Ranger 3 (PSP175) or position equivalent.Note: Some positions require certifications/licensure and/or meet NIMS qualifications.	

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Job Code	Job Title	Salary Plan	Grade
PSM051	Sr Mgr, Firefight/Prevention	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Directs multiple statewide fire control and prevention programs. Provides input on budget and personnel issues. Assists with the evaluation of program for compliance with established rules and regulations. Helps establish goals and objectives for program areas and ensures implementation. Responsible for direct management of at least one program area. Develops operating procedures policies and regulations. Directs subordinate manager and staff.		High school diploma/GED and six (6) years of management experience in the area of assignment; or two (2) years of experience required at the lower level Mgr, Firefighting & Prevention (PSM050) or position equivalent. Note: Some positions require certifications/licensure and/or meet NIMS qualifications.	
Job Code	Job Title	Salary Plan	Grade
PSM052	Sr Mgr 2, Fire & Prevention	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Plans operation of multiple statewide fire control and prevention programs. Prepares budget, supervises personnel and ensures programs align with agency mission and objectives. Ensures programs meet all compliance requirements. Serves as agency leader and represents agency to external stakeholders.		High school diploma/GED and eight (8) years of management experience in the area of assignment; or two (2) years of experience required at the lower level Sr Mgr, Firefight/Prevention (PSM051) or position equivalent. Note: Some positions require certifications/licensure and/or meet NIMS qualifications.	
Job Code	Job Title	Salary Plan	Grade
PSM060	Correctional Captain	LAW	LJ
Min Salary	Mid Salary	Max Salary	
\$49,924.80	\$64,896.60	\$79,868.40	
Job Summary		Entry Qualifications	
Plans and assists with custody and security of prisoners and other incarcerated offenders and maintains order in correctional institutions and other places of detention. May develop and implement security policies and procedures. Directs subordinate supervisors and staff.		High school diploma/GED, Georgia P.O.S.T. certification, and two (2) years of experience at a level equivalent to a supervisory law enforcement position; or one (1) year of experience required at the lower level Correctional Lieutenant (PSP065) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSM061	Correctional Unit Manager	LAW	LJ
Min Salary \$49,924.80	Mid Salary \$64,896.60	Max Salary \$79,868.40	
Job Summary Manages custody and security of prisoners and other incarcerated offenders and maintains order in correctional institutions and other places of detention. May develop and implement security policies and procedures. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and two (2) years of supervisory custodial experience in a criminal justice or correctional system, in which one (1) year of which experience is at the lower level Correctional Lieutenant (PSP065) or position equivalent; or one (1) year of experience required at the lower level Correctional Captain (PSM060) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSM062	Correctional Sr. Mgr	LAW	LN
Min Salary \$68,536.37	Mid Salary \$90,487.52	Max Salary \$112,438.66	
Job Summary Directs custody and security of prisoners and other incarcerated offenders and maintains order in correctional institutions and other places of detention. May develop and implement security policies and procedures. Directs subordinate managers and staff.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and two (2) years of experience required at a level equivalent to a supervisory law enforcement position; or one (1) year of experience required at the lower level Correctional Unit Manager (PSM061) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSM063	Correctional Dir	LAW	LO
Min Salary \$75,080.74	Mid Salary \$99,486.02	Max Salary \$123,891.29	
Job Summary Oversees custody and security of prisoners and other incarcerated offenders and maintains order in correctional institutions and other places of detention. Develops and implements security policies and procedures. Directs subordinate supervisors and staff.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Correctional Sr. Mgr (PSM062).	

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Job Code	Job Title	Salary Plan	Grade
PSM070	Mgr, Investigations	LAW	LM
Min Salary	Mid Salary	Max Salary	
\$63,131.87	\$83,056.32	\$102,980.77	
Job Summary Manages investigations of alleged or suspected violations of Federal, state, or local laws, rules and regulations to determine if evidence is sufficient to recommend prosecution. Develops and administers policies, procedures and plans and evaluates program activities. Directs subordinate supervisors and/or staff.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and three (3) years of supervisory experience in a law enforcement investigative unit; or two (2) years of experience required at the lower level Criminal Investigator Spv (PSP093) or position equivalent. Note: Some positions may require a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
PSM071	Sr Mgr, Investigations	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary Directs investigations of alleged or suspected violations of Federal, state, or local laws, rules and regulations to determine if evidence is sufficient to recommend prosecution. Develops and administers policies, procedures and plans and evaluates program activities. Directs subordinate managers and/or staff.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and four (4) years of supervisory experience in a law enforcement investigative unit; or two (2) years of experience required at the lower level Mgr, Investigations (PSM070) or position equivalent. Note: Some positions may require a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
PSM072	Dir, Investigations	LAW	LO
Min Salary	Mid Salary	Max Salary	
\$75,080.74	\$99,486.02	\$123,891.29	
Job Summary Oversees investigations of alleged or suspected violations of Federal, state, or local laws, rules and regulations to determine if evidence is sufficient to recommend prosecution. Develops and administers policies, procedures and plans and evaluates program activities. Provides leadership to subordinate managers and staff.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and five (5) years of supervisory experience in a law enforcement investigative unit; or one (1) year of experience required at the lower level Sr Mgr, Investigations (PSM071) or position equivalent. Note: Some positions may require a valid driver's license.	

Job Code Catalog: Law Enforcement

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
PSM080	Mgr, Correctional Admin	LAW	LK
Min Salary	Mid Salary	Max Salary	
\$53,876.53	\$70,330.23	\$86,783.92	
Job Summary		Entry Qualifications	
Manages the operation and administration of a correctional institution or unit. Develops and implements appropriate security and facility policies and procedures. Directs subordinate supervisors as well as other institutional staff.		Bachelor's degree in a related field from an accredited college or university and three (3) years of closely job-related experience in a criminal justice or correctional system; or three (3) years of supervisory custodial experience in a criminal justice or correctional system, one (1) year of which is at a level equivalent to a manager in a law enforcement setting. Note: Some positions may require P.O.S.T. certification and agency-specific training and or certification.	

Job Code	Job Title	Salary Plan	Grade
PSM081	Mgr 2, Correctional Admin	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary		Entry Qualifications	
Leads the operation and administration of a correctional institution or unit. Develops and implements appropriate security and facility policies and procedures. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		Bachelor's degree in a related field from an accredited college or university and four (4) years of directly job-related experience in a criminal justice or correctional system, two (2) years of which with management experience; or four (4) years of supervisory custodial experience in a criminal justice or correctional system, two (2) years of which at a level equivalent to a manager in a law enforcement setting; or four (4) years of directly related experience in a criminal justice or correctional system, eighteen (18) months of which experience is required at the lower level Mgr, Correctional Administration (PSM080) or position equivalent. Note: Some positions may require P.O.S.T. certification and agency-specific training and or certification.	

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Job Code	Job Title	Salary Plan	Grade
PSM082	Mgr 3, Correctional Admin	LAW	LM
Min Salary	Mid Salary	Max Salary	
\$63,131.87	\$83,056.32	\$102,980.77	
Job Summary		Entry Qualifications	
Leads the operation and administration of a correctional institution, office, or unit. Develops and implements appropriate security and facility policies and procedures. Directs subordinate managers as well as other institutional staff. Will manage a high level of responsibility within an agency or organization.		Bachelor's degree in a related field from an accredited college or university and four (4) years of directly job-related experience in a criminal justice or correctional system, three (3) years of which with management experience; or four (4) years of supervisory custodial experience in a criminal justice or correctional system, three (3) years of which at a level equivalent to a manager in a law enforcement setting; or four (4) years of directly related experience in a criminal justice or correctional system, one (1) year of which experience is required at the lower level Mgr 2, Correctional Administration (PSM081) or position equivalent. Note: Some positions may require P.O.S.T. certification and agency-specific training and or certification.	

Job Code	Job Title	Salary Plan	Grade
PSM083	Sr Mgr, Correctional Admin	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary		Entry Qualifications	
Directs the operation and administration of a correctional institution or unit. Develops and implements appropriate security and facility policies and procedures. Directs subordinate managers as well as other institutional staff.		Bachelor's degree in a related field from an accredited college or university and five (5) years of direct job-related experience in a criminal justice or correctional system, two (2) years of which with management experience; or five (5) years of supervisory custodial experience in a criminal justice or correctional system, two (2) years of which at a level equivalent to a manager in a law enforcement setting; or five (5) years of directly related experience in a criminal justice or correctional system, eighteen (18) months of which experience is required at the lower level Mgr 2, Correctional Administration (PSM081) or position equivalent. Note: Some positions may require P.O.S.T. certification and agency-specific training and or certification.	

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Job Code	Job Title	Salary Plan	Grade
PSM084	Dir, Correctional Admin	LAW	LO

Min Salary
\$75,080.74

Mid Salary
\$99,486.02

Max Salary
\$123,891.29

Job Summary

Oversees the operation and administration of a correctional institution or unit. Develops and implements appropriate security and facility policies and procedures. Provides leadership to subordinate managers as well as other institutional staff.

Entry Qualifications

Bachelor's degree in a related field from an accredited college or university and six (6) years of direct job-related experience in a criminal justice or correctional system, two (2) years of which with management experience; or six (6) years of supervisory custodial experience in a criminal justice or correctional system, two (2) years of which at a level equivalent to a manager in a law enforcement setting; or six (6) years of directly related experience in a criminal justice or correctional system, eighteen (18) months of which experience is required at the lower level Sr Mgr, Correctional Administration (PSM082) or position equivalent. Note: Some positions may require P.O.S.T. certification and agency-specific training and or certification.

Job Code	Job Title	Salary Plan	Grade
PSM085	Dir 2, Correction Admin	LAW	LP

Min Salary
\$82,410.43

Mid Salary
\$109,564.34

Max Salary
\$136,718.25

Job Summary

Oversees the operation and administration of correctional institutions or assigned regional area locations. Develops and implements appropriate security, facility policies, procedures and performance reports, and training programs. Provides leadership to subordinate lower-level management and supervisors.

Entry Qualifications

Bachelor's degree in a related field from an accredited college or university and eight (8) years of directly related experience in a criminal justice or correctional system, two (2) years of which with senior management experience; or Ten (10) years of supervisory custodial experience in a criminal justice or correctional system, which includes two (2) years equivalent to a director in a law enforcement setting; or Eight (8) years of directly related experience in a criminal justice or correctional system which includes two (2) years at the lower level Sr Mgr, Correctional Administration (PSM084) or position equivalent. Note: Georgia P.O.S.T. certification and specific agency training may be required.

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Job Code	Job Title	Salary Plan	Grade
PSM086	Regional Administrator (DJJ)	LAW	LP
Min Salary \$82,410.43	Mid Salary \$109,564.34	Max Salary \$136,718.25	
Job Summary Provides leadership and oversight over assigned Department of Juvenile Justice correctional facilities within an assigned region of the state. Provides authority over operations, and guidance to assigned leadership within their assigned region, to ensure that facilities are operated in compliance with relevant laws, regulations and policies. Oversight of regional operations including safety, well-being, and rehabilitation of assigned youth in designated region. Administration of regional reporting and operational analysis in support of leadership decision making, and the effectiveness and improvement of overall regional operations. This position will report to the Assistant Deputy Commissioner of the Division of Secure Facilities.		Entry Qualifications Bachelor's Degree in a related field from an accredited college or university and eight (8) years of directly related experience in a criminal justice or correctional system, three (3) years of which with management experience; or eight (8) of supervisory custodial experience in a criminal justice or correctional system, three (3) years of which at a level equivalent to a manager in a law enforcement setting; or eight (8) years of directly related experience in a criminal justice or correctional system, three (3) years of which experience is required at the lower level Director, Correctional Admin (PSM084), Director 2, Correctional Admin (PSM085) or position equivalent. Note: Some positions may require P.O.S.T. certification.	
Job Code	Job Title	Salary Plan	Grade
PSM090	Asst. Special Agent in Charge	LAW	LP
Min Salary \$82,410.43	Mid Salary \$109,564.34	Max Salary \$136,718.25	
Job Summary Plans and assists a regional office, multi-jurisdictional task force, drug enforcement office or other specialized unit of the Georgia Bureau of Investigation. Directs subordinate staff.		Entry Qualifications Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and two (2) years of experience required at the lower level Special Agent 3 (PSP102) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSM091	Special Agent in Charge	LAW	LQ
Min Salary \$90,619.68	Mid Salary \$120,852.06	Max Salary \$151,084.44	
Job Summary Oversees a Regional Office, Multi-Jurisdictional Task Force, Drug Enforcement office or other specialized unit of the Georgia Bureau of Investigation. Directs subordinate managers and staff.		Entry Qualifications Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Asst. Special Agent-in-Charge (PSM090) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSM092	Inspec, Special Investigations	LAW	LR
Min Salary \$99,814.04	Mid Salary \$133,494.31	Max Salary \$167,174.57	
Job Summary Manages multiple regional offices, multi-jurisdictional task force, drug enforcement offices or other specialized units of the Georgia Bureau of Investigation. Provides leadership to subordinate managers and staff.	Entry Qualifications Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Special Agent in Charge (PSM091) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
PSM100	MCCD Sergeant First Class	LAW	LM
Min Salary \$63,131.87	Mid Salary \$83,056.32	Max Salary \$102,980.77	
Job Summary Directs personnel in the enforcement of federal and state laws regulating commercial transportation on state highways. Directs subordinate supervisors and staff.	Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, and one (1) year of experience required at the lower level MCCD Sergeant (PSP114) or position equivalent. Must successfully participate in the promotional process as described by department policy. Will currently hold the rank of MCCD Sergeant.		
Job Code	Job Title	Salary Plan	Grade
PSM101	MCCD Lieutenant	LAW	LN
Min Salary \$68,536.37	Mid Salary \$90,487.52	Max Salary \$112,438.66	
Job Summary Plans personnel for an assigned region or specialty unit in the enforcement of state laws, rules and regulations governing commercial vehicle safety and commercial transportation on state roadways. Directs subordinate supervisors and staff.	Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, and one (1) year of experience as an MCCD Sergeant First Class. Must successfully participate in the promotional process as described by policy. Will currently hold the rank of MCCD Sergeant First Class.		
Job Code	Job Title	Salary Plan	Grade
PSM102	MCCD Captain	LAW	LP
Min Salary \$82,410.43	Mid Salary \$109,564.34	Max Salary \$136,718.25	
Job Summary Plans and assists with the overall operation of a region. Directs personnel in the enforcement of federal and state laws regulating commercial transportation on state highways. Directs subordinate managers and staff.	Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, and successful participation in any selection procedure established by the Commissioner for appointment to this position.		

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Job Code	Job Title	Salary Plan	Grade
PSM110	Police Lieutenant	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary Plans and performs managerial and administrative duties necessary for the efficient security and law enforcement operation for the Capitol Hill area or other sector. Directs subordinate supervisors and staff.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, and two (2) years of experience in law enforcement management or position equivalent; or one (1) year of experience required at the lower level Police Sergeant (PSP123) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSM111	Police Captain	LAW	LP
Min Salary	Mid Salary	Max Salary	
\$82,410.43	\$109,564.34	\$136,718.25	
Job Summary Plans and assists with managerial and administrative duties necessary for the efficient security and law enforcement operation for the Capitol Hill area or other sector. Directs subordinate managers and staff.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, and three (3) years of experience in law enforcement management or position equivalent; or one (1) year of experience required at the lower level Police Lieutenant (PSM110) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSM112	Police Major	LAW	LQ
Min Salary	Mid Salary	Max Salary	
\$90,619.68	\$120,852.06	\$151,084.44	
Job Summary Oversees the performance of managerial and administrative duties necessary for the efficient security and law enforcement operation for the Capitol Hill area or other sector. Provides Leadership to subordinate managers and staff.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, and four (4) years of experience in law enforcement management or position equivalent; or one (1) year of experience required at the lower level Police Captain (PSM111) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSM120	Correctional Asst. Supt	LAW	LK
Min Salary	Mid Salary	Max Salary	
\$53,876.53	\$70,330.23	\$86,783.92	
Job Summary		Entry Qualifications	
Manages and assists in the overall management and operation of the center/facility, and assumes responsibility for the operation or representation of the center/facility in the absence of the Superintendent. Manages directly and through subordinate supervisors, or participates in the management of, center/facility security functions and activities to maintain the custody and security of offenders. May oversee and/or conduct inspections, searches, and investigations/evaluations.		High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of supervisory custodial experience in a criminal justice or correctional system; or one (1) year at the lower level Correctional Lieutenant (PSP065) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
PSM121	Deputy Warden	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary		Entry Qualifications	
Leads and provides guidance in the administration and management of the center/facility and supervises center/facility staff. Oversees the business operations, and security functions of the center/facility. May oversee the offender and treatment programs.		High school diploma/GED, Georgia P.O.S.T. certification, and two (2) years of supervisory custodial experience in a criminal justice or correctional system, one (1) year of which experience is at a level equivalent to Correctional Lieutenant (PSP065) involving management of staff through subordinate supervisors or managers, or one (1) year of experience at the lower level Correctional Asst Supt (PSP120) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
PSM122	Correctional Superintendent	LAW	LM
Min Salary	Mid Salary	Max Salary	
\$63,131.87	\$83,056.32	\$102,980.77	
Job Summary		Entry Qualifications	
Directs and provides guidance in the administration and management of the center/facility and supervises center/facility staff. Oversees the business operations, and security functions of the center/facility. May oversee the offender and treatment programs.		High school diploma/GED, Georgia P.O.S.T. certification, and three (3) years of supervisory custodial experience in a criminal justice or correctional system, two (2) years of which experience is at a level equivalent to Correctional Lieutenant (PSP065) involving management of staff through subordinate supervisors or managers, or one (1) year of experience at the lower level Deputy Warden (PSP121) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSM123	Warden 1	LAW	LO
Min Salary	Mid Salary	Max Salary	
\$75,080.74	\$99,486.02	\$123,891.29	
Job Summary Plans and provides guidance in the administration and management of the institution. Supervises institution staff. Directs all personnel and administrative services functions. Directs all Security functions and Care and Treatment functions at the institution.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and four (4) years of supervisory custodial experience in a criminal justice or correctional system, two (2) years of which experience is at a level equivalent to Chief of Security or three (3) years of experience equivalent to Correctional Lieutenant (PSP065) involving management of staff through subordinate supervisors or managers, or one (1) year of experience at the lower level Correctional Superintendent (PSM122) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSM124	Warden 2	LAW	LP
Min Salary	Mid Salary	Max Salary	
\$82,410.43	\$109,564.34	\$136,718.25	
Job Summary Plans and provides guidance in the administration and management of the institution. Supervises institution staff. Directs all personnel and administrative services functions. Directs all Security functions and Care and Treatment functions at the institution.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and five (5) years of supervisory custodial experience in a criminal justice or correctional system, three (3) years of which experience is at a level equivalent to Chief of Security or three (3) years of experience equivalent to Correctional Lieutenant (PSP065) involving management of staff through subordinate supervisors or managers, or one (1) year of experience at the lower level Warden 1 (PSM123) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSM125	Warden 3	LAW	LQ
Min Salary	Mid Salary	Max Salary	
\$90,619.68	\$120,852.06	\$151,084.44	
Job Summary Plans and provides guidance in the administration and management of the institution. Supervises institution staff. Directs all personnel and administrative services functions. Directs all Security functions and Care and Treatment functions at the institution.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and six (6) years of supervisory custodial experience in a criminal justice or correctional system, four (4) years of which experience is at a level equivalent to Chief of Security or four (4) years of experience equivalent to Correctional Lieutenant (PSP065) involving management of staff through subordinate supervisors or managers, or one (1) year of experience at the lower level Warden 2 (PSM124) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSM126	Assistant Region Director	LAW	LQ
Min Salary	Mid Salary	Max Salary	
\$90,619.68	\$120,852.06	\$151,084.44	
Job Summary		Entry Qualifications	
Assists in the management of state prisons, detention centers, and/or contract facilities within an assigned region of the state. Serves as principal assistant to Region Director or as statewide coordinator for transitional centers or county facilities. Provides leadership and guidance to region wardens and superintendents. Directly oversees activities related to offender management and security at all facilities within the region.		High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Superintendent or Warden (PSM122 or higher) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
PSM127	Region Director	LAW	LR
Min Salary	Mid Salary	Max Salary	
\$99,814.04	\$133,494.31	\$167,174.57	
Job Summary		Entry Qualifications	
Manages state prisons, detention centers, and/or contract facilities within an assigned region of the state. Provides leadership and guidance to subordinate wardens and superintendents. Manages regional office staff assigned to areas such as security, administration, human resources, investigations, maintenance, and offender education.		High school diploma/GED, Georgia P.O.S.T. certification, and two (2) years of experience required at the lower level Warden (PSM123 or higher) or position equivalent; or one (1) year of experience required at the lower level Assistant Regional Director (PSM126).	

Job Code	Job Title	Salary Plan	Grade
PSM131	Asst. Chief Parole Officer	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary		Entry Qualifications	
Manages and provides support to District Chief in Personnel matters. Monitors workload assignments and performs administrative functions. Conducts field supervision of a limited, high-risk caseload. May provide training for assigned staff.		High school diploma/GED, Georgia P.O.S.T. certification, and two (2) years of experience as a parole officer with the Georgia State Board of Pardons and Paroles, six (6) months of which must have been at the working level of the Senior Parole Officer as defined by the board.	

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Job Code	Job Title	Salary Plan	Grade
PSM132	Chief Parole Officer	LAW	LM
Min Salary	Mid Salary	Max Salary	
\$63,131.87	\$83,056.32	\$102,980.77	
Job Summary Leads and provides quality control for supervision of parolees and services delivered by professional level staff within district and sub-offices. Manages administrative functions and establishes and organizes objectives and priorities for district.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and three (3) years of experience as a parole officer with the Georgia State Board of Pardons and Paroles; or one (1) year of experience required at the lower level Asst. Chief Parole Officer (PSM131) or position equivalent with the Georgia State Board of Pardons and Paroles.	
Job Code	Job Title	Salary Plan	Grade
PSM140	CSM Correctional Captain	LAW	LK
Min Salary	Mid Salary	Max Salary	
\$53,876.53	\$70,330.23	\$86,783.92	
Job Summary Plans and assists with custody and security of prisoners and other incarcerated offenders and maintains order in CSM correctional institutions and other places of detention. May develop and implement security policies and procedures. Directs subordinate supervisors and staff.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and two (2) years of experience at a level equivalent to a supervisory law enforcement position; or one (1) year of experience required at the lower level CSM Correctional Lieutenant (PSP195) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSM141	CSM Correctional Unit Manager	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary Manages custody and security of prisoners and other incarcerated offenders and maintains order in CSM correctional institutions and other places of detention. May develop and implement security policies and procedures. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and two (2) years of supervisory custodial experience in a criminal justice or correctional system, one (1) year of which experience is at the lower level CSM Correctional Lieutenant (PSP195) or position equivalent; or one (1) year of experience required at the lower level CSM Correctional Captain (PSM140) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSM150	Juvenile Correctional Captain	LAW	LJ
Min Salary	Mid Salary	Max Salary	
\$49,924.80	\$64,896.60	\$79,868.40	
Job Summary		Entry Qualifications	
Positively impact the lives of youth in the care of the Department of Juvenile Justice through the collaborative creation and maintenance of a safe, therapeutic, and educational environment in facilities. Provide support, guidance, and structure for our detained youth by modeling, encouraging, and reinforcing pro-social behaviors to include patience, empathy, cooperation, professionalism, and respect. Directs subordinate supervisors and staff.		High school diploma/GED, and two (2) years of supervisory law enforcement experience; or one (1) year of experience as a Juvenile Correctional Lieutenant (PSP223) or equivalent. Must possess and maintain State of Georgia P.O.S.T. certification within the first six (6) months of employment.	

Job Code	Job Title	Salary Plan	Grade
PSM200	GDNA Special Agent Deputy Dir	LAW	LP
Min Salary	Mid Salary	Max Salary	
\$82,410.43	\$109,564.34	\$136,718.25	
Job Summary		Entry Qualifications	
Supervises, and/or instructs the work assignments of subordinate staff and the oversight of and enforcement of laws and rules for all pharmacies, drug wholesalers, drug researchers, and health care practitioners, and others that possess prescription drugs throughout the state. Enforces all applicable state and federal drug rules and laws related to any registrants and other individuals handling and responsible for accounting of all prescription drugs received, possessed, dispensed, or distributed in or out of GA. Responsible for reviewing registrant policies and procedures and providing drug abuse education for health care registrants.		Pharmacy degree, current Pharmacy license issued by the Georgia State Board of Pharmacy, Georgia P.O.S.T. certification, four (4) years of professional active experience as a licensed pharmacist and four (4) years of experience as a GDNA Agent 2 or comparable job description.	

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Job Code	Job Title	Salary Plan	Grade
PSP000	Community Supervision Ofc 1	LAW	LH
Min Salary	Mid Salary	Max Salary	
\$42,317.52	\$54,684.65	\$67,051.77	
Job Summary		Entry Qualifications	
Under supervision, supervises a full caseload of probation/parolees providing case planning and classification for purposes of tailoring supervision to an individual, conducts interviews with probation/parolees, family members, referral counselors and law enforcement personnel to determine compliance with probation/parole conditions. Investigates allegations of probation/parole violations including both technical and criminal elements. Requests and serve warrants as the situation dictates. Completes supervision reports.		Bachelor's degree from an accredited college or university and must meet the prerequisites and complete the Georgia P.O.S.T. required Basic Community Supervision Officer Training (BCSOT). Note: Positions require applicants to be at least 21 years of age, have a valid driver's license, and meet the legal requirements for peace officers as prescribed by the Georgia Peace Officer Standards and Training Council (Georgia P.O.S.T.).	

Job Code	Job Title	Salary Plan	Grade
PSP001	Community Supervision Ofc 2	LAW	LI
Min Salary	Mid Salary	Max Salary	
\$45,405.27	\$58,853.11	\$72,300.95	
Job Summary		Entry Qualifications	
Under general supervision, supervises a full caseload of probation/parolees providing case planning and classification for purposes of tailoring supervision to an individual, conducts interviews with probation/parolees, family members, referral counselors and law enforcement personnel to determine compliance with probation/parole conditions. Investigates allegations of probation/parole violations including both technical and criminal elements. Requests and serve warrants as the situation dictates. Completes supervision reports.		Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and eighteen (18) months of experience required at the lower level Community Supervision Officer 1 (PSP000) or position equivalent.	

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
PSP002	Community Supervision Ofc 3	LAW	LJ
Min Salary	Mid Salary	Max Salary	
\$49,924.80	\$64,896.60	\$79,868.40	
Job Summary		Entry Qualifications	
Under broad supervision, supervises a full caseload of probation/parolees providing case planning and classification for purposes of tailoring supervision to an individual, conducts interviews with probation/parolees, family members, referral counselors and law enforcement personnel to determine compliance with probation/parole conditions. Investigates allegations of probation/parole violations including both technical and criminal elements. Requests and serve warrants as the situation dictates. Completes supervision reports. Owns assigned tasks. May serve as a lead or train staff.		Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and two (2) years of experience required at the lower level Community Supervision Off 2 (PSP001) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
PSP003	Asst. Chief, Comm Supervision	LAW	LK
Min Salary	Mid Salary	Max Salary	
\$53,876.53	\$70,330.23	\$86,783.92	
Job Summary		Entry Qualifications	
Under minimal supervision, assists with and directs work assignments of subordinate staff. May supervise a full caseload of probation/parolees providing case planning and classification for purposes of tailoring supervision to an individual, conducts interviews with probation/parolees, family members, referral counselors and law enforcement personnel to determine compliance with probation/parole conditions. Investigates allegations of probation/parole violations including both technical and criminal elements. May request and serve warrants as the situation dictates. May complete supervision reports.		Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Community Supervision Officer 3 (PSP002) or position equivalent; or two (2) years of experience required at the lower level Community Supervision Officer 2 (PSP001) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSP004	Chief, Comm Supervision	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages CSO's providing case planning and classification for purposes of tailoring supervision to an individual, conducts interviews with probation/parolees, family members, referral counselors and law enforcement personnel to determine compliance with probation/parole conditions. Investigates allegations of probation/parole violations including both technical and criminal elements. Requests and serve warrants as the situation dictates. Completes supervision reports.		Entry Qualifications Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and three (3) years of experience required at the lower level Community Supervision Officer 2 (PSP001) or position equivalent: or one (1) year of experience required at the lower level Community Supervision Officer 3 (PSP002) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP010	Probation Ofc 1	LAW	LH
Min Salary	Mid Salary	Max Salary	
\$42,317.52	\$54,684.65	\$67,051.77	
Job Summary Under supervision, investigates, counsels and provides continuous supervision for adult or juvenile probationers or parolees to assist in their social and personal adjustment.		Entry Qualifications Bachelor's degree from an accredited college or university. Note: Must possess and maintain State of Georgia P.O.S.T. certification within the first six (6) months of employment.	
Job Code	Job Title	Salary Plan	Grade
PSP011	Probation Ofc 2	LAW	LI
Min Salary	Mid Salary	Max Salary	
\$45,405.27	\$58,853.11	\$72,300.95	
Job Summary Under general supervision, investigates, counsels and provides continuous supervision for adult or juvenile probationers to assist in their social and personal adjustment. Manages an assigned caseload.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university, Georgia P.O.S.T. certification, and two (2) years of experience required at the lower level Probation Officer 1 (PSP010) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSP012	Probation Ofc 3	LAW	LJ
Min Salary \$49,924.80	Mid Salary \$64,896.60	Max Salary \$79,868.40	
Job Summary Under broad supervision, investigates disciplinary infractions and writes up the reports. Counsels and provides continuous supervision for adult or juvenile probationers to assist in their social and personal adjustment. Manages an assigned caseload. May serve as lead worker.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university, Georgia P.O.S.T. certification, and two (2) years of experience required at the lower level Probation Officer 2 (PSP011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP013	Probation Ofc Spv	LAW	LK
Min Salary \$53,876.53	Mid Salary \$70,330.23	Max Salary \$86,783.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides advice and guidance in the solution of complex, inter-related, open-ended and/or uncommon problems and situations. Investigates, counsels, and provides continuous supervision for adult or juvenile probationers to assist in their social and personal adjustment.		Entry Qualifications Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Probation Officer 3 (PSP012) or position equivalent; or Bachelor's degree from accredited college or university, Georgia P.O.S.T. certification and three (3) years of experience required at the lower level Probation Officer 2 (PSP011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP014	Probation Officer, Chief	LAW	LL
Min Salary \$58,262.95	Mid Salary \$76,361.55	Max Salary \$94,460.15	
Job Summary Responsible for the management of personnel functions within the circuit and for coordinating and providing quality probation services to the courts, probationers, and the community. Manages the administrative functions of the circuit offices.		Entry Qualifications Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Probation Officer Spv (PSP013) or position equivalent; or Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification and three (3) years of experience required at the lower level Probation Officer 3 (PSP012) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSP020	Trooper	LAW	LI
Min Salary \$45,405.27	Mid Salary \$58,853.11	Max Salary \$72,300.95	
Job Summary Under supervision, patrols highways and state roads to enforce traffic and criminal laws, and ensures safety of general population.		Entry Qualifications High school diploma/GED, Peace Officer Georgia P.O.S.T. certification, and successful completion of Trooper school.	
Job Code	Job Title	Salary Plan	Grade
PSP021	Trooper First Class 1	LAW	LJ
Min Salary \$49,924.80	Mid Salary \$64,896.60	Max Salary \$79,868.40	
Job Summary Under general supervision, patrols highways and state roads to enforce traffic and criminal laws, and ensures safety of general population.		Entry Qualifications High school diploma/GED, Peace Officer Georgia P.O.S.T. certification, and eighteen (18) months of experience required at the lower level Trooper (PSP020) or position equivalent. Must have supervisory recommendation for promotion and completion of Accident Reconstruction Level I or approved alternative.	
Job Code	Job Title	Salary Plan	Grade
PSP022	Trooper First Class 2	LAW	LK
Min Salary \$53,876.53	Mid Salary \$70,330.23	Max Salary \$86,783.92	
Job Summary Under broad supervision, patrols highways and state roads to enforce traffic and criminal laws, and ensures safety of general population.		Entry Qualifications High school diploma/GED, Peace Officer Georgia P.O.S.T. certification, and three (3) years of experience required at the lower level Trooper First Class 1 (PSP021) or position equivalent. Must have supervisory recommendation for promotion and completion of Accident Reconstruction Level II or approved alternative.	

