

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
EDP030	Education Prgm Spec 1	Bachelor's degree in a related field from an accredited college or university.	High School diploma/GED and two (2) years of program management experience; or Associate degree in education or business or a related field from an accredited college or university.	J	\$39,970.99	\$52,335.11	\$64,699.23
EDP040	Research Analyst 1	Bachelor's degree in a related field from an accredited college or university.	High School Diploma/GED with three (3) years of job-related experience in planning analysis, analyzing data, designing surveys, preparing and writing reports of findings or work related to the area of assignment.	J	\$39,970.99	\$52,335.11	\$64,699.23
EDP050	Career Counselor 1	Bachelor's degree in a related field from an accredited college or university. Note: Some positions may require certification.	High School diploma/GED and two (2) years of job-related experience in career counseling or Associate degree in a related field from an accredited college or university.	G	\$31,771.59	\$41,060.94	\$50,350.29
EDP051	Career Counselor 2	Bachelor's degree in a related field from an accredited college or university AND One year of experience in instructing and/or counseling. Note: Some positions may require certification.	High School diploma/GED and four (4) years of job-related experience; or Associate degree in a job-related field from an accredited college or university and two (2) years of job-related experience; or two (2) years of experience at the lower level Career Counselor 1 (EDP050) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
ETM040	Mgr 1, Civil Engineering	Bachelor's degree in civil engineering or civil engineering technology from an ABET accredited college or university AND Three years of related experience AND demonstrated experience in a lead worker or supervisory role. Note: Professional Engineering (PE) license required.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and three (3) years of job-related experience, which includes one (1) year in a managerial or supervisory role.	N	\$59,331.12	\$78,955.29	\$98,579.45
ETM041	Mgr 2, Civil Engineering	Bachelor's degree in civil engineering or civil engineering technology from an ABET accredited college or university AND Four years of related experience AND demonstrated experience in a lead worker or supervisory role. Note: Professional Engineering (PE) license required.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and four (4) years of job related job experience, which includes two (2) years in a managerial or supervisory role; or Two (2) years of experience at the lower level Mgr 1, Civil Engineering (ETM040) or equivalent position.	O	\$66,134.16	\$88,309.47	\$110,484.78
ETM042	Sr Mgr 1, Civil Engineering	Bachelor's degree in civil engineering or civil engineering technology from an ABET accredited college or university AND Five years of related experience AND demonstrated experience in a leadership position. Note: Professional Engineering (PE) license required.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and five (5) years of job-related experience, which includes three (3) years in a managerial role; or Two (2) years of experience at the lower level Mgr 2, Civil Engineering (ETM041) or equivalent position.	P	\$73,821.60	\$98,879.70	\$123,937.80

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ETM043	Sr Mgr 2, Civil Engineering	Bachelor's degree in civil engineering or civil engineering technology from an ABET accredited college or university AND Six years of related experience AND One year of demonstrated experience in a leadership role. Note: Professional Engineering (PE) license required.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and six (6) years of job related experience, which includes one (1) year in a managerial role; or Two years of experience at the lower level Sr. Mgr 1, Civil Engineering (ETM042) or equivalent position.	Q	\$82,508.41	\$110,824.07	\$139,139.72
ETP020	Environmental Engineer 1	Bachelor's degree in agricultural, chemical, civil, environmental, civil-sanitary or mechanical engineering from an accredited college or university.	Bachelor's degree in agricultural, chemical, civil, environmental, civil-sanitary or mechanical engineering from an accredited college or university.	L	\$47,982.94	\$63,351.55	\$78,720.15
ETP021	Environmental Engineer 2	Bachelor's degree in agricultural, chemical, civil, environmental or civil-sanitary or mechanical engineering from an accredited college or university AND One year of experience in professional environmental or sanitary engineering work.	Bachelor's degree in agricultural, chemical, civil, environmental, or civil-sanitary or mechanical engineering from an accredited college or university and one (1) year of experience in professional environmental or sanitary engineering work; or Two years of experience at the lower level Environmental Engineer 1 (ETP020) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
ETP040	Civil Engineering 1	Bachelor's degree in civil engineering or civil engineering technology from an ABET accredited college or university.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university.	I	\$36,973.63	\$48,213.74	\$59,453.85
ETP041	Civil Engineering 2	Bachelor's degree in civil engineering or civil engineering technology from an ABET accredited college or university.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and two (2) years of job-related experience; or Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and one (1) year of experience at the lower level Civil Engineering 1 (ETP040) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
ETP042	Civil Engineering 3	Bachelor's degree in civil engineering or civil engineering technology from an ABET accredited college or university AND One year of related experience.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and three (3) years of job-related experience; or Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and two (2) years of experience at the lower level Civil Engineering 2 (ETP041) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
ETP043	Civil Engineering 4	Bachelor's degree in civil engineering or civil engineering technology from an ABET accredited college or university AND Two years of related experience. Note: Professional Engineering (PE) license required.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and four (4) years of job-related experience; or Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and two (2) years of experience at the lower level Civil Engineering 3 (ETP042) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15

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ETP044	Civil Engineering 5	Bachelor's degree in civil engineering or civil engineering technology from an ABET accredited college or university AND Three years of related experience. Note: Professional Engineer (PE) license required.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and five (5) years of job-related experience; or Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and two (2) years of experience at the lower level Civil Engineering 4 (ETP043) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
ETP045	Civil Engineering Spv	Bachelor's degree in civil engineering or civil engineering technology from an ABET accredited college or university AND Two years of related experience. Note: Professional Engineer (PE) license required.	Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and six (6) years of job-related experience; or Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and two (2) years of experience at the lower level Civil Engineering 5 (ETP044) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
ETP090	Modeler 1	Bachelor's degree in a science or engineering discipline with documented proof of experience/proficiency in mathematical modeling and quantitative analysis from an accredited college or university.	Bachelor's degree in a science or engineering from an accredited college or university.	J	\$39,970.99	\$52,335.11	\$64,699.23
ETP091	Modeler 2	Bachelor's degree in a science or engineering discipline with documented proof of experience/proficiency in mathematical modeling and quantitative analysis or higher from an accredited college or university AND experience/ability to interpret/modify existing models as needed, and to formulate scenarios for model testing and evaluation.	Bachelor's degree in science or engineering from an accredited college or university and two (2) years experience at the lower level Modeler 1 (EPT090) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
ETP092	Modeler 3	Bachelor's degree in a science or engineering discipline with documented proof of experience/proficiency in mathematical modeling and quantitative analysis from an accredited college or university AND ability to interpret/modify existing models as needed and to formulate scenarios for model testing and evaluation.	Bachelor's degree in science or engineering from an accredited college or university and two (2) years experience at the lower level Modeler 2 (EPT091) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15

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ETP093	Modeler 4	Bachelor's degree in a science or engineering discipline with documented proof of experience/proficiency in mathematical modeling and quantitative analysis from an accredited college or university AND ability to interpret/modify existing models as needed and to formulate scenarios for model testing and evaluation AND experience in conducting research/evaluation of new or unfamiliar models for potential use in analyzing and support of planning objectives or of actions concerning specific resource characteristics as regulatory tools.	Bachelor's degree in science or engineering from an accredited college or university and two (2) years experience at the lower level Modeler 3 (EPT092) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
