		••••		
Job Code	Job Title		Salary Plan	Grade
TRM010	Mgr, Air Transport Adn	nin	SWD	М
Min Salary		Mid Salary		Max Salary
\$56,310.72	ç	573,677.24		\$91,043.76
transportation office. De	hary of an aviation program or air evelops and implements flight policies. Directs subordinate	and one (1 aviation op functions, supervisor	Entry Qualifications Bachelor's degree from an accredited college or univer and one (1) year of management training and experier aviation operations and multi-aircraft flight command functions, which includes one (1) year in a managerial supervisory role; or two (2) years of experience at the lower level Pilot Spv (TRP013) or position equivalent. Note: Meets agency specific flight hour	
			nts. Holds appropriat ecific missions and air	e FAA certification for craft types.
Job Code	Job Title		Salary Plan	Grade
TRM011	Sr Mgr, Air Transport A	dmin	SWD	Ν
Min Salary \$62,331.12		Mid Salary 81,955.29		Max Salary \$101,579.45
transportation office. De	hary an aviation program or air evelops and implements flight policies. Directs subordinate	and two (2 in aviation functions. requireme agency-spe) years of manageme operations and multi Note: Must meet age	edited college or university nt training and experience -aircraft flight commander ncy-specific flight hour iate FAA certification for craft types.Note: Any
Job Code	Job Title		Salary Plan	Grade
TRM012	Dir, Air Transport Adm	in	SWD	0
Min Salary \$69,134.16		Mid Salary 91,309.47		Max Salary \$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.		and four (4 in aviation functions; Mgr, Air Tr equivalent requireme agency-spe	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 commande functions; or two (2) years of experience at the lower leve 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	Job Title	Salary Plan	Grade	
TRM020	Mgr, Intermodal Prgm	SWD	М	
Min Salary	MidS	Salary	Max Salary	
\$56,310.72	\$73,6	77.24	\$91,043.76	
Job Summary		Entry Qualificati	ons	
lanages an intermodal prog		Bachelor's degree from an accred	- · ·	
vaterways, rail, or transit. P mployees, government offi	rovides direction to icials, and to the private sector	in a related field and two (2) year experience, which includes one (2		
egarding public transportat lepartment with specialized evaluation and analysis.	ion policy. Assists the I intermodal transportation	supervisory role; or one (1) year a or position equivalent.	at the lower level (TRP053	
Job Code	Job Title	Salary Plan	Grade	
TRM021	Sr. Mgr, Intermodal Prgm	SWD	Ν	
Min Salary	MidS	Salary	Max Salary	
\$62,331.12		55.29	\$101,579.45	
Job Summary		Entry Qualifications		
pirects an intermodal progra	am engaged in aviation,	Bachelor's degree from an accredited college or university		
vaterways, rail, or transit. P	rovides direction to icials, and to the private sector	in a related field and three (3) years of job-related experience, which includes two (2) years in a managerial		
egarding public transportat		role; or one (1) year at the lower level Mgr, Intermodal		
	intermodal transportation	Prgm (TRM020) or position equiv		
evaluation and analysis.				
Job Code	Job Title	Salary Plan	Grade	
TRM022	Dir, Intermodal Prgm	SWD	0	
Min Salary	Mids	Salary	Max Salary	
\$69,134.16		09.47	\$113,484.78	
Job Summary		Entry Qualificati	ons	
Oversees an intermodal program engaged in aviation, waterways, rail, or transit. Provides direction to		Bachelor's degree from an accredited college or university in a related field and four (4) years of job-related		
mployees, government offi	icials, and to the private sector	experience, which includes three (3) years in a manageria		
egarding public transportat nalyzes specialized intermo	ion policy. Evaluates and odal transportation programs.	role; or two (2) years at the lower Prgm (TRM021) or position equiv	e	
Directs subordinate manage	ers and staff.			