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Job Code	Job Title	Salary Plan	Grade
PSP023	Trooper First Class 3	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary Under limited supervision, patrols highways and state roads to enforce traffic and criminal laws, and ensures safety of general population. Provides guidance, direction and assistance to other Troopers.		Entry Qualifications High school diploma/GED, Peace Officer Georgia P.O.S.T. certification, and six (6) years of experience required in lower level Trooper First Class 1 (PSP021) or Trooper First Class 2 (PSP022) or position equivalent. Must have supervisory recommendation for promotion and completion of Accident Reconstruction Level III or approved alternative.	
Job Code	Job Title	Salary Plan	Grade
PSP024	GSP Corporal	LAW	LM
Min Salary	Mid Salary	Max Salary	
\$63,131.87	\$83,056.32	\$102,980.77	
Job Summary Serves as an entry level supervisor. Provides daily supervision and on-the-job training to unit personnel. Enforces traffic and criminal laws and ensures the safety of the general population.		Entry Qualifications High school diploma/GED, Peace Officer Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Trooper First Class 1 (PSP021), Trooper First Class 2 (PSP022), or Trooper First Class 3 (PSP023) or position equivalent. Must currently hold the rank of Trooper First Class 1 (PSP021), Trooper First Class 2 (PSP022), or Trooper First Class 3 (PSP023). Must successfully participate in the promotional process as described by policy.	
Job Code	Job Title	Salary Plan	Grade
PSP025	GSP Sergeant	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary Serves as an Assistant Post/Unit Commander. Supervises unit personnel. Enforces traffic and criminal laws and ensures the safety of the general population. Assumes the duties of Post/Unit Commander in his/her absence or when position is vacant.		Entry Qualifications High school diploma/GED, Peace Officer Georgia P.O.S.T. certification, and one (1) year of experience at the lower level GSP Corporal (PSP024) or position equivalent. Must currently hold the rank of GSP Corporal (PSP024). Must successfully participate in the promotional process as described by policy and have completed Accident Reconstruction Level III or approved alternative.	

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Job Code	Job Title	Salary Plan	Grade
PSP030	Public Safety, Trainer 1	LAW	LI
Min Salary	Mid Salary	Max Salary	
\$45,405.27	\$58,853.11	\$72,300.95	
Job Summary		Entry Qualifications	
Under supervision, develops and instructs multiple courses of staff development and training established for enforcement/prevention. Provides specialized training in assigned fields.		High school diploma/GED, and one (1) year of work experience in law enforcement, corrections, firefighting, EMS, or rescue service, one (1) year of which is involved in providing training applicable to the area of assignment as an adjunct instructor or as a field training officer on special assignment. Must be eligible to obtain Georgia P.O.S.T. General Instructor certification under applicable profession and any required Georgia P.O.S.T. specialty instructor certifications.	

Job Code	Job Title	Salary Plan	Grade
PSP031	Public Safety, Trainer 2	LAW	LJ
Min Salary	Mid Salary	Max Salary	
\$49,924.80	\$64,896.60	\$79,868.40	
Job Summary		Entry Qualifications	
Under general supervision, develops and instructs multiple courses of staff development and training established for enforcement/prevention. Provides specialized training in assigned fields.		High school diploma/GED, Georgia P.O.S.T. General Instructor certification, and two (2) years of work experience in law enforcement, corrections, firefighting, EMS, or rescue service, one (1) year of which is involved in providing training applicable to the area of assignment as an adjunct instructor or as a field training officer on special assignment, or one (1) year of experience required at the lower level Public Safety, Trainer 1 (PSP030). Note: Must be eligible to obtain required Georgia P.O.S.T. specialty instructor certifications, Basic Law Enforcement certification, or P.O.S.T. certification as a peace officer. .	

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Job Code	Job Title	Salary Plan	Grade
PSP032	Public Safety, Trainer 3	LAW	LK
Min Salary	Mid Salary	Max Salary	
\$53,876.53	\$70,330.23	\$86,783.92	
Job Summary		Entry Qualifications	
Under broad supervision, serves as lead instructor for training personnel. Develops and instructs courses of staff development and training established for enforcement or prevention. Provides specialized training in assigned fields.		High school diploma/GED, Georgia P.O.S.T General Instructor certification, and eighteen (18) months of full-time instructor work-related experience in peace officer, correctional, fire service, EMS, or rescue topics applicable to the area of assignment, or two (2) years required work experience at the lower level Public Safety, Trainer 2 (PSP031).Note: Must be eligible to obtain required Georgia P.O.S.T. specialty instructor certifications, Basic Law Enforcement certification, or P.O.S.T. certification as a peace officer. "	

Job Code	Job Title	Salary Plan	Grade
PSP033	Public Safety, Trainer Spv	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages safety program for training and day-to-day operations of assigned training region or programs. Prepares and administers budget for program. Develops and instructs courses of staff development and training established for enforcement or prevention. Provides specialized training in assigned fields.		High school diploma/GED, Georgia P.O.S.T General Instructor certification, and three (3) years of full-time instructor work-related experience in peace officer, correctional, fire service, EMS, or rescue topics applicable to the area of assignment, which includes one (1) year of experience as a lead trainer, team lead, or supervisory role; or two (2) years required work experience at the lower level Public Safety, Trainer 3 (PSP032). Note: Must be eligible to obtain required Georgia P.O.S.T. specialty instructor certifications, Basic Law Enforcement certification, or P.O.S.T. certification as a peace officer.	

Job Code	Job Title	Salary Plan	Grade
PSP040	Game Warden 1	LAW	LH
Min Salary	Mid Salary	Max Salary	
\$42,317.52	\$54,684.65	\$67,051.77	
Job Summary		Entry Qualifications	
Under supervision, interprets and enforces the state laws, rules and regulations provided for the conservation and protection of natural resources. This is the entry/training level of the Conservation and Wildlife job series.		High school diploma/G.E.D. Must be at least 21 years of age and meet all requirements for Georgia P.O.S.T. certification.	

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Job Code	Job Title	Salary Plan	Grade
PSP041	Game Warden 2	LAW	LI
Min Salary \$45,405.27	Mid Salary \$58,853.11	Max Salary \$72,300.95	
Job Summary Under general supervision, interprets and enforces the state laws, rules and regulations provided for the conservation and protection of natural resources.		Entry Qualifications One (1) year of experience as a Game Warden 1 (PSP040) and Completion of the Game Warden Academy and Completion of the Field Training Officer (FTO) Program.	
Job Code	Job Title	Salary Plan	Grade
PSP042	Game Warden First Class 1	LAW	LJ
Min Salary \$49,924.80	Mid Salary \$64,896.60	Max Salary \$79,868.40	
Job Summary Under broad supervision, interprets and enforces the state laws, rules and regulations provided for the conservation and protection of natural resources.		Entry Qualifications Three (3) years of experience, one (1) year as a Game Warden 1 (PSP040) and two (2) years as a Game Warden 2 (PSP041).	
Job Code	Job Title	Salary Plan	Grade
PSP043	Game Warden First Class 2	LAW	LK
Min Salary \$53,876.53	Mid Salary \$70,330.23	Max Salary \$86,783.92	
Job Summary Under limited supervision, interprets and enforces the state laws, rules and regulations provided for the conservation and protection of natural resources.		Entry Qualifications Five (5) years of experience, one (1) year as a Game Warden 1 (PSP040) and two (2) years as a Game Warden 2 (PSP041) and two (2) years as a Game Warden First Class 1 (PSP042).	
Job Code	Job Title	Salary Plan	Grade
PSP044	Game Warden Corporal	LAW	LM
Min Salary \$63,131.87	Mid Salary \$83,056.32	Max Salary \$102,980.77	
Job Summary Under minimal supervision, interprets and enforces the state laws, rules and regulations provided for the conservation and protection of natural resources, the Georgia Boating Safety Act and environmental laws. Supervises in the absence of the Game Warden Sergeant.		Entry Qualifications Associate/Technical degree from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of experience as a Game Warden 1st Class 1 (PSP042) or Game Warden 1st Class 2 (PSP043); or Completion of equivalent coursework (90 quarter or 60 semester hours) from an accredited college or university, and one (1) year of experience as a Game Warden 1st Class 1 (PSP042) or Game Warden 1st Class 2 (PSP043). Note: Certificates or accumulated hours from a technical college without an Associate degree do not qualify.	

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Job Code	Job Title	Salary Plan	Grade
PSP045	Game Warden Sergeant	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary Supervises and directs the work assignments of subordinate staff. Assists in the training and development of new employees, plans and conducts education and training sessions, conferences and professional meetings. Interprets and enforces the state/federal laws, rules and regulations provided for the conservation and protection of natural resources, the Georgia Boating Safety Act and environmental laws.		Entry Qualifications Associate/Technical degree from an accredited college or university, Georgia P.O.S.T. certification, and six (6) months of experience as a Game Warden Corporal (PSP044); or Completion of equivalent coursework (90 quarter or 60 semester hours) from an accredited college or university, Georgia P.O.S.T. certification, and six (6) months of experience as a Game Warden Corporal (PSP044). Note: Certificates or accumulated hours from a technical college without an Associate degree do not qualify.	
Job Code	Job Title	Salary Plan	Grade
PSP050	Fire Prevention Spec 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under supervision, fights fires, carries out fire prevention maintenance and educational activities and responds to natural disasters or other public emergencies.		Entry Qualifications High school diploma/GED and knowledge of fire fighting safety practices and procedures. Note: Positions require area-specific certification.	
Job Code	Job Title	Salary Plan	Grade
PSP051	Fire Prevention Spec 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under general supervision, fights fires, carries out fire prevention maintenance and educational activities and responds to natural disasters or other public emergencies.		Entry Qualifications High school diploma/GED and one (1) year of experience required at the lower level Fire Prevention Spec 1 (PSP050) or position equivalent. Note: Positions require area-specific certification.	
Job Code	Job Title	Salary Plan	Grade
PSP052	Fire Prevention Spec 3	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under broad supervision, coordinates fire suppression activities and training of employees, fights fires, carries out fire prevention maintenance and educational activities and responds to natural disasters or other public emergencies. May serve as lead worker.		Entry Qualifications High school diploma/GED and two (2) years of experience required at the lower level Fire Prevention Spec 2 (PSP051) or position equivalent. Note: Positions require area-specific certification.	

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Job Code	Job Title	Salary Plan	Grade
PSP053	Fire Prevention Spec Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. May serve as District Safety Officer and/or Training Officer, fights fires, carries out fire prevention maintenance and educational activities and responds to natural disasters or other public emergencies.		Entry Qualifications High school diploma/GED and three (3) years of related experience, which includes two (2) years of experience at a shift supervisor level; or two (2) years of experience at the lower level Fire Prevention Spec 3 (PSP052) or position equivalent. Note: Positions require area-specific certification.	
Job Code	Job Title	Salary Plan	Grade
PSP060	Correctional Ofc 1	LAW	LF
Min Salary	Mid Salary	Max Salary	
\$32,543.42	\$42,945.62	\$53,347.82	
Job Summary Under supervision, maintains custody and security of prisoners and other incarcerated offenders and maintains order in correctional institutions and other places of detention.		Entry Qualifications High school diploma/GED and any combination of training and experience which would enable the applicant to meet the minimum standards of the Georgia Peace Officer Standards and Training Council (P.O.S.T.).	
Job Code	Job Title	Salary Plan	Grade
PSP061	Correctional Ofc 2	LAW	LG
Min Salary	Mid Salary	Max Salary	
\$35,350.46	\$46,735.13	\$58,119.80	
Job Summary Under general supervision, maintains custody and security of prisoners and other incarcerated offenders and maintains order in correctional institutions and other places of detention.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Correctional Officer 1 (PSP060) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP062	Correctional Ofc 3	LAW	LH
Min Salary	Mid Salary	Max Salary	
\$42,317.52	\$54,684.65	\$67,051.77	
Job Summary Under broad supervision, assists shift supervisor with administration of unit or program. Maintains custody and security of prisoners and other incarcerated offenders and maintains order in correctional institutions and other places of detention. Supervises subordinate staff as assigned.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Correctional Officer 2 (PSP061) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSP063	Transfer Officer	LAW	LH
Min Salary	Mid Salary	Max Salary	
\$42,317.52	\$54,684.65	\$67,051.77	
Job Summary		Entry Qualifications	
Under broad supervision, performs advanced/specialized duties in the management of offenders. Maintains custody and security of prisoners and other incarcerated offenders and maintains order in correctional institutions and other places of detention. May train, handle, and care for dogs for security and public safety purposes such as tracking and apprehending escaped inmates and fugitives from justice, detecting contraband, performing security patrols, guarding and controlling inmates, and searching for missing persons. May receive, transport, and deliver offenders while maintaining their security, custody, and safety.		High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Correctional Officer 2 (PSP061) or position equivalent.Note: Some positions require possession of a commercial driver's license.	
Job Code	Job Title	Salary Plan	Grade
PSP064	Correctional Sergeant	LAW	LH
Min Salary	Mid Salary	Max Salary	
\$42,317.52	\$54,684.65	\$67,051.77	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists shift supervisor with administration of unit or program. Maintains custody and security of prisoners and other incarcerated offenders and maintains order in correctional institutions and other places of detention.		High school diploma/GED, Georgia P.O.S.T. certification, and eighteen (18) months of experience required at the lower level Correctional Officer 2 (PSP061) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP065	Correctional Lieutenant	LAW	LI
Min Salary	Mid Salary	Max Salary	
\$45,405.27	\$58,853.11	\$72,300.95	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs as shift supervisor of a unit or program. Maintains custody and security of prisoners and other incarcerated offenders and maintains order in correctional institutions and other places of detention.		High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Correctional Sergeant (PSP064) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSP070	Emergency Mgt Spec 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, coordinates disaster response or crisis management activities, provides disaster preparedness training and prepares emergency plans and procedures.		Entry Qualifications High school diploma/GED and two (2) years of experience in emergency management; or one (1) year of experience required at the lower level Emergency Mgt Tech Spv (PSP043) or Emergency Mgt Tech 3 (PST042) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP071	Emergency Mgt Spec 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, coordinates disaster response or crisis management activities, provides disaster preparedness training and prepares emergency plans and procedures.		Entry Qualifications High school diploma/GED and three (3) years of experience in emergency management; or two (2) years of experience required at the lower level Emergency Mgt Spec 1 (PSP070) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP072	Emergency Mgt Spec 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, plans, develops, and implements emergency preparedness initiatives. Coordinates disaster response or crisis management activities, provides disaster preparedness training and prepares emergency plans and procedures. May supervise subordinate staff.		Entry Qualifications High school diploma/GED and four (4) years of experience in emergency management; or two (2) years of experience required at the lower level Emergency Mgt Spec 1 (PSP071) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP073	Emergency Mgt Spec Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs planning, developing, and implementation of emergency preparedness initiatives. Coordinates the disaster response or crisis management activities, provides disaster preparedness training and prepares emergency plans and procedures.		Entry Qualifications High school diploma/GED and five (5) years of experience in emergency management, which includes two (2) years of experience as a lead worker, team lead, or supervisory role; or two (2) years of experience required at the lower level Emergency Mgt Spec 1 (PSP071) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSP080	Complnc Investigator 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, conducts investigations to obtain evidence of reported fraud, abuse, or violation of rules, regulations, or statutes, or locate missing persons.		Entry Qualifications High school diploma/GED and completion of two (2) years of coursework (90 quarter or 60 semester hours) at an accredited college or university and one year of directly related experience.Note: Some positions may require a valid driver's license. Note: Some positions may require P.O.S.T. certification or eligibility.	
Job Code	Job Title	Salary Plan	Grade
PSP081	Complnc Investigator 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, conducts investigations to obtain evidence of reported fraud, abuse, or violation of rules, regulations, or statutes, or locate missing persons.		Entry Qualifications High school diploma/GED and completion of two (2) years of coursework (90 quarter or 60 semester hours) at an accredited college or university and two (2) years of directly related experience; OR one (1) year of experience required at the lower level Compliance Investigator 1 (PSP080) or position equivalent.Note: Some positions may require a valid driver's license.Note: Some positions may require P.O.S.T. certification or eligibility.	
Job Code	Job Title	Salary Plan	Grade
PSP082	Complnc Investigator 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, assists in the operations of a unit, developing and administering policy, procedures & plans, and performs special projects as delegated. Conduct investigations to obtain evidence of reported fraud, abuse, or violation of rules, regulations, or statutes, or locate missing persons. May supervise subordinate staff.		Entry Qualifications Associate degree in a related field from an accredited college or university and five (5) years of directly related experience, which include two (2) years in a supervisory role; or five (5) years of directly related experience in the area of assignment, which include two (2) years in a supervisory role; or one (1) year of experience required at the lower level Compliance Investigator 2 (PSP081) or position equivalent. Note: Some positions may require a valid driver's license.Note: Some positions may require P.O.S.T. certification or eligibility.	

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Job Code	Job Title	Salary Plan	Grade
PSP083	Complnc Investigator Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Handles operations of a unit, develops and administers policy, procedures & plans, assists in employee selection, budget preparation and performs special projects as delegated. Conduct investigations to obtain evidence of reported fraud, abuse, or violation of rules, regulations, or statutes, or locate missing persons.		Associate degree in a related field from an accredited college or university and five (5) years of directly related experience, including two (2) years in a supervisory role; or five (5) years of directly related experience in the area of assignment, including two (2) years in a supervisory role; or one (1) year of experience required at the lower level Compliance Investigator 3 (PSP082) or position equivalent.	
		Note: Some positions may require a valid driver's licenseNote: Some positions may require P.O.S.T. certification or eligibility.	

Job Code	Job Title	Salary Plan	Grade
PSP090	Criminal Investigator 1	LAW	LI
Min Salary	Mid Salary	Max Salary	
\$45,405.27	\$58,853.11	\$72,300.95	
Job Summary		Entry Qualifications	
Under supervision, trains to investigate alleged or suspected violations of Federal, state, or local laws, rules and regulations to determine if evidence is sufficient to recommend prosecution or to report findings to the appropriate jurisdictional authority for their action.		Bachelor's degree in a related field from an accredited college or university and must meet the prerequisites and complete the Basic Law Enforcement Training Program certification; or two (2) years of experience in law enforcement or related field and Georgia P.O.S.T. certification. Note: Some positions may require the incumbent to have a valid Class C driver's license.	

Job Code	Job Title	Salary Plan	Grade
PSP091	Criminal Investigator 2	LAW	LJ
Min Salary	Mid Salary	Max Salary	
\$49,924.80	\$64,896.60	\$79,868.40	
Job Summary		Entry Qualifications	
Under general supervision, investigates alleged or suspected violations of Federal, state, or local laws, rules and regulations to determine if evidence is sufficient to recommend prosecution or to report findings to the appropriate jurisdictional authority for their action.		Bachelor's degree in a related field from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of related experience; or Georgia P.O.S.T. certification and three (3) years of experience in law enforcement or related field; or Georgia P.O.S.T. certification and one (1) year of experience required at the lower level Criminal Investigator 1 (PSP090) or position equivalent. Note: Some positions may require the incumbent to have a valid Class C driver's license.	

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Job Code	Job Title	Salary Plan	Grade
PSP092	Criminal Investigator 3	LAW	LK
Min Salary	Mid Salary	Max Salary	
\$53,876.53	\$70,330.23	\$86,783.92	
Job Summary		Entry Qualifications	
Under broad supervision, organizes and manages caseloads. Investigates alleged or suspected violations of Federal, state, or local laws, rules and regulations to determine if evidence is sufficient to recommend prosecution or to report findings to the appropriate jurisdictional authority for their action. May supervise subordinate staff.		Bachelor's degree in a related field from an accredited college or university, Georgia P.O.S.T. certification, and two (2) years of related experience; or Georgia P.O.S.T. certification and four (4) years of experience in law enforcement or related field; or Georgia P.O.S.T. certification and one (1) year of experience required at the lower level Criminal Investigator 2 (PSP091) or position equivalent. Note: Some positions may require the incumbent to have a valid Class C driver's license.	

Job Code	Job Title	Salary Plan	Grade
PSP093	Criminal Investigator Spv	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists in planning, and coordination of the activities of a statewide investigation programs. Investigates alleged or suspected violations of Federal, state, or local laws, rules and regulations to determine if evidence is sufficient to recommend prosecution or to report findings to the appropriate jurisdictional authority for their action.		Bachelor's degree in a related field from an accredited college or university, Georgia P.O.S.T. certification, and three (3) years of related experience; or Georgia P.O.S.T. certification and five (5) years of experience in law enforcement or related field; or Georgia P.O.S.T. certification and two (2) years of experience required at the lower level Criminal Investigator 3 (PSP092) or position equivalent. Note: Some positions may require the incumbent to have a valid Class C driver's license.	

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Job Code	Job Title	Salary Plan	Grade
PSP095	ATD Senior Program Manager	LAW	LM

Min Salary
\$63,131.87

Mid Salary
\$83,056.32

Max Salary
\$102,980.77

Job Summary

The ATD Senior Program Manager will be engaged in both law enforcement functions and administrative functions. This position will conduct complex upper-tier alcohol license investigations, which will require the authority to enforce the relevant laws in O.C.G.A. Title 3 and Title 48, as well as state regulations. Part of the license investigation process also involves reviewing the criminal history information of applicants. This position will also assist with overseeing the completion and approval of upper-tier license investigations completed by enforcement agents throughout the state. Additionally, this position may conduct on-site inspections of businesses applying for upper-tier licenses to ensure they are operating in accordance with applicable laws and regulations and will need the authority to take enforcement action during those inspections when necessary and testify in administrative and criminal court proceedings. The ATD Senior Program Manager will also be responsible for administering the laws related to the collection of alcohol and tobacco excise tax. A law enforcement capacity in this position will also be beneficial due to having the responsibility to conduct legislative analysis for proposed laws that would impact both the ATD Enforcement and Operations Sections. Law enforcement knowledge and functionality in this position would provide additional value through the ability to evaluate and assign complaints and questions frequently received by our division and would help facilitate a smooth workflow between Operations and Enforcement.

Entry Qualifications

High school diploma/GED and four (4) years of supervisory experience in unit responsible for strategic business operations of law enforcement; or six (6) years of experience directly related to strategic business operations of law enforcement. Note: Some positions may require P.O.S.T. certification or eligibility"

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Job Code	Job Title	Salary Plan	Grade
PSP100	Special Agent 1	LAW	LJ
Min Salary \$49,924.80	Mid Salary \$64,896.60	Max Salary \$79,868.40	
Job Summary Under supervision, performs felony investigations, including murder, narcotics, and white-collar crime. Assists local law enforcement in criminal investigations.		Entry Qualifications Bachelor's degree from an accredited college or university and must meet the prerequisites and complete the Basic Law Enforcement Training Program certification. Note: Incumbents in this job are, by law, considered to be peace officers. Note: Applicants must meet the legal requirements for peace officers as prescribed by the Georgia Peace Officer Standards and Training Council (Georgia P.O.S.T.).	
Job Code	Job Title	Salary Plan	Grade
PSP101	Special Agent 2	LAW	LL
Min Salary \$58,262.95	Mid Salary \$76,361.55	Max Salary \$94,460.15	
Job Summary Under general supervision, assists in training new special agents. Processes crime scenes. Performs felony investigations, including murder, narcotics, and white-collar crime. Assists local law enforcement in criminal investigations.		Entry Qualifications Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and eighteen (18) months of experience required at the lower level Special Agent 1 (PSP100) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP102	Special Agent 3	LAW	LN
Min Salary \$68,536.37	Mid Salary \$90,487.52	Max Salary \$112,438.66	
Job Summary Under broad supervision, develops and implements training programs for investigative personnel. May serve as a medical examiner investigator. Performs felony investigations, including murder, narcotics, and white-collar crime. Assists local law enforcement in criminal investigations. Supervises and plans work of assigned staff.		Entry Qualifications Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and three (3) years of experience required at the lower level Special Agent 2 (PSP101) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSP103	Special Agent 4	LAW	LO
Min Salary \$75,080.74	Mid Salary \$99,486.02	Max Salary \$123,891.29	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Develops and implements training programs for investigative personnel. May serve as a medical examiner investigator. Performs felony investigations, including murder, narcotics, and white-collar crime. Assists local law enforcement in criminal investigations.		Entry Qualifications Bachelor's degree from an accredited college or university, Georgia P.O.S.T. certification, and four (4) years of experience required at the lower level Special Agent 3 (PSP102) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP110	MCCD Ofc 1	LAW	LH
Min Salary \$42,317.52	Mid Salary \$54,684.65	Max Salary \$67,051.77	
Job Summary Under supervision, enforces state laws and rules regulating commercial transportation on state highways.		Entry Qualifications High school diploma/GED and Georgia P.O.S.T. certification as a peace officer.	
Job Code	Job Title	Salary Plan	Grade
PSP111	MCCD Ofc 2	LAW	LI
Min Salary \$45,405.27	Mid Salary \$58,853.11	Max Salary \$72,300.95	
Job Summary Under general supervision, enforces federal and state laws regulating commercial transportation on state highways.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, North American Standard Training 1A & B completion, and eighteen (18) months of experience required at the lower level MCCD Officer 1 (PSP110) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP112	MCCD Ofc 3	LAW	LJ
Min Salary \$49,924.80	Mid Salary \$64,896.60	Max Salary \$79,868.40	
Job Summary Under broad supervision, enforces federal and state laws regulating commercial transportation on state highways. Assists in the performance of management responsibilities and projects.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, completion of basic HAZMAT, Cargo Tank and Bulk Packaging certification, and four (4) years of sworn service with the Motor Carrier Compliance Division.	

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Job Code	Job Title	Salary Plan	Grade
PSP113	MCCD Corporal	LAW	LK
Min Salary \$53,876.53	Mid Salary \$70,330.23	Max Salary \$86,783.92	
Job Summary Under limited supervision, supervises unit personnel. Enforces federal and state laws regulating commercial transportation on state highways. Supervises and plans work of assigned staff.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, meets the training and experience required at the lower level MCCD Officer 3 (PSP112) or position equivalent, and successful participation in the promotional process described by department policy.	
Job Code	Job Title	Salary Plan	Grade
PSP114	MCCD Sergeant	LAW	LL
Min Salary \$58,262.95	Mid Salary \$76,361.55	Max Salary \$94,460.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Serves as Assistant Unit Commander. Supervises unit personnel. Enforces state laws, rules and regulations governing commercial vehicle safety and commercial transportation on state roadways.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, meets the training and experience required at the lower level MCCD Ofc 3 (PSP112) or position equivalent, meets the length of service requirement as described by the promotion & transfers policy, and successful participation in the promotional process as described by department policy.	
Job Code	Job Title	Salary Plan	Grade
PSP120	Police Ofc 1	LAW	LH
Min Salary \$42,317.52	Mid Salary \$54,684.65	Max Salary \$67,051.77	
Job Summary Under supervision, performs a full-range of assigned law enforcement duties to maintain security and order in the Capitol Hill area or other location.		Entry Qualifications High school diploma/GED and successful completion of Georgia P.O.S.T. Basic Mandate Law Enforcement Training.	
Job Code	Job Title	Salary Plan	Grade
PSP121	Police Ofc 2	LAW	LI
Min Salary \$45,405.27	Mid Salary \$58,853.11	Max Salary \$72,300.95	
Job Summary Under general supervision, performs a full-range of assigned law enforcement duties to maintain security and order in the Capitol Hill area or other location.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification as a peace officer, and eighteen (18) months of experience required at the lower level Police Officer 1 (PSP120) or position equivalent. Must successfully complete agency-specific required training.	

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Job Code	Job Title	Salary Plan	Grade
PSP122	Police Ofc 3	LAW	LJ
Min Salary \$49,924.80	Mid Salary \$64,896.60	Max Salary \$79,868.40	
Job Summary Under broad supervision, performs a full-range of assigned law enforcement duties to maintain security and order in the Capitol Hill area or other location.	Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and four (4) years of experience required at the lower level Police Officer 1 (PSP120) or Police Officer 2 (PSP121) or position equivalent. Must successfully complete agency-specific required training.		
Job Code	Job Title	Salary Plan	Grade
PSP123	Police Sergeant	LAW	LM
Min Salary \$63,131.87	Mid Salary \$83,056.32	Max Salary \$102,980.77	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Enforces state laws, rules and regulations governing safety and security in the Capitol Hill area or other location.	Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and five (5) years of law enforcement experience as a uniformed officer; or one (1) year of experience required at the lower level Police Officer 3 (PSP122) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
PSP130	Criminal Intelligence Anlys 1	LAW	LI
Min Salary \$45,405.27	Mid Salary \$58,853.11	Max Salary \$72,300.95	
Job Summary Under supervision, analyzes evidence, crime reports, and databases to assist agents, law enforcement officers and prosecutors in the investigation and successful prosecution of crime.	Entry Qualifications Associate degree in a related field from an accredited college or university and two (2) years of professional job-related experience in criminal intelligence, military intelligence, financial analysis, investigative analysis, and/or in a law enforcement agency.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.		

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Job Code	Job Title	Salary Plan	Grade
PSP131	Criminal Intelligence Anlys 2	LAW	LJ
Min Salary	Mid Salary	Max Salary	
\$49,924.80	\$64,896.60	\$79,868.40	
Job Summary		Entry Qualifications	
Under general supervision, analyzes evidence, crime reports, and databases to assist agents, law enforcement officers and prosecutors in the investigation and successful prosecution of crime.		Associate degree in a related field from an accredited college or university and two (2) years of experience at the lower level Criminal Intelligence Analyst 1 (PSP130) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
PSP132	Criminal Intelligence Anlys 3	LAW	LK
Min Salary	Mid Salary	Max Salary	
\$53,876.53	\$70,330.23	\$86,783.92	
Job Summary		Entry Qualifications	
Under general supervision, acts a lead intelligence analyst in major case assignments. Analyzes evidence, crime reports, and databases to assist agents, law enforcement officers and prosecutors in the investigation and successful prosecution of crime.		Associate degree in a related field from an accredited college or university and two (2) years of experience at the lower level Criminal Intelligence Analyst 2 (PSP131) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
PSP133	Crim Intelligence Anlys Spv	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises operation of an intelligence section of a work unit. Supervises lower level analysts. Processes incoming intelligence data, special projects and directs the management of sensitive material. Analyzes evidence, crime reports, and databases to assist agents, law enforcement officers and prosecutors in the investigation and successful prosecution of crime.		Bachelor's degree from and accredited college or university and two (2) years of experience required at the lower level Criminal Intelligence Analyst 3 (PSP132) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSP140	Criminal Just Training Spec 1	LAW	LI
Min Salary \$45,405.27	Mid Salary \$58,853.11	Max Salary \$72,300.95	
Job Summary Under supervision, provides training, technical, and consultative support for criminal justice agencies in the use of GCIC programs.		Entry Qualifications High school diploma/GED and completion of 90 quarter hours or 60 semester hours in criminal justice or a closely related field. 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.	
Job Code	Job Title	Salary Plan	Grade
PSP141	Criminal Just Training Spec 2	LAW	LJ
Min Salary \$49,924.80	Mid Salary \$64,896.60	Max Salary \$79,868.40	
Job Summary Under general supervision, provides training, technical, and consultative support for criminal justice agencies in the use of GCIC programs.		Entry Qualifications High school diploma/GED and completion of 90 quarter hours or 60 semester hours in criminal justice or a closely related field and two (2) years of experience in the use of criminal justice information systems or one (1) year of experience required at the lower-level Criminal Justice Training Specialist 1 (PSP140) 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.	
Job Code	Job Title	Salary Plan	Grade
PSP142	Criminal Just Training Spec 3	LAW	LK
Min Salary \$53,876.53	Mid Salary \$70,330.23	Max Salary \$86,783.92	
Job Summary Under broad supervision, provides training, technical, and consultative support for criminal justice agencies in the use of GCIC programs. Owns assigned tasks. May serve as a lead or train staff.		Entry Qualifications High school diploma/GED and completion of 90 quarter hours or 60 semester hours in criminal justice or a closely related field and three (3) years of experience in the use of criminal justice information systems or one (1) year of experience required at the lower-level Criminal Justice Training Specialist 2 (PSP141) 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.	

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Job Code	Job Title	Salary Plan	Grade
PSP143	Crim Just Training Spec Spv	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides training, technical, and consultative support for criminal justice agencies in the use of GCIC programs.		Entry Qualifications High school diploma/GED and completion of 90 quarter or 60 semester hours in criminal justice or a closely related field, four (4) years of experience in the use of criminal justice information systems, and one (1) year of experience as a Georgia P.O.S.T. certified instructor; or one (1) year of experience required at the lower level Criminal Justice Training Specialist 3 (PSP142) or position equivalent and one (1) year of experience as a Georgia P.O.S.T. certified instructor.	
Job Code	Job Title	Salary Plan	Grade
PSP150	Civil Intelligence Analyst 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under supervision, analyzes fact patterns, databases, reports and evidence in the identification of and/or investigation of improper/illegal behavior and the pursuit of action to address the improper activity.		Entry Qualifications Bachelor's degree from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
PSP151	Civil Intelligence Analyst 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under general supervision, analyzes fact patterns, databases, reports and evidence in the identification of and/or investigation of improper/illegal behavior and the pursuit of action to address the improper activity.		Entry Qualifications Bachelor's degree from an accredited college or university and one (1) year of experience at the lower level Civil Intelligence Analyst 1 (PSP150) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSP152	Civil Intelligence Analyst 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Under broad supervision, analyzes fact patterns, databases, reports and evidence in the identification of and/or investigation of improper/illegal behavior and the pursuit of action to address the improper activity. Owns assigned tasks. May serve as a lead or train staff.		Entry Qualifications Bachelor's degree from an accredited college or university and two (2) years of experience at the lower level Civil Intelligence Analyst 2 (PSP151) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP153	Civil Intelligence Analyst Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Analyzes fact patterns, databases, reports and evidence in the identification of and/or investigation of improper/illegal behavior and the pursuit of action to address the improper activity.		Entry Qualifications Bachelor's degree from an accredited college or university and three (3) years of experience at the lower level Civil Intelligence Analyst 3 (PSP152) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP170	Ranger 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under supervision, responsible for suppressing wildfires, constructing fire lines and performing related fire control and administrative duties. Performs maintenance and repairs on equipment and informs supervisor of any equipment problems. Promotes reforestation programs. Constructs, maintains and inspects district and county buildings and grounds.		Entry Qualifications Valid CDL license or learners permit with the ability to obtain a CDL license within twelve (12) weeks of hire.	