FEM050	Mgr. Purchasing	Bachelor's degree in business or public administration or a related field from an accredited college or university AND Five years of experience in , Two years of which as a supervisor.	Bachelor's degree in accounting, business, or a related field from an accredited college or university and five (5) years of professional job experience in inventory, purchasing, or supply chain management, which includes two (2) years in a managerial or supervisory role; or Two years of experience at the lower level Purchasing Agent Spv (FET043) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
FEM051	Mgr 2, Purchasing	Bachelor's degree in business or public administration or a related field from an accredited college or university AND Seven years of experience in purchasing/contracts or procurement sourcing, Two years of which as a manager OR Two years of experience at the lower level Mgr, Purchasing/Inventory (FEM050) or position equivalent.	Bachelor's degree in accounting, business, or a related field from an accredited college or university and seven (7) years of professional job experience in inventory, purchasing, or supply chain management which includes four (4) years in a managerial role; or Two (2) years of experience at the lower level Mgr, Purchasing (FEM050) or equivalent position.	N	\$59,331.12	\$78,955.29	\$98,579.45
FEM052	Sr. Mgr, Purchasing	Bachelor's degree in business or public administration or a related field from an accredited college or university AND Nine years of experience in purchasing/contracts or procurement sourcing, Six years of which as a manager OR Four years of experience at the lower level Mgr 2, Purchase/Inventory (FEM051) or position equivalent.	Bachelor's degree in accounting, business, or a related field from an accredited college or university and nine (9) years of professional job-related experience in inventory, purchasing, or supply chain management which includes six (6) years in a managerial role; or Four (4) years of experience at the lower level Mgr 2, Purchasing (FEM051) or equivalent position.	P	\$73,821.60	\$98,879.70	\$123,937.80
FEM053	Dir, Purchasing	Bachelor's degree in business or public administration or a related field from an accredited college or university AND Eleven years of experience in purchasing/contracts or procurement sourcing, Eight years of which as a manager OR Six years of experience at the lower level Sr Mgr, Purchase/Inventory (FEM052) or position equivalent.	Bachelor's degree in accounting, business, or a related field from an accredited college or university and eleven (11) years of professional job-related experience in inventory, purchasing, or supply chain management which includes eight (8) years in a managerial role; or Six (6) years of experience at the lower level Sr Mgr, Purchase/Inventory (FEM052) or equivalent position.	Q	\$82,508.41	\$110,824.07	\$139,139.72

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FEM080	New Job Mgr, Procurement	Need Responsibilities (TBD) - Inactive	Bachelor's degree in business, logistics, or public administration from an accredited college or university and five (5) years of professional job-related experience in contract management, procurement sourcing, or supplier relationship management, including two (2) years in a managerial or supervisory role; or Two years of experience at the lower level Purchasing Agent Spv (FEP023) or equivalent position. <i>Note: Some positions require Georgia Procurement Manual area-specific certification(s).</i>	N	\$59,331.12	\$78,955.29	\$98,579.45
FEM081	New Job Mgr 2, Procurement	Need Responsibilities (TBD) - Inactive	Bachelor's degree in business, logistics, or public administration or a related field from an accredited college or university and seven (7) years of professional job-related experience in contract management, procurement sourcing, or supplier relationship management, which includes two (2) years in a managerial role; or Two (2) years of experience at the lower level Mgr, Procurement (FEM080) or equivalent position. <i>Note: Some positions require Georgia Procurement Manual area-specific certification(s).</i>	O	\$66,134.16	\$88,309.47	\$110,484.78
FEM082	New Job Code (Use FEM054) Sr. Mgr, Procurement	Need Responsibilities (TBD) - Inactive	Bachelor's degree in business, logistics, or public administration from an accredited college or university and nine (9) years of professional job-related experience in contract management, procurement sourcing, or supplier relationship management, which includes three (3) years in a managerial role; or Three years of experience at the lower level Mgr 2, Purchasing/Inventory (FEM051) or equivalent position. <i>Note: Some positions require Georgia Procurement Manual area-specific certification(s).</i>	P	\$73,821.60	\$98,879.70	\$123,937.80

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FEM083	New Job Code (Use FEM055) Dir, Procurement	Need Responsibilities (TBD) - Inactive Currently FEM055	Bachelor's degree in business, logistics, or public administration from an accredited college or university and eleven (11) years of professional job-related experience in contract management, procurement sourcing, and supplier relationship management, which includes eight (8) years of which as a managerial role; or Six (6) years of experience at the lower level Sr Mgr, Procurement (FEM054) or equivalent position. <i>Note: Some positions require Georgia Procurement Manual area-specific certification(s).</i>	Q	\$82,508.41	\$110,824.07	\$139,139.72
FEP019	New Job Procurement Agent Trainee	Need Responsibilities (TBD) - Inactive	High School diploma/GED and one (1) year of job-related experience in a procurement environment; or Associate degree in accounting or business, or a directly related field from an accredited college or university. <i>Note: Some positions require Georgia Procurement Manual area-specific certification(s).</i>	TBD			
FEP020	Procurement Agent 1	Associate's's degree in business administration, public administration or a directly related field from an accredited college or university OR Two years of experience in a purchasing environment providing support in collecting bids, completing procurement documents and related functions. <i>Note: Some positions may require certification.</i>	High School diploma/GED and two (2) years of job-related experience in a procurement environment; Associate degree in accounting or business or a directly related field from an accredited college or university; or Technical diploma in accounting or business and one (1) year job-related experience in a procurement environment; or One year of experience at the lower level Procurement Agent Trainee (FEP019) or Procurement Technician (FET112) or equivalent position. <i>Note: Some positions require Georgia Procurement Manual area-specific certification(s).</i>	I	\$36,973.63	\$48,213.74	\$59,453.85
FEP021	Procurement Agent 2	Bachelor's degree in business administration, public administration or a directly related field from an accredited college or university OR Four years of experience in a purchasing environment OR Two years of experience at the lower level Purchase/Procurement Agent 1 (FEP020) or position equivalent. <i>Note: Some positions may require certification.</i>	High School diploma/GED and four (4) years of job-related experience in a procurement environment; or Associate degree in accounting or business, or a directly related field from an accredited college or university and two (2) years of job-related experience in a procurement environment; or Technical diploma in accounting or business and three (3) years of job-related experience in a procurement environment; or Two (2) years of experience at the lower level Procurement Agent 1 (FEP020) or equivalent position. <i>Note: Some positions require Georgia Procurement Manual area-specific certification(s).</i>	J	\$39,970.99	\$52,335.11	\$64,699.23

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FEP022	Procurement Agent 3	Bachelor's degree in business administration, public administration or a directly related field from an accredited college or university AND Two years of experience in a purchasing environment OR Six years of experience in a purchasing environment OR Two years of experience at the lower level Purchase/Procurement Agent 2 (FEP021) or position equivalent. Note: Some positions may require certification.	High School diploma/GED and five (5) years of job-related experience in a procurement environment; or Associate degree in accounting or business or a directly related field from an accredited college or university and three (3) years of job-related experience in a procurement environment; or Technical diploma in accounting or business and four (4) years of job-related experience in a procurement environment; or Two years of experience at the lower level Purchase/Procurement Agent 2 (FEP021) or equivalent position. Note: Some positions require Georgia Procurement Manual area-specific certification(s).	K	\$43,268.09	\$56,868.62	\$70,469.15
FEP023	Procurement Agent Supv	Bachelor's degree in business administration, public administration or a directly related field from an accredited college or university AND Three years of experience in a purchasing environment, One year of which in a lead/supervisory role OR Six years of experience in a purchasing environment, One year of which in a lead/supervisory role OR One year of experience at the lower level Purchase/Procurement Agent 3 (FEP022) or position equivalent. Note: Some positions may require certification.	High School diploma/GED and six (6) years of job-related experience in a procurement environment, which included one (1) year in a lead worker, team leader, or supervisory role; or Associate degree in accounting or business or a directly related field from an accredited college or university and four (4) years of job-related experience in a procurement environment, which included one (1) year in a lead worker, team leader, or supervisory role; or Technical diploma in accounting or business from an accredited college or university and five (5) years of job-related experience in a procurement environment which included one (1) year in a lead worker, team leader, or supervisory role; or Two (2) years of experience at the lower level Procurement Agent 3 (FEP022) or equivalent position. Note: Some positions require Georgia Procurement Manual area-specific certification(s).	L	\$47,982.94	\$63,351.55	\$78,720.15