Job Code	Job Title	Salary Plan	Grade	
TRM030	Mgr 1, Transport Specialist	SWD	Р	
Min Salary \$76,821.60	Mid 5 \$101,8	Salary 79.70	Max Salary \$126,937.80	
surveying, environmental	•	Entry Qualifi Associate degree and experie leader, or supervisory role; or equivalent.	ence in a lead worker, team	
Job Code	Job Title	Salary Plan	Grade	
TRM031	Mgr 2, Transport Specialist	SWD	Q	
Min Salary \$85,508.41	Mid 5 \$113,8		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 \$ \$127,3	Salary 21.19	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 Speciali	ist SWD	S	
Min Salary \$106,416.69	Mid 5 \$142,5	Salary 72.95	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.		



	5		
Job Code	Job Title	Salary Plan	Grade
TRM034	Sr Mgr 2, Transport Specia	list SWD	Т
Min Salary \$118,950.86		Salary 307.43	Max Salary \$200,664.00
		Entry Quali	fications
maintenance, constructio surveying, environmenta	the following areas: OMAT, on, intermodal, planning, utilities, Il or traffic. Serves as director to professional support in one or	-	d field managerial role; or one Mgr 1, Transport Specialist
Job Code	Job Title	Salary Plan	Grade
TRM040	HERO Manager	SWD	Ν
Min Salary \$62,331.12		Salary 955.29	Max Salary \$101,579.45
Job Summ	274	Entry Quali	fications
H.E.R.O. certification pro supervisors. Develops an procedures. Develops an program. Evaluates and p equipment, and supplies department and H.E.R.O meetings speaking to the with other governments management programs. of equipment and facility external partners to impland reduce response time	for program. Represents the program at various external public about the program. Works involved in implementing incident Ensures appropriate maintenance Coordinates with internal and rove traffic incident management elines.	or university and four (4) yea or one (1) year of experience HERO Assistant Manager (TR Demonstrated experience in role.	gree from an accredited college ars of job-related experience; e required at the lower level RP023) or position equivalent. a lead worker or supervisory
Job Code	Job Title	Salary Plan	Grade
TRM063	Mgr 1, Planning Group Ldr	SWD	Ν
Min Salary \$62,331.12		Salary 955.29	Max Salary \$101,579.45
Job Summ	arv	Entry Quali	fications
Manages the transportation planning activities of an organization, division or agency. Serves as a group leader to professionals providing professional support.		Associate degree from an accredited college or university and four (4) years of job-related experience, which include 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	Job Title	Salary Plan	Grade	
TRM064		-	P	
TRIVIU04	Sr.Mgr1,Planning Ast Off H		۲	
Min Salary	Mid	Salary	Max Salary	
\$76,821.60	\$101,	879.70	\$126,937.80	
Job Summ	ary	Entry Qualificati	ons	
rganization, division or	n planning activities of an agency. Serves as an assistant als providing professional support. role.	Associate degree from an accredit and five (5) years of job-related ex two (2) years in a managerial role experience at the lower level Mgr (TRM063) or position equivalent.	xperience, which includ ; or one (1) year of	
Job Code	Job Title	Salary Plan	Grade	
TRM065	Sr Mgr 2, Planning Office H	ead SWD	Q	
Min Salary	Mid	Salary	Max Salary	
\$85,508.41	\$113,	824.07	\$142,139.72	
Job Summ	ary	Entry Qualificati	ons	
rganization, division or rofessionals providing p	agency. Serves as office head to professional support.	and six (6) years of job-related ex three (3) years in a managerial ro experience at the lower level (TRI equivalent.	le; or one (1) year of	
Job Code	Job Title	Salary Plan	Grade	
TRP010	Pilot 1	SWD	К	
Min Salary	Mid	Salary	Max Salary	
\$44,998.81		143.37	\$73,287.92	
Job Summ	arv	Entry Qualificati	ons	
nder supervision, opera	ates aircraft in accordance with ions. Conducts safety inspections.	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		351.55	\$81,720.15	
Job Summ	arv	Entry Qualificati	ons	
Under general supervision, operates aircraft in accordance with federal and state regulations. Conducts safety inspections.		High school diploma/GED. Meets hour requirements. Holds approp agency-specific missions and aircr of experience at the lower level P equivalent.	agency-specific flight riate FAA certification f raft types; or one (1) ye	

