

Job Code Catalog: Transportation

As of: 7/1/25

Job Code	Job Title	Salary Plan	Grade
TRM010	Mgr, Air Transport Admin	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$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 \$62,331.12	Mid Salary \$81,955.29	Max Salary \$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 \$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.		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..	

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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.	

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Job Code	Job Title	Salary Plan	Grade
TRM030	Mgr 1, Transport Specialist	SWD	P
Min Salary	Mid Salary	Max Salary	
\$76,821.60	\$101,879.70	\$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	Mid Salary	Max Salary	
\$85,508.41	\$113,824.07	\$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	Mid Salary	Max Salary	
\$95,324.50	\$127,321.19	\$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	Mid Salary	Max Salary	
\$106,416.69	\$142,572.95	\$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.	

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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.		

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Job Code	Job Title	Salary Plan	Grade
TRM064	Sr.Mgr1,Planning Ast Off Head	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$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 \$85,508.41	Mid Salary \$113,824.07	Max Salary \$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 \$44,998.81	Mid Salary \$59,143.37	Max Salary \$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 \$50,982.94	Mid Salary \$66,351.55	Max Salary \$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.	

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TRP012	Pilot 3	SWD	M
Min Salary	Mid Salary	Max Salary	
\$56,310.72	\$73,677.24	\$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	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. 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	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. 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.	

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Job Code	Job Title	Salary Plan	Grade
TRP030	Fleet Ops Spec 1	SWD	E
Min Salary	Mid Salary	Max Salary	
\$28,571.29	\$36,023.24	\$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	Mid Salary	Max Salary	
\$30,700.42	\$38,897.56	\$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	Mid Salary	Max Salary	
\$33,042.45	\$42,703.38	\$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.	

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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.	

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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.	

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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.	

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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.	

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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.	

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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.	

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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.	

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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: 7/1/25

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: 7/1/25

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: 7/1/25

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.	

Job Code Catalog: Transportation

As of: 7/1/25

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.	

Job Code Catalog: Transportation

As of: 7/1/25

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

As of: 7/1/25

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.	

Job Code Catalog: Transportation

As of: 7/1/25

Job Code	Job Title	Salary Plan	Grade
TRT023	HERO 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. 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.	Entry Qualifications 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 \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary 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.	Entry Qualifications High school diploma/GED.		
Job Code	Job Title	Salary Plan	Grade
TRT051	Transportation Tech 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary 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.	Entry Qualifications 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 \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary 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.	Entry Qualifications High school diploma/GED and one (1) year of experience at position equivalent.		

Job Code Catalog: Transportation

As of: 7/1/25

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.	