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Job Code	Job Title	Salary Plan	Grade
PSP171	Ranger 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under general supervision, responsible for suppressing wildfires, constructing fire lines and performing related fire control and administrative duties. Performs maintenance and repairs on equipment and informs supervisor of any equipment problems. Promotes reforestation programs. Constructs, maintains and inspects district and county buildings and grounds.		One (1) year of experience is required at the lower level Ranger 1 (PSP170) or position equivalent, Fire Fighter Type 2 certification, and GFC Prescribed Burn Manager certification.Note: Positions require a Commercial Driver's License.	

Job Code	Job Title	Salary Plan	Grade
PSP172	Ranger 3	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under broad supervision, suppresses wildfires, constructs fire lines and performs related fire control and administrative duties. Perform maintenance and repairs on equipment and informs supervisor of any equipment problems. Promotes reforestation programs. May construct, maintain and inspect district and county buildings and grounds. Owns assigned tasks. May delegate work to, and monitor, subordinates and serve as lead or train staff.		Two (2) years of experience is required at the lower level Ranger 2 (PSP171) or position equivalent, and Fire Fighter Type 1 certification.Note: Positions require a Commercial Driver's License.	

Job Code	Job Title	Salary Plan	Grade
PSP173	Chief Ranger 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under limited supervision, coordinates and conducts fire suppression activities, training of employees, pre-suppression breaks and smoke management within county forestry unit. Provides assistance and coordinates forest management activities with Resource Management Forester. Performs administrative duties to support forestry programs in designated area.		Three (3) years of experience is required at the lower level Ranger 2 (PSP171) or Ranger 3 (PSP172) or position equivalent and Fire Fighter Type 1 certification.Note: Positions require a Commercial Driver's License.	

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Job Code	Job Title	Salary Plan	Grade
PSP174	Chief Ranger 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under minimal supervision, coordinates and conducts fire suppression activities, training of employees, pre-suppression breaks and smoke management within county forestry unit. Provides assistance and coordinates forest management activities with Resource Management Forester. Performs administrative duties to support forestry programs in designated area. Provides assistance and coordinates forest management activities with Resource Management Forester. Serves as district wide coordinator, forester, or forest tech. May serve as mentor for chief rangers.		Two (2) years of experience is required at the lower level Chief Ranger 1 (PSP173) or position equivalent, and Incident Command Type 4 certification. Note: Positions require a Commercial Driver's License.	

Job Code	Job Title	Salary Plan	Grade
PSP175	Chief Ranger 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Coordinates and conducts fire suppression activities, training of employees, pre-suppression breaks and smoke management within county forestry unit. Provides assistance and coordinates forest management activities with Resource Management Forester. Performs administrative duties to support forestry programs in designated area. Provides assistance and coordinates forest management activities with Resource Management Forester. Is the district wide coordinator or M410 qualified instructor. May serve as mentor to chief rangers and/or Chief Ranger 2.		Eighteen (18) months of experience is required at the lower level Chief Ranger 2 (PSP174) or position equivalent and position-specific certifications and requirements. Note: Positions require a Commercial Driver's License.	

Job Code	Job Title	Salary Plan	Grade
PSP180	POST Auditor 1	LAW	LJ
Min Salary	Mid Salary	Max Salary	
\$49,924.80	\$64,896.60	\$79,868.40	
Job Summary		Entry Qualifications	
Under supervision, protects assets by ensuring compliance with internal P.O.S.T. control procedures, and regulations.		High school diploma/GED, Georgia P.O.S.T. certified instructor certification, Georgia P.O.S.T. peace officer certification, and four (4) years of job-related experience.	

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Job Code	Job Title	Salary Plan	Grade
PSP181	POST Auditor 2	LAW	LK
Min Salary	Mid Salary	Max Salary	
\$53,876.53	\$70,330.23	\$86,783.92	
Job Summary Under general supervision, protects assets by ensuring compliance with internal P.O.S.T. control procedures, and regulations.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certified instructor certification, Georgia P.O.S.T. peace officer certification, and five (5) years of job-related experience; or two (2) years of experience at the lower level POST Auditor 1 (PSP180).	
Job Code	Job Title	Salary Plan	Grade
PSP183	POST Auditor Spv	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Protects assets by ensuring compliance with internal P.O.S.T. control procedures, and regulations.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certified instructor certification, Georgia P.O.S.T. peace officer certification, and six (6) years of job-related experience; or two (2) years of experience at the lower level POST Auditor 2 (PSP181).	
Job Code	Job Title	Salary Plan	Grade
PSP190	CSM Correctional Officer 1	LAW	LG
Min Salary	Mid Salary	Max Salary	
\$35,350.46	\$46,735.13	\$58,119.80	
Job Summary Under supervision, maintains custody and security of prisoners and other incarcerated offenders and maintains order in Close Secure Mission (CSM) correctional institutions and other places of detention.		Entry Qualifications High school diploma/GED, and any combination of training and experience which would enable the applicant to meet the minimum standards of the Georgia Peace Officer Standards and Training Council (P.O.S.T.).	
Job Code	Job Title	Salary Plan	Grade
PSP191	CSM Correctional Officer 2	LAW	LH
Min Salary	Mid Salary	Max Salary	
\$42,317.52	\$54,684.65	\$67,051.77	
Job Summary Under general supervision, maintains custody and security of prisoners and other incarcerated offenders and maintains order in CSM correctional institutions and other places of detention.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level CSM Correctional Officer 1 (PSP190) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSP192	CSM Correctional Officer 3	LAW	LI
Min Salary \$45,405.27	Mid Salary \$58,853.11	Max Salary \$72,300.95	
Job Summary Under broad supervision, assists shift supervisor with administration of unit or program. Maintains custody and security of prisoners and other incarcerated offenders and maintains order in CSM correctional institutions and other places of detention. Supervises subordinate staff as assigned.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level CSM Correctional Officer 2 (PSP191) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PSP193	CSM Transfer Officer	LAW	LI
Min Salary \$45,405.27	Mid Salary \$58,853.11	Max Salary \$72,300.95	
Job Summary Under broad supervision, performs advanced/specialized duties in the management of offenders. Maintains custody and security of prisoners and other incarcerated offenders and maintains order in CSM correctional institutions and other places of detention. May train, handle, and care for dogs for security and public safety purposes such as tracking and apprehending escaped inmates and fugitives from justice, detecting contraband, performing security patrols, guarding and controlling inmates, and searching for missing persons. May receive, transport, and deliver offenders while maintaining their security, custody, and safety.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level CSM Correctional Officer 2 (PSP191) or position equivalent. Some positions require possession of a commercial driver's license.	
Job Code	Job Title	Salary Plan	Grade
PSP194	CSM Correctional Sergeant	LAW	LI
Min Salary \$45,405.27	Mid Salary \$58,853.11	Max Salary \$72,300.95	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists shift supervisor with administration of unit or program. Maintains custody and security of prisoners and other incarcerated offenders and maintains order in CSM correctional institutions and other places of detention.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and eighteen (18) months of experience required at the lower level CSM Correctional Officer 2 (PSP191) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
PSP195	CSM Correctional Lieutenant	LAW	LJ
Min Salary	Mid Salary	Max Salary	
\$49,924.80	\$64,896.60	\$79,868.40	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs as shift supervisor of a unit or program. Maintains custody and security of prisoners and other incarcerated offenders and maintains order in CSM correctional institutions and other places of detention.		High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level CSM Correctional Sergeant (PSP194) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
PSP201	GDNA Special Agent 1	LAW	LM
Min Salary	Mid Salary	Max Salary	
\$63,131.87	\$83,056.32	\$102,980.77	
Job Summary		Entry Qualifications	
Under general oversight, enforces the applicable laws and rules for all pharmacies, drug wholesalers, drug researchers, and health care practitioners, and others that possess prescription drugs throughout the state. Enforces all applicable state and federal drug rules and laws related to any registrants and other individuals handling and responsible for accounting of all prescription drugs received, possessed, dispensed, or distributed into or out of GA. Responsible for reviewing registrant policies and procedures and providing drug abuse education for health care registrants.		Pharmacy degree, current pharmacist license issued by the Georgia State Board of Pharmacy, two (2) years of active professional experience as a licensed pharmacist, and Georgia P.O.S.T. certification. Note: Georgia P.O.S.T. certification must be obtained within one (1) year of being hired.	

Job Code	Job Title	Salary Plan	Grade
PSP202	GDNA Special Agent 2	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary		Entry Qualifications	
Under general oversight, enforces the applicable laws and rules for all pharmacies, drug wholesalers, drug researchers, and health care practitioners, and others that possess prescription drugs throughout the state. Enforces all applicable state and federal drug rules and laws related to any registrants and other individuals handling and responsible for accounting of all prescription drugs received, possessed, dispensed, or distributed in or out of GA. Responsible for reviewing registrant policies and procedures and providing drug abuse education for health care registrants.		Pharmacy degree, current pharmacist license issued by the Georgia State Board of Pharmacy, two (2) years of professional active experience as a licensed pharmacist, four (4) years of experience as a GDNA Agent 1 or comparable job description, and Georgia P.O.S.T. certification. Note: Georgia P.O.S.T. certification must be obtained within one (1) year of being hired.	

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Job Code	Job Title	Salary Plan	Grade
PSP203	GDNA Special Agent Spv	LAW	LO
Min Salary	Mid Salary	Max Salary	
\$75,080.74	\$99,486.02	\$123,891.29	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs or assist staff with the enforcement of applicable laws and rules for all pharmacies, drug wholesalers, drug researchers, and health care practitioners, and others that possess prescription drugs throughout the state. Enforces all applicable state and federal drug rules and laws related to any registrants and other individuals handling and responsible for accounting of all prescription drugs received, possessed, dispensed, or distributed in or out of GA. Responsible for reviewing registrant policies and procedures and providing drug abuse education for health care registrants.		Pharmacy degree, current pharmacist license issued by the Georgia State Board of Pharmacy, three (3) years of professional active experience as a licensed pharmacist, five (5) years of experience as a GDNA Agent or comparable job description, and Georgia P.O.S.T. certification. Note: Georgia P.O.S.T. certification must be obtained within one (1) year of being hired.	

Job Code	Job Title	Salary Plan	Grade
PSP210	LE Peer Counselor 1	LAW	LL
Min Salary	Mid Salary	Max Salary	
\$58,262.95	\$76,361.55	\$94,460.15	
Job Summary		Entry Qualifications	
Under supervision, counsel with emphasis on prevention and/or behavior modification. Works with public safety officers or groups to promote optimum mental, emotional and physical health. Provides emotional, moral, esteem and informational support to public safety officers dealing with post-traumatic stress disorder, or other trauma, problem or concern affected by a critical incident associated with public safety.		Bachelor's degree in a related field from an accredited college or university, certification as a law enforcement officer, firefighter, or medic, and four (4) years of public safety experience as a sworn law enforcement officer, firefighter, or medic; or Certification as a law enforcement officer, firefighter or medic, and seven (7) years of public safety experience as a sworn law enforcement officer, firefighter or medic .Note: Up to four (4) years of honorable military time may be substituted for years of public safety experience.	

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Job Code	Job Title	Salary Plan	Grade
PSP211	LE Peer Counselor 2	LAW	LM
Min Salary	Mid Salary	Max Salary	
\$63,131.87	\$83,056.32	\$102,980.77	
Job Summary		Entry Qualifications	
Under general supervision, counsel with emphasis on prevention and/or behavior modification. Works with public safety officers or groups to promote optimum mental, emotional and physical health. Provides emotional and moral support to public safety officers dealing with post-traumatic stress disorder, or other trauma, problem or concern affected by a critical incident associated with public safety.		Bachelor's degree in a related field from an accredited college or university, certification as a law enforcement officer, firefighter, or medic, and six (6) years of public safety experience as a sworn law enforcement officer, firefighter, or medic; or Certification as a law enforcement officer, firefighter or medic, and nine (9) years of public safety experience as a sworn law enforcement officer, firefighter or medic; or two (2) years of experience at the lower level Law Enforcement Peer Counselor I. Note: Up to four (4) years honorable military time may be substituted for years of public safety experience.	

Job Code	Job Title	Salary Plan	Grade
PSP212	LE Peer Counselor 3	LAW	LN
Min Salary	Mid Salary	Max Salary	
\$68,536.37	\$90,487.52	\$112,438.66	
Job Summary		Entry Qualifications	
Under broad supervision, counsel with emphasis on prevention and/or behavior modification. Works with public safety officers or groups to promote optimum mental, emotional and physical health. Provides emotional and moral support to public safety officers dealing with post-traumatic stress disorder, or other trauma, problem or concern affected by a critical incident associated with public safety. May supervise and/or train subordinate staff.		Bachelor's degree in a related field from an accredited college or university, and certification as a law enforcement officer, firefighter, or medic, and eight (8) years of public safety experience as a sworn law enforcement officer, firefighter, or medic; or Certification as a law enforcement officer, firefighter or medic, and twelve (12) years of public safety experience as a sworn law enforcement officer, firefighter or medic; or two (2) years of experience at the lower level Law Enforcement Peer Counselor II. Note: Up to four (4) years of honorable military time may be substituted for years of public safety experience.	

Job Code Catalog: Law Enforcement

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Job Code	Job Title	Salary Plan	Grade
PSP220	Juvenile Correctional Ofc 1	LAW	LF
Min Salary	Mid Salary	Max Salary	
\$32,543.42	\$42,945.62	\$53,347.82	
Job Summary Positively impact the lives of youth in the care of the Department of Juvenile Justice through the collaborative creation and maintenance of a safe, therapeutic, and educational environment in facilities. Provide support, guidance, and structure for our detained youth by modeling, encouraging, and reinforcing pro-social behaviors to include patience, empathy, cooperation, professionalism, and respect.		Entry Qualifications High school diploma/GED. Must possess and maintain State of Georgia P.O.S.T. certification within the first six (6) months of employment.	
Job Code	Job Title	Salary Plan	Grade
PSP221	Juvenile Correctional Ofc 2	LAW	LG
Min Salary	Mid Salary	Max Salary	
\$35,350.46	\$46,735.13	\$58,119.80	
Job Summary Positively impact the lives of youth in the care of the Department of Juvenile Justice through the collaborative creation and maintenance of a safe, therapeutic, and educational environment in facilities. Provide support, guidance, and structure for our detained youth by modeling, encouraging, and reinforcing pro-social behaviors to include patience, empathy, cooperation, professionalism, and respect.		Entry Qualifications High school diploma/GED and one (1) year of experience as a Juvenile Correctional Officer 1 (PSP220) or equivalent. Must possess and maintain State of Georgia P.O.S.T. certification within the first six (6) months of employment.	
Job Code	Job Title	Salary Plan	Grade
PSP222	Juvenile Correctional Ofc 3	LAW	LH
Min Salary	Mid Salary	Max Salary	
\$42,317.52	\$54,684.65	\$67,051.77	
Job Summary Positively impact the lives of youth in the care of the Department of Juvenile Justice through the collaborative creation and maintenance of a safe, therapeutic, and educational environment in facilities. Provide support, guidance, and structure for our detained youth by modeling, encouraging, and reinforcing pro-social behaviors to include patience, empathy, cooperation, professionalism, and respect. (non-supervisory)		Entry Qualifications High school diploma/GED and one (1) year of experience as Juvenile Correctional Officer 2 (PSP221) or equivalent. Must possess and maintain State of Georgia P.O.S.T. certification within the first six (6) months of employment.	

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Job Code	Job Title	Salary Plan	Grade
PSP223	Juvenile Correctional Sergeant	LAW	LH
Min Salary	Mid Salary	Max Salary	
\$42,317.52	\$54,684.65	\$67,051.77	
Job Summary		Entry Qualifications	
Positively impact the lives of youth in the care of the Department of Juvenile Justice through the collaborative creation and maintenance of a safe, therapeutic, and educational environment in facilities. Provide support, guidance, and structure for our detained youth by modeling, encouraging, and reinforcing pro-social behaviors to include patience, empathy, cooperation, professionalism, and respect. Supervises, guides and/or instructs the work assignments of subordinate staff. Assists shift supervisor with administration of the facility.		High school diploma/GED and six (6) months of experience as a Juvenile Correctional Officer 3 (PSP222) or equivalent. Must successfully complete Leadership Core Basic, Intermediate, and Advanced within the first six months of employment. Must possess and maintain State of Georgia Georgia P.O.S.T. certification within the first six (6) months of employment.	

Job Code	Job Title	Salary Plan	Grade
PSP224	Juvenile Correctional LT	LAW	LI
Min Salary	Mid Salary	Max Salary	
\$45,405.27	\$58,853.11	\$72,300.95	
Job Summary		Entry Qualifications	
Positively impact the lives of youth in the care of the Department of Juvenile Justice through the collaborative creation and maintenance of a safe, therapeutic, and educational environment in facilities. Provide support, guidance, and structure for our detained youth by modeling, encouraging, and reinforcing pro-social behaviors to include patience, empathy, cooperation, professionalism, and respect. Supervises, guides and/or instructs the work assignments of subordinate staff. Performs as shift supervisor of a unit or program.		High school diploma/GED and one (1) year of experience as a Juvenile Correctional Officer Sergeant (PSP223) or equivalent. Must possess and maintain State of Georgia P.O.S.T. certification within the first six (6) months of employment.	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
PSP230	Field Coordinator	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
<p>An employee of the Georgia Emergency Management and Homeland Security Agency (GEMA/HS) and/or the Georgia Emergency Communications Authority (GECA). Under supervision, the first-level professional Field Coordinator is responsible for planning, developing, and implementing a statewide emergency management program area. Participates in program planning and surveys, prepares technical correspondence and reports, and promotes and implements emergency management training activities. In addition, the Field Coordinator responds to emergencies and disasters, provides public and/or individual assistance, reviews and processes information or assistance requests, and distributes and tracks assigned disaster preparedness funds and grants.</p>		<p>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.</p> <p>Note: Additional qualifying experience will substitute, year for year for the education requirement.</p>	

Job Code	Job Title	Salary Plan	Grade
PSP231	Field Coordinator 2	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
<p>An employee of the Georgia Emergency Management and Homeland Security Agency (GEMA/HS) and/or the Georgia Emergency Communications Authority (GECA). Under general supervision, the second-level professional Field Coordinator 2 is responsible for planning, developing, and implementing a statewide emergency management program area. May assist with complex emergency and disaster programs and/or operate as project team leaders. Participates in the development and coordination of emergency management planning. In addition, the Field Coordinator 2 responds to emergencies and disasters, provides public and/or individual assistance, reviews and processes requests for information or assistance, and coordinates the distribution and tracking of disaster funds and grants.</p>		<p>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."</p>	

Job Code Catalog: General Support

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
PSP232	Field Coordinator 3	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
<p>An employee of the Georgia Emergency Management and Homeland Security Agency (GEMA/HS) and/or the Georgia Emergency Communications Authority (GECA). Under broad supervision, the third-level professional Field Coordinator 3 is responsible for planning, developing, and implementing a statewide emergency management program area. Incumbents may assist with complex emergency and disaster programs and/or operate as project team leaders and participate in developing and coordinating emergency management planning. In addition, the Field Coordinator 3 responds to emergencies and disasters, provides public and/or individual assistance, reviews and processes requests for information or assistance, and coordinates the distribution and tracking of disaster funds and grants. May serve as a Field Coordinator Team Lead or Field Coordinator Trainer. Field Coordinator 3 may manage or supervise first and second-level Field Coordinators.</p>		<p>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."</p>	

Job Code	Job Title	Salary Plan	Grade
PSP233	Field Coordinator Spv.	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
<p>An employee of the Georgia Emergency Management and Homeland Security Agency (GEMA/HS) and/or the Georgia Emergency Communications Authority (GECA). The professional Field Coordinator Supervisor is responsible for developing and implementing a statewide emergency management program area. Incumbents coordinate with multiple jurisdictions and train and monitor disaster and emergency personnel. The Field Coordinator Supervisor supervises the processing and reviewing of state and federal grant payment requests, submitted bills, and invoices. Field Coordinator supervision includes hiring recommendations, training, planning and assigning work, performance assessment, coaching, and progressive discipline.</p>		<p>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.</p>	

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Job Code	Job Title	Salary Plan	Grade
PST010	Probation Aide	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under supervision, monitors the conditions of the sentence of probationers or parolees in compliance with an established assessment and supervision plan.		Entry Qualifications High School diploma/GED and two (2) years of experience in areas related to collections, interviewing, or legal issues.	
Job Code	Job Title	Salary Plan	Grade
PST030	Public Safety Cadet 1	LAW	LG
Min Salary \$35,350.46	Mid Salary \$46,735.13	Max Salary \$58,119.80	
Job Summary Under supervision, attends a training academy or otherwise trains to assume professional law enforcement duties. Work is performed according to detailed instructions or clearly established practices and is closely monitored.		Entry Qualifications High school diploma/GED and Georgia P.O.S.T. certification eligibility.	
Job Code	Job Title	Salary Plan	Grade
PST032	Trooper Cadet 1	LAW	LH
Min Salary \$42,317.52	Mid Salary \$54,684.65	Max Salary \$67,051.77	
Job Summary Under supervision attends the Georgia State Patrol Trooper Academy to assume professional law enforcement duties. Completes advanced training in the areas of driving, firearms and accident investigation in addition to the basic law enforcement training required of all Cadets. Work is performed according to detailed instructions or clearly established practices and is closely monitored.		Entry Qualifications High school diploma/GED and Georgia P.O.S.T. certification eligibility.	
Job Code	Job Title	Salary Plan	Grade
PST040	Emergency Mgt Tech 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under supervision, coordinates the communications systems related to emergency preparedness policies and procedures.		Entry Qualifications High school diploma/GED and P.O.S.T. certification eligibility.	

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Job Code	Job Title	Salary Plan	Grade
PST041	Emergency Mgt Tech 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, coordinates the communications systems related to emergency preparedness policies and procedures.		Entry Qualifications High school diploma/GED and two (2) years of experience in emergency management.	
Job Code	Job Title	Salary Plan	Grade
PST042	Emergency Mgt Tech 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, coordinates the communications systems related to emergency preparedness policies and procedures. May supervise and/or train subordinate staff.		Entry Qualifications High school diploma/GED and three (3) years of experience in emergency management.	
Job Code	Job Title	Salary Plan	Grade
PST043	Emergency Mgt Tech Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Coordinates the communications systems related to emergency preparedness policies and procedures.		Entry Qualifications High school diploma/GED and four (4) years of experience in emergency management.	
Job Code	Job Title	Salary Plan	Grade
PST050	Facility Security Ofc 1	LAW	LD
Min Salary \$28,662.96	Mid Salary \$36,637.85	Max Salary \$44,612.73	
Job Summary Under supervision, guards, patrols, or monitors premises, facilities and other areas to prevent theft, violence, and infractions of rules. Secures and protects facility in case of fires, natural disasters, or other hazardous events.		Entry Qualifications High school diploma/GED. Note. Some positions may require Georgia P.O.S.T. certification.	

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Job Code	Job Title	Salary Plan	Grade
PST051	Facility Security Ofc 2	LAW	LE
Min Salary	Mid Salary	Max Salary	
\$30,522.35	\$39,636.12	\$48,749.88	
Job Summary		Entry Qualifications	
Under general supervision, guards, patrols, or monitors premises, facilities and other areas to prevent theft, violence, and infractions of rules. Secures and protects facility in case of fires, natural disasters, or other hazardous events.		High school diploma/GED and one (1) year of job-related experience.Note: Some positions may require Georgia P.O.S.T. certification. Note: Some positions may require area specific certifications or eligibility.	

Job Code	Job Title	Salary Plan	Grade
PST052	Facility Security Ofc 3	LAW	LF
Min Salary	Mid Salary	Max Salary	
\$32,543.42	\$42,945.62	\$53,347.82	
Job Summary		Entry Qualifications	
Under broad supervision, guards, patrols, or monitors premises, facilities and other areas to prevent theft, violence, and infractions of rules. Secures and protects facility in case of fires, natural disasters, or other hazardous events. May serve as lead worker.		High school diploma/GED and two (2) years of job-related experience; or one (1) year of experience required at the lower level Facility Security Officer 2 (PST051) or position equivalent.Note: Some positions may require Georgia P.O.S.T. certification.Note: Some positions may require area specific certifications or eligibility.	

Job Code	Job Title	Salary Plan	Grade
PST053	Facility Security Ofc Spv	LAW	LG
Min Salary	Mid Salary	Max Salary	
\$35,350.46	\$46,735.13	\$58,119.80	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Develops, oversees, and evaluates a variety of administrative tasks including budget, performance, disciplinary actions, and secures and protects facility in case of fires, natural disasters, or other hazardous events.		High school diploma/GED and three (3) years of job-related experience, 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 Facility Security Officer 3 (PST052) or position equivalent. Note: Some positions may require Georgia P.O.S.T. certification.	
		Note: Some positions may require area-specific certifications or eligibility.	

Job Code Catalog: Law Enforcement

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Job Code	Job Title	Salary Plan	Grade
PST060	Weight Inspector 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under supervision, engages in weighing, measuring, and inspecting trucks and other heavy equipment to enforce laws governing their weight, dimensions, load security, license plates and registrations.	Entry Qualifications High School diploma/GED and a valid Georgia driver's license.		
Job Code	Job Title	Salary Plan	Grade
PST061	Weight Inspector 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, engages in weighing, measuring, and inspecting trucks and other heavy equipment to enforce laws governing their weight, dimensions, load security, license plates and registrations.	Entry Qualifications High school diploma/GED, valid Georgia driver's license, and two (2) years of experience in commercial motor vehicle inspection.		
Job Code	Job Title	Salary Plan	Grade
PST062	Weight Inspector 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, engages in weighing, measuring, and inspecting trucks and other heavy equipment to enforce laws governing their weight, dimensions, load security, license plates and registrations. May serve as lead worker.	Entry Qualifications High school diploma/GED, valid Georgia driver's license, two (2) years of experience in commercial motor vehicle inspection, and successful completion of Level II Weight Inspector Certification Examination.		
Job Code	Job Title	Salary Plan	Grade
PST063	Weight Inspector Spv	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Engages in weighing, measuring, and inspecting trucks and other heavy equipment to enforce laws governing their weight, dimensions, load security, license plates and registrations.	Entry Qualifications High school diploma/GED, valid Georgia driver's license, three (3) years of experience in commercial motor vehicle inspection, and successful completion of Level II Weight Inspector Certification Examination.		

Job Code Catalog: Law Enforcement

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Job Code	Job Title	Salary Plan	Grade
PST070	Facilities Police Corporal	LAW	LE
Min Salary	Mid Salary	Max Salary	
\$30,522.35	\$39,636.12	\$48,749.88	
Job Summary Under supervision, patrols assigned areas to detect and prevent crime, responds to emergency situations. Conducts or assists in conducting investigations involving criminal activity in the facility or institution. Operates and inspects emergency vehicles in the performance of routine and specialized duties.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of experience as a certified law enforcement/security officer.	
Job Code	Job Title	Salary Plan	Grade
PST071	Facilities Police Sergeant	LAW	LF
Min Salary	Mid Salary	Max Salary	
\$32,543.42	\$42,945.62	\$53,347.82	
Job Summary Under general supervision, patrols assigned areas to detect and prevent crime, responds to emergency situations. Conducts or assists in conducting investigations involving criminal activity in the facility or institution. Operates and inspects emergency vehicles in the performance of routine and specialized duties. Supervises, assigns and reviews the work of shift security staff.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university, Georgia P.O.S.T. certification, and 6-12 months of experience required at the lower level Facilities Police Corporal (PST070) or position equivalent; or Associate degree in a directly related field from an accredited college or university, Georgia P.O.S.T. certification and two (2) years of job-related experience; or Georgia P.O.S.T. certification and two (2) years of experience required at the lower level Facilities Police Corporal (PST070) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
PST072	Facilities Police Lieutenant	LAW	LG
Min Salary	Mid Salary	Max Salary	
\$35,350.46	\$46,735.13	\$58,119.80	
Job Summary Under broad supervision, responsible for supervising the operation of the patrol and security division during routine and emergency conditions. Manages departmental supply and equipment program, including vehicle maintenance and replacement plans. Ensures reports are prepared on all responses to criminal activity or requests for police assistance. Owns assigned tasks. May serve as lead or train staff.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university, Georgia P.O.S.T. certification and one (1) year of experience at the lower level Facilities Police Sergeant (PST071) or position equivalent; or Georgia P.O.S.T. certification and one (1) year of full-time supervisory experience in law enforcement or security equivalent to Facilities Police Sergeant (PST071) AND Georgia P.O.S.T. certification.	

Job Code Catalog: Law Enforcement

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Job Code	Job Title	Salary Plan	Grade
PST073	Facilities Police Captain	LAW	LH
Min Salary	Mid Salary	Max Salary	
\$42,317.52	\$54,684.65	\$67,051.77	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs the planning, development, scheduling and implementation of the security and personal safety programs for the institution/facility. Analyzes investigation and other reports on criminal activity for adjudication and/or disposition. Coordinates operational plans and developments with local and other law enforcement agencies.		Bachelor's degree in a related field from an accredited college or university, Georgia P.O.S.T. certification, and one (1) year of experience required at the lower level Facilities Police Lieutenant (PST072) or position equivalent; or Georgia P.O.S.T. certification and two (2) years of full-time supervisory experience required in law enforcement or security equivalent to Facilities Police Lieutenant (PST072).	

Job Code	Job Title	Salary Plan	Grade
PST080	Firefighter	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary		Entry Qualifications	
Under supervision, responds to fire alarms, structural fires, and emergency rescue situations. Maintains emergency response vehicles and fire fighting equipment.		High school diploma/GED and six (6) months of experience is required at a level equivalent to a Firefighter Trainee, and required licenses, certificates, and current Georgia Commercial Driver's License. Note: Adherence to the Georgia Firefighter Standards and Training Act is required.	

Job Code	Job Title	Salary Plan	Grade
PST081	Firefighter Sergeant	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Under general supervision, responds to fire alarms, fires, emergency rescue situations, hazardous material spills and other ground and structural emergencies. Manages shift operations, makes routine duty assignments and conducts inspections on vehicles, equipment, fire station and personnel. Prepares records and reports, manages supply and equipment inventories.		High school diploma/GED and one (1) year of experience required at the lower level Firefighter (PST080) or position equivalent, and required licenses, certificates, and current Georgia Commercial Driver's License. Note: Adherence to the Georgia Firefighter Standards and Training Act is required.	

Job Code Catalog: Law Enforcement

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
PST082	Firefighter Captain	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs the total fire fighting and rescue operations at a state and/or general aviation facility or institution. Ensures all fire fighting vehicles and equipment are maintained in accordance with published guidelines and manufacturer's recommendations. Owns assigned tasks. May serve as a lead or train staff.		Entry Qualifications High school diploma/GED and one (1) year of experience required at the lower-level Firefighter Sergeant (PST081) or position equivalent with experience supervising a shift of firefighters, and required licenses, certificates, and current Georgia Commercial Driver's License AND P.O.S.T. certification. Note: Adherence to the Georgia Firefighter Standards and Training Act is required.	
Job Code	Job Title	Salary Plan	Grade
PST100	Probation Surveillance Off 2	LAW	LF
Min Salary \$32,543.42	Mid Salary \$42,945.62	Max Salary \$53,347.82	
Job Summary Under general supervision, monitors probationer's compliance with applicable rules and regulations as established. Performs various administrative, law enforcement, and court-related duties.		Entry Qualifications High school diploma/GED, Georgia P.O.S.T. certification, and one (1) year of full-time experience required as a certified police officer in a field setting with a recognized law enforcement agency or unit; or Georgia P.O.S.T. certification and two (2) years of full-time experience required as a uniformed officer in a correctional setting; or Georgia P.O.S.T. certification and two (2) years of full-time experience required in a law enforcement field.	
Job Code	Job Title	Salary Plan	Grade
RCM010	Mgr 1, Env. Protection	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Manages a program of regulatory review and enforcement in the area of environmental health/protection. Assists in the development of policies and procedures in assigned area. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in environmental sciences, biology, chemistry, geology, engineering (agricultural, chemical, civil, environmental, mechanical, or sanitary) or a related field from an accredited college or university and four (4) years of professional experience in environmental enforcement, environmental health, environmental monitoring, environmental protection or environmental research, which includes one (1) year 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.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCM011	Mgr 2, Env Protection	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Leads a program of regulatory review and enforcement in the area of environmental health/protection. Assists in the development of policies and procedures in assigned area. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		Bachelor's degree in environmental sciences, biology, chemistry, geology, engineering (agricultural, chemical, civil, environmental, mechanical or sanitary) or a related field from an accredited college or university and four (4) years of professional experience in environmental enforcement, environmental health, environmental monitoring, environmental protection or environmental research, which includes two (2) years in a managerial role; or three (3) years of experience required at the lower level Mgr 1, Env Protection (RCM010) 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.	
Job Code	Job Title	Salary Plan	Grade
RCM012	Sr Mgr 1, Env Protection	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Directs a program of regulatory review and enforcement in the area of environmental health/protection. Develops and procedures for assigned area. Directs subordinate managers and staff.		Bachelor's degree in environmental sciences, biology, chemistry, geology, engineering (agricultural, chemical, civil, environmental, mechanical or sanitary) or related field from an accredited college or university and five (5) years of professional experience in environmental enforcement, environmental health, environmental monitoring, environmental protection or environmental research, which includes two (2) years in a managerial role; or three (3) years of experience required at the lower level Mgr 2, Environmental Protection (RCM011) 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.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCM013	Sr Mgr 2, Env Protection	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Plans and develops a program of regulatory review and enforcement in the area of environmental health/protection. Develops policies and procedures for assigned area. Provides leadership to subordinate managers and staff.		Bachelor's degree in environmental sciences, biology, chemistry, geology, engineering (agricultural, chemical, civil, environmental, mechanical or sanitary) or a related field from an accredited college or university and six (6) years of professional experience in environmental enforcement, environmental health, environmental monitoring, environmental protection or environmental research, which includes two (2) years in a managerial role; or three (3) years of experience required at the lower level Sr Mgr 1, Env Protection (RCM012) 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.	