FET039	New Job Purchasing Agent Technician	Need Responsibilities (TBD) - Inactive	High School diploma/GED	TBD			
FET040	Purchasing Agent 1	Associate's's degree from an accredited college or university OR One year of experience in materials management.	High School diploma/GED and one (1) year of job-related experience in inventory, purchasing, or supply chain management; or Associate degree from an accredited college or university in business or accounting; or Six (6) months of experience at the lower level Purchasing Agent Technician (FET039) or equivalent position.	E	\$27,472.39	\$34,637.73	\$41,803.06

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FET041	Purchasing Agent 2	Associate's's degree from an accredited college or university OR Two years of experience in materials management OR One year of experience at the lower level Purchasing Asst 1 (FET040) or position equivalent.	High School diploma/GED and two (2) years of job-related experience in inventory, purchasing, or supply chain management; or Associate degree in business or accounting and one (1) year of job-related experience in inventory, purchasing, or supply chain management; or One (1) year of experience at the lower level Purchasing Agent 1 (FET040) or equivalent position.	F	\$29,519.63	\$37,401.50	\$45,283.37
FET042	Purchasing Agent 3	Bachelor's degree from an accredited college or university OR Associate's's degree from an accredited college or university AND One year of experience in materials management OR Three years of experience in materials management OR One year of experience at the lower level Purchasing Asst 2 (FET041) or position equivalent.	High School diploma/GED and three (3) years of job-related experience in inventory, purchasing, or supply chain management; or Associate degree in business or accounting and two (2) years of job-related experience in inventory, purchasing, or supply chain management; or One (1) year of experience at the lower level Purchasing Agent 2 (FET041) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
FET043	Purchasing Agent Spv	Bachelor's degree from an accredited college or university AND One year of experience in materials management OR Associate's's degree from an accredited college or university AND Two years of experience in materials management OR Four years of experience in materials management, Two years of which in a supervisor/lead role OR Two years of experience at the lower level Purchasing Asst 3 (FET042) or position equivalent.	High School diploma/GED and four (4) years of job-related experience in inventory, purchasing, or supply chain management which includes two (2) years as a lead worker, team leader, or supervisory role; or Associate degree in accounting, business, or a related field from an accredited college or university and two (2) years of job-related experience in inventory, purchasing, or supply chain management, which includes one year (1) of experience as a lead worker, team leader, or supervisory role; or Technical diploma in accounting or business and three (3) years of job-related experience in inventory, purchasing, or supply chain management which includes one year (1) of experience in a lead worker, team leader, or supervisory role; or Two years of experience at the lower level Purchasing Agent 3 (FET042) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
FET112	Procurement Technician	Need Responsibilities (TBD) - Inactive	High School diploma/GED and six (6) months of job-related experience in a procurement environment, purchase order receipting, invoice processing, or completing other procurement-related tasks.	H	\$34,248.75	\$44,467.04	\$54,685.32
FIM010	Mgr, Accounting	Bachelor's degree in business administration, accounting, finance or a closely related field from an accredited college or university AND Three years of professional level experience in accounting and/or a closely related fiscal activity, One year of which in a supervisory, administrative or lead worker role.	Bachelor's degree in accounting and three (3) years of professional accounting job-related experience, which includes one (1) year in a supervisory role; or Two (2) years of experience at the lower level Accountant Spv (FIP024) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76

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FIM011	Mgr 2, Accounting	Bachelor's degree in business administration, accounting, finance or a closely related field from an accredited college or university AND Four years of professional level experience in accounting and/or a closely related fiscal activity, Two years of which in a supervisory, administrative or lead worker role OR One year of required at the lower level Mgr, Accounting/Financial Svcs (FIM010) or position equivalent.	Bachelor's degree in accounting and four (4) years of professional accounting job-related experience, which includes two (2) years in a managerial or supervisory role; or One (1) year of experience at the lower level Mgr, Accounting (FIM010) or equivalent position.	N	\$59,331.12	\$78,955.29	\$98,579.45
FIM012	Sr Mgr, Accounting	Bachelor's degree in business administration, accounting, finance or a closely related field from an accredited college or university AND Five years of professional level experience in accounting and/or a closely related fiscal activity, Three years of which in a management/supervisory role OR One year of required at the lower level Mgr 2, Account/Financial Svcs (FIM011) or position equivalent.	Bachelor's degree in accounting and five (5) years of professional accounting job-related experience, which includes three (3) years in a managerial or supervisory role; or One (1) year of experience at the lower level Mgr 2, Accounting (FIM011) or equivalent position.	O	\$66,134.16	\$88,309.47	\$110,484.78
FIM013	Sr Mgr 2, Accounting	Bachelor's degree in business administration, accounting, finance or a closely related field from an accredited college or university AND Five years of professional level experience in accounting and/or a closely related fiscal activity, Three years of which in a management/supervisory role OR One year of required at the lower level Sr Mgr, Account/Financial Svcs (FIM012) or position equivalent.	Bachelor's degree in accounting and five (5) years of professional accounting job-related experience, which includes three (3) years in a managerial or supervisory role; or One (1) year of experience at the lower level Sr Mgr, Accounting (FIM012) or equivalent position.	P	\$73,821.60	\$98,879.70	\$123,937.80
FIM014	Dir, Accounting	Bachelor's degree in business administration, accounting, finance or a closely related field from an accredited college or university AND Six years of professional level experience in accounting and/or a closely related fiscal activity, Four years of which in a management/supervisory role OR One year of required at the lower level Sr Mgr 2, Accounting/Financial Svcs (FIM013) or position equivalent.	Bachelor's degree in accounting and six (6) years of professional accounting job-related experience, which includes four (4) years in a managerial or supervisory role; or One (1) year of experience at the lower level Sr Mgr 2. Accounting (FIM013) or Sr Mgr, Financial Reporting (FIM051) or equivalent position.	Q	\$82,508.41	\$110,824.07	\$139,139.72
FIM020	Mgr, Revenue	Bachelor's degree in a related area from an accredited college or university AND Three years of related experience OR One year of required at the lower level Auditor/Examiner Spv (FIP033) or position equivalent.	Bachelor's degree in a related field and three (3) years of professional job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Auditor/Examiner Spv (FIP033) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15

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FIM021	Mgr 2, Revenue	Bachelor's degree in a related area from an accredited college or university AND Two years of related supervisory experience OR Two years of required at the lower level Mgr, Revenue (FIM020) or position equivalent.	Bachelor's degree in a related field and two (2) years of job-related supervisory or managerial experience; or Two (2) years of experience at the lower level Mgr, Revenue (FIM020) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
FIM022	Sr Mgr, Revenue	Bachelor's degree in a related area from an accredited college or university AND Four years of related supervisory/management experience OR Four years of management required at the lower level Mgr 2, Revenue (FIM021) or position equivalent.	Bachelor's degree in a related field and three (3) years of managerial or supervisory job-related experience; or Three (3) years of experience at the lower level Mgr 2, Revenue (FIM021) or equivalent position.	N	\$59,331.12	\$78,955.29	\$98,579.45
FIM023	Sr Mgr 2, Revenue	Bachelor's degree in a related area from an accredited college or university AND Four years of related supervisory/management experience OR Four years of management required at the lower level Sr Mgr, Revenue (FIM022) or position equivalent.	Bachelor's degree in a related field and four (4) years of managerial or supervisory job-related experience; or Four (4) years of experience at the lower level Sr Mgr, Revenue (FIM022) or equivalent position.	O	\$66,134.16	\$88,309.47	\$110,484.78