As of: 7/1/25

Job Code	Job Title	Salary Plan	Grade	
TRP012	Pilot 3	SWD	Μ	
Min Salary	Mid	Salary	Max Salary	
\$56,310.72	\$73,6	577.24	\$91,043.76	
Job Summar	v	Entry Qualifi	cations	
Job Summary Under broad supervision, operates aircraft in accordance with federal and state regulations. Conducts safety inspections.		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	Ν	
Min Salary	Mid	Salary	Max Salary	
\$62,331.12	\$81,9	955.29	\$101,579.45	
of subordinate staff. Super- accordance with federal an	instructs the work assignments vises the operation of aircraft in	Entry Qualifi High school diploma/GED. Me hour requirements. Holds app agency-specific missions and one (1) year in a lead worker, role; or one (1) year of experie (TRP012) or position equivale	eets agency-specific flight propriate FAA certification for aircraft types, which includes team leader, or supervisory ence at the lower level Pilot 3	
Job Code	Job Title	Salary Plan	Grade	
TRP023	HERO Assistant Manager	SWD	L	
Min Salary \$50,982.94		Salary 351.55	Max Salary \$81,720.15	
Job Summar	V	Entry Qualifications		
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		High school diploma/GED and or lead worker experience in l management; or one (1) year lower level HERO Tech Spv (TI	l two (2) years of supervisory highway incident of experience required at the	

maintenance of equipment and facilities.

Job Code	Job Title	Salary Plan	Grade	
TRP030	Fleet Ops Spec 1	SWD	Е	
Min Salary \$28,571.29		Salary 023.24	Max Salary \$43,475.18	
Job Summai	Joh Summary		tions	
Under supervision, coordinates the delivery of automotive/equipment maintenance and associated f services.		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		Salary 897.56	Max Salary \$47,094.70	
		Entry Qualificat	tions	
Job Summary Under general supervision, coordinates the delivery of automotive/equipment maintenance and associated fle services.		Bachelor's degree from an accre and two (2) years of experience management; or two (2) years o management functions; or one (required at the lower level Fleet position equivalent.Note: An equ knowledge, education, job or int certifications that provides the n skills to successfully perform the be substituted year-over-year.	dited college or university in risk or fleet f inventory and/or office 1) year of experience Ops Spec 1 (TRP030) or uivalent combination of tern experience, training, or necessary knowledge and	
Job Code	Job Title	Salary Plan	Grade	
TRP032	Fleet Ops Spec 3	SWD	G	
Min Salary \$33,042.45		Salary 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.		

As of: 7/1/25

Job Code	Job Title	Salary Plan	Grade	
TRP033	Fleet Ops Spec Spv	SWD	Н	
Min Salary \$35,618.70		Mid Salary \$46,245.72	Max Salary \$56,872.73	
			Qualifications	
Job Summary Supervises, guides, and/or instructs the work assignment of subordinate staff. Coordinates, through subordinates, the delivery of automotive/equipment maintenance and associated fleet services.		transportation job-related experience which includes two		
Job Code	Job Title	Salary Plan	Grade	
TRP041	Vessel Captain 2	SWD	J	
Min Salary \$41,569.83		Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary Under general supervision, operates maritime vessels i accordance with federal and state regulations.		High school diploma/G Ton Master Captain Lic operating a vessel > 35 Radio Operators Licens Captain 1 (TRP040). No	Qualifications GED, United States Coast Guard 100- cense, two (2) years of experience 5 tons, and must obtain a Third Class se; or two (2) years as a Vessel ote: Applicants for positions in the ision must have two (2) years of 0 tons.	
Job Code	Job Title	Salary Plan	Grade	
TRP042	Vessel Captain 3	SWD	К	
Min Salary \$44,998.81		Mid Salary \$59,143.37	Max Salary \$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	Job Title	Salary Plan	Grade	
TRP043	Vessel Captain Spv	SWD	L	
Min Salary \$50,982.94	Mid S \$66,3		Max Salary \$81,720.15	
Job Sumn	narv	Entry Qualif	ications	
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.		 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	К	
Min Salary \$44,998.81	Mid S \$59,1	•	Max Salary \$73,287.92	
Job Sumn	narv	Entry Qualifications		
Under supervision, prov support in one or more	vides entry level professional of the following areas: OMAT, ion, intermodal, planning, utilities,	Bachelor's degree in a related in a related field, or one (1) ye equivalent.	-	
Job Code	Job Title	Salary Plan	Grade	
TRP051	Transportation Specialist 2	SWD	L	
Min Salary \$50,982.94	Mid S \$66,3	•	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 relate field and one (1) year of experience; or one (1) year of at position equivalent.		