Job Code	Job Title	Salary Plan	Grade
RCM020	Mgr, Utils & Pipeline Complnc	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Manages a program of regulatory review and enforcement in the areas of utilities compliance or pipeline safety. Directs subordinate supervisors and staff.		Bachelor's degree in criminal justice, engineering, safety or industrial hygiene, or a related field from an accredited college or university and two (2) years of experience in engineering, public utilities, or a directly related field, which includes two (2) years in a managerial or supervisory role; or two (2) years of experience required at the lower level Utilities Analyst Spv (RCP093) or position equivalent.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCM021	Mgr 2, Utils/Pipeline Complnc	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary Leads a program of regulatory review and enforcement in the areas of utilities compliance or pipeline safety. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		Entry Qualifications Bachelor's degree in criminal justice, engineering, safety or industrial hygiene, or a related field from an accredited college or university and four (4) years of experience in engineering, public utilities, or a directly related field, which includes two (2) years in a managerial role; or three (3) years of experience required at the lower level Mgr, Utils & Pipeline Compliance (RCM020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCM022	Sr Mgr Utils Pipeline Complnc	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary Directs a program of regulatory review and enforcement in the areas of utilities compliance or pipeline safety. Directs subordinate supervisors, managers and staff.		Entry Qualifications Bachelor's degree in criminal justice, engineering, safety or industrial hygiene, or a related field from an accredited college or university and five (5) years of experience in engineering, public utilities, or a directly related field, which includes five (5) years in a managerial role; or five (5) years of experience required at the lower level Mgr 2, Utils & Pipeline Compliance (RCM021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCM023	Dir, Utils & Pipeline Complnc	SWD	R
Min Salary	Mid Salary	Max Salary	
\$95,324.50	\$127,321.19	\$159,317.88	
Job Summary Oversees a program of regulatory review and enforcement in the areas of utilities compliance or pipeline safety. Provides leadership for subordinate managers and staff.		Entry Qualifications Bachelor's degree in criminal justice, engineering, safety or industrial hygiene, or a related field from an accredited college or university and nine (9) years of experience in engineering, public utilities, or a directly related field, which includes seven (7) years in a managerial role; or seven (7) years of experience required at the lower level Sr Mgr Utils & Pipeline Compliance (RCM022) or position equivalent.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCM030	Mgr, Financial Complnc	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Manages a program of regulatory review and enforcement in the area of financial compliance. Provides leadership for subordinate supervisors and staff.	Bachelor's degree from an accredited college or university, including one (1) year in a managerial or supervisory role in the area of assignment; or one (1) year of experience required at the lower level Financial Examiner Spv (RCP113) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
RCM031	Sr Mgr, Financial Complnc	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Directs a program of regulatory review and enforcement in the area of financial compliance. Directs subordinate managers and staff.	Bachelor's degree from an accredited college or university, and one (1) year in a managerial role in the area of assignment; or two (2) years of experience required at the lower level Mgr, Financial Compliance (RCM030) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
RCM032	Dir, Financial Complnc	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary	Entry Qualifications		
Oversees a program of regulatory review and enforcement in the area of financial compliance. Provides leadership to subordinate managers.	Bachelor's degree in business administration, finance, or management from an accredited college or university and three (3) years of professional job-related experience, which includes two (2) years of managerial or supervisory experience; or two (2) years of experience at the lower level Sr Mgr, Financial Compliance (RCM031) or position equivalent.		

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCM040	Mgr, Insurance Investigation	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Manages a program of regulatory review and enforcement in the area of insurance investigation. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and two (2) years in a managerial or supervisory role in a related field; or six (6) years of job-related experience, which includes three (3) years in a managerial or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
RCM041	Sr Mgr Insurance Investigation	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Directs a program of regulatory review and enforcement in the area of insurance investigation. Directs subordinate managers and staff.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and two (2) years in a managerial role in a related field; or two (2) years of experience required at the lower level Mgr, Insurance Investigation (RCM040) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCM042	Dir, Insurance Investigation	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary Oversees a program of regulatory review and enforcement in the area of insurance investigation. Provides leadership subordinate managers and staff.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and five (5) years in a managerial role in a related field; or two (2) years of experience required at the lower level Sr Mgr, Insurance Investigation (RCM041) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCM050	Mgr, Regulatory Complnc	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Manages programs of regulatory review and enforcement in a variety of areas. Performs investigations and audits as necessary. Assists in the development of policies and procedures for assigned area. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and two (2) years in a managerial or supervisory role in the area of assignment; or six (6) years of experience in the area of assignment, including three (3) years in a managerial or supervisory role.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCM051	Mgr 2, Regulatory Complnc	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Leads programs of regulatory review and enforcement in a variety of areas. Performs investigations and audits as necessary. Assists in the development of policies and procedures for assigned area. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.	Bachelor's degree in a related field from an accredited college or university and two (2) years in a managerial or supervisory role in the area of assignment; or six (6) years of experience in the area of assignment, including three (3) years in a managerial role; or one (1) year of experience required at the lower level Mgr, Regulatory Compliance (RCM050) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
RCM052	Sr Mgr, Regulatory Complnc	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Directs programs of regulatory review and enforcement in a variety of areas. Performs investigations and audits as necessary. Develops and implements policies and procedures for assigned area. Directs subordinate managers and staff.	Bachelor's degree in a related field from an accredited college or university and three (3) years in a managerial role in the area of assignment; or seven (7) years of experience in the area of assignment, including three (3) years in a managerial role; or one (1) year of experience required at the lower level Mgr 2, Regulatory Compliance (RCM051) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
RCM053	Dir, Regulatory Complnc	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary	Entry Qualifications		
Oversees programs of regulatory review and enforcement in a variety of areas. Develops and implements policies and procedures for assigned area. Provides leadership to subordinate managers and staff.	Bachelor's degree in a related field from an accredited college or university and four (4) years in a managerial role in the area of assignment; or eight (8) years of experience in the area of assignment, including four (4) years in a managerial role; or one (1) year of experience required at the lower level Sr Mgr, Regulatory Compliance (RCM052) or position equivalent.		

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCM060	County Mgr, PH Environ Hlth	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Leads the overall comprehensive environmental health program operations for a county health department. Manages subordinate assigned staff.	Bachelor's degree from an accredited college or university, which included the completion of 27 semester hours (or 40 quarter hours) in laboratory science (e.g., chemistry, biology, geology, physics, etc.) and two (2) years of experience as a PH Envir Compl Specialist 4 (RCP123) or position equivalent.		

Job Code	Job Title	Salary Plan	Grade
RCM061	District Mgr, PH Environ Hlth	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Manages a comprehensive district wide public health environmental health program of regulatory review and enforcement in the area of environmental health. Directs subordinate staff.	Bachelor's degree from an accredited college or university, which included the completion of 27 semester hours (or 40 quarter hours) in laboratory science (e.g., chemistry, biology, geology, physics, etc.) and four (4) years of full-time professional level experience equivalent to a PH Envir Compl Specialist 4 (RCP123), which includes two (2) years in a lead worker, team leader, or supervisory role; or three (3) years as a County Mgr. PH Environ Hlth (RCM060) or position equivalent.		

Job Code	Job Title	Salary Plan	Grade
RCM062	State Mgr, PH Environ Hlth	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Directs statewide management and compliance of one or more Environmental Health Programs. Establishes policy and procedures in compliance with rules, regulations and codes. Ensures programs implemented to protect employees and communities. Directs subordinate staff and managers. Provides direction and influence on agency policy. Frequently reports to the EH Section Director. May provide leadership across multiple units and programs.	Bachelor's degree from an accredited college or university, which included the completion of 27 semester hours (or 40 quarter hours) in laboratory science (e.g., chemistry, biology, geology, physics, etc.) and five (5) years of professional-level experience performing work related to area of assignment, which includes two (2) years in a managerial or supervisory role; or three (3) years as a District Mgr, PH Environ Hitch (RCM061) or position equivalent.		

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCM063	Deputy Dir, PH Environ Hlth	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Assists the EH Director and Directs environmental health programs for the state that provide technical assistance and expertise to other government agencies, corporations, and the general public. Plans and develops short-term (one year) and long term (five year) goals and strategies for the state environmental health program Directs the evaluation of technical documents, environmental and public health issues, and facilities using sound engineering and scientific principals as appropriate. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		Bachelor's degree from an accredited college or university, which included the completion of 27 semester hours (or 40 quarter hours) in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.) and six (6) years of full-time professional-level experience performing work related to area of assignment, which includes three (3) years in managerial role; or three (3) years as a State Mgr, PH Environ Hlth (RCM062) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
RCP010	Safety & Complnc Spec 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under supervision, learns to perform inspections for compliance with policy, procedures, state and federal regulations and standards to ensure environmental health, safety, and/or compliance.		High school diploma/GED and one (1) year of job-related experience.Note: Some positions may require a valid driver's license.Note: Some positions may require certification and/or licensure.	

Job Code	Job Title	Salary Plan	Grade
RCP011	Safety & Complnc Spec 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision, coordinates and performs inspections for compliance with policy, procedures, state and federal regulations and standards to ensure driver safety, environmental health, safety, and/or compliance. Develops policies, methods and programs on safe driving, driving education, alcohol or drug awareness or occupational safety and health issues.		High school diploma/GED and two (2) years of job-related experience; or one (1) year of experience required at the lower level Safety & Complnc Spec 1 (RCP010) or position equivalent.Note: Some positions may require a valid driver's license.Note: Some positions may require certification and/or licensure.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP012	Safety & Complnc Spec 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under broad supervision, coordinates and performs inspections for compliance with policy, procedures, state and federal regulations and standards to ensure environmental health, safety, and/or compliance. Develops policies, methods and programs on safe driving, driver education, alcohol or drug awareness or occupational safety and health issues. May serve as lead worker.		High school diploma/GED and three (3) years of job-related experience; or one (1) year of experience required at the lower level Safety & Complnc Spec 2 (RCP011) or position equivalent. Note: Some positions may require a valid driver's license.Note: Some positions may require certification and/or licensure.	

Job Code	Job Title	Salary Plan	Grade
RCP013	Safety & Complnc Spec Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Responsible for coordinating and/or performing inspections for compliance with policy, procedures, state and federal regulations and standards to ensure adequate driver education programs, driver safety, environmental health, safety, and/or compliance. Develops policies, procedures, methods and programs on safe driving, driver education curriculum, alcohol or drug awareness programs, occupational safety and health issues.		High school diploma/GED and four (4) years of job-related experience; or one (1) year of experience required at the lower level Safety & Compliance Spec 3 (RCP012) or position equivalent. Note: Some positions may require a valid driver's license.Note: Some positions may require certification and/or licensure.	

Job Code	Job Title	Salary Plan	Grade
RCP020	Environmental Complnc Spec 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under supervision, learns to evaluate programs for compliance with environmental laws, rules, and regulations and recommend monitoring and corrective/enforcement actions.		Bachelor's degree in chemistry, biology, physics, geology, engineering, or other closely related field from an accredited college or university.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP021	Environmental Complnc Spec 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, evaluates programs for compliance with environmental laws, rules, and regulations. Recommends monitoring and enforcement/corrective actions.		Entry Qualifications Bachelor's degree in chemistry, biology, physics, geology, engineering, or another closely related field from an accredited college or university and two (2) years of professional job-related experience in environmental protection; or one (1) year of experience at the lower level Environmental Complnc Spec 1 (RCP020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP022	Environmental Complnc Spec 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under general supervision, evaluates programs for compliance with environmental laws, rules, and regulations. Recommends monitoring and enforcement/corrective actions. May serve as lead worker.		Entry Qualifications Bachelor's degree in chemistry, biology, physics, geology, engineering, or another closely related field from an accredited college or university and three (3) years of professional job-related experience in environmental protection; or one (1) year of experience at the lower level Environmental Complnc Spec 2 (RCP021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP023	Environmental Complnc Spec 4	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary May supervise, guide and instruct the work assignments of staff or serve as lead/ subject matter expert (SME). May direct personnel in the evaluation of programs for compliance with environmental laws, rules and regulations. Recommends monitoring and enforcement/corrective actions.		Entry Qualifications Bachelor's degree in chemistry, biology, physics, geology, engineering, or another closely related field from an accredited college or university and four (4) years of professional job-related experience in environmental protection; or one (1) year of experience at the lower level Environmental Complnc Spec 3 (RCP022) or position equivalent.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP030	Complnc Business Analyst 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, performs audits and analysis of corporate practices in insurance, real estate, securities transactions, and other business to detect and remediate fraud, malfeasance, or licensing issues.		Entry Qualifications Associate degree from an accredited college or university and two (2) years of job-related experience; or three (3) years of job-related experience.	
Job Code	Job Title	Salary Plan	Grade
RCP031	Complnc Business Analyst 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, performs detailed audits and analysis of corporate practices in insurance, real estate, securities transactions, and other business to detect and remediate fraud, malfeasance, or licensing issues.		Entry Qualifications Associate degree 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 Complnc Business Analyst 1 (RCP030) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP032	Complnc Business Analyst 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, performs detailed audits and analysis of corporate practices in insurance, real estate, securities transactions, and other business to detect and remediate fraud, malfeasance, or licensing issues. May serve as lead worker.		Entry Qualifications Associate degree from an accredited college or university and five (5) years of job-related experience; or one (1) year of experience required at the lower level Compliance Business Analyst 2 (RCP031) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP033	Complnc Business Analyst Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs personnel in the performance of audits and analysis of corporate practices in insurance, real estate, securities transactions, and other business to detect and remediate fraud, malfeasance, or licensing issues.		Entry Qualifications Associate degree from an accredited college or university and five (5) years of job-related experience, including two (2) years in a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level Compliance Business Analyst 3 (RCP032) or position equivalent.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP040	Agriculture Complnc Spec 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under supervision, learns to perform inspections and investigations in food, dairy and processing plants to ensure compliance with established state and federal laws, rules and regulations.		Entry Qualifications Bachelor's degree in agronomy, animal science, biology, chemistry, or a job-related area from an accredited college or university or certification as a Registered Sanitarian or Environmental Health Specialist.	
Job Code	Job Title	Salary Plan	Grade
RCP041	Agriculture Complnc Spec 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under general supervision, performs inspections and investigations in food, dairy and processing plants to ensure compliance with established state and federal laws, rules and regulations.		Entry Qualifications Bachelor's degree in agronomy, animal science, biology, chemistry, or a job-related area from an accredited college or university and one (1) year of experience conducting inspections and investigations for compliance or certification as a Registered Sanitarian or Environmental Health Specialist and one (1) year of experience conducting inspections and investigations for compliance; or one (1) year of experience required at the lower level Agriculture Compliance Spec 1 (RCP040) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP042	Agriculture Complnc Spec 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under broad supervision, performs inspections and investigations in food, dairy and processing plants to ensure compliance with established state and federal laws, rules and regulations. May serve as lead worker.		Entry Qualifications Bachelor's degree in agronomy, animal science, biology, chemistry, or a job-related area from an accredited college or university and two (2) years of experience conducting inspections and investigations for compliance or certification as a Registered Sanitarian or Environmental Health Specialist and two (2) years of experience conducting inspections and investigations for compliance; or one (1) year of experience required at the lower level Agriculture Compliance Spec 1 (RCP040) or position equivalent.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP043	Agriculture Complnc Spec Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs personnel in the performance of inspections and investigations in food, dairy and processing plants to ensure compliance with established state and federal laws, rules and regulations.		Bachelor's degree in agronomy, animal science, biology, chemistry, or a job-related area from an accredited college or university and three (3) years of experience conducting inspections and investigations for compliance, which includes one (1) year in a lead worker, team leader, or supervisory role or certification as a Registered Sanitarian or Environmental Health Specialist and three (3) years of experience conducting inspections and investigations for compliance, which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience required at the lower level Agriculture Compliance Spec 3 (RCP042) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
RCP050	Building Safety Spec 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under supervision, provides technical assistance, inspection, certification, and licensure of facilities to ensure compliance with regulations and laws governing health, quality, and safety.		High school diploma/GED.	

Job Code	Job Title	Salary Plan	Grade
RCP051	Building Safety Spec 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision, provides technical assistance, inspection, certification, and licensure of facilities to ensure compliance with regulations and laws governing health, quality, and safety.		High school diploma/GED and two (2) years of experience in a field closely related to the area of assignment; or one (1) year of experience required at the lower level Building Safety Spec 1 (RCP050) or position equivalent.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP052	Building Safety Spec 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, provides technical assistance, inspection, certification, and licensure of facilities to ensure compliance with regulations and laws governing health, quality, and safety. May serve as lead worker.		Entry Qualifications High school diploma/GED and four (4) years of experience in a field closely related to the area of assignment; or one (1) year of experience required at the lower level Building Safety Spec 2 (RCP051) or position equivalent and meet National Bridge Inspection Standards (NBIS) qualifications.	
Job Code	Job Title	Salary Plan	Grade
RCP053	Building Safety Spec Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides technical assistance, inspection, certification, and licensure of facilities to ensure compliance with regulations and laws governing health, quality, and safety.		Entry Qualifications High school diploma/GED and four (4) years of experience in a field closely related to the area of assignment, including two (2) years in a lead worker, team leader, or supervisory role; or two (2) years of experience required at the lower level Building Safety Spec 3 (RCP052) or position equivalent and meeting National Bridge Inspection Standards (NBIS) qualifications.	
Job Code	Job Title	Salary Plan	Grade
RCP060	Complnc Specialist 1	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under supervision, may plan, organize, or coordinate the activities of an assigned program. Learns to review, monitor and ensure compliance with assigned program area's policies and procedures.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience. Note: Some positions may require a valid driver's license.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP061	Complnc Specialist 2	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Under general supervision, may plan, organize or coordinate the activities of an assigned program. Reviews, monitors and ensures compliance with assigned program area's policies and procedures.		Entry Qualifications High school diploma/GED and three (3) years of job-related experience; or two (2) years of experience required at the lower level Complnc Specialist 1 (RCP060) or position equivalent. Note: Some positions may require a certification or licensure. Note: Some positions may require a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
RCP062	Complnc Specialist 3	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Under broad supervision, may plan, organize or coordinate the activities of an assigned program. Reviews, monitors and ensures compliance with assigned program area's policies and procedures.		Entry Qualifications High school diploma/GED and four (4) years of job-related experience; or two (2) years of experience required at the lower level Complnc Specialist 2 (RCP061) or position equivalent. Note: Some positions may require a certification or licensure. Note: Some positions may require a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
RCP063	Complnc Specialist Spv	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. May plan, organize or coordinate the activities of an assigned program. Reviews, monitors and ensures compliance with assigned program areas policies and procedures.		Entry Qualifications High school diploma/GED and five (5) years of job-related experience which includes two (2) years in a lead worker, team leader, or supervisory role related to the area of assignment; or two (2) years of experience required at the lower level Complnc Specialist 3 (RCP062) or position equivalent. Note: Some positions may require a certification or licensure. Note: Some positions may require a valid driver's license.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP070	UI Claims Examiner 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under supervision, conducts fact-finding interviews to determine claimant's eligibility for unemployment insurance benefits. Attains a working knowledge of U.I. and Employment Security laws, policies, and procedures and learns to examine U.I. claims and make non-monetary determinations.		Entry Qualifications High school diploma/GED and three (3) years of job-related experience.	
Job Code	Job Title	Salary Plan	Grade
RCP071	UI Claims Examiner 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under general supervision, conducts interviews, compiles, and evaluates data to determine eligibility for unemployment benefits. Provides technical assistance to the field and answers all claimant questions regarding unemployment program laws, rules and regulations.		Entry Qualifications High school diploma/GED and five (5) years of job-related experience; or three (3) years of experience required at the lower level UI Claims Examiner 1 (RCP070) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP072	UI Claims Examiner 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under broad supervision, conducts interviews, compiles, and evaluates data to determine eligibility for unemployment benefits. Provides technical assistance to the field and answers all claimant questions regarding unemployment program laws, rules and regulations. May serve as lead worker.		Entry Qualifications High school diploma/GED and five (5) years of job-related experience; or three (3) years of experience required at the lower level UI Claims Examiner 2 (RCP071) or position equivalent.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP073	UI Claims Examiner Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Conducts interviews, compiles, and evaluates data to determine eligibility for unemployment benefits. Provides technical assistance to the field and answers all claimant questions regarding unemployment program laws, rules and regulations.		Entry Qualifications High school diploma/GED and six (6) years of job-related experience; or four (4) years of experience required at the lower level UI Claims Examiner 3 (RCP072) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP080	EEO Ofc 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under supervision, investigates and evaluates complaints related to discrimination or illegal practices in housing and employment. Ensures practices are in compliance with federal and state laws, rules and regulations.		Entry Qualifications Associate degree in a related field from an accredited college or university and one (1) year of professional job-related work.	
Job Code	Job Title	Salary Plan	Grade
RCP081	EEO Ofc 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under general supervision, investigates and evaluates complaints related to discrimination or illegal practices in housing and employment. Ensures practices are in compliance with federal and state laws, rules and regulations.		Entry Qualifications Associate degree in a related field from an accredited college or university and two (2) years of professional job-related work, including preparing, implementing, or administering affirmative action plans; or two (2) years of experience at the lower level EEO Ofc 1 (RCP080) or equivalent position.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP082	EEO Ofc 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, investigates and evaluates complaints related to discrimination or illegal practices in housing and employment. Ensures practices are in compliance with federal and state laws, rules and regulations. May serve as lead worker.		Entry Qualifications Associate degree in a related field from an accredited college or university and three (3) years of specialized and related work, including preparing, implementing, or administering affirmative action plans; or two (2) years of experience at the lower level EEO Ofc 2 (RCP081) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP083	EEO Ofc Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Responsible for the operation of all fair employment/housing activities within an agency. Devises and implements all training. Oversees all fair employment/housing investigations, outreach, and litigation.		Entry Qualifications High school diploma/GED and six (6) years of specialized and related work, including preparing, implementing, or administering affirmative action plans; or two (2) years of experience at the lower level EEO Ofc 3 (RCP082) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP090	Utilities Analyst 1	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under supervision, learns to review technical and financial basis of changes to rates or regulations affecting public utilities.		Entry Qualifications High school diploma/GED and two (2) years of experience in engineering, operations, and inspection in the area of assignment which included work with public utilities.	
Job Code	Job Title	Salary Plan	Grade
RCP091	Utilities Analyst 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under general supervision, reviews technical and financial basis of changes to rates or regulations affecting public utilities. Prepares recommendations and evaluation for hearings. Monitors compliance with orders and statutes.		Entry Qualifications High school diploma/GED and four (4) years of experience in engineering, operations, and inspection in the area of assignment, which included work with public utilities; or two (2) years of experience required at the lower level Utilities Analyst 1 (RCP090) or position equivalent.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP092	Utilities Analyst 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, reviews technical and financial basis of changes to rates or regulations affecting public utilities. Prepares recommendations and evaluation for hearings. Monitors compliance with orders and statutes.		Entry Qualifications High school diploma/GED and six (6) years of experience in engineering, operations, and inspection in the area of assignment, including work with public utilities, one (1) year of which was a lead worker, team leader, or supervisory role; or two (2) years of experience required at the lower level Utilities Analyst 2 (RCP091) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP093	Utilities Analyst Spv	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Reviews technical and financial basis of changes to rates or regulations affecting public utilities. Prepares recommendations and evaluation for hearings. Monitors compliance with orders and statutes.		Entry Qualifications High school diploma/GED and eight (8) years of experience in engineering, operations, and inspection in the area of assignment, including work with public utilities, including one (1) year as a lead worker, team leader, or supervisory role; or two (2) years of experience required at the lower level Utilities Analyst 3 (RCP092) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP100	Criminal Just Complnc Spec 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, conducts performance audits of municipal, county, state, federal public safety agencies and authorities as required by law and regulations. Develops and presents training interventions to assists with compliance.		Entry Qualifications High school diploma/GED and two (2) years of experience in a job-related area.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.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP101	Criminal Just Complnc Spec 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, conducts performance audits of municipal, county, state, federal public safety agencies and authorities as required by law and regulations. Develops and presents training interventions to assists with compliance.		Entry Qualifications High school diploma/GED and three (3) years of experience in a job-related area and one (1) year of experience at the lower level Criminal Justice Compliance Spec 1 (RCP100). 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.	
Job Code	Job Title	Salary Plan	Grade
RCP102	Criminal Just Complnc Spec 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, conducts performance audits of municipal, county, state, federal public safety agencies and authorities as required by law and regulations. Develops and presents training interventions to assists with compliance. May act as a lead worker.		Entry Qualifications High school diploma/GED and four (4) years of experience in a job-related area and one (1) year of experience at the lower level Criminal Justice Compliance Spec 2 (RCP101); or four (4) years of experience at a level equivalent to a compliance auditor.	
Job Code	Job Title	Salary Plan	Grade
RCP103	Criminal Just Complnc Spec Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Conducts performance audits of municipal, county, state, federal public safety agencies and authorities as required by law and regulations. Develops and presents training interventions to assists with compliance.		Entry Qualifications High school diploma/GED and five (5) years of experience in a job-related area, including one (1) year as a lead worker, team leader, or supervisory role; or two (2) years of experience required at the lower level Criminal Justice Compliance Spec 3 (RCP102); or four (4) years of experience at a level equivalent to a compliance auditor, including one (1) year as a lead worker, lead team leader, or supervisory role.	

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Job Code	Job Title	Salary Plan	Grade
RCP110	Financial Examiner 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under supervision, confirms the integrity of financial statements, verifying assets, determining liabilities, and ensuring compliance with state laws and regulations by interpreting laws and policies, and auditing records, transactions, and financial data. May require special certification.		Entry Qualifications Bachelor's degree in business administration or a related field from an accredited college or university; or three (3) years of job-related 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.	
Job Code	Job Title	Salary Plan	Grade
RCP111	Financial Examiner 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under general supervision, confirms the integrity of financial statements, verifying assets, determining liabilities, and ensuring compliance with state laws and regulations by interpreting laws and policies, and auditing records, transactions, and financial data. May require special certification.		Entry Qualifications Bachelor's degree in business administration or a related field from an accredited college or university and one (1) year of experience required at the lower-level Financial Examiner 1 (RCP110) or position equivalent; or four (4) years of professional job-related 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.	
Job Code	Job Title	Salary Plan	Grade
RCP112	Financial Examiner 3	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under broad supervision, confirms the integrity of financial statements, verifying assets, determining liabilities, and ensuring compliance with state laws and regulations by interpreting laws and policies, and auditing records, transactions and financial data. May require special certification. Owns assigned tasks. May also serve in a lead role.		Entry Qualifications Bachelor's degree in business administration or a related field from an accredited college or university and two (2) years of job-related experience; or five (5) years of professional job-related experience in a relevant area; or one (1) year of experience required at the lower-level Financial Examiner 2 (RCP111) 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.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP113	Financial Examiner Spv	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff". Confirms the integrity of financial statements, verifying assets, determining liabilities, and ensuring compliance with state laws and regulations by interpreting laws and policies, and auditing records, transactions, and financial data. May require special certification.		Entry Qualifications Bachelor's degree in business administration, accounting, finance, or a closely related field from an accredited college or university and four (4) years of professional-level accounting experience, including two (2) years in a lead worker, team lead, or supervisory role; or one (1) year of experience required at the lower-level Financial Examiner 3 (RCP112) 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.	

Job Code	Job Title	Salary Plan	Grade
RCP120	PH Envir Compl Specialist 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under supervision, assists in performing inspections, interviews, and technical reviews for an environmental health program in a public health department. Assists in investigating complaints and recommending enforcement action as necessary.		Entry Qualifications Bachelor's degree from an accredited college or university, which includes the completion of 27 semester or 40 quarter hours in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.).	

Job Code	Job Title	Salary Plan	Grade
RCP121	PH Envir Compl Specialist 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under general supervision, performs inspections, interviews, and conducts technical reviews for an environmental health program in a public health department. Investigates complaints and recommends enforcement action as necessary.		Entry Qualifications Bachelor's degree from an accredited college or university, which includes the completion of 27 semester or 40 quarter hours in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.) and one (1) year of experience at the lower level PH Envir Compl Specialist 1 (RCP120) or position equivalent. Note: Any agency-specified certification/training that may be experience.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCP122	PH Envir Compl Specialist 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, conducts inspections and audits of assigned facilities/sites for compliance with applicable health codes in a Public Health District. Reviews and/or prepares applications, permits and technical reports. Investigates and responds to complaints of potential health hazards and requests for service. Owns assigned tasks. May also serve in a lead role.		Entry Qualifications Bachelor's degree from an accredited college or university, which includes the completion of 27 semester or 40 quarter hours in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.) and one (1) year of experience at the lower level PH Envir Compl Specialist 2 (RCP121) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP123	PH Envir Compl Specialist 4	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under limited supervision, performs inspections, interviews, and technical reviews for an environmental health program in a public health department. Investigates complaints and recommends enforcement action as necessary. May also serve in a lead role and/or supervise work of assigned staff. May serve as the sole environmental health specialist providing environmental health program services in a single or multi-county area.		Entry Qualifications Bachelor's degree from an accredited college or university, which includes the completion of 27 semester or 40 quarter hours in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.) and one (1) year of experience at the lower level PH Envir Compl Specialist 3 (RCP122) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP124	PH Envir Compl Specialist 5	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under minimal supervision, conducts inspections and audits of assigned facilities/sites for compliance with applicable health codes in a Public Health District. Reviews and/or prepares applications, permits and technical reports. Investigates and responds to complaints of potential health hazards and requests for service. May also serve in a lead role and/or supervise and plan work of assigned staff. May serve as a technical expert or sole environmental health specialist providing environmental health program services in a single or multi-county area.		Entry Qualifications Bachelor's degree from an accredited college or university, which included the completion of 27 semester hours (or 40 quarter hours) in laboratory science (e.g., chemistry, biology, geology, physics, etc.). and current registration as a Registered Environmental Health Specialist or Sanitarian by the National Environmental Health Association or an equivalent recognized credentialing board and one (1) year of experience as a PH Envir Compl Specialist 4 (RCP123) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
RCP130	Env Transportation Analyst 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under supervision, provides senior level professional support in environmental services.		Entry Qualifications Bachelor's degree from an accredited college or university and two (2) years of job-related experience; or one (1) year of experience at the lower level Env Transportation Spec 4 (RCP143) or position equivalent and demonstrated experience as a lead worker.	
Job Code	Job Title	Salary Plan	Grade
RCP131	Env Transportation Analyst 2	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under general supervision, provides expert level professional support in environmental services. May serve as a lead worker.		Entry Qualifications Bachelor's degree from an accredited college or university and three (3) years of job-related experience; or one (1) year of experience at the lower level Env Transportation Analyst 1 (RCP130) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP132	Env Transportation Analyst 3	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Under broad supervision, serves as a group leader to professional staff providing support in environmental services.		Entry Qualifications Bachelor's degree from an accredited college or university and four (4) years of job-related experience; or one (1) year of experience at the lower level Env Transportation Analyst 2 (RCP131) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP140	Env Transportation Spec 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, provides entry level professional support in environmental services.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience.	

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Job Code	Job Title	Salary Plan	Grade
RCP141	Env Transportation Spec 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under general supervision, provides working level professional support in environmental services.		Entry Qualifications High school diploma/GED and three (3) years of job-related experience, or two (2) years of experience at the lower level Env Transportation Spec 1 (RCP140) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP142	Env Transportation Spec 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, provides advanced level professional support in environmental services.		Entry Qualifications High school diploma/GED and four (4) years of job-related experience, or two (2) years of experience at the lower level Env Transportation Spec 2 (RCP141) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP143	Env Transportation Spec 4	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under limited supervision, provides senior level professional support in environmental services. May also serve in a lead role.		Entry Qualifications High school diploma/GED and five (5) years of job-related experience, or two (2) years of experience at the lower level Env Transportation Spec 3 (RCP142) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCP150	Utility Engineer 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under general supervision, performs work of moderate difficulty in reviewing and evaluating electric, natural gas, and telecommunications utility issues, promoting clean, safe, reliable and affordable utility service in the public interest utilizing engineering principles and practices.		Entry Qualifications Bachelor's degree in engineering from an accredited four-year college or university.	