FIM030	Mgr, Budget	Bachelor's degree in public administration, business administration, accounting, finance or a related field from an accredited college or university AND Three years of experience in general management, accounting or budgeting OR Seven years of experience in general management, accounting, management analysis or budgeting.	Bachelor's degree in accounting, finance, or public/business administration from an accredited college or university and three (3) years of professional job-related experience in accounting, budgeting, or general management, which includes two (2) years in a managerial or supervisory role; or Two (2) years of experience at the lower level Budget Analyst Spv (FIP013) or equivalent position.	N	\$59,331.12	\$78,955.29	\$98,579.45
FIM031	Sr Mgr, Budget	Bachelor's degree in public administration, business administration, accounting, finance or a related field from an accredited college or university AND Four years of experience in general management, accounting or budgeting OR Eight years of experience in general management, accounting, management analysis or budgeting.	Bachelor's degree in accounting, finance, or public/business administration from an accredited college or university and four (4) years of professional job-related experience in accounting, budgeting, or public/business administration which includes two (2) years in a managerial or supervisory role; or Three (3) years of experience at the lower level Mgr, Budget (FIM030) or equivalent position.	O	\$66,134.16	\$88,309.47	\$110,484.78
FIM032	Dir, Budget	Bachelor's degree in public administration, business administration, accounting, finance or a related field from an accredited college or university AND Six years of experience in general management, accounting or budgeting, Two years of which in fiscal analysis work in a budget function.	Bachelor's degree in accounting, finance, or public/business administration from an accredited college or university and six (6) years of professional job-related experience in accounting, budgeting, or general management, which includes two (2) years of fiscal analysis work in a budget function and two (2) years in a managerial or supervisory role; or Four (4) years of experience at the lower level Sr Mgr, Budget (FIM031) or equivalent position.	Q	\$82,508.41	\$110,824.07	\$139,139.72

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIM040	Mgr, Investment	Bachelor's degree in accounting, finance or business administration from an accredited college or university AND Four years of professional accounting experience with investments, securities, and bond issues, Two years of which in a supervisory role.	Bachelor's degree in accounting, finance, or business administration from an accredited college or university and four (4) years of professional accounting job-related experience with investments, securities, and bond issues, which includes two (2) years in a managerial or supervisory role.	P	\$73,821.60	\$98,879.70	\$123,937.80
FIM041	Sr Mgr, Investment	Bachelor's degree in accounting, finance or business administration from an accredited college or university AND Six years of professional level experience with investments, securities and bond issues, Three years of which in a managerial role.	Bachelor's degree in accounting, finance, or business administration from an accredited college or university and six (6) years of professional-level job-related experience with investments, securities, and bond issues, which includes three (3) years in a managerial role; or Three (3) years of experience at the lower level Mgr, Investment (FIM040) or equivalent position.	Q	\$82,508.41	\$110,824.07	\$139,139.72
FIM042	Dir, Investment	Bachelor's degree in accounting, finance or business administration from an accredited college or university AND Eight years of professional level experience in financials or a closely related field, Six years of which in a managerial role dealing with investments, securities and bond issues in the public sector.	Bachelor's degree in accounting, finance, or business administration from an accredited college or university and eight (8) years of professional-level job-related experience with financials which includes six (6) years in a managerial role dealing with investments, securities, and bond issues in the public sector; or Three (3) years of experience at the lower level Sr Mgr, Investment (FIM041) or equivalent position.	R	\$92,324.50	\$124,321.19	\$156,317.88
FIM050	Mgr, Financial Reporting	Bachelor's degree in business administration, accounting, finance or a closely related field from an accredited college or university AND Four years of professional level experience in accounting and/or a closely related fiscal activity, Two years of which in a lead worker role.	Bachelor's degree in accounting and four (4) years of professional job-related experience in accounting or closely related fiscal activity, which includes two (2) years in a managerial or supervisory role; or Three (3) years of experience at the lower level Financial Reporting Analyst 2 (FIP102) or equivalent position.	O	\$66,134.16	\$88,309.47	\$110,484.78
FIM051	Sr Mgr, Financial Reporting	Bachelor's degree in business administration, accounting, finance or a closely related field from an accredited college or university AND Five years of professional level experience in accounting and/or a closely related fiscal activity, Three years of which in a manager role.	Bachelor's degree in accounting and five (5) years of professional job-related experience in accounting or closely related fiscal activity, which includes three (3) years in a managerial role; or Four (4) years of experience at the lower level Mgr, Financial Reporting (FIM050) or equivalent position.	P	\$73,821.60	\$98,879.70	\$123,937.80
FIP010	Budget Analyst 1	Associate's's degree in public administration, business administration, accounting, finance or related field from an accredited college or university OR Two years of fiscal analysis experience.	Associate degree in accounting, business/public administration, or finance from an accredited college or university; or Two (2) years of fiscal analysis job-related experience.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIP011	Budget Analyst 2	Bachelor's degree in public administration, business administration, accounting, finance or related field from an accredited college or university OR Associate's's degree in public administration, business administration, accounting, finance or related field from an accredited college or university AND Two years of fiscal analysis experience OR Four years of fiscal analysis experience.	Associate degree in accounting, business/public administration, or finance from an accredited college or university and two (2) years of fiscal analysis job-related experience; or Four (4) years of fiscal analysis job-related experience; or Two (2) years of experience at the lower level Budget Analyst 1 (FIP010) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIP012	Budget Analyst 3	Bachelor's degree in public administration, business administration, accounting, finance or related field from an accredited college or university AND Two years of fiscal analysis experience OR Associate's's degree in public administration, business administration, accounting, finance or related field from an accredited college or university AND Four years of fiscal analysis experience OR Two years of required at the lower level Budget Analyst 2 (FIP011) or position equivalent.	Associate degree in accounting, business/public administration, or finance from an accredited college or university and four (4) years of fiscal analysis job-related experience; or Two (2) years of experience at the lower level Budget Analyst 2 (FIP011) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
FIP013	Budget Analyst Spv	Bachelor's degree in public administration, business administration, accounting, finance or related filed from an accredited college or university AND Three years of fiscal analysis experience OR Associate's's degree in public administration, business administration, accounting, finance or related field from an accredited college or university AND Five years of fiscal analysis experience.	Associate degree in accounting, business/public administration, or finance from an accredited college or university and five (5) years of fiscal analysis job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or Two (2) years of experience at the lower level Budget Analyst 3 (FIP012) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
FIP014	Budget Analyst 4	Bachelor's degree in public administration, business administration, accounting, finance or related filed from an accredited college or university AND three years of fiscal analysis experience OR Associate's degree in public administration, business administration, accounting, finance or related field from an accredited college or university AND five years of fiscal analysis experience.	Associate degree in accounting, business/public administration, or finance from an accredited college or university and five (5) years of fiscal analysis job-related experience; or Two (2) years of experience at the lower level Budget Analyst 3 (FIP012) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
FIP020	Accountant 1	Bachelor's degree in accounting from an accredited college or university OR Bachelor's degree in a business curriculum which included completion of introductory and intermediate accounting sequence. Note: Some positions may require certifications.	Bachelor's degree in accounting from an accredited college or university.	H	\$34,248.75	\$44,467.04	\$54,685.32