	J		
Job Code	Job Title	Salary Plan	Grade
TRP052	Transportation Specialist 3	SWD	Μ
Min Salary	Mid Sa	alary	Max Salary
\$56,310.72	\$73,67	7.24	\$91,043.76
Job Summary		Entry Qualif	ications
OMAT, maintenance, constr	or more of the following areas: uction, intermodal, planning, nental or traffic. May also serve	Bachelor's degree in a related related experience; or an Ass field from an accredited colle years of job-related experience experience at position equiva	ge or university and two (2) ce; or one (1) year of
Job Code	Job Title	Salary Plan	Grade
TRP053	Transportation Specialist 4	SWD	Ν
Min Salary	Mid Sa	alary	Max Salary
\$62,331.12	\$81,95	5.29	\$101,579.45
Job Summary		Entry Qualif	ications
OMAT, maintenance, constr	or more of the following areas: uction, intermodal, planning, nental or traffic. May also serve	Bachelor's degree in a related related experience; or an Ass field and three (3) years of jol (1) year of experience at posi	b-related experience; or one
Job Code	Job Title	Salary Plan	Grade
TRP054	Transportation Specialist 5	SWD	0
Min Salary \$69,134.16	Mid Sa \$91,30	•	Max Salary \$113,484.78
Job Summary		Entry Qualif	ications
Under minimal supervision, professional support in one OMAT, maintenance, constr utilities, surveying, environn		Bachelor's degree in a related job-related experience; or an	d field and three (3) years of Associate degree in a related -related experience; or one (1)
Job Code	Job Title	Salary Plan	Grade
TRP060	Transport Planning Spec 1	SWD	I
Min Salary \$38,452.58	Mid Sa \$50,14		Max Salary \$61,832.00
Job Summary		Entry Qualif	ications
Under supervision, provides entry level professional support in transportation planning activities including multimodal short and long range transportation plans and geographic planning analyses.		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.	

As of: 7/1/25

Job Code	Job Title	Salary Plan	Grade
TRP061	Transport Planning Spec 2	SWD	J
Min Salary	Mid	Salary	Max Salary
\$41,569.83	\$54,4	28.52	\$67,287.20
Job Summa	ry	Entry Qualific	ations
Under general supervision, provides working level professional support in transpiration planning activities including multimodal short and long range transportation plans and geographic planning analyses.		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		51.55	\$81,720.15
Job Summa	ry	Entry Qualifications	
ncluding multimodal shor	anspiration planning activities and long range transportation ning analyses. May also serve as	Bachelor's degree from an accr and three (3) years of experien work; or two (2) years of exper level Transport Planning 2 (TRF	ce in transportation-related ience required at the lower
Job Code	Job Title	Salary Plan	Grade
TRP063	Transport Planning Spec 4	SWD	Μ
Min Salary \$56,310.72		Salary 577.24	Max Salary \$91,043.76
Job Summary		Entry Qualifications	
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.		Bachelor's degree from an accredited college or universit and four (4) years of experience in transportation-related work; or three (3) years of experience at the lower level (TRP062) or position equivalent.	

Attends planning related meetings as assigned.