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Job Code	Job Title	Salary Plan	Grade
RCP151	Utility Engineer 2	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Under broad supervision, performs work of considerable difficulty in reviewing and evaluating electric, natural gas, and telecommunications utility issues, promoting clean, safe, reliable and affordable utility service in the public interest utilizing engineering principles and practices.		Bachelor's degree in engineering from an accredited four-year college or university and one (1) year of engineering experience in a public utility sector; or two (2) years of experience required at the lower level Utility Engineer 1 (RCP150).	
Job Code	Job Title	Salary Plan	Grade
RCP152	Utility Engineer 3	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Under limited supervision, performs work of high difficulty in reviewing and evaluating electric, natural gas, and telecommunications utility issues, promoting clean, safe, reliable and affordable utility service in the public interest utilizing engineering principles and practices.		Bachelor's degree in engineering from an accredited four-year college or university and two (2) years of engineering experience in a public utility sector; or two (2) years of experience required at the lower level Utility Engineer 2 (RCP151).	
Job Code	Job Title	Salary Plan	Grade
RCT010	Licensing Tech 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary	Entry Qualifications		
Under direct supervision, learns to examine, evaluate, and investigate businesses or government agencies to determine conformity with applicable laws and licensing requirements.		High school diploma/GED and two (2) years of job-related experience.	
Job Code	Job Title	Salary Plan	Grade
RCT011	Licensing Tech 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary	Entry Qualifications		
Under general supervision, examines, evaluates, and investigates businesses or government agencies to determine conformity with applicable laws, routes and licensing requirements.		High school diploma/GED and three (3) years of job-related experience; or one (1) year of experience at the lower level (RCT010) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
RCT012	Licensing Tech 3	SWD	H
Min Salary \$35,618.70		Mid Salary \$46,245.72	Max Salary \$56,872.73
Job Summary Under broad supervision, examines, evaluates, and investigates businesses or government agencies to determine conformity with applicable laws, routes and licensing requirements.		Entry Qualifications High school diploma/GED and five (5) years of job-related experience; or one (1) year of experience at the lower level (RCT011) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
RCT013	Licensing Tech Spv	SWD	I
Min Salary \$38,452.58		Mid Salary \$50,142.29	Max Salary \$61,832.00
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Responsible for the supervision of assigned staff in designated functional area. Examines, evaluates, and investigates businesses or government agencies to determine conformity with applicable laws and licensing requirements.		Entry Qualifications High school diploma/GED and six (6) years of job-related experience, which includes three (3) years in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level (RCT012) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
RCT020	Construction Inspector 1	SWD	F
Min Salary \$30,700.42		Mid Salary \$38,897.56	Max Salary \$47,094.70
Job Summary Under direct supervision, evaluates structural soundness and condition of infrastructure.		Entry Qualifications High school diploma/GED and one (1) year of general maintenance, construction or job-related experience.	
Note: Some positions may require a valid driver's license.			

Job Code	Job Title	Salary Plan	Grade
RCT021	Construction Inspector 2	SWD	G
Min Salary \$33,042.45		Mid Salary \$42,703.38	Max Salary \$52,364.30
Job Summary Under general supervision, evaluates structural soundness and condition of infrastructure. Evaluates work of contractors to determine compliance with contract specifications and qualification for payment.		Entry Qualifications High school diploma/GED and two (2) years of relevant work experience; or one (1) year of experience at the lower level Construction Inspector 1 (RCT020) or position equivalent. Note: Some positions may require a valid driver's license.	

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Job Code	Job Title	Salary Plan	Grade
RCT022	Construction Inspector 3	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary	Entry Qualifications		
Under broad supervision, evaluates structural soundness and condition of infrastructure. Evaluates work of contractors to determine compliance with contract specifications and qualification for payment. May serve as a lead worker.	High school diploma/GED and three (3) years of relevant work experience; or one (1) year of experience at the lower level Construction Inspector 2 (RCT021) or position equivalent. Note: Some positions may require a valid driver's license.		
Job Code	Job Title	Salary Plan	Grade
RCT023	Construction Inspector Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, directs, coordinates, or budgets activities concerned with the construction and maintenance of structures, facilities, and systems. Participate in the conceptual development of a construction project and oversee its organization, scheduling, and implementation. Evaluates structural soundness and condition of infrastructure. Evaluates work of contractors to determine compliance with contract specifications and qualification for payment.	High school diploma/GED and four (4) years of relevant work experience; or one (1) year of experience at the lower level Construction Inspector 3 (RCT022) or position equivalent. Note: Some positions may require a valid driver's license.		
Job Code	Job Title	Salary Plan	Grade
RCT030	Hlth & Safety Inspector 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary	Entry Qualifications		
Under direct supervision, performs assessments, inspections to enforce adherence to laws and regulations governing health and safety. Performs environmental tests and/or safety inspections.	High school diploma/GED.		

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Job Code	Job Title	Salary Plan	Grade
RCT031	HLth & Safety Inspector 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, conduct assessments, inspections and enforce adherence to laws and regulations governing the health and safety. Performs environmental tests and/or safety inspections. Investigates incidents and complaints.		Entry Qualifications High school diploma/GED and one (1) year of experience; or one (1) year of experience at the lower level HLth & Safety Inspector 1 (RCT030) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCT032	HLth & Safety Inspector 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, conduct assessments, inspections and enforce adherence to laws and regulations governing health and safety. Performs environmental tests and/or safety inspections. Investigates incidents and complaints.		Entry Qualifications High school diploma/GED and two (2) years of experience; or one (1) year of experience at the lower level HLth & Safety Inspector 2 (RCT031) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCT033	HLth & Safety Inspector Spv	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Conduct assessments, inspections and enforce adherence to laws and regulations governing health and safety. Performs environmental tests and/or safety inspections. Investigates incidents and complaints.		Entry Qualifications High school diploma/GED and three (3) years of experience; or one (1) year of experience at the lower level HLth & Safety Inspector 3 (RCT032) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCT040	Agriculture Inspector 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, learns to inspect agricultural commodities, processing equipment and facilities, and fish and logging operations to ensure compliance with regulations and laws governing health, quality, and safety.		Entry Qualifications High school diploma/GED and one (1) year of experience in the area of assignment; or two (2) years of college, which included 12 semester hours or 20 quarter hours in chemistry or life sciences.	

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Job Code	Job Title	Salary Plan	Grade
RCT041	Agriculture Inspector 2	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary	Entry Qualifications		
Under general supervision, inspects agricultural commodities, processing equipment and facilities, and fish and logging operations to ensure compliance with regulations and laws governing health, quality, and safety.	High school diploma/GED and two (2) years of experience in the area of assignment; or two (2) years of college, which included 12 semester hours or 20 quarter hours in chemistry or life sciences and one (1) year of experience in a directly job-related area; or two (2) years of experience required at the lower level Agriculture Inspector 1 (RCT040) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
RCT042	Agriculture Inspector 3	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary	Entry Qualifications		
Under broad supervision, inspects agricultural commodities, processing equipment and facilities, and fish and logging operations to ensure compliance with regulations and laws governing health, quality, and safety. Acts as lead worker.	High school diploma/GED and two (2) years of experience in the area of assignment; or two (2) years of college, which included 12 semester hours or 20 quarter hours in chemistry or life sciences and two (2) years of experience in a directly job-related area; or two (2) years of experience required at the lower level Agriculture Inspector 2 (RCT041) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
RCT043	Agriculture Inspector Spv	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Inspects agricultural commodities, processing equipment, and facilities, and fish and logging operations, to ensure compliance with regulations and laws governing health, quality, and safety.	High school diploma/GED and three (3) years of experience in the area of assignment; or two (2) years of college which included 12 semester hours or 20 quarter hours in chemistry or life sciences, including three (3) years in a lead worker, team leader, or supervisory role; or two (2) years of experience required at the lower level Agriculture Inspector 3 (RCT042) or position equivalent.		

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Job Code	Job Title	Salary Plan	Grade
RCT050	Identity & Driver Cred Spec 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, provides consistent, high quality customer service in the issuance of driver's licenses and identification cards based on established guidelines, laws, rules, and regulations.		Entry Qualifications High school diploma/GED, eighteen years of age, and a valid GA Class C driver's license.	
Job Code	Job Title	Salary Plan	Grade
RCT051	Identity & Driver Cred Spec 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, provides consistent, high quality customer service in the issuance of driver's licenses and identification cards based on established guidelines, laws, rules, and regulations. Administers and grades written exams and road tests.		Entry Qualifications High school diploma/GED and eighteen (18) months of experience at the lower level Driver Examiner 1 (RCT050); or two (2) years of experience in Driver Services Administration or related field and possess a valid GA Class C driver's license.	
Job Code	Job Title	Salary Plan	Grade
RCT052	Identity & Driver Cred Spec 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, provides consistent, high quality customer service in the issuance of driver's licenses and identification cards based on established guidelines, laws, rules, and regulations. Administers and grades written exams and road tests. May act as lead worker.		Entry Qualifications High school diploma/GED and two (2) years of experience at the lower level Driver Examiner 2 (RCT051); or four (4) years of experience in Driver Services Administration or related field and possess a valid GA Class C driver's license.	

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Job Code	Job Title	Salary Plan	Grade
RCT053	Identity & Drv Cred Spec 1 MSA	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Under direct supervision, provides consistent, high quality customer service in the issuance of identification and license credentials based on established guidelines, statutes, rules, and regulations. Located in high-volume Customer Service Centers which serve a diverse customer base which demands a more complex skill set to reduce fraud, handle language barriers, and interpret and validate - identity and immigration documents. High-volume centers cater to a larger customer base and consequently experience higher frequencies of incidents such as dealing with irate customers, slip and falls, road test crashes, sick customers, etc.		High school diploma/GED and two (2) years of experience at the advanced level (RCT052); or four (4) years of experience in Driver Services Administration or related field and two (2) years in advanced lead role or working at a team lead capacity. Must possess a driver's license.	

Job Code	Job Title	Salary Plan	Grade
RCT054	Identity & Drv Cred Spec 2 MSA	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under general supervision, provides consistent, high quality customer service in the issuance of identification and license credentials based on established guidelines, statutes, rules, and regulations. Located in high-volume Customer Service Centers which serve a diverse customer base which demands a more complex skill set to reduce fraud, handle language barriers, and interpret and validate - identity and immigration documents. High-volume centers cater to a larger customer base and consequently experience higher frequencies of incidents such as dealing with irate customers, slip and falls, road test crashes, sick customers, etc. May serve as team lead to lower-level staff.		High school diploma/GED and eighteen (18) months of experience at the lower-level Identity & Driver Credential Specialist 1 (RCT050) and possess a valid Class C driver's license which must be maintained while employed in this position; or two (2) years of experience in Driver Services Administration or related field and possess a valid Class C driver's license which must be maintained while employed in this position.	

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Job Code	Job Title	Salary Plan	Grade
RCT055	Identity & Drv Cred Spec 3 MSA	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under limited supervision, provides consistent, high quality customer service in the issuance of identification and license credentials based on established guidelines, statutes, rules, and regulations. Located in high-volume Customer Service Centers which serve a diverse customer base which demands a more complex skill set to reduce fraud, handle language barriers, and interpret and validate identity and immigration documents. High-volume centers cater to a larger customer base and consequently experience higher frequencies of incidents such as dealing with irate customers, slip and falls, road test crashes, sick customers, etc. May serve as team lead to lower-level staff.		High school diploma/GED and two (2) years of experience at the lower- level Identity & Driver Credential Specialist 1 (RCT050) and possess a valid Class C driver's license which must be maintained while employed in this position; or four (4) years of experience in Driver Services Administration or related field and possess a valid Class C driver's license which must be maintained while employed in this position.	

Job Code	Job Title	Salary Plan	Grade
RCT060	Market Ops Spec 1	SWD	D
Min Salary	Mid Salary	Max Salary	
\$26,635.71	\$33,410.22	\$40,184.72	
Job Summary		Entry Qualifications	
Under direct supervision, provides assistance to farmers and growers in the selling/buying of product. Manages produce sales at the state farmers' market. Assign produce owners to appropriate areas and stalls.		High school diploma/GED and one (1) year of experience in the area of assignment.	

Job Code	Job Title	Salary Plan	Grade
RCT061	Market Ops Spec 2	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary		Entry Qualifications	
Under general supervision, provides assistance to farmers and growers in the selling/buying of product. Manages produce sales at the state farmers' market. Assign produce owners to appropriate areas and stalls.		High school diploma/GED and three (3) years of experience in the area of assignment.	

Job Code Catalog: Regulatory

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Job Code	Job Title	Salary Plan	Grade
RCT062	Market Ops Spec 3	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under broad supervision, manages large full-time, year-round state farmers' market that provides an outlet for the sale of products by farmers, retailers, and wholesalers. Provides direction to farmers in sale of produce to consumers.		Entry Qualifications High school diploma/GED and four (4) years of experience in the area of assignment; or two (2) years of experience at the lower level Market Ops Spec 2 (RCT061) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCT063	Market Ops Spec Spv	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages large full-time, year-round state farmers' market that provides an outlet for the sale of products by farmers, retailers, and wholesalers. Provides direction to farmers in sale of produce to consumers.		Entry Qualifications High school diploma/GED and six (6) years of experience in the area of assignment, including two (2) years in a supervisory capacity; or two (2) years of experience at the lower level Market Ops Spec 3 (RCT062) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCT070	Compliance Monitor 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under direct supervision, compiles reports of indicators pertaining to potential fraud. Reviews system reports to determine state or program compliance or changes in state or program guidelines. Examines documents to identify noncompliance with state policies and procedures.		Entry Qualifications High school diploma/GED and one (1) year of experience performing office work, conducting research, or reviewing policy.	
Job Code	Job Title	Salary Plan	Grade
RCT071	Compliance Monitor 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, compiles reports of indicators pertaining to potential fraud. Reviews system reports to determine state or program compliance or changes in state or program guidelines. Examines documents to identify noncompliance with state policies and procedures.		Entry Qualifications High school diploma/GED and three (3) years of experience in a technical job related to the area of assignment. A valid driver's license may be required.	

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Job Code	Job Title	Salary Plan	Grade
RCT072	Compliance Monitor 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, compiles reports of indicators pertaining to potential fraud. May analyze system reports to determine state or program compliance or changes in state or program guidelines. May validate documents to identify noncompliance with state policies and procedures. Owns assigned tasks. May serve as lead a lead worker.		Entry Qualifications High school diploma/GED and five (5) years of experience in a technical job related to the area of assignment. A valid driver's license may be required.	
Job Code	Job Title	Salary Plan	Grade
RCT073	Compliance Monitor Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Compiles reports of indicators pertaining to potential fraud. Analyzes system reports to determine state or program compliance or changes in state or program guidelines. Examines and validates documents to identify noncompliance with state policies and procedures.		Entry Qualifications High school diploma/GED and seven (7) years of experience in a technical job related to the area of assignment. May require a valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
RCT080	CSC Supervisor 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Responsible for the daily operation of the center. Provides consistent, high quality customer service in the issuance of driver's licenses and identification cards based on established guidelines, laws, rules, and regulations.		Entry Qualifications High school diploma/GED and two (2) years of experience at the lower level Driver Examiner 3 (RCT052) or position equivalent; or four (4) years of experience in Driver Services Administration or related field and which includes two (2) years in a lead worker, team leader, or supervisory role and must possess a driver's license.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCT081	CSC Supervisor 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Responsible for the daily operation of the center. Provides consistent, high quality customer service in the issuance of driver's licenses and identification cards based on established guidelines, laws, rules, and regulations.		High school diploma/GED and three (3) years of experience at the lower level Driver Examiner 3 (RCT052) or position equivalent; or five (5) years of experience in Driver Services Administration or related field and which includes two (2) years in a lead worker, team leader, or supervisory role and must possess a driver's license.	
Job Code	Job Title	Salary Plan	Grade
RCT082	CSC Supervisor 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Delegates and monitors subordinates on the daily operation of the center. Provides consistent, high quality customer service in the issuance of driver's licenses and identification cards based on established guidelines, laws, rules, and regulations.		High school diploma/GED and four (4) years of experience at the lower level Driver Examiner 3 (RCT052) or position equivalent; or six (6) years of experience in Driver Services Administration or related field and which includes two (2) years in a lead worker, team leader, or supervisory role and must possess a driver's license.	
Job Code	Job Title	Salary Plan	Grade
RCT083	CSC Supervisor 1 (MSA)	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Manages, guides, and/or instructs the work assignments of subordinate staff. Responsible for the daily operation of the center in the absence of the CSC Supervisor 3 (MSA). Provides consistent, high quality customer service in the issuance of identification and license credentials based on established guidelines, statutes, rules, and regulations. Located in high-volume Customer Service Centers which serve a diverse customer base which demands a more complex skill set to reduce fraud, handle language barriers, and interpret and validate -identity and immigration documents. High-volume centers cater to a larger customer base and consequently experience higher frequencies of incidents such as dealing with irate customers, slip and falls, road test crashes, sick customers, etc.		High school diploma/GED and two (2) years of experience at the lower-level Identity & Driver Credential Specialist 2 (RCT052) or position equivalent; and must possess a valid Class C or equivalent License which must be maintained while employed in this position.; or four (4) years of experience in Driver Services Administration or related field and which includes two (2) years in a team leader, or supervisory role and must possess a valid Class C driver's license or equivalent License which must be maintained while employed in this position.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCT084	CSC Supervisor 2 (MSA)	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Leads, guides, and/or instructs the work assignments of subordinate staff. Assists the Center Manager in the daily operation of the center. Provides consistent, high quality customer service in the issuance of identification and license credentials based on established guidelines, statutes, rules, and regulations. Located in high-volume Customer Service Centers which serve a diverse customer base which demands a more complex skill set to reduce fraud, handle language barriers, and interpret and validate identity and immigration documents. High-volume centers cater to a larger customer base and consequently experience higher frequencies of incidents such as dealing with irate customers, slip and falls, road test crashes, sick customers, etc.		High school diploma/GED and three (3) years of experience at the lower-level Identity & Driver Credential Specialist 2 (RCT052) or position equivalent and must possess a valid Class C or equivalent License which must be maintained while employed in this position; or five (5) years of experience in Driver Services Administration or related field and which includes two (2) years in a lead worker, team leader, or supervisory role and must possess a valid Class C or equivalent License which must be maintained while employed in this position.	

Job Code	Job Title	Salary Plan	Grade
RCT085	CSC Supervisor 3 (MSA)	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Directs, guides, and/or instructs the work assignments of subordinate supervisors and staff. Responsible for the daily operation of the center. Provides consistent, high quality customer service in the issuance of identification and license credentials based on established guidelines, statutes, rules, and regulations. Located in high-volume Customer Service Centers which serve a diverse customer base which demands a more complex skill set to reduce fraud, handle language barriers, and interpret and validate identity and immigration documents. High-volume centers cater to a larger customer base and consequently experience higher frequencies of incidents such as dealing with irate customers, slip and falls, road test crashes, sick customers, etc.		High school diploma/GED and four (4) years of experience at the lower-level Identity & Driver Credential Specialist 2 (RCT052) or position equivalent and a valid Class C or equivalent License which must be maintained while employed in this position; or six (6) years of experience in Driver Services Administration or related field and which includes two (2) years in a lead worker, team leader, or supervisory role and a valid Class C or equivalent License which must be maintained while employed in this position.	

Job Code Catalog: Regulatory

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Job Code	Job Title	Salary Plan	Grade
RCT090	Meat Inspector 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under direct supervision, learns to inspect red meat, red meat products, and meat processing facilities to determine compliance with legal standards. This includes ante-mortem and post-mortem inspections. This position requires a personal vehicle or transportation. Incumbent must work in adjoining areas as dictated by program requirements although travel outside of assigned area is expected to be less than 15% of total travel.		High school diploma/GED and one (1) year of experience in the area of assignment; or two (2) years of college, which included 12 semester hours or 20 quarter hours in chemistry or life sciences.	

Job Code	Job Title	Salary Plan	Grade
RCT091	Meat Inspector 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under general supervision, inspects red meat, red meat products, and meat processing facilities to determine compliance with legal standards. This includes ante-mortem and post-mortem inspections. This position requires a personal vehicle or transportation. Incumbent must work in adjoining areas as dictated by program requirements although travel outside of assigned area is expected to be less than 15% of total travel. Incumbents in the job may require additional training or experience to attain full proficiency in some or all of the job responsibilities.		High school diploma/GED and two (2) years of experience in the area of assignment; or two (2) years of college which included 12 semester hours or 20 quarter hours in chemistry or life science and one year of directly job-related experience; or two (2) years of experience required at the lower level Meat Inspector 1 (RCT090) or position equivalent.	

Job Code Catalog: Regulatory

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
RCT092	Meat Inspector 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, provides ante-mortem and post-mortem inspections at livestock slaughter establishments, provides re-inspection of livestock and poultry products, and performs inspections of facilities to ensure regulatory compliance. These duties are performed at various establishments as necessary to provide district and state-wide relief coverage when inspection personnel are unavailable. This position includes overnight travel. The incumbent works closely with the District Supervisor and discusses findings and coverage assignments as needed. Incumbent acts as lead worker and may fill in as supervisor in emergency situations.		Entry Qualifications High school diploma/GED and two (2) years of experience in the area of assignment; or two (2) years of college which included 12 semester hours or 20 quarter hours in chemistry or life science and two (2) years of directly job-related experience; or four (4) years of experience required at the lower level Meat Inspector 2 (RCT091) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RCT093	Meat Inspector Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Serves as supervisor of staff engaged in conducting ante-mortem and post-mortem inspections at livestock slaughter establishments and/or inspections of facilities to ensure regulatory compliance. Conducts and/or coordinates training of new inspectors and completes administrative reports. Investigates and/or resolves consumer or industry complaints. Coordinates investigations with USDA APHIS and other agencies. Monitors workload and performance of assigned employees in accordance with established policies and procedures.		Entry Qualifications High school diploma/GED and three (3) years of experience in the area of assignment; or two (2) years of college, which included 12 semester hours or 20 quarter hours in chemistry or life science and three (3) years of directly job-related experience; or two (2) years of experience required at the lower level Meat Inspector 3 (RCT092) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
REM010	Mgr, Property Insurance	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Manages and is responsible for property insurance policies, procedures and standards. Manages property program specialists and contractors.		Entry Qualifications Bachelor's degree and three (3) years of risk management property insurance experience, which includes one (1) year in a managerial or supervisory role.	

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Job Code	Job Title	Salary Plan	Grade
REM011	Sr Mgr, Property Insurance	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Directs and coordinates the property, assets, liabilities, and insurance programs of property management. Develops, interprets, reviews and revises property insurance policies, procedures and standards. Manages property program specialists and contractors.		Bachelor's degree and five (5) years of risk management property insurance experience, which includes three (3) in a managerial or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
REM012	Dir, Property Insurance	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Oversees the property, assets, liabilities and insurance programs of property management. Develops, interprets, reviews and revises property insurance policies, procedures and standards. Manages property program specialists and contractors.		Bachelor's degree and seven (7) years of risk management property insurance experience, which includes five (5) in a managerial or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
REM020	Mgr, Right of Way Svcs	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Manages and coordinates right of way program activities. Supervises and directs the work assignments of right of way staff. Directs subordinate supervisors and staff.		High school diploma/GED and four (4) years of job-related experience, or two (2) years of experience at the lower level Right of Way Spec Spv 2 (REP024) or position equivalent.Note: Some positions may require state certification as an appraiser.	
Job Code	Job Title	Salary Plan	Grade
REM021	Sr Mgr, Right of Way Svcs	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Directs right of way program activities. Supervises a branch office and directs the work of assigned staff. Directs subordinate managers and staff.		High school diploma/GED, which includes four (4) years in a managerial role or two (2) years of experience at the lower level Mgr, Right of Way Svcs (REM020).Note: Some positions may require state certification as an appraiser.	

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Job Code	Job Title	Salary Plan	Grade
REM022	Dir, Right of Way Svcs	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary Oversees right of way program activities. Supervises through subordinate personnel all units of the right of way office. Provides leadership to subordinate managers and staff.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and two (2) years of experience at the lower level Sr Mgr, Right of Way Svcs (REM021) or position equivalent. Note: Some positions may require state certification as an appraiser.	
Job Code	Job Title	Salary Plan	Grade
REM030	Mgr, Housing	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Manages the daily responsibilities of office. Monitors budget revenues and expenses for the office. Supervises the execution of functions necessary for the administration of housing programs. Responsible for maintaining efficient work-in-process. Acts as direct supervisor of office support or field services staff while performing routine personnel duties for assigned staff. Ensures that proper program guidelines and procedures are followed.		Entry Qualifications High school diploma/GED and six (6) years progressive experience in administration of a housing program or public assistance program, which includes two (2) years in a lead worker, team leader, or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
REM031	Mgr 2, Housing	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Leads the daily responsibilities of the office. Develop and monitor budget revenues and expenses for the office. Supervise the execution of functions necessary for the administration of housing programs. Responsible for maintaining efficient work-in-process. Manages supervisors, office support, and/or field services staff while performing routine personnel duties for assigned staff. Ensures that proper program guidelines and procedures are followed.		Entry Qualifications High school diploma/GED and eight (8) years experience involved with federal housing programs, social services, community housing, or a related field, which includes three (3) years in a lead worker, team leader, or supervisory role.	

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Job Code	Job Title	Salary Plan	Grade
REM032	Sr Mgr, Housing	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Directs the overall responsibilities of the office. Develops and monitors budget revenues and expenses for the office. Strategically plans the execution of functions necessary for the administration of housing programs. Responsible for maintaining efficient work-in-process. Provides leadership to managers of office support or field services staff. Ensures that proper program guidelines and procedures are followed.		High school diploma/GED and four (4) years of related managerial experience or two (2) years of experience required at the lower level Mgr 2, Housing (REM031) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
REP010	Real Estate Appraiser 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under supervision, learns to review and/or appraise real estate property to determine its value for purchase, sales, investment, mortgage, or loan purposes.		High school diploma/GED and one (1) year of professional job-related experience as a real estate appraiser.Note: Some positions may require state certification as an appraiser.	

Job Code	Job Title	Salary Plan	Grade
REP011	Real Estate Appraiser 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision, reviews and/or appraises real estate property to determine its value for purchase, sales, investment, mortgage, or loan purposes.		High school diploma/GED and two (2) years of experience in inspection and appraisal practices or a directly related area.Note: Some positions may require a state certification as an appraiser. 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.	

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Job Code	Job Title	Salary Plan	Grade
REP012	Real Estate Appraiser 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Under broad supervision, reviews and/or appraises real estate property to determine its value for purchase, sales, investment, mortgage, or loan purposes. Assists in the supervision of lower level appraisers. May serve in a lead role.		Entry Qualifications High school diploma/GED and three (3) years of experience in inspection and appraisal practices or a directly related area. Note: Some positions may require a state certification as an appraiser. 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.	
Job Code	Job Title	Salary Plan	Grade
REP013	Real Estate Appraiser Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the appraisal of real estate property to determine its value for purchase, sales, investment, mortgage, or loan purposes.		Entry Qualifications High school diploma/GED and five (5) years of experience in inspection and appraisal practices or a directly related area or two (2) years of experience at the lower level Real Estate Appraiser 3 (REP012) 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.	
Job Code	Job Title	Salary Plan	Grade
REP020	Right of Way Spec 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under supervision, provides real estate services for the settlement and acquisition of property for right of way.		Entry Qualifications High school diploma/GED; or one (1) year of job-related experience performing related real estate services.	

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Job Code	Job Title	Salary Plan	Grade
REP021	Right of Way Spec 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under general supervision, provides real estate services for the settlement and acquisition of property for right of way. Prepares right of way cost estimates and assists with appraisals.		Entry Qualifications High school diploma/GED; or one (1) year of job-related experience or State Registered Real Property Appraiser or State Certified Residential Real Property Appraiser and one (1) year of job-related experience; or one (1) year of experience at the lower level Right of Way Spec 1 (REP020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
REP022	Right of Way Spec 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under broad supervision, responsible for providing real estate services for the settlement, acquisition, or condemnation of property for right of way. Negotiates and closes complex property settlements and appraisals.		Entry Qualifications High school diploma/GED; or two (2) years of job-related experience or State Registered Real Property Appraiser or State Certified Residential Real Property Appraiser and one (1) year of job-related experience; or one (1) year of experience at the lower level Right of Way Spec 2 (REP021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
REP023	Right of Way Spec Spv 1	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a team of right of way specialists and/or manages consultants in the acquisition of real property for right of way. Performs functions necessary to initiate and complete projects. Approves and justifies counter offer options. Makes a final administrative appeal contact on parcels for which the negotiator has not obtained an option. Attends meetings and interviews job applicants. Complies, approves, and submits status reports, certification reports, payrolls, leave requests and miscellaneous reports. May also serve in a lead role.		Entry Qualifications High school diploma/GED; or and three (3) years of job-related experience or State Registered Real Property Appraiser or State Certified Residential Real Property Appraiser and three (3) years of job-related experience; or one (1) year of experience at the lower level Right of Way Spec 3 (REP022) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
REP024	Right of Way Spec Spv 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the provision of real estate services for the settlement, acquisition, or condemnation of property for right of way. Negotiates and closes complex property settlements and appraisals.		Entry Qualifications High school diploma/GED; or four (4) years of job-related experience or State Registered Real Property Appraiser or State Certified Residential Real Property Appraiser and four (4) years of job-related experience; or one (1) year of experience at the lower level Right of Way Spec Spv 1 (REP023) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
REP030	Housing Loan Spec 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, evaluates, authorizes, or recommends approval of loans. Advises borrowers on financial status and methods of payments.		Entry Qualifications High school diploma/GED and four (4) years of experience in real estate; or directly job-related experience.	
Job Code	Job Title	Salary Plan	Grade
REP031	Housing Loan Spec 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, evaluates, authorizes, or recommends approval of loans. Advises borrowers on financial status and methods of payments.		Entry Qualifications High school diploma/GED and five (5) years of experience in real estate; or directly job-related experience; or one (1) year of experience at the lower level Housing Loan Spec 1 (REP030) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
REP032	Housing Loan Spec 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under broad supervision, evaluates, authorizes, or recommends approval of loans. Advises borrowers on financial status and methods of payments.		Entry Qualifications High school diploma/GED and six (6) years of experience in real estate; or directly job-related experience; or one (1) year of experience at the lower level Housing Loan Spec 2 (REP031) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
REP033	Housing Loan Spec Spv	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the evaluation, authorization, or recommendation approval of loans. Advises borrowers on financial status and methods of payments.	High school diploma/GED and seven (7) years of experience in real estate; or directly job-related experience; or one (1) year of experience at the lower level Housing Loan Spec 3 (REP032) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
REP040	Property Mgt Spec 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Under supervision, plans, directs, or coordinates activities related to the management and rental of investment property and real estate management.	High school diploma/GED and one (1) year of experience in commercial real estate, space management or space allocation.		
Job Code	Job Title	Salary Plan	Grade
REP041	Property Mgt Spec 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary	Entry Qualifications		
Under general supervision, plans, directs, or coordinates activities related to the management and rental of investment property and real estate management.	High school diploma/GED and two (2) years of experience in commercial real estate, space management or space allocation.		
Job Code	Job Title	Salary Plan	Grade
REP042	Property Mgt Spec 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary	Entry Qualifications		
Under broad supervision, plans, directs, or coordinates activities related to the management and rental of investment property and real estate management. May also serve as a lead worker.	High school diploma/GED and four (4) years of experience in commercial real estate, space management, or space allocation; or two (2) years of experience at the lower level Property Mgt Spec 2 (REP041) or position equivalent.		

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Job Code	Job Title	Salary Plan	Grade
REP043	Property Mgt Spec Spv	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the planning, direction, or coordination of activities related to the management and rental of investment property and real estate management.		High school diploma/GED and six (6) years of experience in commercial real estate, space management, or space allocation; or two (2) years of experience at the lower level Property Mgt Spec 3 (REP042) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
REP060	Housing Processor 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under supervision, receives and addresses inquiries from the public, processes and accumulates documentation to substantiate housing eligibility. May involve evaluating initial inquiries, administering waiting lists, collecting completed applications for assistance, third party verification of income, citizenship status, family composition, preference status, and obtaining documentation. May processes documentation substantiating changes in family status, lease terms, subsidy payments, property ownership changes, and other issues.		High school diploma/GED and one (1) year of job-related experience or two (2) years of job-related experience.	

Job Code	Job Title	Salary Plan	Grade
REP061	Housing Processor 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, processes and accumulates documentation to substantiate housing eligibility. May involve evaluating initial inquiries, administering waiting lists, collecting completed applications for assistance, third party verification of income, citizenship status, family composition, preference status, and obtaining documentation. Processes documentation substantiating changes in family status, lease terms, subsidy payments, property ownership changes, and other issues. May start to learn about task involving field casework.		High school diploma/GED and two (2) years of job-related experience or three (3) years of job-related experience.	