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIP021	Accountant 2	Master's degree in accounting from an accredited college or university OR Bachelor's degree in accounting from an accredited college or university AND One year of professional accounting experience OR Bachelor's degree in a business curriculum which included completion of introductory and intermediate accounting sequence from an accredited college or university AND One year of professional accounting experience. Note: Some positions may require certifications.	Bachelor's degree in accounting from an accredited college or university and one (1) year of professional accounting job-related experience; or One (1) year of experience at the lower level Accountant 1 (FIP020) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIP022	Accountant 3	Master's degree in accounting from an accredited college or university AND One year of professional accounting experience OR Bachelor's degree in accounting from an accredited college or university AND Two years of professional accounting experience OR Bachelor's degree in a business curriculum which included completion of introductory and intermediate accounting sequence from an accredited college or university AND Three years of professional accounting experience. Note: Some positions may require certifications.	Bachelor's degree in accounting and two (2) years of professional accounting job-related experience; or Two (2) years of experience at the lower level Accountant 2 (FIP021) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
FIP023	Accountant 4	Master's degree in accounting from an accredited college or university AND Two years of professional accounting experience OR Bachelor's degree in accounting from an accredited college or university AND Three years of professional accounting experience OR Bachelor's degree in a business curriculum which included completion of introductory and intermediate accounting sequence from an accredited college or university AND Four years of professional accounting experience. Note: Some positions may require certifications.	Bachelor's degree in accounting and three (3) years of professional accounting job-related experience; or Two (2) years of experience at the lower level Accountant 3 (FIP022) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
FIP024	Accountant Spv	Master's degree in accounting from an accredited college or university AND Three years of professional accounting experience OR Bachelor's degree in accounting from an accredited college or university AND Four years of professional accounting experience OR Bachelor's degree in a business curriculum which included completion of introductory and intermediate accounting sequence from an accredited college or university AND Five years of professional accounting experience. Note: Some positions may require certifications.	Bachelor's degree in accounting and four (4) years of professional accounting job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or Two (2) years of experience at the lower level Accountant 4 (FIP023) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIP030	Auditor/Examiner 1	Bachelor's degree in business administration or a related field from an accredited college or university OR Three years of experience in a related area.	Bachelor's degree in business administration or a closely related field from an accredited college or university; or Three (3) years of professional job-related experience.	I	\$36,973.63	\$48,213.74	\$59,453.85
FIP031	Auditor/Examiner 2	Masters degree in business administration or a related field from an accredited college or university OR Bachelor's degree in business administration or a related field from an accredited college or university AND One year of related experience OR Four years of experience in a related area OR One year of required at the lower level Auditor/Examiner 1 (FIP030) or position equivalent.	Bachelor's degree in business administration or a closely related field from an accredited college or university and one (1) year of professional job-related experience; or Four (4) years of professional job-related experience; or One (1) year of experience at the lower level Auditor/Examiner 1 (FIP030) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIP032	Auditor/Examiner 3	Master's degree in business administration or a related field from an accredited college or university AND One year of related experience OR Bachelor's degree in business administration or a related field from an accredited college or university AND Two years of related experience OR Five years of experience in a related area OR One year of experience at the lower level Auditor/Examiner 2 (FIP031) or position equivalent.	Bachelor's degree in business administration or a closely related field from an accredited college or university and two (2) years of professional job-related experience; or Five (5) years of professional job-related experience; or One (1) year of experience at the lower level Auditor/Examiner 2 (FIP031) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
FIP033	Auditor/Examiner Spv	Master's degree in business administration or a related field from an accredited college or university AND One year of related experience OR Bachelor's degree in business administration or a related field from an accredited college or university AND Two years of related experience OR Six years of experience in a related area OR One year of required at the lower level Auditor/Examiner 3 (FIP032) or position equivalent.	Bachelor's degree in business administration or a closely related field from an accredited college or university and two (2) years of professional job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or Six (6) years of professional job-related experience which includes one (1) year in a lead worker, team lead, or supervisory role; or One (1) year of experience at the lower level Auditor/Examiner 3 (FIP032) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
FIP040	Payroll Spec 1	Bachelor's degree in a business related field from an accredited college or university OR Associate's's degree in a related field from an accredited college or university OR Two years of payroll or related accounting experience.	Associate degree in a related field from an accredited college or university; or Two (2) years of payroll/accounting job-related experience.	H	\$34,248.75	\$44,467.04	\$54,685.32
FIP041	Payroll Spec 2	Bachelor's degree in a business related field from an accredited college or university OR Associate's's degree in a related field from an accredited college or university AND Two years of payroll or related accounting experience OR Four years of payroll or related accounting experience.	Associate degree in a related field from an accredited college or university and two (2) years of payroll/accounting job-related experience; or Four (4) years of payroll or accounting job-related experience; or One (1) year of experience at the lower level Payroll Spec 1 (FIP040) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIP042	Payroll Spec 3	Bachelor's degree in a business related field from an accredited college or university AND One year of accounting or payroll experience OR Associate's's degree in a related field from an accredited college or university AND Three years of payroll or accounting related experience OR Five years of payroll or accounting related experience OR One year of required at the lower level Payroll Spec 2 (FIP041) or position equivalent.	Associate degree in a related field from an accredited college or university and three (3) years of payroll/accounting job-related experience; or Five (5) years of payroll/accounting job-related experience; or One (1) year of experience at the lower level Payroll Spec 2 (FIP041) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
FIP043	Payroll Spec Spv	Bachelor's degree in a business related field from an accredited college or university AND Two years of accounting or payroll related experience OR Associate's's degree in a related field from an accredited college or university AND Four years of payroll or accounting related experience OR Six years of payroll or accounting related experience AND One year of experience as a supervisor over payroll functions OR One year of required at the lower level Payroll Spec 3 (FIP042) or position equivalent.	Associate degree in a related field from an accredited college or university and four (4) years of payroll/accounting job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role over payroll functions; or Six (6) years of payroll/accounting job-related experience, which includes one (1) year experience as a lead worker, team lead, or supervisory role over payroll functions; or One (1) year of experience at the lower level Payroll Spec 3 (FIP042) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
FIP050	Grants Spec 1	Bachelor's degree in business, public administration, finance or related areas from an accredited college or university OR Four years of experience in grants management, public funds administration, accounting or a closely related area.	Bachelor's degree in business/public administration, finance, or a related field from an accredited college or university; or Four (4) years of job-related experience in grants management, public funds administration, or accounting.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIP051	Grants Spec 2	Bachelor's degree in business, public administration, finance or a related field in area of assignment from an accredited college or university AND One year of experience in grants management, public funds administration, accounting or a related area OR Five years of experience in grants management, public funds OR One year of required at the lower level Grants Spec 1 (FIP050) or position equivalent.	Bachelor's degree in business/public administration, finance, or a related field from an accredited college or university and one (1) year of job-related experience in grants management, public funds administration, or accounting; or Five (5) years of job-related experience in grants management, or public funds administration; or One year of experience at the lower level Grants Spec 1 (FIP050) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