As of: 7/1/25

Job Code	Job Title	Salary Plan	Grade
TRP070	Transport Environment Sp	ec 1 SWD	G
Min Salary \$33,042,45		Salary 703.38	Max Salary \$52,364.30
-		Entry Qualifica Associate degree in a related fie college or university and two (2) experience completing Environr Categorical Exclusions (CE), Sect Environmental Effects Reports (reports.	eld from an accredited) years of job-related mental Assessments (EA), cion 4(f) Evaluations,
Job Code	Job Title	Salary Plan	Grade
TRP071	Transport Environment Sp	ec 2 SWD	Н
Min Salary \$35,618.70		Salary 245.72	Max Salary \$56,872.73
Job Summary		Entry Qualifica	tions

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	Job Title	Salary Plan	Grade
TRP072	Transport Environment Spe	c 3 SWD	I
Min Salary	Mid S	alary	Max Salary
\$38,452.58	\$50,1	42.29	\$61,832.00
Job Summary 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		Entry Qualifica Associate degree in a related fie college or university and three (the lower level Transport Enviro position equivalent.	eld from an accredited 3) years of experience at
Assessments (EA), Catego Evaluations, and Environn projects of minimal to mo staff. May gather data fro	rical Exclusions (CE), Section 4(f) nental Effects Reports (EER) for oderate difficulty and allocates m 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.			

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 Quali	fications

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.

As of: 7/1/25

Job Code	Job Title	Salary Plan	Grade
TRP074	Transport Environ Spec Sp	v SWD	К
Min Salary	Mid	Salary	Max Salary
\$44,998.81	\$59,:	143.37	\$73,287.92
\$44,998.81\$59,1Job SummarySupervises, 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		0	
environmental documen	ration of legally sufficient ts 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.

Job CodeJob TitleSalary PlanGradeTRS010Ground Transp Worker 1SWDBMin Salary
\$23,920.00Mid Salary
\$28,797.08Max Salary
\$33,674.16

Job Summary

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.

Entry Qualifications

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.

As of: 7/1/25

Job Code Ca	talog: Transportation	AS O	T: // 1/25
Job Code	Job Title	Salary Plan	Grade
TRS011	Ground Transp Worker 2	SWD	C
Min Salary	Mid S	Salary	Max Salary
\$24,876.10	\$30,5	94.84	\$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, roa 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	Mid S	Salary Max Salary	
\$26,635.71	\$33,4	10.22	\$40,184.72
Job Sum	narv	Entry Qualifications	
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.		in transportation and valid di motor vehicle report; or two lower level Ground Transp W equivalent. Note: Some posit of experience operating heav	(2) years of experience at the orker 2 (TRSO11) or position ions may require two years y equipment and large rontend loaders, ditchers, road
Job Code	Job Title	Salary Plan	Grade
TRS013	Ground Transp Worker Spv	SWD	E
Min Salary	Mid S	Salary	Max Salary
\$28,571.29		23.24	\$43,475.18
Job Sum	nary	Entry Qualifications	
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		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	

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. 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.

serves as crew of seafaring vessels. May also serve in a lead

role.



Job Code	Job Title	Salary Plan	Grade
TRS020	Equipment Operator 1	SWD	C
Min Salary \$24,876.10		id Salary 0,594.84	Max Salary \$36,313.58
Job Summary		Entry Qualifi	cations
Under direct supervision, transportation-related are highways and right of way construction equipment o	performs semi-skilled labor in eas such as maintenance of vs, operation and maintenance of r maritime vessels. Operates or light construction equipment or	High school diploma/GED.	
Job Code	Job Title	Salary Plan	Grade
TRS021	Equipment Operator 2	SWD	D
Min Salary \$26,635.71		id Salary 3,410.22	Max Salary \$40,184.72
Job Summa	r. v	Entry Qualifi	cations
transportation-related are highways and right of way construction equipment o	n, performs semi-skilled labor in eas such as maintenance of vs, operation and maintenance of r maritime vessels. Operates or light construction equipment or g vessels.	High school diploma/GED and operating various motorized e months of experience require Equipment Operator 1 (TRS02	quipment; or nine (9) d at the lower level
		Note: A Commercial Driver's L endorsements are only requir commercial vehicles that lega have them.	ed for positions that operate
Job Code	Job Title	Salary Plan	Grade
TRS022	Equipment Operator 3	SWD	Е
Min Salary \$28,571.29		id Salary 6,023.24	Max Salary \$43,475.18
Job Summary		Entry Qualifi	cations
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		High school diploma/GED and in operating various motorized months of experience require Equipment Operator 2 (TRS02 equivalent.Note: A Commercia	two (2) years of experience d equipment; or nine (9) d at the lower level 1) 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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Job Code	Job Title	Salary Plan	Grade
TRS023	Equipment Operator Spv	SWD	F
Min Salary \$30,700.42		Salary 897.56	Max Salary \$47,094.70
		Entry Qualifica	tions
Job Summary 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 of 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 \$28,571.29		Salary)23.24	Max Salary \$43,475.18
Job Summary 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.		Entry Qualifications 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 \$30,700.42		Salary 897.56	Max Salary \$47,094.70
Job Summary 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.		Entry Qualifica High school diploma/GED and tw as a crew member on a research similar ocean-going vessel of mo	vo (2) years of experience n, commercial fishing, or a