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Job Code	Job Title	Salary Plan	Grade
REP062	Housing Counselor 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under broad supervision, performs tasks necessary to provide rental subsidies to qualified participants. Responsibilities include performing tenant family casework, inspecting housing units for compliance, conducting briefing/training sessions for participants and landlords, and completing documentation.		Entry Qualifications Associate degree from an accredited college or university and three (3) years of job-related experience.	
Job Code	Job Title	Salary Plan	Grade
REP063	Housing Counselor 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under limited supervision, performs tasks necessary to provide rental subsidies to qualified participants. Responsibilities include performing tenant family casework, inspecting housing units for compliance, conducting briefing/training sessions for participants and landlords, and completing documentation. Position incumbents are considered to be the highest-level Subject Matter Experts within this job series and may also serve in a lead role.		Entry Qualifications Associate degree from an accredited college or university and four (4) years of job-related experience.	
Job Code	Job Title	Salary Plan	Grade
RET010	Real Estate Tech 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under direct supervision, leans to plan or coordinate selling, buying, leasing, or governance activities of commercial or residential real estate properties.		Entry Qualifications High school diploma/GED and one (1) year of experience in commercial real estate, space management or space allocation.	
Job Code	Job Title	Salary Plan	Grade
RET011	Real Estate Tech 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, plans or coordinates selling, buying, leasing, or governance activities of commercial or residential real estate properties.		Entry Qualifications High school diploma/GED and two (2) years of experience in commercial real estate, space management or space allocation.	

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Job Code	Job Title	Salary Plan	Grade
RET012	Real Estate Tech 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under broad supervision, responsible for the planning or coordination of selling, buying, leasing, or governance activities of commercial or residential real estate properties. May also serve as a lead worker.		High school diploma/GED and four (4) years of experience in commercial real estate, space management or space allocation; or two (2) years of experience at the lower level Real Estate Tech 2 (RET011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
RET013	Real Estate Tech Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the planning or coordination of selling, buying, leasing, or governance activities of commercial or residential real estate properties.		High school diploma/GED and five (5) years of experience in commercial real estate, space management or space allocation; or three (3) years of experience at the lower level Real Estate Tech 3 (RET012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSM010	Mgr, Social Svcs	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Manages the development and administration of policies and programs of social service and community agencies, correctional institutions, rehabilitative services, and related programs that are designed to protect and promote the social welfare of individuals and communities. Directs subordinate supervisors and staff.		Bachelor's degree in a related area from an accredited college or university and two (2) years of job-related supervisory experience in a human service delivery program; or related certification and one (1) year of job-related supervisory experience in a human service delivery program; or two (2) years of experience at the lower level Social Svcs Prgm Mgr Spv (SSP023) or equivalent position.	

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Job Code	Job Title	Salary Plan	Grade
SSM011	Mgr 2, Social Svcs	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Leads the development and administration of policies and programs of social service and community agencies, correctional institutions, rehabilitative services, and related programs that are designed to protect and promote the social welfare of individuals and communities. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.		Bachelor's degree in a related area from an accredited college or university and three (3) years of job-related subordinate management experience in a human service delivery program; or related certification and two (2) years of job-related subordinate management experience in a human service delivery program; or two (2) years of experience at the lower level Mgr 1, Social Svcs (SSM010) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
SSM012	Mgr 3, Social Svcs	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Leads, evaluates, and assists with the development and administration of policies and programs of social service and community agencies, correctional institutions, rehabilitative services, and related programs that are designed to protect and promote the social welfare of individuals and communities. Directs subordinate managers and staff.		Bachelor's degree in a related area from an accredited college or university and four (4) years of experience, which includes two (2) years of subordinate managerial or supervisory experience in a human service delivery program; or related certification and three (3) years of job-related subordinate managerial or supervisory experience in a human service delivery program; or three (3) years of experience at the lower level Mgr 2, Social Svcs (SSM011) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
SSM013	Sr Mgr, Social Svcs	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Directs and controls the development and administration of policies and programs of social service and community agencies, correctional institutions, rehabilitative services, and related programs that are designed to protect and promote the social welfare of individuals and communities. Provides leadership to subordinate managers and staff.		Bachelor's degree in a related area from an accredited college or university and five (5) years of experience, which includes three (3) years of subordinate managerial or supervisory experience in a human service delivery program; or related certification and four (4) years of job-related subordinate managerial or supervisory experience in a human service delivery program; or three (3) years of experience at the lower level Mgr 3, Social Svcs (SSM012) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSM014	Dir, Social Svcs	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Oversees the development and administration of policies and programs of social service and community agencies, correctional institutions, rehabilitative services, and related programs that are designed to protect and promote the social welfare of individuals and communities. Provides leadership to subordinate managers and staff.		Bachelor's degree in a related area from an accredited college or university and six (6) years of job-related experience, which includes four (4) years of subordinate managerial or supervisory experience in a human service delivery program; or related certification and five (5) years of job-related subordinate managerial or supervisory experience in a human service delivery program; or five (5) years of experience required at the lower level Sr Mgr, Social Svcs (SSM013) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
SSM060	Mgr, Child Support Services	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Manages the development and administration of a child support branch office, including establishing and enforcing support orders, and investigative, compliance, legal, and clerical support activities. Child Support Services Managers have department-wide responsibilities for various child support programs and, as members of the division's management team; help determine the division's overall direction. Directs subordinate supervisors and staff.		Bachelor's degree in a related area from an accredited college or university and two (2) years of job-related subordinate supervisory experience in a human service delivery program or related program; or two (2) years of experience at the lower level Child Support Svcs Agent Spv (SST064) or position equivalent; or four (4) years of experience at the lower level Child Support Svcs Agent 3 (SST062); or three (3) years of experience at the lower level Child Support Svcs Agent 4 (SST063).	
Job Code	Job Title	Salary Plan	Grade
SSM061	Mgr 2, Child Support Services	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Leads the development and administration of a child support office policies and programs, including establishing and enforcing support orders, and investigative, compliance, legal, and clerical support activities. Child Support Services Managers have division-wide responsibilities for various child support programs and, as members of the division's management team; help determine the division's overall direction. Directs subordinate managers, supervisors and staff. Will manage large numbers of agency staff; has large scope of responsibility within agency.		Bachelor's degree in a related area from an accredited college or university and three (3) years of subordinate managerial experience in a human service delivery program; or two years of experience at the lower level Mgr, Child Support Services (SSM060) or position equivalent; or four (4) years of experience at the lower level Child Support Svcs Agent Spv (SST064) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSM062	Mgr 3, Child Support Services	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Leads, evaluates and assists in the development and administration of child support offices, including regionally supporting policies and programs, establishing and enforcing support orders, and investigative, compliance, legal, and clerical support activities. Child Support Services Managers have division-wide responsibilities for various child support programs and, as members of the division's management team; help determine the division's overall direction. Directs subordinate managers and staff; has large scope of responsibility within agency.		Bachelor's degree in a related area from an accredited college or university and five (5) years of experience, including three (3) years of subordinate managerial or supervisory experience in a human service delivery program; or three (3) years of experience at the lower-level Mgr. 2, Child Support Services (SSM061) or position equivalent; or five (5) years of experience at the lower level Mgr, Child Support Services (SSM060) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
SSM070	Cnty Dir 1, Child Welfare Svcs	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Oversees Child Welfare Services and administrative operations of a Class 1 County DFCS office. Manages the administration of policies and programs designed to protect and protect children and families. Ensures mandated services with priority of child safety and service provision to children and families. Directs subordinate supervisors and staff.		Bachelor's degree in a related area from an accredited college or university and two (2) years of supervisory experience in a human service delivery program; or Bachelor's degree in a related area from an accredited college or university and two (2) years of experience at the lower level Child Welfare Svc Case Mgr Spv (SSP073) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
SSM071	Cnty Dir 2, Child Welfare Svcs	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Oversees Child Welfare Services and administrative operations of a Class 2 County DFCS office. Manages the administration of policies and programs designed to protect and protect children and families. Ensures mandated services with priority of child safety and service provision to children and families. Directs subordinate supervisors and staff.		Bachelor's degree in a related area from an accredited college or university and three (3) years of supervisory experience in a human service delivery program; or Bachelor's degree in a related area from an accredited college or university and one (1) year of experience at the lower level Cnty Dir 1, Child Welfare Svcs (SSM070) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSM072	Cnty Dir 3, Child Welfare Svcs	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Oversees Child Welfare Services and administrative operations of a Class 3 County DFCS office. Leads the administration of policies and programs designed to protect and protect children and families. Ensures mandated services with priority of child safety and service provision to children and families. Directs subordinate supervisors and staff.	Bachelor's degree in a related area from an accredited college or university and three (3) years of subordinate management experience in a human service delivery program; or Bachelor's degree in a related area from an accredited college or university and one (1) year of experience at the lower level Cnty Dir 2, Child Welfare Svcs (SSM071) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
SSM073	Cnty Dir 4, Child Welfare Svcs	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Oversees Child Welfare Services and administrative operations of a Class 4 County DFCS office. Leads the administration of policies and programs designed to protect and protect children and families. Ensures mandated services with priority of child safety and service provision to children and families. Directs subordinate managers and staff.	Bachelor's degree in a related area from an accredited college or university and four (4) years of experience which includes two (2) years of management of subordinate managers/supervisors in a human service delivery program; or Bachelor's degree in a related area from an accredited college or university and two (2) years of experience at the lower level Cnty Dir 3, Child Welfare Svcs (SSM072) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
SSM074	Cnty Dir 5, Child Welfare Svcs	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary	Entry Qualifications		
Oversees Child Welfare Services and administrative operations of a Class 5 County DFCS office. Leads the administration of policies and programs designed to protect and protect children and families. Ensures mandated services with priority of child safety and service provision to children and families. Provides leadership to subordinate managers and staff.	Bachelor's degree in a related area from an accredited college or university and five (5) years of experience which includes three (3) years of management of subordinate managers/supervisors in a human service delivery program; or Bachelor's degree in a related area from an accredited college or university and three (3) years of experience at the lower level Cnty Dir 4, Child Welfare Svcs (SSM073) or position equivalent.		

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Job Code	Job Title	Salary Plan	Grade
SSM075	Cnty Dir 6, Child Welfare Svcs	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary		Entry Qualifications	
Oversees Child Welfare Services and administrative operations of a Class 6 County DFCS office. Leads the administration of policies and programs designed to protect and protect children and families. Ensures mandated services with priority of child safety and service provision to children and families. Provides leadership to subordinate managers and staff.		Bachelor's degree in a related area from an accredited college or university and six (6) years of experience, including four (4) years of subordinate managerial or supervisory experience in a human service delivery program; or Bachelor's degree in a related area from an accredited college or university and five (5) years of experience required at the lower level Cnty Dir 5, Child Welfare Svcs (SSM074) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
SSM080	Program Dir, Child Welfare Svc	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary		Entry Qualifications	
Manages the administration of policies and programs designed to protect and protect children and families. Ensures mandated services with priority of child safety and service provision to children and families. Directs subordinate managers and staff.		Bachelor's degree in a related area from an accredited college or university and two (2) years experience managing subordinate supervisors in a human service delivery program; or Bachelor's degree in a related area from an accredited college or university and two (2) years of experience at the lower level Child Welfare Svcs Admr (SSP164) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
SSM083	Cnty Dpty Dir 4, Child Welfare	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary		Entry Qualifications	
Assists with oversight of Child Welfare Services and administrative operations of a Class 4 County Dept. of Family and Children Services. Manages the administration of policies and programs designed to protect and protect children and families. Ensures mandated services with priority of child safety and service provision to children and families. Directs subordinate managers/supervisors and staff.		Bachelor's degree in a related area from an accredited college or university and three (3) years of subordinate management experience in a human service delivery program or equivalent position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSM084	Cnty Dpty Dir 5, Child Welfare	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary		Entry Qualifications	
Assists with oversight of Child Welfare Services and administrative operations of a Class 5 County Dept. of Family and Children Services. Manages the administration of policies and programs designed to protect and protect children and families. Ensures mandated services with priority of child safety and service provision to children and families. Directs subordinate managers/supervisors and staff.		Bachelor's degree in a related area from an accredited college or university and four (4) years of subordinate management experience in a human service delivery program or four (4) years of experience at the lower level Cnty Dpty Dir 4, Child Welfare Svc (SSM083) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSM085	Cnty Dpty Dir 6, Child Welfare	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary		Entry Qualifications	
Assists with oversight of Child Welfare Services and administrative operations of a Class 6 County Dept. of Family and Children Services. Manages the administration of policies and programs designed to protect and protect children and families. Ensures mandated services with priority of child safety and service provision to children and families. Directs subordinate managers/supervisors and staff.		Bachelor's degree in a related area from an accredited college or university and five (5) years of subordinate management experience in a human service delivery program or five (5) years of experience at the lower level Cnty Dpty Dir 5, Child Welfare Svc (SSM084) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSM090	Deputy Dist Mgr, Elig Services	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Under the supervision of the District Manager, the Deputy District Manager is responsible for collaborating with the District Manager to develop strategies, goals and objectives to achieve the DHS-DFCS mission, vision and core values. Serves as one of two primary points of contact for DHS Leadership and DFCS employees in the absence of the OFI District Manager(s) for the Statewide Renewal Team. Strong ability to work effectively at multiple levels of the organization and with multiple project teams as well as external stakeholders is a must. This role requires excellent planning and organizational management skills.		Bachelor's degree in a related area from an accredited college or university and two (2) years of supervisory experience in a human service delivery program; or two (2) years of experience at the lower level Eligibility Svcs Administrator (SST074) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSM091	District Manager, Elig Svcs	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Manages the development and administration of policies and programs of social service and community agencies, correctional institutions, rehabilitative services, and related programs that are designed to protect and promote the social welfare of individuals and communities. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and four (4) years of supervisory experience in a human service delivery program; or two (2) years of experience at the lower level Deputy Dist Mgr, Elig Services (SSM090) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSM100	Regional Dir, Child Welfare	SWD	R
Min Salary \$95,324.50	Mid Salary \$127,321.19	Max Salary \$159,317.88	
Job Summary Oversees a diverse reange of support, operational and programmatic activities for a Child Welfare Services Region. Recommends and implements policies and programs designed to protect children and families with high-level decision-making capabilities. Provides strategic leadership to subordinate managers, and ensures mandated services with priority of child safety and service provision to children and families.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and seven (7) years of experience, including four (5) years of subordinate managerial or supervisory experience in a human service delivery program; or Bachelor's degree in a related area from an accredited college or university and five (6) years of experience required at the lower level Cnty Dir 6, Child Welfare Svcs (SSM075) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSM110	Mgr, Aging Svcs	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Manages the development and administration of policies and programs of aging services in accordance with state law and Department/Division policy and procedure. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and two (2) years of job-related supervisory experience in a human service delivery program; or two (2) years of experience at the lower level Adult Protective Svcs CM Spv (SSP173) or position equivalent; or two (2) years of experience at the lower level APS Intake CM Spv (SSP183) or position equivalent; or two (2) years of experience at the lower level Adult Guardianship CM Spv (SSP193) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSM111	Mgr 2, Aging Svcs	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Leads and manages the development and administration of policies and programs of aging services in accordance with state law and Department/Division policy and procedure. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within the agency.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and four (4) years of experience, which includes two (2) years of subordinate managerial or supervisory experience in a human service delivery program; or three (3) years of job related subordinate managerial or supervisory experience in a human service delivery program; or three (3) years of experience at the lower level Mgr, Aging Svcs (SSM110) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSM112	Sr Mgr, Aging Svcs	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary Directs and controls the development and administration of policies and programs of aging services in accordance with state law and Department/Division policy and procedure. Provides leadership to subordinate managers and staff.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and five (5) years of experience, which includes three (3) years of subordinate managerial or supervisory experience in a human service delivery program; or four (4) years of job related subordinate managerial or supervisory experience in a human service delivery program; or three (3) years of experience at the lower level Mgr 2, Aging Svcs (SSM111) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP010	Vocational Consultant 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under supervision assesses clients' needs and designs and implements rehabilitation programs that may include personal and vocational counseling, training, and job placement.		Entry Qualifications Bachelor's degree in rehabilitation, social work, education, or other closely related area from an accredited college or university.	

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Job Code	Job Title	Salary Plan	Grade
SSP011	Vocational Consultant 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, assesses clients' needs and designs and implements rehabilitation programs that may include personal and vocational counseling, training, and job placement.		Entry Qualifications Bachelor's degree in rehabilitation, social work, education, or a related area from an accredited college or university and two (2) years of job-related experience in vocational rehabilitation, human services, or a related field; or one (1) year of experience at the lower level Vocational Consultant 1 (SSP010) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP012	Vocational Consultant 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, assesses clients' needs and designs and implements rehabilitation programs that may include personal and vocational counseling, training, and job placement.		Entry Qualifications Bachelor's degree in rehabilitation, social work, education, or a related area from an accredited college or university and three (3) years of job-related experience in vocational rehabilitation, human services, or a related field; or one (1) year of experience at the lower level Vocational Consultant 2 (SSP011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP013	Vocational Consultant Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assesses clients' needs and designs and implements rehabilitation programs that may include personal and vocational counseling, training, and job placement.		Entry Qualifications Bachelor's degree in rehabilitation, social work, education, or a related area from an accredited college or university and four (4) years of job-related experience in vocational rehabilitation, human services, or a related field, and which includes two (2) years in a lead worker, team lead, or supervisory role; or two (2) years of experience required at the lower level Vocational Consultant 3 (SSP012) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSP020	Prgm Mgr 1, Social Svcs	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, learns to plan, organize, or manage the activities of social service or community programs. Oversees the program or organization's policies regarding participant involvement, requirements, and benefits.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
SSP021	Prgm Mgr 2, Social Svcs	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, plans, organizes, or manages the activities of social service or community programs. Oversees the program or organization's policies regarding participant involvement, requirements, and benefits.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and two (2) years of professional job-related experience in a human services field; or two (2) years of experience at the lower level Social Svcs Prgm Mgr 1 (SSP020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP022	Prgm Mgr 3, Social Svcs	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, plans, organizes, or manages the activities of social service or community programs. Oversees the program or organization's policies regarding participant involvement, requirements, and benefits. May serve as lead worker.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and three (3) of professional job-related experience in a human services field; or two (2) years of experience at the lower level Social Svcs Prgm Mgr 2 (SSP021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP023	Social Svcs Prgm Mgr Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Coordinates the activities of social service or community programs. Oversees the program or organization's policies regarding participant involvement, requirements, and benefits.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and five (5) years of experience in a human services field, which includes two (2) years in a lead worker, team lead, or supervisory role; or two (2) years of experience at the lower level Social Svcs Prgm Mgr 3 (SSP022) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSP030	Social Svcs Prgm Coord 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary	Entry Qualifications		
Under supervision, plans, manages, and evaluates social services programs. Administers and coordinates the services and program activities in dependency, mental illness, youth development, or physical or developmental disability programs.		Bachelor's degree in a related field from an accredited college or university. Note: Some positions require eligibility for licensure.	

Job Code	Job Title	Salary Plan	Grade
SSP031	Social Svcs Prgm Coord 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Under general supervision, plans, manages, and evaluates social services programs. Administers and coordinates the services and program activities in dependency, mental illness, youth development, or physical or developmental disability programs.		Bachelor's degree in a related field from an accredited college or university and two (2) years of job-related experience; or two (2) years of experience at the lower level Social Svcs Prgm Coord 1 (SSP030) or position equivalent. Note: Some positions require eligibility for licensure.	

Job Code	Job Title	Salary Plan	Grade
SSP032	Social Svcs Prgm Coord 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary	Entry Qualifications		
Under broad supervision, plans, manages, and evaluates social services programs. Administers and coordinates the services and program activities in dependency, mental illness, youth development, or physical or developmental disability programs. May also act as a lead worker.		Bachelor's degree in a related field from an accredited college or university and four (4) years of job-related experience; or two (2) years experience at the lower level Social Svcs Prgm Coord 2 (SSP031) or position equivalent. Note: Some positions require eligibility for licensure.	

Job Code Catalog: Social Services

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSP033	Social Svcs Prgm Coord Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, manages, and evaluates social services programs. Administers and coordinates the services and program activities in dependency, mental illness, youth development, or physical or developmental disability programs.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and six (6) years of job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Social Svcs Prgm Coord 2 (SSP031) or position equivalent. Note: Some positions require eligibility for licensure.	
Job Code	Job Title	Salary Plan	Grade
SSP040	Social Svcs Prgm Consultant 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, conducts research involving data collection and analysis, develops and implements policy, and administers social services programs.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
SSP041	Social Svcs Prgm Consultant 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, conducts research involving data collection and analysis, develops and implements policy, and administers social services programs.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and two (2) years of job-related experience; or two (2) years experience at the lower level Social Svcs Prgm Consultant 1 (SSP040) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP042	Social Svcs Prgm Consultant 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, conducts research involving data collection and analysis, develops and implements policy, and administers social services programs.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and four (4) years of professional job-related experience which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Social Svcs Prgm Consultant 2 (SSP041) or position equivalent.	

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSP043	Soc Svcs Prgm Consultant Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Conducts research involving data collection and analysis, develops and implements policy, and administers social services programs.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and five (5) years of professional job-related experience, which includes two (2) years in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Social Svcs Prgm Consultant 3 (SSP042) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP050	Economic Support Cons 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under supervision, interviews and investigates applicants and recipients to determine eligibility for use of social programs and agency resources. Records and evaluates personal and financial data obtained from individuals. Initiates procedures to grant, modify, deny, or terminate eligibility for various aid programs.		Entry Qualifications High school diploma/GED and two (2) years of related experience.	
Job Code	Job Title	Salary Plan	Grade
SSP051	Economic Support Cons 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, interviews and investigates applicants and recipients to determine eligibility for use of social programs and agency resources. Records and evaluates personal and financial data obtained from individuals. Initiates procedures to grant, modify, deny, or terminate eligibility for various aid programs.		Entry Qualifications High school diploma/GED and three (3) years of related experience; or one (1) year of experience at the lower level Economic Support Cons 1 (SSP050) or position equivalent.	

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSP052	Economic Support Cons 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, interviews and investigates applicants and recipients to determine eligibility for use of social programs and agency resources. Records and evaluates personal and financial data obtained from individuals. Initiates procedures to grant, modify, deny, or terminate eligibility for various aid programs. Serves as lead worker.		Entry Qualifications High school diploma/GED and four (4) years of related experience; or one (1) year of at the lower level Economic Support Cons 2 (SSP051) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP053	Economic Support Cons Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Interviews and investigates applicants and recipients to determine eligibility for use of social programs and agency resources. Records and evaluates personal and financial data obtained from individuals. Initiates procedures to grant, modify, deny, or terminate eligibility for various aid programs.		Entry Qualifications Associate degree from an accredited college and four (4) years of job-related experience, including one (1) year as lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Economic Support Cons 3 (SSP052) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP060	Rehabilitation Counselor 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under supervision, provides rehabilitation counseling services, referral services, and resident evaluation to assigned clients. Conducts interviews of assigned clients to identify problems, assess mental and educational status, and select applicable programs.		Entry Qualifications High school diploma/GED and four (4) years of related experience; or one (1) year of at the lower level Economic Support Cons 2 (SSP051) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSP061	Rehabilitation Counselor 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under general supervision, provides rehabilitation counseling services, referral services, and resident evaluation to assigned clients. Conducts interviews of assigned clients to identify problems, assess mental and educational status, and select applicable programs.		Entry Qualifications Bachelor's degree in rehabilitation counseling, social work, or a closely related behavioral or social science field from an accredited college or university and one (1) year of professional experience in social work, counseling, or equivalent areas; or one (1) year of experience at the lower level Rehabilitation Counselor 1 (SSP060) or position equivalent. Note: Some positions may require specialized certification.	

Job Code	Job Title	Salary Plan	Grade
SSP062	Rehabilitation Counselor 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under broad supervision, provides rehabilitation counseling services, referral services, and resident evaluation to assigned clients. Conducts interviews of assigned clients to identify problems, assess mental and educational status, and select applicable programs. Mentors lower level counselors. May serve as lead worker.		Entry Qualifications Bachelor's degree in rehabilitation counseling, social work, or a closely related behavioral or social science field from an accredited college or university and two (2) years of professional experience in social work, counseling, or equivalent areas; or one (1) year of experience at the lower level Rehabilitation Counselor 2 (SSP061) or position equivalent. Note: Some positions may require specialized certification.	

Job Code	Job Title	Salary Plan	Grade
SSP063	Rehabilitation Counselor Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Coordinates rehabilitation counseling services, referral services, and resident evaluation. Supervises human resources functions.		Entry Qualifications Bachelor's degree in rehabilitation counseling, social work, or a closely related behavioral or social science field from an accredited college or university and three (3) years of professional experience in social work, counseling, or equivalent areas; or one (1) year of experience at the lower level Rehabilitation Counselor 3 (SSP062) or position equivalent. Note: Some positions may require specialized certification.	

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Job Code	Job Title	Salary Plan	Grade
SSP070	Child Welfare Svc Case Mgr 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under supervision, learns to provide investigative and comprehensive case management for a caseload involving child/adult abuse or neglect.		Entry Qualifications Bachelor's degree from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
SSP071	Child Welfare Svc Case Mgr 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, provides investigative and comprehensive case management for a caseload involving child/adult abuse or neglect. Makes immediate and follow-up actions for at risk clients in need of protective services and/or placement.		Entry Qualifications Bachelor's degree and two (2) years of case management experience; or one (1) year of experience at the lower level Child Welfare Svcs Case Mgr 1 (SSP070) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP072	Child Welfare Svc Case Mgr 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, provides investigative and comprehensive case management for a caseload involving child/adult abuse or neglect. Makes immediate and follow-up actions for at risk clients in need of protective services and/or placement. May serve as lead worker.		Entry Qualifications Bachelor's degree and three (3) years case management experience; or one (1) year of experience at the lower level Child Welfare Svcs Case Mgr 2 (SSP071) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP073	Child Welfare Svc Case Mgr Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a social services unit that provides investigative and comprehensive case management for child abuse or neglect. Directs professional staff in delivery of services, sets unit goals, and regulates workloads in accordance with agency goals. Ensures that immediate and follow-up actions for at risk clients occur in a timely manner.		Entry Qualifications Bachelor's degree and three (3) years of job-related case management experience; or one (1) year of experience at lower level Child Welfare Svcs Case Mgr 3 (SSP072) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSP080	Advocate 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under supervision, provides personal support services and crisis intervention to clients. May serve as case managers and evaluate, investigate and resolve complaints. Acts as a liaison between client and service providers.		Entry Qualifications Associate degree in a related field from 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.	
Job Code	Job Title	Salary Plan	Grade
SSP081	Advocate 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under general supervision, provides personal support services and crisis intervention to clients. May serve as case managers and evaluate, investigate and resolve complaints. Acts as a liaison between client and service providers.		Entry Qualifications Associate degree in a related field from an accredited college or university and three (3) years of job-related experience; or one (1) year of experience at the lower level Advocate 1 (SSP080) 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.	
Job Code	Job Title	Salary Plan	Grade
SSP082	Advocate 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under broad supervision, provides assistance to victims in the alleviation of financial, emotional, and physical consequences of victimization. Provides information and referral services and assistance with outreach and public awareness activities. May serve as lead worker.		Entry Qualifications Associate degree in a related field from an accredited college or university and four (4) years of job-related experience; or two (2) years of experience at the lower level Advocate 2 (SSP081) 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.	

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSP083	Advocate Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists in planning, directing, and implementing victim advocacy and notification program. Assists in the development of uniform policy interpretations, procuring services, and/or evaluating quality and management.		Entry Qualifications Associate degree in a related field from an accredited college or university and five (5) years of job-related experience, which includes three (3) years in a lead worker, team lead, or supervisory role; or two (2) years of experience at the lower level Advocate 3 (SSP082) 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.	

Job Code	Job Title	Salary Plan	Grade
SSP090	Employment Svcs Spec 1	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under supervision, provides career development and assessment services, job-training assistance, and/or other employment-related services. Conducts interviews with job, program or unemployment applicants to obtain the information needed to provide services.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience.	

Job Code	Job Title	Salary Plan	Grade
SSP091	Employment Svcs Spec 2	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under general supervision, provide career development and assessment services, job-training assistance, and/or other employment-related services. Conducts interviews with job, program or unemployment applicants to obtain the information needed to provide services.		Entry Qualifications High school diploma/GED and three (3) years of job-related experience; or one (1) year experience at the lower level Employment Svcs Spec 1 (SSP090) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSP092	Employment Svcs Spec 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under broad supervision, provide career development and assessment services, job-training assistance, and/or other employment-related services. Conducts interviews with job, program or unemployment applicants to obtain the information needed to provide services. Develops and maintains cooperative relationships with area employers. Performs lead worker functions.		Entry Qualifications High school diploma/GED and four (4) years of job-related experience; or two (2) years experience at the lower level Employment Svcs Spec 2 (SSP091) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
SSP093	Employment Svcs Spec Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs an assigned staff and program in a field service office. Provides career development and assessment services, job-training assistance, and/or other employment-related services. Conducts interviews with job, program or unemployment applicants to obtain the information needed to provide services. Develops and maintains cooperative relationships with area employers.		Entry Qualifications High school diploma/GED and six (6) years of job-related experience, which includes two (2) years in a lead worker, team lead, or supervisory role; or two (2) years of experience at the lower level Employment Svcs Spec 3 (SSP092) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP110	Rehabilitation Technologist 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, provides assessment, technical assistance, and computer access assistive technology services to assist customers with rehabilitation and returning to work.		Entry Qualifications High school diploma/GED and one (1) year of job-experience in the area of emphasis (fabrication, construction, etc.).	

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Job Code	Job Title	Salary Plan	Grade
SSP111	Rehabilitation Technologist 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under general supervision, provides assessment, technical assistance, and computer access assistive technology services to assist customers with rehabilitation and returning to work.		Entry Qualifications High school diploma/GED and two (2) years of job-related experience in the area of emphasis (fabrication, construction, etc.); or one (1) year of experience at the lower level Rehabilitation Technologist 1 (SSP110) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP112	Rehabilitation Technologist 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under broad supervision, provides assessment, technical assistance, and computer access assistive technology services to assist customers with rehabilitation and returning to work.		Entry Qualifications High school diploma/GED and four (4) years of job-related experience in the area of emphasis (fabrication, construction, etc.); or two (2) years experience at the lower level Rehabilitation Technologist 2 (SSP111) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP113	Rehab Technologist Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides assessment, technical assistance, and computer access assistive technology services to assist customers with rehabilitation and returning to work.		Entry Qualifications High school diploma/GED and four (4) years of job-related experience in the area of emphasis (fabrication, construction, etc.), including one (1) year experience in a lead worker, team leader, or supervisory role; or two (2) years experience at the lower level Rehabilitation Technologist 3 (SSP112) or position equivalent..	

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Job Code	Job Title	Salary Plan	Grade
SSP121	Chaplain	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under general supervision, provides pastoral and religious counseling services to employees, patients, or inmates of an institution or prison. Incumbents attend to the religious and moral educational needs of those seeking pastoral help, counsel individuals seeking guidance, or serve in any other capacity that will lend emphasis to the needs of those seeking such help. May lead religious services, conduct individual or group sessions as part of treatment plans, and conduct funeral services.		Bachelor's degree from an accredited college, seminary, or university and three (3) years of job-related experience in the ministry.	

Job Code	Job Title	Salary Plan	Grade
SSP122	Clinical Chaplain	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under broad supervision, provides clinical pastoral work and case management services to employees, patients, or inmates and at inpatient rehabilitation programs. Provides the religious guidance and education activities of a state institution and as a member of a psychiatric or rehabilitation team. May lead religious services, conduct individual or group sessions as part of treatment plans, and conduct funeral services.		Completion of coursework equivalent to a master's degree in divinity or theology from a recognized college, university, or seminary and completion of four (4) quarters of training in an accredited clinical pastoral education program and ordination as a clergyman in good standing with church or denomination and three (3) years of post-ordination pastoral counseling experience.	

Job Code	Job Title	Salary Plan	Grade
SSP130	Juv. Probation/Parole Spec 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under supervision, provides social services to assist in rehabilitation of law offenders in custody or on probation. Makes recommendations for actions involving formulation of rehabilitation plan and treatment of offender; including conditional release and education and employment stipulations.		Associate degree in a related field from an accredited college or university; or two (2) years of job-related experience in law enforcement as a P.O.S.T. certified peace officer; or two (2) years of direct job-related case management experience working with offenders and their families in a human services delivery setting. Must possess and maintain State of Georgia P.O.S.T. certification within the first (6) months of employment.	

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Job Code	Job Title	Salary Plan	Grade
SSP131	Juv. Probation/Parole Spec 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under general supervision, provides social services to assist in rehabilitation of law offenders in custody or on probation. Makes recommendations for actions involving formulation of rehabilitation plan and treatment of offender; including conditional release and education and employment stipulations.		Associate degree in a related field from an accredited college or university and two (2) years of job-related experience in a human services delivery setting; or four (4) years of direct case management job-related experience working with offenders and their families in a human services delivery setting; or two (2) years of experience at the lower level Juv. Probation/Parole Spec 1 (SSP130) or position equivalent. Must possess and maintain State of Georgia P.O.S.T. certification within the first (6) months of employment.	

Job Code	Job Title	Salary Plan	Grade
SSP132	Juv. Probation/Parole Spec 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under broad supervision, provides social services to assist in rehabilitation of law offenders in custody or on probation. Makes recommendations for actions involving formulation of rehabilitation plan and treatment of offender; including conditional release and education and employment stipulations.		Associate degree in a related field from an accredited college or university and four (4) years of job-related experience in a human services delivery setting; or six (6) years of direct case management job-related experience working with offenders and their families in a human services delivery setting; or two (2) years of experience at the lower level Juv. Probation/Parole Spec 2 (SSP131) or position equivalent. Must possess and maintain State of Georgia P.O.S.T. certification within the first (6) months of employment.	