FIP052	Grants Spec 3	Bachelor's degree in business, public administration, finance or related field from an accredited college or university AND Two years of experience in grants management, public funds administration, accounting or a closely related area OR One year of required at the lower level Grants Spec 2 (FIP051) or position equivalent.	Bachelor's degree in business/public administration, finance, or a related field from an accredited college or university and two (2) years of job-related experience in grant management, public funds administration; or Six (6) years of job-related experience in grants management, public funds administration, or accounting; or One year of experience at the lower level Grants Spec 2 (FIP051) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15

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FIP053	Grants Spec Spv	Bachelor's degree in business, public administration, finance or related areas from an accredited college or university AND Three years of experience in grants management, public funds administration, accounting or a closely related area OR One year of required at the lower level Grants Spec 3 (FIP052) or position equivalent.	Bachelor's degree in business administration, finance public administration, or a related field from an accredited college or university and three (3) years of job-related experience which includes one (1) year as a lead worker, team leader, or supervisory role; or Seven (7) years of job-related experience which includes one (1) year as a lead worker, team leader, or supervisory role; or One year of experience at the lower level Grants Spec 3 (FIP052) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
FIP060	Financial Analyst 1	Bachelor's degree in a related area from an accredited college or university OR Associate's's degree in a related area from an accredited college or university AND One year of experience in a related area OR One year of professional experience in general accounting, billing and collection systems and/or claims.	Associate degree in a related area from an accredited college or university and one (1) year of job-related experience in accounting, billing, collection systems, or claims; or One (1) year of professional job-related experience in general accounting, billing, and collection systems and/or claims.	H	\$34,248.75	\$44,467.04	\$54,685.32
FIP061	Financial Analyst 2	Bachelor's degree in a related area from an accredited college or university AND One year of professional experience in a related area OR Associate's's degree in a related area from an accredited college or university AND Two years of experience in a related area OR Two years of professional experience in general accounting, billing and collection systems and/or claims.	Associate degree in a related area from an accredited college or university and two (2) years of professional job-related experience in accounting, billing, and collection systems or claims; or Two (2) years of professional job-related experience in general accounting, billing, and collection systems and/or claims; or One (1) year of experience at the lower level Financial Analyst 1 (FIP060) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIP062	Financial Analyst 3	Bachelor's degree in a related area from an accredited college or university AND Two years of professional experience in a related area OR Associate's's degree from an accredited college or university AND Three years of experience in a related area OR Four years of professional experience in general accounting, billing and collection systems and/or claims.	Associate degree in a related area from an accredited college or university and three (3) years of professional job-related experience in accounting, billing and collection systems, or claims; or Four (4) years of professional job-related experience in general accounting, billing, and collection systems and/or claims; or One (1) year of experience at the lower level Financial Analyst 2 (FIP061) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIP063	Financial Analyst Spv	Bachelor's degree in a related area from an accredited college or university AND Three years of professional experience in a related area OR Associate's's degree from an accredited college or university AND Four years of professional experience in a related area OR Six years of professional experience in general accounting, billing and collection systems and/or claims, Two years of which in a lead worker role.	Associate degree and four (4) years of professional job-related experience in accounting, billing and collection systems, or claims, which includes two (2) years in a lead worker, team leader, or supervisory role; or Six (6) years of professional job-related experience in general accounting, billing and collection systems, and/or claims which include two (2) years in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Financial Analyst 3 (FIP062) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
FIP070	Billings Spec 1	High school diploma or GED AND One year of experience in billing, budget, or accounting activities.	High School diploma/GED and one (1) year of job-related experience in accounting, billing, or budget services.	H	\$34,248.75	\$44,467.04	\$54,685.32
FIP071	Billings Spec 2	High school diploma or GED AND Two years of experience in billing, budget or accounting activities.	High School diploma/GED and two (2) years of job-related experience in accounting, billing, or budget services; or One (1) year of job-related experience at the lower level Billing Spec 1 (FIP070) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
FIP072	Billings Spec 3	High school diploma or GED AND Two years of experience supervising staff responsible for billing, budget or accounting activities OR Three years of experience performing billing functions.	High School diploma/GED and two (2) years of supervisory or three (3) years of job-related experience performing billing functions; or One (1) year of job-related experience at the lower level Billing Spec 2 (FIP071) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIP073	Billings Spec Spv	High school diploma or GED AND Five years of experience supervising staff responsible for billing, budget or accounting activities OR Two years of required at the lower level Billings Spec 3 (FIP072) or position equivalent.	High School diploma/GED and five (5) years of supervisory or lead worker experience in accounting, billing, or budget services which includes one (1) year in a lead worker, team leader, or supervisory role; or Two (2) years of experience at the lower level Billing Spec 3 (FIP072) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
FIP080	Fiscal Policy Analyst 1	Bachelor's degree in business or related degree from an accredited college or university AND One year work experience in a position equivalent.	Bachelor's degree in business or related degree from an accredited college or university and one (1) year work of professional job-related work experience.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIP081	Fiscal Policy Analyst 2	Bachelor's degree in business or related degree from an accredited college or university AND Two years work experience in a position equivalent OR Two Years of required at the lower level Fiscal Policy Analyst 1 (FIP080) or position equivalent.	Bachelor's degree in business or related degree from an accredited college or university and two (2) years of professional job-related work experience; or Two (2) years of experience at the lower level Fiscal Policy Analyst 1 (FIP080) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIP082	Fiscal Policy Analyst 3	Bachelor's degree in business or related degree from an accredited college or university AND Four years work experience in a position equivalent OR Master's degree in business or related degree from an accredited college or university AND Two years of work experience in a position equivalent OR Two Years of required at the lower level Fiscal Policy Analyst 2 (FIP081) or position equivalent.	Bachelor's degree in business or related degree from an accredited college or university and four (4) years of professional job-related work experience; or Two (2) years of experience at the lower level Fiscal Policy Analyst 2 (FIP081) or equivalent position.	N	\$59,331.12	\$78,955.29	\$98,579.45
FIP083	Fiscal Policy Analyst Spv	Bachelor's degree in business or related degree from an accredited college or university AND Five years work experience in a position equivalent OR Master's degree in business or related degree from an accredited college or university AND Three years work experience in a position equivalent OR Two Years of required at the lower level Fiscal Policy Analyst 3 (FIP082) or position equivalent.	Bachelor's degree in business or related degree from an accredited college or university and five (5) years of professional job-related work experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or Two (2) years of experience at the lower level Fiscal Policy Analyst 3 (FIP082) or equivalent position.	O	\$66,134.16	\$88,309.47	\$110,484.78
FIP090	Financial Investment Analyst 1	Bachelor's degree in accounting or finance from an accredited college or university AND One year of experience in financial analysis, budgeting, forecasting and financial modeling	Bachelor's degree in accounting or finance from an accredited college or university and one (1) year of experience in financial analysis, budgeting, forecasting, or financial modeling.	Q	\$82,508.41	\$110,824.07	\$139,139.72
FIP091	Financial Investment Analyst 2	Bachelor's degree in accounting or finance from an accredited college or university AND Three years of experience in accounting, finance or related field.	Bachelor's degree in accounting/finance and three (3) years of experience in accounting or finance; or Two (2) years of experience at the lower level Financial Investment Analyst 1 (FIP090) or equivalent position.	R	\$92,324.50	\$124,321.19	\$156,317.88