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Motorboat Operator's license.

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trucks or position equivalent.Note: Some positions may

require the possession of a CDL license.

Job Code	Job Title	Salary Plan	Grade
TRS032	Vessel Mate 3	SWD	G
Min Salary	Mid	Salary	Max Salary
\$33,042.45		703.38	\$52,364.30
Job Summai	rv	Entry Qualifica	tions
Under broad supervision, labor/maintenance in the related area. Serves as sup	performs semi-skilled maritime vessel transportation- oport crew for a seafaring ferry nd waterways along the Georgia	High school diploma/GED and for as a crew member on a research similar ocean-going vessel of mo two (2) years of experience at th Vessel Mate 2 (TRS031). Note: N valid U.S. Coast Guard Motorbo	our (4) years of experience n, commercial fishing, or a ore than 15 gross tons; or ne level equivalent to a Aust possess or obtain a
Job Code	Job Title	Salary Plan	Grade
TRS033	Vessel Mate Spv	SWD	н
Min Salary \$35,618.70		Salary 245.72	Max Salary \$56,872.73
Job Summai	ry	Entry Qualifica	tions
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.		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 Operato	or 1 SWD	E
Min Salary \$28,571.29		Salary 023.24	Max Salary \$43,475.18
Job Summai	ry	Entry Qualifica	
Under direct supervision, operates heavy construction, towing, or maintenance equipment to remove, distribute, level, pave, or grade earth or maintain traffic flow.		High school diploma/GED and si in the operation of heavy equip such as bulldozers, frontend loa graders, dump trucks, drilling ec	ment and large vehicles ders, ditchers, road

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Job Code	Job Title	Salary Plan	Grade
TRT011	Heavy Equipment Operator 2	SWD	F
Min Salary \$30,700.42	Mid Sa \$38,89	•	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
installation of traffic contro and power tools as well as operator on various types of preventive maintenance or to emergency situations af during and after normal wo	berforms work in the ways and rights of way and the ol devices. May use hand tools serve as the primary equipment of heavy equipment. Performs in assigned equipment. Responds fecting the state routes system orking hours. In the absence of supervision of a maintenance	•	o (2) years of experience arge vehicles such as chers, road graders, dump r heavy-duty trucks or
Job Code	Job Title	Salary Plan	Grade
TRT013	Heavy Equipment Foreman 1	SWD	Н
Min Salary \$35,618.70	Mid Sa \$46,24	•	Max Salary \$56,872.73
of subordinate staff. Perfor	y instructs the work assignments rms work in the maintenance of of way and the installation of	k in the maintenance of operating heavy equipment and large vehicles such as	

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. 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 Sa	lary	Max Salary
\$38,452.58	\$50,14	2.29	\$61,832.00
of subordinate staff. M maintenance activities personnel safety proce techniques and enforce Responsible for the co all activities of the crea by the Superintendent relationship with the t performance, and prov professional growth. Of forms and reports. Op crew as required to as assigned tasks. May per	d/or instructs the work assignments Aonitors a crew performing routine s on the state route system. Trains edures and preventive maintenance res compliance with same. ordinating, planning, and directing of w to accomplish the tasks assigned c. Maintains a positive working ravelling public. Evaluates personnel vides feedback counseling for Completes required documents, erates equipment assigned to the sist in the accomplishment of erform regular inspections of state ay throughout an assigned area for ty needs. May facilitate team	Entry Qualification High school diploma/GED and two operating heavy equipment and lar bulldozers, front-end loaders, ditch trucks, drilling equipment, and/or H previous experience in a lead work supervisory role.Note: Positions red	(2) years of experience rge vehicles such as ners, road graders, dump neavy-duty trucks, and er, team leader, or
Job Code	Job Title	Salary Plan	Grade

Job Code	Job Title	Salary Plan	Grade
TRT015	Heavy Equip Superintendent	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 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.