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Job Code	Job Title	Salary Plan	Grade
SSP133	Juv. Probation/Parole Spec Spv	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides social services to assist in rehabilitation of law offenders in custody or on probation. Makes recommendations for actions involving formulation of rehabilitation plan and treatment of offender; including conditional release and education and employment stipulations.		Associate degree in a related field from an accredited college or university and five (5) years of job-related experience in a human services delivery setting, including one (1) year experience in a lead worker, team lead, or supervisory role; or seven (7) years of direct case management job-related experience working with offenders and their families in a human services delivery setting including one (1) year experience in a lead worker, team lead, or supervisory role; or two (2) years of experience at the lower level Juv. Probation/Parole Spec 3 (SSP132) or position equivalent. Must possess and maintain State of Georgia P.O.S.T. certification within the first (6) months of employment.	

Job Code	Job Title	Salary Plan	Grade
SSP140	Mental Health Interpreter	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under direct supervision of a Registry of Interpreters for the Deaf (RID) certified interpreter, coordinates regional mental health interpreter services.		Bachelor's degree or four (4) years of experience interpreting in a variety of settings and Registry of Interpreters for the Deaf (RID) certification w/n two (2) years and must pass the Sign Language Proficiency Interview (SLPI) at an Intermediate Plus level. Note: Must hold a valid GA driver's license. If out of state, a Georgia driver's license must be obtained within 30 days of becoming a resident.	

Job Code Catalog: Social Services

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSP141	Mental Health Interpreter I	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision of a Qualified Mental Health Interpreter (QMHI) or Qualified Mental Health Interpreter Supervisor (QMHI-S) credentialed interpreter, interpret and coordinate regional mental health interpreter services.		Bachelor's degree and two (2) years of experience interpreting in a variety of settings, or six (6) years of experience interpreting in a variety of settings and hold a Registry of Interpreters for the Deaf (RID) or equivalent certification and obtain a Qualified Mental Health Interpreter (QMHI) certification w/n two (2) years. Note: Must hold a valid GA driver's license. If out of state, a Georgia driver's license must be obtained within 30 days of becoming a resident.	

Job Code	Job Title	Salary Plan	Grade
SSP142	Mental Health Interpreter 2	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Under limited supervision of Qualified Mental Health Interpreter Supervisor (QMHI-S) credentialed interpreter; interpret and coordinate regional mental health interpreter services.		Bachelor's degree and four (4) years of experience interpreting in a variety of settings, or eight (8) years of equivalent experience interpreting in a variety of settings and hold a Registry of Interpreters for the Deaf (RID) or equivalent certification and hold a Qualified Mental Health Interpreter (QMHI) certification. Note: Must hold a valid GA driver's license. If out of state, a Georgia driver's license must be obtained within 30 days of becoming a resident.	

Job Code	Job Title	Salary Plan	Grade
SSP143	Mental Health Interpreter 3	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary		Entry Qualifications	
Supervise practicum interpreters. Provide mentorship for non- Qualified Mental Health Interpreter (QMHI) or pre-certified Mental Health Interpreter staff. Interpret and coordinate regional mental health interpreter services.		Bachelor's degree and six (6) years of experience interpreting in a variety of settings, or ten (10) years of equivalent experience interpreting in a variety of settings and hold a Registry of Interpreters for the Deaf (RID), or equivalent certification and hold a Qualified Mental Health Interpreter Supervisor (QMHI-S) certification for three (3) years. Note: Must hold a valid GA driver's license. If out of state, a Georgia driver's license must be obtained within 30 days of becoming a resident.	

Job Code Catalog: Social Services

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSP150	Child Welfare Svc Intake Spc 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under direct supervision, communicates with the general public, internal customers and/or external customers to provide information and services. Obtains information and assesses intakes for determination of priority, allegation type, and handling.		Entry Qualifications High school diploma/GED and six (6) months of experience in a customer service setting handling customer's questions, complaints and/or providing information.	
Job Code	Job Title	Salary Plan	Grade
SSP151	Child Welfare Svc Intake Spc 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under general supervision, communicates with the general public, internal customers and/or external customers to provide information and services. Obtains information and assesses intakes for determination of priority, allegation type, and handling.		Entry Qualifications High school diploma/GED and one (1) year of experience in a customer service setting handling customer's questions, complaints and/or providing information; or one (1) year of experience required at the lower-level Child Welfare Svc Intake Spc 1 (SSP150) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP152	Child Welfare Svc Intake Spc 3	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under broad supervision, communicates with the general public, internal customers and/or external customers to provide information and services. Obtains information and assesses intakes for determination of priority, allegation type, and handling.		Entry Qualifications Bachelor's degree from an accredited college or university; or three (3) years of experience in a customer service setting handling customer's questions, complaints and/or providing information; or two (2) years of experience required at the lower-level Child Welfare Svc Intake SPC 2 (SST151) or equivalent position.	

Job Code Catalog: Social Services

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSP153	Child Welfare Intake Spc Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises staff that communicates with the general public, internal customers and/or external customers to provide information and services. Directs staff in obtaining information and assessing intakes for determination of priority, allegation type, and handling.		Entry Qualifications Bachelor's degree from an accredited college or university and three (3) years of lead/supervisory experience in a customer service setting handling customer's questions, complaints and/or providing information; or five (5) years of lead/supervisory worker experience in a customer service setting handling customer's questions, complaints and/or providing information; or two (2) years of experience required at the lower-level Child Welfare Svc Intake Spc 3 (SSP152) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP154	Child Welfare Svc Intake Admr	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Oversees staff that communicates with the general public, internal customers and/or external customers to provide information and services. Manages the administration of policies and programs designed to assessing intakes for determination of priority, allegation type, and handling. Ensures mandated services with priority of child safety and service provision to children and families. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree from an accredited college or university and four (4) years of lead/supervisory experience in a customer service setting handling customer's questions, complaints and/or providing information; or six (6) years of lead/supervisory worker experience in a customer service setting handling customer's questions, complaints and/or providing information; or four (4) years of experience required at the lower-level Child Welfare Svc Intake Spc Spv (SSP153) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP164	Child Welfare Svcs Admr	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Manages the administration of policies and programs designed to protect and protect children and families. Ensures mandated services with priority of child safety and service provision to children and families. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree in a related area from an accredited college or university and two (2) years of job-related supervisory experience in a human service delivery program; or Bachelor's degree in a related area from an accredited college or university and two (2) years of experience at the lower level Child Welfare Svc Case Mgr Spv (SSP073) or position equivalent.	

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSP165	Child Welfare Field Pgm SP	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Under broad supervision, conducts research involving data collection and analysis, develops and implements policy and administers child welfare programs.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and four (4) years of professional experience which includes one (1) year in a lead worker, team leader, or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
SSP170	Adult Protective Svcs CM 1	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under supervision, performs initial investigations of reports of abuse/neglect or exploitation for cases meeting APS criteria and determines appropriate interventions within a standard of promptness.		Entry Qualifications Associates degree in a related field from an accredited college or university and one (1) year of job related experience. Note: An equivalent combination of knowledge, education, job or intern experience that the provides the necessary knowledge and skills to successfully perform the job.	
Job Code	Job Title	Salary Plan	Grade
SSP171	Adult Protective Svcs CM 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under general supervision, performs initial investigations of reports of abuse/neglect or exploitation for cases meeting APS criteria and determines appropriate interventions within a standard of promptness.		Entry Qualifications Bachelor's degree from an accredited college or university; or one (1) year of experience at lower level Adult Protective Svcs CM 1 (SSP170) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP172	Adult Protective Svcs CM 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Under broad supervision, performs initial investigations of reports of abuse/neglect or exploitation for cases meeting APS criteria and determines appropriate interventions within a standard of promptness. May serve as a Lead Worker.		Entry Qualifications Bachelor's degree from an accredited college or university and one (1) year related experience; or two (2) years of experience at lower level Adult Protective Svcs CM 2(SSP171) or position equivalent.	

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSP173	Adult Protective Svcs CM Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Evaluates the level of risk to clients and takes appropriate action to ensure safety. Monitors and organizes work to ensure quality and adherence. Reviews, approves/disapproves and/or renders decisions. Maintains and shares knowledge. Ensures accurate, timely records and reports.		Entry Qualifications Bachelor's degree from an accredited college or university and three (3) years case management experience; or two (2) years of experience at lower level Adult Protective Svcs CM 3 (SSP172) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP180	APS Intake CM 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, gathers referral information from reporters via telephone interviews, written reports or face to face contacts; assesses referral information and makes a determination as to whether or not the situation meets Adult Protective Services (APS) criteria; provides intervention services if the situation does not meet APS criteria		Entry Qualifications Associates degree in a related field from an accredited college or university and one (1) year of job related experience Note: An equivalent combination of knowledge, education, job or intern experience that the provides the necessary knowledge and skills to successfully perform the job.	
Job Code	Job Title	Salary Plan	Grade
SSP181	APS Intake CM 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, gathers referral information from reporters via telephone interviews, written reports or face to face contacts; assesses referral information and makes a determination as to whether or not the situation meets Adult Protective Services (APS) criteria; provides intervention services if the situation does not meet APS criteria		Entry Qualifications Bachelor's degree from an accredited college or university; or one (1) year of experience at lower level APS Intake CM 1 (SSP180) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSP182	APS Intake CM 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, gathers referral information from reporters via telephone interviews, written reports or face to face contacts; assesses referral information and makes a determination as to whether or not the situation meets Adult Protective Services (APS) criteria; provides intervention services if the situation does not meet APS criteria. May serve as Lead Worker.		Entry Qualifications Bachelor's degree from an accredited college or university and one (1) year related experience; or two (2) years of experience at lower level APS Intake CM 2 (SSP181) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP183	APS Intake CM Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Reviews, approves/disapproves and/or renders decisions. Maintains and shares knowledge. Ensures accurate, timely records and reports.		Entry Qualifications Bachelor's degree from an accredited college or university and three (3) years case management experience; or two (2) years of experience at lower level APS Intake CM 3 (SSP182) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SSP190	Adult Guardianship CM 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under supervision, provides guardianship case management services in accordance with guardianship law, the probate court order and letters establishing guardianship, and Department policies and procedures.		Entry Qualifications Associates degree in a related field from an accredited college or university and one (1) year of job related experience Note: An equivalent combination of knowledge, education, job or intern experience that the provides the necessary knowledge and skills to successfully perform the job.	
Job Code	Job Title	Salary Plan	Grade
SSP191	Adult Guardianship CM 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, provides guardianship case management services in accordance with guardianship law, the probate court order and letters establishing guardianship, and Department policies and procedures.		Entry Qualifications Bachelor's degree from an accredited college or university; or one (1) year of experience at lower level Adult Guardianship CM 1 (SSP190) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SSP192	Adult Guardianship CM 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, provides guardianship case management services in accordance with guardianship law, the probate court order and letters establishing guardianship, and Department policies and procedures.	Entry Qualifications Bachelor's degree from an accredited college or university and one (1) year related experience; or two (2) years of experience at lower level Adult Guardianship CM 2 (SSP191) or position equivalent		
Job Code	Job Title	Salary Plan	Grade
SSP193	Adult Guardianship CM Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Evaluates the level of risk to clients and takes appropriate action to ensure safety. Monitors and organizes work to ensure quality and adherence. Reviews, approves/disapproves and/or renders decisions. Maintains and shares knowledge. Ensures accurate, timely records and reports.	Entry Qualifications Bachelor's degree from an accredited college or university and three (3) years case management experience; or two (2) years of experience at lower level Adult Guardianship CM 3 (SSP192) or position equivalent		
Job Code	Job Title	Salary Plan	Grade
SSP200	PAC Coord 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under supervision, provides personal support services and crisis intervention to clients. May serve as case managers and evaluate, investigate and resolve complaints. Acts as a liaison between client and service providers.	Entry Qualifications Associate degree in a related field from 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.		

Job Code Catalog: Social Services

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSP201	PAC Coord 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under general supervision, provides personal support services and crisis intervention to clients. May serve as case managers and evaluate, investigate and resolve complaints. Acts as a liaison between client and service providers.		Entry Qualifications Associate degree in a related field from an accredited college or university and three (3) years of job-related experience; or one (1) year experience at the lower-level PAC Coord 1 (SSP200) 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.	
Job Code	Job Title	Salary Plan	Grade
SSP202	PAC Coord 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Under broad supervision, promotes problem-solving case resolution efforts and provides advocacy and accountability strategies to the program participants to promote sustainability to pay their child support obligation. May serve as Lead Worker.		Entry Qualifications Associate degree in a related field from an accredited college or university and four (4) years of job-related experience; or two (2) years experience at the lower-level PAC Coord 2 (SSP201) 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.	
Job Code	Job Title	Salary Plan	Grade
SSP203	PAC Coord Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a unit that promotes problem-solving case resolution efforts and provides advocacy and accountability strategies to the program participants to promote sustainability to pay their child support obligation.		Entry Qualifications Associate degree in a related field from an accredited college or university and five (5) years of job-related experience; or one (1) year of experience at the lower-level PAC Coord 3 (SSP202) or position equivalent; or two (2) years of experience at the lower-level PAC Coord 2 (SSP201) or Child Support Svcs Agent 3 (SST062) 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.	

Job Code Catalog: Social Services

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSS010	Client Support Worker 1	SWD	B
Min Salary	Mid Salary	Max Salary	
\$23,920.00	\$28,797.08	\$33,674.16	
Job Summary		Entry Qualifications	
Under direct supervision, assists with daily living activities at the person's home, in a daytime non-residential facility or a residential facility. Provides training of basic personal and social skills, simple academics, or work skills to consumers/students in a state school, hospital, juvenile detention facility, residence, group home, workshop, or supported employment environment.		High school diploma/GED and six (6) months of relevant job-related training or experience.	

Job Code	Job Title	Salary Plan	Grade
SSS011	Client Support Worker 2	SWD	C
Min Salary	Mid Salary	Max Salary	
\$24,876.10	\$30,594.84	\$36,313.58	
Job Summary		Entry Qualifications	
Under general supervision, assists with daily living activities at the person's home, in a daytime non-residential facility or a residential facility. Observes and monitors client's behavior and charts observations and incidents. Provides training of basic personal and social skills, simple academics, or work skills to consumers/students in a state school, hospital, juvenile detention facility, residence, group home, workshop, or supported employment environment. May assist with meal preparation, ensuring or encouraging client group activity, providing transportation, and/or limited case management.		High school diploma/GED and one (1) year of job-related experience providing social or direct care services to groups of special needs individuals in a human service setting; or one (1) year of experience at the lower level Client Support Worker 1 (SSS010) or position equivalent.	

Job Code Catalog: Social Services

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSS012	Client Support Worker 3	SWD	D
Min Salary	Mid Salary	Max Salary	
\$26,635.71	\$33,410.22	\$40,184.72	
Job Summary		Entry Qualifications	
Under broad supervision, assists with daily living activities at the person's home, in a daytime non-residential facility or a residential facility. Observes and monitors client's behavior and charts observations and incidents. Provides training of basic personal and social skills, simple academics, or work skills to consumers/students in a state school, hospital, juvenile detention facility, residence, group home, workshop, or supported employment environment. May assist with meal preparation, ensuring or encouraging client group activity, providing transportation, and/or limited case management. Performs lead worker functions to include assigning and reviewing subordinates work.		High school diploma/GED and two (2) years of job-related experience providing social or direct care services to groups of special needs individuals in a human service setting; or one (1) year of experience at the lower level Client Support Worker 2 (SSS011) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
SSS013	Client Support Worker Spv	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists with daily living activities at the person's home, in a daytime non-residential facility or a residential facility. Observes and monitors client's behavior and charts observations and incidents. Provides training of basic personal and social skills, simple academics, or work skills to consumers/students in a state school, hospital, juvenile detention facility, residence, group home, workshop, or supported employment environment. May assist with meal preparation, ensuring or encouraging client group activity, providing transportation, and/or limited case management.		High school diploma/GED and three (3) years of job-related experience providing social or direct care services to groups of special needs individuals in a human service setting, which includes one (1) year experience as a lead worker, team lead, or supervisory role; or one (1) year of experience at the lower level Client Support Worker 3 (SSS012) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
SSS410	Client Support Wkr 1 (DBHDD)	SWD	B
Min Salary	Mid Salary	Max Salary	
\$23,920.00	\$28,797.08	\$33,674.16	
Job Summary		Entry Qualifications	
Under general supervision, assists with daily living activities at the Community Integration Home (CIH).		High school diploma/GED AND less than (12) months of job-related training or experience.	

Job Code Catalog: Social Services

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SSS411	Client Support Wkr 2 (DBHDD)	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Functions as a working level Client Support Worker, assists with daily living activities at the person's home, in a daytime non-residential facility or a residential facility.	Entry Qualifications High school diploma/GED and more than (12) months of job-related experience providing social or direct care services to groups of special needs individuals in a human service setting.		
Job Code	Job Title	Salary Plan	Grade
SSS412	Client Support Wkr 3 (DBHDD)	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Performs job responsibilities with minimal supervision.	Entry Qualifications High school diploma/GED and more than (24) months of job-related training; or experience providing social or direct care services to groups of special needs individuals in a human service setting; or (12) months of experience at the lower level Client Support Worker 2 or equivalent role.		
Job Code	Job Title	Salary Plan	Grade
SSS413	Client Support Wkr Spv (DBHDD)	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Supervises and plans work of assigned staff.	Entry Qualifications High school diploma/GED and more than (36) months of job-related training or experience providing social or direct care services to groups of special needs individuals in a human service setting and (12) months experience as a lead worker, team lead, or supervisory role; or (24) months of experience at the lower level Client Support Worker 3 or equivalent role.		
Job Code	Job Title	Salary Plan	Grade
SST010	Social Svcs Tech 1	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under direct supervision, provides a broad range of paraprofessional social services to patients/clients/consumers and their families. Conducts patient/client/consumer intakes, participates in treatment team planning, and performs crisis intervention.	Entry Qualifications High school diploma/GED and one (1) year of job-related experience in a social services-related position.		

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Job Code	Job Title	Salary Plan	Grade
SST011	Social Svcs Tech 2	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary		Entry Qualifications	
Under general supervision, provides a broad range of paraprofessional social services to patients/clients/consumers and their families. Conducts patient/client/consumer intakes, participates in treatment team planning, and performs crisis intervention. Assists in dealing with personal and social problems. May provide supportive counseling to consumers and families and/or serve as a liaison for social services. May perform case management duties.		High school diploma/GED and two (2) years of job-related experience in a social services-related position; or one (1) year of experience at the lower level Social Svcs Tech 1 (SST010) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
SST012	Social Svcs Tech 3	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Under broad supervision, provides a broad range of social services to patients/clients/consumers and their families. Conducts patient/client/consumer intakes, participates in treatment team planning, and performs crisis intervention. Assists in dealing with personal and social problems. May provide supportive counseling to consumers and families and/or serve as a liaison for social services. May perform case management duties. Performs lead worker functions.		High school diploma/GED and three (3) years of job-related experience in a social services-related position; or one (1) year of experience at the lower level Social Svcs Tech 2 (SST011) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
SST013	Social Svcs Tech Spv	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. May supervise a broad range of social services provided to patients/clients/consumers and their families. Conducts patient/client/consumer intakes, participates in treatment team planning, and performs crisis intervention. Assists in dealing with personal and social problems. May provide supportive counseling to consumers and families and/or serve as a liaison for social services. May perform case management duties.		High School diploma/GED and four (4) years of job-related experience in a social services-related position which includes one (1) year in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Social Svcs Tech 3 (SST012) or equivalent position.	

Job Code Catalog: Social Services

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SST030	Soc Svc Claims/Benefits Tech 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under direct supervision, provides benefit eligibility services to clients/consumers according to applicable policies and procedures, state and federal laws. Ensures equitable and appropriate resolution of claims. May develop and provide training.		Entry Qualifications High school diploma/GED and three (3) years of job-related experience in social services or related field.	
Job Code	Job Title	Salary Plan	Grade
SST031	Soc Svc Claims/Benefits Tech 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under general supervision, provides benefit eligibility services to clients/consumers according to applicable policies and procedures, state and federal laws. Ensures equitable and appropriate resolution of claims. May develop and provide training.		Entry Qualifications High school diploma/GED and four (4) years of job-related experience in social services or related field; or one (1) year of experience at the lower level Soc Svc Claims/Benefits Tech 1 (SST030) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SST032	Soc Svc Claims/Benefits Tech 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under broad supervision, provides benefit eligibility services to clients/consumers according to applicable policies and procedures, state and federal laws. Ensures equitable and appropriate resolution of claims. May develop and provide training. May serve as lead worker.		Entry Qualifications High school diploma/GED and five (5) years of job-related experience in social services or related field; or two (2) years of experience at the lower level Soc Svc Claims/Benefits Tech 2 (SST031) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SST033	Soc Svc Claims/Bfts Tech Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides benefit eligibility services to clients/consumers according to applicable policies and procedures, state and federal laws. Ensures equitable and appropriate resolution of claims. May develop and provide training.		Entry Qualifications High school diploma/GED and six (6) years of job-related experience in social services or related field which includes one (1) year in a lead worker, team lead, or supervisory role; or two (2) years of experience at the lower level Soc Svc Claims/Benefits Tech 3 (SST032) or position equivalent.	

Job Code Catalog: Social Services

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SST040	Interpreter 1	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Under direct supervision, serves as an interpreter and translator for limited English proficient clients. Interprets and translates orally and in writing for clients.	Entry Qualifications High school diploma/GED and a proficiency in the foreign language specific to the position of assignment.		
Job Code	Job Title	Salary Plan	Grade
SST041	Interpreter 2	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under general supervision, serves as an interpreter and translator for limited English proficient clients. Interprets and translates orally and in writing for clients.	Entry Qualifications Associate degree in American Sign Language from an accredited college or university and proficiency in the foreign language specific to the position of assignment and one (1) year of translating or interpreting job-related experience; or one (1) year of experience at the lower level Interpreter 1 (SST040) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
SST042	Interpreter 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under limited supervision, provide spoken or sign language interpreting and/or language translation assistance to staff for deaf, blind, and or hard-of-hearing customers.	Entry Qualifications Associate degree in American Sign Language from an accredited college or university and proficiency in the foreign language specific to the position of assignment and three (3) years of high-level translating or interpreting job-related experience; or two (2) years of experience at the lower level Interpreter 1 (SST040) or position equivalent.		

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SST043	Interpreter 4/Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary May supervise staff to or under no supervision, provide spoken or sign language interpreting and/or language translation assistance to staff for deaf, blind, and or hard-of-hearing customers.		Entry Qualifications Associate degree in American Sign Language from an accredited college or university and proficiency in the foreign language specific to the position of assignment and five (5) years of high-level translating and interpreting job-related experience, which includes one (1) year in a lead worker, team lead, or supervisory role; or two (2) years of experience at the lower level Interpreter 3 (SST042) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
SST050	Training/Employment Tech 1	SWD	D
Min Salary	Mid Salary	Max Salary	
\$26,635.71	\$33,410.22	\$40,184.72	
Job Summary Under direct supervision, identifies barriers to employment, refers clients to other support agencies, and assist clients/consumers with job readiness skills, job search strategies, and job interview preparation. Provides job placement and consumer/client employment assessments.		Entry Qualifications High school diploma/GED and ability to provide educational, social, or direct care services to persons with diagnosed special needs or other populations.	

Job Code	Job Title	Salary Plan	Grade
SST051	Training/Employment Tech 2	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under general supervision, identifies barriers to employment, refers clients to other support agencies, and assist clients/consumers with job readiness skills, job search strategies, and job interview preparation. Provides job placement and consumer/client employment assessments.		Entry Qualifications High school diploma/GED and one (1) year of job-related experience providing education, social or direct care services to persons with diagnosed special needs, or other populations; or one (1) year of experience at the lower level Training/Employment Tech 1 (SST050) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
SST052	Training/Employment Tech 3	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under broad supervision, identifies barriers to employment, refers clients to other support agencies, and assist clients/consumers with job readiness skills, job search strategies, and job interview preparation. Provides job placement and consumer/client employment assessments.	Entry Qualifications High school diploma/GED and three (3) years of job-related experience providing education, social or direct care services to persons with diagnosed special needs, or other populations; or two (2) years of experience at the lower level Training/Employment Tech 1 (SST050) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
SST053	Training/Employment Tech Spv	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Identifies barriers to employment, refers clients to other support agencies, and assist clients/consumers with job readiness skills, job search strategies, and job interview preparation. Provides job placement and consumer/client employment assessments.	Entry Qualifications High school diploma/GED and five (5) years of job-related experience providing education, social or direct care services to persons with diagnosed special needs, or other populations which includes one (1) year as a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Training/Employment Tech 3 (SST052) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
SST060	Child Support Svcs Agent 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, establishes and enforces child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations.	Entry Qualifications High school diploma/GED and one (1) year of direct job-related experience.		
Job Code	Job Title	Salary Plan	Grade
SST061	Child Support Svcs Agent 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, establishes and enforces child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations.	Entry Qualifications High school diploma/GED and two (2) years of direct job-related experience; or one (1) year of experience at the lower level Child Support Svcs Agent 1 (SST060) or position equivalent.		

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Job Code	Job Title	Salary Plan	Grade
SST062	Child Support Svcs Agent 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, establishes and enforces child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations. Conducts administrative hearings. May serve as lead worker.		Entry Qualifications High school diploma/GED and three (3) years of direct job-related experience; or two (2) years of experience at the lower level Child Support Svcs Agent 2 (SST061) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SST063	Child Support Svcs Agent 4	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under limited supervision, establishes and enforces child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations. Serves as lead Agent.		Entry Qualifications High school diploma/GED and four (4) four years of direct job-related experience; or one (1) years of experience at the lower level Child Support Svcs Agent 3 (SST062) or position equivalent	
Job Code	Job Title	Salary Plan	Grade
SST064	Child Support Svcs Agent Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a unit to establish and enforce child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations.		Entry Qualifications High school diploma/GED and five (5) years of direct job-related experience, which includes two (2) years in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Child Support Svcs Agent 3 (SST062); or one (1) year of experience at the lower level Child Support Svcs Agent 4 (SST063) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SST070	Eligibility Specialist 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, interviews and investigates applicants and recipients to determine eligibility for use of social programs and agency resources.		Entry Qualifications High School diploma/GED and one (1) year of job-related customer contact/interaction experience.	

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Job Code	Job Title	Salary Plan	Grade
SST071	Eligibility Specialist 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, interviews and investigates applicants and recipients to determine eligibility for use of social programs and agency resources.		Entry Qualifications High school diploma/GED and two (2) years of job-related customer contact/interaction experience; or one (1) year of experience at the lower level Eligibility Specialist 1 (SST070) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SST072	Eligibility Specialist 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, interviews and investigates applicants and recipients to determine eligibility for use of social programs and agency resources. May serve as lead worker.		Entry Qualifications High school diploma/GED and three (3) years of job-related customer contact/interaction experience; or one (1) year of experience at the lower level Eligibility Specialist 2 (SST071) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SST073	Eligibility Specialist Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a unit that determines eligibility for social programs and resources. Interviews and investigates applicants and recipients to determine eligibility for use of social programs and agency resources.		Entry Qualifications High school diploma/GED and four (4) years of job-related customer contact/interaction experience, and one (1) year in a lead worker, team lead, or supervisory role; or one (1) year of experience at the lower level Eligibility Specialist 3 (SST072) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SST074	Eligibility Svcs Administrator	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Manages a team of supervisors of assigned units/teams who determines initial and/or continued eligibility as a result of interviews and documentation for benefits and agency resources. Assists in the development of uniform policy interpretations, securing timely benefits, and evaluating quality and management.		Entry Qualifications High school diploma/GED and (5) years of related experience; or Associate degree from an accredited college or university and four (4) years of related experience; or one (1) year of at the lower-level Eligibility Specialist Spv (SST073) or position equivalent.	

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SST075	Eligibility Services Prgm Spc	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under broad supervision, conducts research involving data collection and analysis, develops and implements policy and administers eligibility programs.		Entry Qualifications Bachelor's degree in a related field from an accredited college or university and four (4) years of professional experience which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower-level Eligibility Svcs Administrator (SST074); or any other combination of education and professional experience that provides the requisite knowledge, skills, and abilities to successfully perform the job (see GSP051).	
Job Code	Job Title	Salary Plan	Grade
SST076	Eligibility Associate	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under direct supervision, answers customer problems and inquiry calls. Records problem history information. Performs first level problem determination and resolution.		Entry Qualifications High school diploma/GED and six (6) months of related customer contact/interaction experience.	
Job Code	Job Title	Salary Plan	Grade
SST080	Child Welfare Svcs Tech 1	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under direct supervision, provides a broad range of paraprofessional social services to clients and their families. Provides information to clients, conducts intakes or assists staff in the delivery of social services.		Entry Qualifications High school diploma/GED and one (1) year of experience in a social services-related position.	
Job Code	Job Title	Salary Plan	Grade
SST081	Child Welfare Svcs Tech 2	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, provides a broad range of paraprofessional social services to clients and their families. Provides information to clients, conducts intakes or assists staff in the delivery of social services. May assist with case management duties.		Entry Qualifications High school diploma/GED and two (2) years of experience in a social services-related position; or one (1) year of experience at the lower level Child Welfare Svcs Tech 1 (SST080) or position equivalent.	

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SST082	Child Welfare Svcs Tech 3	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under direct supervision, provides a broad range of paraprofessional social services to clients and their families. Provides information to clients, conducts intakes or assists staff in the delivery of social services. May assist with case management duties. May perform lead worker functions.		Entry Qualifications High school diploma/GED and three (3) years of experience in a social services-related position; or one (1) year of experience at the lower level Child Welfare Svcs Tech 2 (SST081) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SST083	Child Welfare Svcs Tech Spv	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. May supervise a broad range of paraprofessional social services to clients and their families. Provides information to clients, conducts intakes or assists staff in the delivery of social services. May perform case management duties.		Entry Qualifications High school diploma/GED and four (4) years of experience in a social services-related position which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Child Welfare Svcs Tech 3 (SST082) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SST090	Child Support Cust Svc Rep 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under direct supervision, communicates with clients and other constituents via telephone, email, correspondence and direct contact to ensure that support obligations are met.		Entry Qualifications High school diploma/GED and one (1) year of direct job-related experience.	
Job Code	Job Title	Salary Plan	Grade
SST091	Child Support Cust Svc Rep 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, communicates with clients and other constituents via telephone, email, correspondence and direct contact to ensure that support obligations are met.		Entry Qualifications High school diploma/GED and two (2) years of direct job-related experience; or one (1) year of experience at the lower level Child Support Cust Svc Rep 1 (SST090) or position equivalent.	

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
SST092	Child Support Cust Svc Rep 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, communicates with clients and other constituents via telephone, email, correspondence and direct contact to ensure that support obligations are met.	Entry Qualifications High school diploma/GED and three (3) years of direct job-related experience; or two (2) years of experience at the lower level Child Support Cust Svc Rep 2 (SST091) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
SST093	Child Support Cust Svc Rep 4	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Under limited supervision, communicates with clients and other constituents via telephone, email, correspondence and direct contact to ensure that support obligations are met.	Entry Qualifications High school diploma/GED and four (4) four years of direct job-related experience; or one (1) year of experience at the lower level Child Support Cust Svc Rep 3 (SST092) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
SST094	Child Support Cust Svc Rep Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a unit to establish and enforce child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations.	Entry Qualifications High school diploma/GED and five (5) years of direct job-related experience which includes two (2) years in a lead worker, team leader, or supervisory role; or four (4) years of experience at the lower-level Child Support Cust Svc Rep 2 (SST091) or position equivalent; or two (2) years of experience at the lower level Child Support Cust Svc Rep 3 (SST092); or one (1) year of experience at the lower level Child Support Cust Svc Rep 4 (SST093) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
SST100	Fatherhood Outreach Spc 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under supervision, establishes and enforces child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations.	Entry Qualifications High school diploma/GED and one (1) year of direct job-related experience.		