FIP092	Financial Investment Analyst 3	Bachelor's degree in accounting or finance from an accredited college or university AND Five years of progressive analytical experience.	Bachelor's degree in accounting/finance from an accredited college or university and five (5) years of progressive analytical experience; or Two (2) years of experience at the lower level Financial Investment Analyst 2 (FIP091) or equivalent position.	S	\$103,416.69	\$139,572.95	\$175,729.21
FIP101	Financial Reporting Analyst 1	Bachelor's degree in business administration, accounting, finance or a closely related field from an accredited college or university AND One year of professional level experience in accounting and/or a closely related fiscal activity.	Bachelor's degree in accounting and one (1) year of professional-level job-related experience in accounting.	M	\$53,310.72	\$70,677.24	\$88,043.76
FIP102	Financial Reporting Analyst 2	Bachelor's degree in business administration, accounting, finance, or a closely related field from an accredited college or university AND Two years of professional-level experience in accounting and/or a closely related fiscal activity OR One-year experience at the lower-level Financial Reporting Analyst 1 (FIP101).	Bachelor's degree in accounting from an accredited college or university and two (2) years of professional-level job-related experience in accounting; or One (1) year of experience at the lower-level Financial Reporting Analyst 1 (FIP101) or equivalent position.	N	\$59,331.12	\$78,955.29	\$98,579.45

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIP111	Out of State Auditor 1	Bachelor's degree in business from an accredited college or university AND Three years of auditing experience.	Bachelor's degree in business from an accredited college or university and three (3) years of job-related auditing experience.	M	\$53,310.72	\$70,677.24	\$88,043.76
FIP112	Out of State Auditor 2	Bachelor's degree in business from an accredited college or university AND One year of required at the lower level Out of State Auditor 1 (FIP111) or position equivalent.	Bachelor's degree in business from an accredited college or university and one (1) year of experience at the lower level Out of State Auditor 1 (FIP111) or equivalent position.	N	\$59,331.12	\$78,955.29	\$98,579.45
FIS010	Finance Clerk 1	High school diploma or GED.	High School diploma/GED	D	\$25,611.26	\$32,125.21	\$38,639.15
FIS011	Finance Clerk 2	High school diploma or GED AND One year of experience performing tasks that included filing, posting, completing forms and bookkeeping documents.	High School diploma/GED and one (1) year or job-related experience or One (1) year of experience at the lower level Finance Clerk 1 (FIS010) or equivalent position.	E	\$27,472.39	\$34,637.73	\$41,803.06
FIS012	Finance Clerk 3	High school diploma or GED AND Two years of related experience maintaining billing records, claims, statements and/or reports OR One year of required at the lower level Finance Clerk 2 (FIS011) or position equivalent.	High School diploma/GED and two (2) years of job-related experience; or One (1) year of experience at the lower level Finance Clerk 2 (FIS011) or equivalent position.	F	\$29,519.63	\$37,401.50	\$45,283.37
FIS013	Finance Clerk Spv	High school diploma or GED AND Two years of related experience maintaining billing records, claims, statements and/or reports OR Two years of required at the lower level Finance Clerk 3 (FIS012) or position equivalent AND One year supervisory or training experience.	High School diploma/GED and three (3) years of job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or Two (2) years of experience at the lower level Finance Clerk 3 (FIS012) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
FIT010	Tax Examiner 1	Associate's's degree in accounting, bookkeeping or related area from an accredited college or university OR One year of related experience.	Associate degree in accounting or a related area from an accredited college or university; or One (1) year of job-related experience.	F	\$29,519.63	\$37,401.50	\$45,283.37
FIT011	Tax Examiner 2	Associate's's degree in accounting, bookkeeping or related area from an accredited college or university OR Two years of related experience in the examination, preparation or auditing of tax documents OR One year of required at the lower level Tax Examiner 1 (FIT010) or position equivalent.	Associate degree in accounting or related area from an accredited college or university; or Two (2) years of job-related experience in the examination, preparation, or auditing of financial-related documents; or One (1) year of experience at the lower level Tax Examiner 1 (FIT010) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
FIT012	Tax Examiner 3	Bachelor's degree in a related area from an accredited college or university AND Two years of related experience OR Three years of experience in the examination, preparation and/or audit of tax documents OR Two years of required at the lower level Tax Examiner 2 (FIT011) or position equivalent.	Associate degree in accounting or related area from an accredited college or university and one (1) year of job-related experience; or Three (3) years of job-related experience in the examination, preparation, or auditing of financial-related documents; or Two (2) years of experience at the lower level Tax Examiner 2 (FIT011) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIT013	Tax Examiner Spv	Bachelor's degree in a related area from an accredited college or university AND Four years of related experience OR Four years of experience in the examination, preparation, and/or audit of tax documents OR One year of required at the lower level Tax Examiner 3 (FIT012) or position equivalent.	Associate degree in accounting or related area from an accredited college or university and two (2) years of job-related experience in the examination, preparation, or auditing of financial-related documents, which includes one (1) year as a lead worker, team leader, or supervisory role; or Four (4) years of job-related experience in the examination, preparation, or auditing of financial-related documents which includes one (1) year experience in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Tax Examiner 3 (FIT012) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIT019	New Job Accounting Technician Trainee	Need Responsibilities (TBD) - Inactive	High School diploma/GED	F	\$29,519.63	\$37,401.50	\$45,283.37
FIT020	Job Title Change Financial Ops Generalist 1 Accounting Technician 1	Associate's's degree in a business curriculum or related field from an accredited college or university OR High school diploma or GED AND Two years of experience performing accounting and/or fiscal control functions.	High School diploma/GED and two (2) years of job-related accounting or fiscal experience; or Associate degree in a business curriculum or related field from an accredited college or university; or One (1) year of experience at the lower level Accounting Technician Trainee (FIT019) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
FIT021	Job Title Change Financial Ops Generalist 2 Accounting Technician 2	Associate's's degree in a business curriculum or related field from an accredited college or university AND One year of experience performing accounting and/or fiscal control functions OR High school diploma or GED AND Three years of experience performing accounting and/or fiscal control functions.	High School diploma/GED and three (3) years of job-related accounting or fiscal experience; or Associate degree in a business curriculum or related field from an accredited college or university and one (1) year of job-related accounting or fiscal experience; or One (1) year of experience at the lower level Accounting Technician 1 (FIT020) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
FIT022	Job Title Change Financial Ops Generalist 3 Accounting Technician 3	Bachelor's degree in a business curriculum or related field from an accredited college or university OR Associate's's degree in a business curriculum or related field from an accredited college or university AND Two years of experience performing accounting and/or fiscal control functions OR High school diploma or GED AND Four years of experience performing accounting and/or fiscal control functions OR One year of required at the lower level Financial Ops Generalist 2 (FIT021) or position equivalent.	High School diploma/GED and four (4) years of job-related accounting or fiscal experience; or Associate degree in a business curriculum or related field from an accredited college or university and two (2) years of job-related accounting or fiscal experience; or One (1) year of experience at the lower level Accounting Technician 2 (FIT021) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIT023	Job Title Change Financial Ops Generalist Spv. Accounting Technician Spv.	Bachelor's degree in business or related field from an accredited college or university AND One year of experience performing accounting and/or fiscal control functions or Associate's's degree in business or related field from an accredited college or university AND Three years of experience performing accounting and/or fiscal control functions OR High school diploma or GED AND Five years of experience, Three years of which as a lead worker/team leader, performing accounting and/or fiscal control functions OR One year of required at the lower level Financial Ops Generalist 3 (FIT022) or position equivalent.	High School diploma/GED and (5) years of job-related accounting or fiscal experience which includes two (2) years in a lead worker, team leader, or supervisory role; or Associate degree in business or related field from an accredited college or university and three (3) years of job-related accounting or fiscal experience, which includes two (2) years in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Accounting Technician 3 (FIT022) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIT030	Billing Clerk 1	High school diploma or GED AND any bookkeeping experience in an office environment.	High School diploma/GED and one (1) year of job-related billing or bookkeeping experience.	D	\$25,611.26	\$32,125.21	\$38,639.15