Entry Qualifications

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	Job Title	Salary Plan	Grade
TRT020	HERO Tech 1	SWD	E
Min Salary \$28,571.29		lid Salary 36,023.24	Max Salary \$43,475.18
Job Summary	,	Entry Qualifi	cations
Under direct supervision, tr manage congestion causing interstate system. Learns va	ains to detect, respond to, and incidents on the metropolitan arious emergency response otorists with disabled vehicles, using incidents from the	High school diploma/GED and	I valid driver's license.
Job Code	Job Title	Salary Plan	Grade
TRT021	HERO Tech 2	SWD	F
Min Salary \$30,700.42		lid Salary 38,897.56	Max Salary \$47,094.70
Job Summary		Entry Qualifi	cations
Under general supervision, manages congestion causing interstate system. Performs	detects, responds to, and g incidents on the metropolitan s various emergency response otorists with disabled vehicles, using incidents from the		at the lower level HERO Tech
Job Code	Job Title	Salary Plan	Grade
TRT022	HERO Tech 3	SWD	Н
Min Salary \$35,618.70		lid Salary 16,245.72	Max Salary \$56,872.73
Job Summary	Job Summary		cations
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.High school diploma/GED and two (2) yee in highway incident management and a license; or completion of HERO certificat driver's license; or one (1) year of experi level HERO Tech 2 (TRT021) or position e		nent and a valid driver's O certification and a valid ar of experience at the lower	

Job Code	Job Title	Salary Plan	Grade	
TRT023	HERO Tech Spv	SWD	I	
Min Salary	Mic	l Salary	Max Salary	
\$38,452.58	\$50,	,142.29	\$61,832.00	
Job Summa	rv	Entry Qualif	ications	
f subordinate staff. Direc ssigned shift. Detects, res ongestion causing incider terstate system. Perforn	nts on the metropolitan ns various emergency response rists with disabled vehicles, and ng incidents from the	High school diploma/GED and highway incident manageme or one (1) year of experience 3 (TRT022) or position equiva license.	nt and a valid driver's license at the lower level HERO Tec	
Job Code	Job Title	Salary Plan	Grade	
TRT050	Transportation Tech 1	SWD	G	
Min Salary \$33,042.45		l Salary 703.38	Max Salary \$52,364.30	
Job Summa	rv	Entry Qualifications		
ipport in one or more of aintenance, construction irveying, environmental		High school diploma/GED.		
Job Code	Job Title	Salary Plan	Grade	
TRT051	Transportation Tech 2	SWD	Н	
Min Salary	Mid	l Salary	Max Salary	
\$35,618.70		,245.72	\$56,872.73	
Job Summa	rv	Entry Qualif	ications	
nder general supervision echnical support in one o	, provides working level r more of the following areas: struction, intermodal, planning,	High school diploma/GED and at position equivalent.	d six (6) months of experienc	
Job Code	Job Title	Salary Plan	Grade	
TRT052	Transportation Tech 3	SWD	I	
Min Salary \$38,452.58		l Salary 142.29	Max Salary \$61,832.00	
Job Summa	ry	Entry Qualif	ications	
nder broad supervision, apport in one or more of	provide advanced-level technical the following areas: OMAT, n, intermodal, planning, utilities,	High school diploma/GED and position equivalent.	d one (1) year of experience	



Job Code	Job Title	Salary Plan	Grade
TRT053	Transportation Tech 4	SWD	J
Min Salary	Mid Salary		Max Salary
\$41,569.83	\$54,42	8.52	\$67,287.20
Joh Summon		Entry Qualifications	

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.