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Job Code	Job Title	Salary Plan	Grade
SST101	Fatherhood Outreach Spc 2	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Under general supervision, establishes and enforces child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations. Conducts administrative hearings.		High school diploma/GED and two (2) years of direct job-related experience; or one (1) year of experience at the lower level Fatherhood Outreach Spc 1 (SST100) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SST102	Fatherhood Outreach Spc 3	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under broad supervision, establishes and enforces child support obligations of responsible parents. Coordinates child support activities with legal, judicial, and public organizations. Conducts administrative hearings. May serve as lead worker.		High school diploma/GED and three (3) years of direct job-related experience; or two (2) years of experience at the lower level Fatherhood Outreach Spc 2 (SST101) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
SST103	Fatherhood Outreach Spc Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a unit that works with non-custodial parents who are unemployed or underemployed and establishes and ensures child support obligations are met.		High school diploma/GED and four (4) four years of direct job-related experience; or two (2) years of experience at the lower-level Fatherhood Outreach Spc 3 (SST102) or Child Support Svcs Agent 3 (SST062) or position equivalent.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRM010	Mgr, Air Transport Admin	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Manages the operation of an aviation program or air transportation office. Develops and implements flight safety and maintenance policies. Directs subordinate supervisors and staff.		Entry Qualifications Bachelor's degree from an accredited college or university and one (1) year of management training and experience in aviation operations and multi-aircraft flight commander functions, which includes one (1) year in a managerial or supervisory role; or two (2) years of experience at the lower level Pilot Spv (TRP013) or position equivalent. Note: Meets agency specific flight hour requirements. Holds appropriate FAA certification for agency specific missions and aircraft types.	
Job Code	Job Title	Salary Plan	Grade
TRM011	Sr Mgr, Air Transport Admin	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Directs the operation of an aviation program or air transportation office. Develops and implements flight safety and maintenance policies. Directs subordinate managers and staff.		Entry Qualifications Bachelor's degree from an accredited college or university and two (2) years of management training and experience in aviation operations and multi-aircraft flight commander functions. Note: Must meet agency-specific flight hour requirements and hold appropriate FAA certification for agency-specific missions and aircraft types. Note: Any agency-specified certification/training that may be required.	
Job Code	Job Title	Salary Plan	Grade
TRM012	Dir, Air Transport Admin	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Oversees the operation of an aviation program or air transportation office. Develops and implements flight safety and maintenance policies. Provides leadership to subordinate managers and staff.		Entry Qualifications Bachelor's degree from an accredited college or university and four (4) years of management training and experience in aviation operations and multi-aircraft flight commander functions; or two (2) years of experience at the lower level Mgr, Air Transport Admin (TRM011) or position equivalent. Note: Must meet agency-specific flight hour requirements and hold appropriate FAA certification for agency-specific missions and aircraft types. Note: Any agency-specified certification/training that may be required..	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRM020	Mgr, Intermodal Prgm	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary	Entry Qualifications		
Manages an intermodal program engaged in aviation, waterways, rail, or transit. Provides direction to employees, government officials, and to the private sector regarding public transportation policy. Assists the department with specialized intermodal transportation evaluation and analysis.	Bachelor's degree from an accredited college or university in a related field and two (2) years of job-related experience, which includes one (1) year in a managerial or supervisory role; or one (1) year at the lower level (TRP053) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
TRM021	Sr. Mgr, Intermodal Prgm	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary	Entry Qualifications		
Directs an intermodal program engaged in aviation, waterways, rail, or transit. Provides direction to employees, government officials, and to the private sector regarding public transportation policy. Assists the department with specialized intermodal transportation evaluation and analysis.	Bachelor's degree from an accredited college or university in a related field and three (3) years of job-related experience, which includes two (2) years in a managerial role; or one (1) year at the lower level Mgr, Intermodal Prgm (TRM020) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade
TRM022	Dir, Intermodal Prgm	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary	Entry Qualifications		
Oversees an intermodal program engaged in aviation, waterways, rail, or transit. Provides direction to employees, government officials, and to the private sector regarding public transportation policy. Evaluates and analyzes specialized intermodal transportation programs. Directs subordinate managers and staff.	Bachelor's degree from an accredited college or university in a related field and four (4) years of job-related experience, which includes three (3) years in a managerial role; or two (2) years at the lower level Sr. Mgr, Intermodal Prgm (TRM021) or position equivalent.		

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRM030	Mgr 1, Transport Specialist	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70		Max Salary \$126,937.80
Job Summary Manages one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic. Serves as group leader to professionals providing professional support in one or more of the areas listed.		Entry Qualifications Associate degree and experience in a lead worker, team leader, or supervisory role; or one (1) year at position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRM031	Mgr 2, Transport Specialist	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07		Max Salary \$142,139.72
Job Summary Leads one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic. Serves as section manager to professionals providing professional support in one or more of the areas listed.		Entry Qualifications Associate degree and managerial or supervisory role; or one (1) year at the lower level Mgr 1, Transport Specialist (TRM030) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRM032	Mgr 3, Transport Specialist	SWD	R
Min Salary \$95,324.50	Mid Salary \$127,321.19		Max Salary \$159,317.88
Job Summary Leads and assists in one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic. Serves as assistant office head to professionals providing professional support in one or more areas listed.		Entry Qualifications Associate degree in a related field managerial or supervisory role; or one (1) year at the lower level Mgr 2, Transport Specialist (TRM031) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRM033	Sr Mgr 1, Transport Specialist	SWD	S
Min Salary \$106,416.69	Mid Salary \$142,572.95		Max Salary \$178,729.21
Job Summary Directs one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic. May also serve in a lead role. Serves as office head to professionals providing professional support in one or more of the areas listed.		Entry Qualifications Associate degree in a related field managerial role; or one (1) year at the lower level Mgr 3, Transport Specialist (TRM032) or at position equivalent.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRM034	Sr Mgr 2, Transport Specialist	SWD	T
Min Salary \$118,950.86	Mid Salary \$159,807.43	Max Salary \$200,664.00	
Job Summary Plans for one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic. Serves as director to professionals providing professional support in one or more of the areas listed.	Entry Qualifications Associate degree in a related field managerial role; or one (1) year at the lower level Sr Mgr 1, Transport Specialist (TRM033) or at position equivalent.		
Job Code	Job Title	Salary Plan	Grade
TRM040	HERO Manager	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Manages the Highway Emergency Response Operator (H.E.R.O) program and its staff. Develops and updates H.E.R.O. certification program and training for H.E.R.O. supervisors. Develops and updates program policies and procedures. Develops and administers the budget for program. Evaluates and purchases new vehicles, equipment, and supplies for program. Represents the department and H.E.R.O. program at various external meetings speaking to the public about the program. Works with other governments involved in implementing incident management programs. Ensures appropriate maintenance of equipment and facility. Coordinates with internal and external partners to improve traffic incident management and reduce response timelines.	Entry Qualifications Bachelor's degree in a related field from an accredited college or university and three (3) years of job-related experience; or Associate degree from an accredited college or university and four (4) years of job-related experience; or one (1) year of experience required at the lower level HERO Assistant Manager (TRP023) or position equivalent. Demonstrated experience in a lead worker or supervisory role.		
Job Code	Job Title	Salary Plan	Grade
TRM063	Mgr 1, Planning Group Ldr	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Manages the transportation planning activities of an organization, division or agency. Serves as a group leader to professionals providing professional support.	Entry Qualifications Associate degree from 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 one (1) year of experience at the lower level (TRP063) 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.		

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRM064	Sr.Mgr1,Planning Ast Off Head	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$126,937.80	
Job Summary Directs the transportation planning activities of an organization, division or agency. Serves as an assistant office head to professionals providing professional support. May also serve in a lead role.		Entry Qualifications Associate degree from an accredited college or university and five (5) years of job-related experience, which includes two (2) years in a managerial role; or one (1) year of experience at the lower level Mgr 1, Planning Group Ldr (TRM063) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRM065	Sr Mgr 2,Planning Office Head	SWD	Q
Min Salary	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$142,139.72	
Job Summary Plans the transportation planning activities of an organization, division or agency. Serves as office head to professionals providing professional support.		Entry Qualifications Associate degree from an accredited college or university and six (6) years of job-related experience, which includes three (3) years in a managerial role; or one (1) year of experience at the lower level (TRM064) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRP010	Pilot 1	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Under supervision, operates aircraft in accordance with federal and state regulations. Conducts safety inspections.		Entry Qualifications High school diploma/GED and commercial pilot's license, instrument rating, and 500 hours of flight time.	
Job Code	Job Title	Salary Plan	Grade
TRP011	Pilot 2	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Under general supervision, operates aircraft in accordance with federal and state regulations. Conducts safety inspections.		Entry Qualifications High school diploma/GED. Meets agency-specific flight hour requirements. Holds appropriate FAA certification for agency-specific missions and aircraft types; or one (1) year of experience at the lower level Pilot 1 (TRP010) or position equivalent.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRP012	Pilot 3	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary Under broad supervision, operates aircraft in accordance with federal and state regulations. Conducts safety inspections.		Entry Qualifications High school diploma/GED. Meets agency-specific flight hour requirements. Holds appropriate FAA certification for agency-specific missions and aircraft types; or one (1) year of experience at the lower level Pilot 2 (TRP011) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRP013	Pilot Spv	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the operation of aircraft in accordance with federal and state regulations. May conduct annual training in accordance with FAA regulations.		Entry Qualifications High school diploma/GED. Meets agency-specific flight hour requirements. Holds appropriate FAA certification for agency-specific missions and aircraft types, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Pilot 3 (TRP012) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRP023	HERO Assistant Manager	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Develops and updates certification programs, policies and procedures for emergency response and incident management. Ensures appropriate maintenance of equipment and facilities.		Entry Qualifications High school diploma/GED and two (2) years of supervisory or lead worker experience in highway incident management; or one (1) year of experience required at the lower level HERO Tech Spv (TRT023) or position equivalent.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRP030	Fleet Ops Spec 1	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Under supervision, coordinates the delivery of automotive/equipment maintenance and associated fleet services.		Entry Qualifications Bachelor's degree from an accredited college or university and one (1) year of experience in risk or fleet management; or one (1) year of inventory and/or office management 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.	
Job Code	Job Title	Salary Plan	Grade
TRP031	Fleet Ops Spec 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, coordinates the delivery of automotive/equipment maintenance and associated fleet services.		Entry Qualifications Bachelor's degree from an accredited college or university and two (2) years of experience in risk or fleet management; or two (2) years of inventory and/or office management functions; or one (1) year of experience required at the lower level Fleet Ops Spec 1 (TRP030) 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.	
Job Code	Job Title	Salary Plan	Grade
TRP032	Fleet Ops Spec 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, coordinates the delivery of automotive/equipment maintenance and associated fleet services.		Entry Qualifications Bachelor's degree from an accredited college or university and three (3) years of experience in risk or fleet management; or four (4) years of inventory and/or office management functions; or one (1) year of experience required at the lower level Fleet Ops Spec 2 (TRP031) or position equivalent.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRP033	Fleet Ops Spec Spv	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Coordinates, through subordinates, the delivery of automotive/equipment maintenance and associated fleet services.		Entry Qualifications High School diploma/GED and five (5) years of transportation job-related experience which includes two (2) years in a lead worker, team leader, or supervisory role; or an Associate degree in a related field from an accredited college or university and three (3) years of transportation job-related experience which includes two (2) years in a lead worker, team leader, or supervisory role; or three (3) years of experience at the lower level Fleet Ops Spec 4 (TRP032) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
TRP041	Vessel Captain 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under general supervision, operates maritime vessels in accordance with federal and state regulations.		Entry Qualifications High school diploma/GED, United States Coast Guard 100-Ton Master Captain License, two (2) years of experience operating a vessel > 35 tons, and must obtain a Third Class Radio Operators License; or two (2) years as a Vessel Captain 1 (TRP040). Note: Applicants for positions in the Wildlife Resources Division must have two (2) years of operating a vessel > 60 tons.	

Job Code	Job Title	Salary Plan	Grade
TRP042	Vessel Captain 3	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary Under broad supervision, operates maritime vessels in accordance with federal and state regulations. Learns to organizes vessel activities and allocates work.		Entry Qualifications High school diploma/GED, United States Coast Guard 100-Ton Master Captain License, five (5) years of experience operating a vessel > 35 tons, and must obtain a Third Class Radio Operators License; or three (3) years as a Vessel Captain 2 (TRP041). Note: Applicants for positions in the Wildlife Resources Division must have five (5) years of operating a vessel > 60 tons.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRP043	Vessel Captain Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Operates maritime vessels in accordance with federal and state regulations. Organizes vessel activities and allocates work.		Entry Qualifications High school diploma/GED, United States Coast Guard 100-Ton Master Captain License, seven (7) years of experience operating a vessel > 35 tons, and must obtain a Third Class Radio Operators License, which includes two (2) years in a managerial or supervisory role; or three (3) years as a Vessel Captain 2 (TRP041) or Vessel Captain 3 (TRP042). Note: Applicants for positions in the Wildlife Resources Division must have seven (7) years of operating a vessel > 60 tons.	
Job Code	Job Title	Salary Plan	Grade
TRP050	Transportation Specialist 1	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary Under supervision, provides entry level professional support in one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental and traffic.		Entry Qualifications Bachelor's degree in a related field; or an Associate degree in a related field, or one (1) year of experience at position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRP051	Transportation Specialist 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary Under general supervision, provides working level professional support in one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic.		Entry Qualifications Bachelor's degree in a related field and six (6) months of job-related experience; or an Associate degree in a related field and one (1) year of experience; or one (1) year of at position equivalent.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRP052	Transportation Specialist 3	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Under broad supervision, provides advanced level professional support in one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic. May also serve as a lead worker providing training to lower level staff.		Entry Qualifications Bachelor's degree in a related field and one (1) year of job-related experience; or an Associate degree in a related field from an accredited college or university and two (2) years of job-related experience; or one (1) year of experience at position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRP053	Transportation Specialist 4	SWD	N
Min Salary	Mid Salary	Max Salary	
\$62,331.12	\$81,955.29	\$101,579.45	
Job Summary Under limited supervision, provides expert level professional support in one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic. May also serve as a lead worker providing training to lower level staff.		Entry Qualifications Bachelor's degree in a related field and two (2) years of job-related experience; or an Associate degree in a related field and three (3) years of job-related experience; or one (1) year of experience at position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRP054	Transportation Specialist 5	SWD	O
Min Salary	Mid Salary	Max Salary	
\$69,134.16	\$91,309.47	\$113,484.78	
Job Summary Under minimal supervision, provides senior expert professional support in one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic. May supervise subordinates or serve as a lead worker providing training to lower level staff.		Entry Qualifications Bachelor's degree in a related field and three (3) years of job-related experience; or an Associate degree in a related field and four (4) years of job-related experience; or one (1) year of experience at position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRP060	Transport Planning Spec 1	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary Under supervision, provides entry level professional support in transportation planning activities including multimodal short and long range transportation plans and geographic planning analyses.		Entry Qualifications Associate degree in transportation, logistics, or a related field from an accredited college or university; High school diploma/GED and two (2) years of job-related experience in the transportation industry.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRP061	Transport Planning Spec 2	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary Under general supervision, provides working level professional support in transpiration planning activities including multimodal short and long range transportation plans and geographic planning analyses.		Entry Qualifications Bachelor's degree from an accredited college or university and two (2) years of experience in transportation-related work; or one (1) year of experience required at the lower level Transport Planning Spec 1 (TRP060) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRP062	Transport Planning Spec 3	SWD	L
Min Salary	Mid Salary	Max Salary	
\$50,982.94	\$66,351.55	\$81,720.15	
Job Summary Under broad supervision, provides advanced level professional support in transpiration planning activities including multimodal short and long range transportation plans and geographic planning analyses. May also serve as a lead worker.		Entry Qualifications Bachelor's degree from an accredited college or university and three (3) years of experience in transportation-related work; or two (2) years of experience required at the lower level Transport Planning 2 (TRP061) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRP063	Transport Planning Spec 4	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$91,043.76	
Job Summary Under limited supervision, monitors and updates multimodal short and long range transportation plans for the assigned area. Assists in transportation planning analyses for multi-county areas, individual counties, urban areas, corridors or routes as required by gathering pertinent data and learning to analyze study area conditions. Assists in developing State the Transportation Improvement Program for rural and/or urban areas. Attends planning related meetings as assigned.		Entry Qualifications Bachelor's degree from an accredited college or university and four (4) years of experience in transportation-related work; or three (3) years of experience at the lower level (TRP062) or position equivalent.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRP070	Transport Environment Spec 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary		Entry Qualifications	
Under supervision, learns to conduct early document planning activities for federal and state funded projects in order to establish a level of analysis and organizes work activities to facilitate the timely completion of Environmental Assessments (EA), Categorical Exclusions (CE), Section 4(f) Evaluations, and Environmental Effects Reports (EER) for projects of minimal to moderate difficulty. Learns to gather data from appropriate outside agencies and other offices through correspondence, personal contact, and telephone to assure a broad base of accurate information to include in the study. Learns to prepare a legally sufficient final environmental document that identifies the preferred alternative and addresses all substantive comments as required by federal or state regulations.		Associate degree in a related field from an accredited college or university and two (2) years of job-related experience completing Environmental Assessments (EA), Categorical Exclusions (CE), Section 4(f) Evaluations, Environmental Effects Reports (EER), or other various reports.	

Job Code	Job Title	Salary Plan	Grade
TRP071	Transport Environment Spec 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary		Entry Qualifications	
Under general supervision, gathers data from appropriate outside agencies and other offices through correspondence, personal contact, and telephone to assure a broad base of accurate information to include in the study. Prepares a legally sufficient final environmental document that identifies the preferred alternative and addresses all substantive comments as required by federal or state regulations.		Associate degree in a related field from an accredited college or university and three (3) years of experience at the lower level Transport Environment Spec 1 (TRP070) or position equivalent.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRP072	Transport Environment Spec 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Under broad supervision, delegates and monitors subordinates in the conducting of early document planning activities for federal and state funded projects in order to establish a level of analysis and organizes work activities to facilitate the timely completion of Environmental Assessments (EA), Categorical Exclusions (CE), Section 4(f) Evaluations, and Environmental Effects Reports (EER) for projects of minimal to moderate difficulty and allocates staff. May gather data from appropriate outside agencies and other offices through correspondence, personal contact, and telephone to assure a broad base of accurate information to include in the study. May prepare a legally sufficient final environmental document that identifies the preferred alternative and addresses all substantive comments as required by federal or state regulations. Owns assigned tasks. May serve as a lead or train staff.		Associate degree in a related field from an accredited college or university and three (3) years of experience at the lower level Transport Environment Spec 2 (TRP071) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
TRP073	Transport Environment Spec 4	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Under limited supervision, assists in the overall document planning activities in order to establish a level of analysis and organizes work priorities for preparation of regulatory compliance documents. Serves as the highest advanced level subject matter expert, providing authoritative guidance for professional staff. May also serve in a lead role. Does not supervise staff.		Associate degree in a related field from an accredited college or university and three (3) years of experience at the lower level Transport Environment Spec 3 (TRP072) or position equivalent.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRP074	Transport Environ Spec Spv	SWD	K
Min Salary	Mid Salary	Max Salary	
\$44,998.81	\$59,143.37	\$73,287.92	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the overall document planning activities in order to establish a level of analysis and organizes work priorities for preparation of regulatory compliance documents. Initiates database gathering and establishes contacts with appropriate outside agencies as well as offices within the department. Supervises and contributes to the preparation of legally sufficient environmental documents acceptable to federal and state oversight agencies and presents them to appropriate review agencies and/or the public as required by regulations. Plans the development of the department's environmental procedures for the most efficient advancement of projects, ensuring that they are in compliance with applicable regulations.		Associate degree in a related field from an accredited college or university and three (3) years of experience at the lower level Transport Environment Spec 4 (TRP073) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
TRS010	Ground Transp Worker 1	SWD	B
Min Salary	Mid Salary	Max Salary	
\$23,920.00	\$28,797.08	\$33,674.16	
Job Summary		Entry Qualifications	
Under direct supervision transports passengers and/or mail and materials in an assigned geographical area traveling by foot, bicycle, motorcycle, automobile, van or public conveyance. Learns to transmit, receive, and relay radio communication among remote office base stations and mobile units. Some positions may transport medications and emergency drug boxes from the pharmacy to the units and from the units to the pharmacy.		High school diploma/GED and ability to operate heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks; valid driver's license with clean motor vehicle report.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRS011	Ground Transp Worker 2	SWD	C
Min Salary \$24,876.10	Mid Salary \$30,594.84	Max Salary \$36,313.58	
Job Summary Under general supervision, transports passengers and/or mail and materials in an assigned geographical area traveling by foot, bicycle, motorcycle, automobile, van or public conveyance. Transmits, receives, and relays radio communication among remote office base stations and mobile units. Some positions may transport medications and emergency drug boxes from the pharmacy to the units and from the units to the pharmacy.		Entry Qualifications High school diploma/GED and two (2) years of experience in transportation, valid driver's license with clean motor vehicle report, or one (1) year of experience at the lower level Ground Transp Worker 1 (TRS010) or position equivalent. Note: Some positions may require one year of experience operating heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks.	
Job Code	Job Title	Salary Plan	Grade
TRS012	Ground Transp Worker 3	SWD	D
Min Salary \$26,635.71	Mid Salary \$33,410.22	Max Salary \$40,184.72	
Job Summary Under broad supervision, transports passengers and/or mail and materials in an assigned geographical area traveling by foot, bicycle, motorcycle, automobile, van or public conveyance. Transmits, receives, and relays radio communication among remote office base stations and mobile units. Some positions may transport medications and emergency drug boxes from the pharmacy to the units and from the units to the pharmacy.		Entry Qualifications High school diploma/GED and four (4) years of experience in transportation and valid driver's license with clean motor vehicle report; or two (2) years of experience at the lower level Ground Transp Worker 2 (TRS011) or position equivalent. Note: Some positions may require two years of experience operating heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks.	
Job Code	Job Title	Salary Plan	Grade
TRS013	Ground Transp Worker Spv	SWD	E
Min Salary \$28,571.29	Mid Salary \$36,023.24	Max Salary \$43,475.18	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Responsible for the transportation of passengers and/or mail and materials in an assigned geographical area traveling by foot, bicycle, motorcycle, automobile, van or public conveyance. Ensures transmission, receipt, and relay of radio communication among remote office base stations and mobile units. Some positions may ensure transport medications and emergency drug boxes from the pharmacy to the units and from the units to the pharmacy.		Entry Qualifications High school diploma/GED and four (4) years of experience in transportation, one (1) year of which in a lead worker, team leader, or supervisory role and valid driver's license with clean motor vehicle report. Note: Some positions may require three years of experience operating heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRS020	Equipment Operator 1	SWD	C
Min Salary	Mid Salary	Max Salary	
\$24,876.10	\$30,594.84	\$36,313.58	
Job Summary Under direct supervision, performs semi-skilled labor in transportation-related areas such as maintenance of highways and right of ways, operation and maintenance of construction equipment or maritime vessels. Operates motor vehicles, tractors, or light construction equipment or serves as crew of seafaring vessels.		Entry Qualifications High school diploma/GED.	
Job Code	Job Title	Salary Plan	Grade
TRS021	Equipment Operator 2	SWD	D
Min Salary	Mid Salary	Max Salary	
\$26,635.71	\$33,410.22	\$40,184.72	
Job Summary Under general supervision, performs semi-skilled labor in transportation-related areas such as maintenance of highways and right of ways, operation and maintenance of construction equipment or maritime vessels. Operates motor vehicles, tractors, or light construction equipment or serves as crew of seafaring vessels.		Entry Qualifications High school diploma/GED and one (1) year of experience operating various motorized equipment; or nine (9) months of experience required at the lower level Equipment Operator 1 (TRS020) or position equivalent. Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.	
Job Code	Job Title	Salary Plan	Grade
TRS022	Equipment Operator 3	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under broad supervision, performs semi-skilled labor in transportation-related areas such as maintenance of highways and right of ways, operation and maintenance of construction equipment or maritime vessels. Operates motor vehicles, tractors, or light construction equipment or serves as crew of seafaring vessels. May also serve in a lead role.		Entry Qualifications High school diploma/GED and two (2) years of experience in operating various motorized equipment; or nine (9) months of experience required at the lower level Equipment Operator 2 (TRS021) or position equivalent.Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRS023	Equipment Operator Spv	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs semi-skilled labor in transportation-related areas such as maintenance of highways and right of ways, operation and maintenance of construction equipment or maritime vessels. Operates motor vehicles, tractors, or light construction equipment or serves as crew of seafaring vessels.		High school diploma/GED and three (3) years of experience operating various motorized equipment, including one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level Equipment Operator 3 (TRS022) or position equivalent.	
		Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.	

Job Code	Job Title	Salary Plan	Grade
TRS030	Vessel Mate 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary		Entry Qualifications	
Under direct supervision, performs semi-skilled labor/maintenance in the maritime vessel transportation-related area. Serves as support crew for a seafaring ferry vessel navigating the inland waterways along the Georgia coast.		High school diploma/GED and any combination of training and experience that would have enabled the applicant to acquire the necessary knowledge, skills, and abilities to perform manual tasks of a routine or repetitive nature, read, write, and follow oral and written directions.	

Job Code	Job Title	Salary Plan	Grade
TRS031	Vessel Mate 2	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary		Entry Qualifications	
Under general supervision, performs semi-skilled labor/maintenance in the maritime vessel transportation-related area. Serves as support crew for a seafaring ferry vessel navigating the inland waterways along the Georgia coast.		High school diploma/GED and two (2) years of experience as a crew member on a research, commercial fishing, or a similar ocean-going vessel of more than 15 gross tons.	
		Note: Must possess or obtain a valid U.S. Coast Guard Motorboat Operator's license.	

Job Code Catalog: Transportation

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRS032	Vessel Mate 3	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary Under broad supervision, performs semi-skilled labor/maintenance in the maritime vessel transportation-related area. Serves as support crew for a seafaring ferry vessel navigating the inland waterways along the Georgia coast. May also serve in a lead role.		Entry Qualifications High school diploma/GED and four (4) years of experience as a crew member on a research, commercial fishing, or a similar ocean-going vessel of more than 15 gross tons; or two (2) years of experience at the level equivalent to a Vessel Mate 2 (TRS031). Note: Must possess or obtain a valid U.S. Coast Guard Motorboat Operator's license.	
Job Code	Job Title	Salary Plan	Grade
TRS033	Vessel Mate Spv	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs semi-skilled labor/maintenance in the maritime vessel transportation-related area. Serves as support crew for a seafaring ferry vessel navigating the inland waterways along the Georgia coast.		Entry Qualifications High school diploma/GED and six (6) years of experience as a crew member on a research, commercial fishing, or a similar ocean-going vessel of more than 15 gross tons, two (2) years of which in a lead worker, team leader, or supervisory role; or two (2) years of experience at the level equivalent to Vessel Mate 3 (TRS032).Note: Must possess or obtain a valid U.S. Coast Guard Motorboat Operator's license.	
Job Code	Job Title	Salary Plan	Grade
TRT010	Heavy Equipment Operator 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under direct supervision, operates heavy construction, towing, or maintenance equipment to remove, distribute, level, pave, or grade earth or maintain traffic flow.		Entry Qualifications High school diploma/GED and six (6) months of experience in the operation of heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks or position equivalent.Note: Some positions may require the possession of a CDL license.	

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Job Code	Job Title	Salary Plan	Grade
TRT011	Heavy Equipment Operator 2	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary Under general supervision, operates heavy construction, towing, or maintenance equipment to remove, distribute, level, pave, or grade earth or maintain traffic flow.		Entry Qualifications High school diploma/GED and one (1) year of experience operating heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks or position equivalent. Note: Some positions may require the possession of a CDL license.	
Job Code	Job Title	Salary Plan	Grade
TRT012	Heavy Equipment Operator 3	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary Under broad supervision, performs work in the maintenance of state highways and rights of way and the installation of traffic control devices. May use hand tools and power tools as well as serve as the primary equipment operator on various types of heavy equipment. Performs preventive maintenance on assigned equipment. Responds to emergency situations affecting the state routes system during and after normal working hours. In the absence of the Foreman, may provide supervision of a maintenance crew to accomplish the assigned task and assist the Foreman in all duties.		Entry Qualifications High school diploma/GED and two (2) years of experience operating heavy equipment and large vehicles such as bulldozers, front-end loaders, ditchers, road graders, dump trucks, drilling equipment, and/or heavy-duty trucks or position equivalent. Note: Positions require a CDL license.	
Job Code	Job Title	Salary Plan	Grade
TRT013	Heavy Equipment Foreman 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs work in the maintenance of state highways and rights of way and the installation of traffic control devices. May use hand tools and power tools as well as serve as the primary equipment operator on various types of heavy equipment. Performs preventive maintenance on assigned equipment. Responds to emergency situations affecting the state routes system during and after normal working hours. Provides supervision of a maintenance crew to accomplish the assigned task and assists the Superintendent in all duties.		Entry Qualifications High school diploma/GED and two (2) years of experience operating heavy equipment and large vehicles such as bulldozers, front-end loaders, ditchers, road graders, dump trucks, drilling equipment, and/or heavy-duty trucks, and previous experience as a lead worker, team leader, or supervisory role. Note: Positions require a CDL license.	

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Job Code	Job Title	Salary Plan	Grade
TRT014	Heavy Equipment Foreman 2	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Monitors a crew performing routine maintenance activities on the state route system. Trains personnel safety procedures and preventive maintenance techniques and enforces compliance with same. Responsible for the coordinating, planning, and directing of all activities of the crew to accomplish the tasks assigned by the Superintendent. Maintains a positive working relationship with the travelling public. Evaluates personnel performance, and provides feedback counseling for professional growth. Completes required documents, forms and reports. Operates equipment assigned to the crew as required to assist in the accomplishment of assigned tasks. May perform regular inspections of state routes and rights of way throughout an assigned area for maintenance and safety needs. May facilitate team response to emergencies on the state route.		High school diploma/GED and two (2) years of experience operating heavy equipment and large vehicles such as bulldozers, front-end loaders, ditchers, road graders, dump trucks, drilling equipment, and/or heavy-duty trucks, and previous experience in a lead worker, team leader, or supervisory role.Note: Positions require a CDL license.	

Job Code	Job Title	Salary Plan	Grade
TRT015	Heavy Equip Superintendent	SWD	J
Min Salary	Mid Salary	Max Salary	
\$41,569.83	\$54,428.52	\$67,287.20	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a maintenance crew involved in district wide operations to include pavement preservation activities, emergency repairs to roadway and grading of areas within the state route system. Trains personnel safety procedures and preventive maintenance techniques and enforces compliance with same. Responsible for the coordinating, planning, and directing of all activities of the crew to accomplish the tasks assigned. Maintains a positive working relationship with the travelling public. Evaluates personnel performance, and provides feedback counseling for professional growth. Completes required documents, forms and reports. Operates equipment assigned to the crew as required to assist in the accomplishment of assigned tasks. May facilitate team response to emergencies on the state route.		High school diploma/GED and three (3) years of experience operating heavy equipment and large vehicles such as bulldozers, front-end loaders, ditchers, road graders, dump trucks, drilling equipment, and/or heavy-duty trucks, and previous experience in a lead worker, team leader, or supervisory role.Note: Positions require a CDL license.	

Job Code Catalog: Transportation

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Job Code	Job Title	Salary Plan	Grade
TRT020	HERO Tech 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$43,475.18	
Job Summary Under direct supervision, trains to detect, respond to, and manage congestion causing incidents on the metropolitan interstate system. Learns various emergency response procedures used to assist motorists with disabled vehicles, and removes congestion causing incidents from the metropolitan interstate system.		Entry Qualifications High school diploma/GED and valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
TRT021	HERO Tech 2	SWD	F
Min Salary	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$47,094.70	
Job Summary Under general supervision, detects, responds to, and manages congestion causing incidents on the metropolitan interstate system. Performs various emergency response procedures used to assist motorists with disabled vehicles, and removes congestion causing incidents from the metropolitan interstate system.		Entry Qualifications High school diploma/GED and one (1) year of experience in highway incident management and valid driver's license; or completion of HERO certification and valid driver's license; or one (1) year of experience at the lower level HERO Tech 1 (TRT020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
TRT022	HERO Tech 3	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary Under broad supervision, detects, responds to, and manages complex congestion causing incidents on the metropolitan interstate system. Performs various emergency response procedures to assist motorists with disabled vehicles, and removes congestion causing incidents from the metropolitan interstate system.		Entry Qualifications High school diploma/GED and two (2) years of experience in highway incident management and a valid driver's license; or completion of HERO certification and a valid driver's license; or one (1) year of experience at the lower level HERO Tech 2 (TRT021) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
TRT023	HERO Tech Spv	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs a crew of operators during an assigned shift. Detects, responds to, and manages congestion causing incidents on the metropolitan interstate system. Performs various emergency response procedures to assist motorists with disabled vehicles, and removes congestion causing incidents from the metropolitan interstate system.		High school diploma/GED and Lead worker experience in highway incident management and a valid driver's license; or one (1) year of experience at the lower level HERO Tech 3 (TRT022) or position equivalent and a valid driver's license.	

Job Code	Job Title	Salary Plan	Grade
TRT050	Transportation Tech 1	SWD	G
Min Salary	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$52,364.30	
Job Summary	Entry Qualifications		
Under direct supervision, provides entry level technical support in one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic.		High school diploma/GED.	

Job Code	Job Title	Salary Plan	Grade
TRT051	Transportation Tech 2	SWD	H
Min Salary	Mid Salary	Max Salary	
\$35,618.70	\$46,245.72	\$56,872.73	
Job Summary	Entry Qualifications		
Under general supervision, provides working level technical support in one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic.		High school diploma/GED and six (6) months of experience at position equivalent.	

Job Code	Job Title	Salary Plan	Grade
TRT052	Transportation Tech 3	SWD	I
Min Salary	Mid Salary	Max Salary	
\$38,452.58	\$50,142.29	\$61,832.00	
Job Summary	Entry Qualifications		
Under broad supervision, provide advanced-level technical support in one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic.		High school diploma/GED and one (1) year of experience at position equivalent.	

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As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
TRT053	Transportation Tech 4	SWD	J
Min Salary		Mid Salary	Max Salary
\$41,569.83		\$54,428.52	\$67,287.20
Job Summary		Entry Qualifications	
Under limited supervision, provides professional support in one or more of the following areas: OMAT, maintenance, construction, intermodal, planning, utilities, surveying, environmental or traffic. May also serve in a lead role.		High school diploma/GED and eighteen (18) months of experience at position equivalent.	