FIT031	Billing Clerk 2	High school diploma or GED AND Two years of bookkeeping experience in an office environment.	High School diploma/GED and two (2) years of job-related billing/bookkeeping experience; or One (1) year of experience at the lower level Billing Clerk 1 (FIT030) or equivalent position.	E	\$27,472.39	\$34,637.73	\$41,803.06
FIT032	Billing Clerk 3	High school diploma or GED AND Three years of billing/bookkeeping experience, One year of which in a team lead/supervisory role OR One year of required at the lower level Billing Clerk 2 (FIT031) or position equivalent.	High School diploma/GED and three (3) years) of job-related billing/bookkeeping experience, which includes one (1) year in a lead worker, team lead, or supervisory role; or One (1) year of experience at the lower level Billing Clerk 2 (FIT031) or equivalent position.	F	\$29,519.63	\$37,401.50	\$45,283.37
FIT033	Billing Clerk Spv	High school diploma or GED AND Six years of billing/bookkeeping experience, One year of which in a team lead/supervisory role OR One year of required at the lower level Billing Clerk 3 (FIT032) or position equivalent.	High School diploma/GED and four (4) years) of job-related billing/bookkeeping experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Billing Clerk 3 (FIT032) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
FIT040	Claims Examiner 1	Associate's's degree from an accredited college or university OR High school diploma or GED AND One year of job related experience.	High school diploma/GED one (1) year of job-related experience or Associate degree from an accredited college or university.	G	\$31,771.59	\$41,060.94	\$50,350.29
FIT041	Claims Examiner 2	Associate's's degree from an accredited college or university AND One year of related experience OR High school diploma or GED AND Two years of job related experience OR One year of required at the lower level Claims Examiner 1 (FIT040) or position equivalent.	High School diploma/GED and two (2) years of job-related experience; or Associate degree from an accredited college or university and one (1) year of job-related experience; or One year of experience at the lower level Claims Examiner 1 (FIT040) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
FIT042	Claims Examiner 3	Associate's's degree from an accredited college or university AND Two years of related experience OR High school diploma or GED AND Three years of job related experience OR One year of required at the lower level Claims Examiner 2 (FIT041) or position equivalent.	High School diploma/GED and three (3) years of job-related experience; or Associate degree from an accredited college or university and two (2) years of job-related experience; or One year of experience at the lower level Claims Examiner 2 (FIT041) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIT043	Claims Examiner Spv	Associate's's degree from an accredited college or university AND Four years of related experience OR High school diploma or GED AND Five years of job related experience OR Two years of required at the lower level Claims Examiner 3 (FIT042) or position equivalent.	High School diploma/GED and five (5) years of job-related experience which includes one (1) year in a lead worker, team leader, or supervisory role; or Associate degree from an accredited college or university and four (4) four years of job-related experience, which includes one (1) year in a lead worker, team lead, or supervisory role; or Two (2) years of experience at the lower level Claims Examiner 3 (FIT042) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIT050	Payroll Tech 1	High school diploma or GED AND One year of payroll, clerical or related experience.	High School diploma/GED and one (1) year of job-related experience.	G	\$31,771.59	\$41,060.94	\$50,350.29
FIT051	Payroll Tech 2	High school diploma or GED AND Two years of payroll, clerical or related experience.	High School diploma/GED and two (2) years of job-related experience; or One (1) year of experience at the lower level Payroll Tech 1 (FIT050) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
FIT052	Payroll Tech 3	High school diploma or GED AND Three years of payroll, clerical or related experience OR One year of required at the lower level Payroll Tech 2 (FIT051) or position equivalent.	High School diploma/GED and three (3) years of job-related experience; or One (1) year of experience at the lower level Payroll Tech 2 (FIT051) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
FIT053	Payroll Tech Spv	Bachelor's degree in business or related field from an accredited college or university OR Associate's's degree in related field from an accredited college or university AND Two years of payroll or related accounting experience OR Five years of payroll or related accounting experience.	High school diploma/GED AND five (5) years of job-related experience which includes one (1) year in a lead worker, team leader, or supervisory role; or Associate degree in a related field from an accredited college or university and two (2) years of job-related experience, which includes one (1) year in a lead worker, team lead, or supervisory role; or One (1) year of experience at the lower level Payroll Tech 3 (FIT052) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIT059	New Job Revenue Agent Trainee	Need Responsibilities (TBD) - Inactive	High School diploma/GED	F	\$29,519.63	\$37,401.50	\$45,283.37
FIT060	Revenue Agent 1	60 semester hours or 90 quarter hours of study from an accredited college or university OR One year of related experience	60 semester or 90 quarter hours of study from an accredited college or university; or One (1) year of job-related experience; or One (1) year of experience at the lower level Revenue Agent Trainee (FIT059) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
FIT061	Revenue Agent 2	Associate's degree from an accredited college OR Two years of related experience OR One year of required at the lowerlevel Revenue Agent 1 (FIT060) or position equivalent.	Associate degree from an accredited college; or Two (2) years of job-related experience; or One (1) year of experience at the lower level Revenue Agent 1 (FIT060) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
FIT062	Revenue Agent 3	Associate's degree from an accredited college or university AND One year of related experience OR Three years of related experience OR Two years of required at the lower level Revenue Agent 2 (FIT061) or position equivalent.	Associate degree from an accredited college or university and one (1) year of job-related experience; or Three (3) years of job-related experience; or Two (2) years of experience at the lower level Revenue Agent 2 (FIT061) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
FIT063	Revenue Agent Spv	Bachelor's degree in business, accounting or finance from an accredited college or university AND Four years of related experience in accounting, bookkeeping, auditing, tax, law, collections AND passing score on the Revenue Agent Test OR Four years of experience in the examination, preparation and/or audit of tax documents AND passing score on the Revenue Agent Test OR One year of required at the lower level Revenue Agent 3 (FIT062) or position equivalent.	Associate degree from an accredited college or university and two (2) years of job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or Four (4) years of job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Revenue Agent 3 (FIT062) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
FIT070	Retirement Specialist 1	Bachelor's degree in business, accounting or finance from an accredited college or university.	Bachelor's degree in business, accounting, or finance from an accredited college or university.	H	\$34,248.75	\$44,467.04	\$54,685.32
FIT071	Retirement Specialist 2	Bachelor's degree in business, accounting or finance from an accredited college or university OR One year of required at the lower level Retirement Specialist 1 (FIT070) or position equivalent.	Bachelor's degree in business, accounting, or finance from an accredited college or university; or One (1) year of experience at the lower level Retirement Specialist 1 (FIT070) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
FIT072	Retirement Specialist 3	Bachelor's degree in business, accounting or finance from an accredited college or university AND Three years of experience in a related field.	Bachelor's degree in business, accounting, or finance from an accredited college or university and three (3) years of job-related experience; or Two (2) years of experience at the lower level Retirement Specialist 2 (FIT071) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
FIT073	Retirement Specialist Spv	Bachelor's degree in business, accounting, or finance from accredited college or university AND Seven years of experience in a related field, Two years of which as a lead worker.	Bachelor's degree in business, accounting, or finance from an accredited college or university and seven (7) years of job-related experience which includes two (2) years of experience as a lead worker, team lead, or supervisory role; or Two (2) years of experience at the lower level Retirement Specialist 2 (FIT072) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
GSP070	Marketing Spec 1	Bachelor's degree in a related field from an accredited college or university.	Associate degree in communication, English, or public relations from an accredited college or university.	J	\$39,970.99	\$52,335.11	\$64,699.23
GSP141	Executive Admin Assist 1	Bachelor's degree in business administration, communications or a related field from an accredited college or university AND Three years of office administration or senior secretarial experience, or equivalent combination of experience, education, and training.	High School diploma/GED and two (2) years of professional-level job-related experience working in an administration-related field.	L	\$47,982.94	\$63,351.55	\$78,720.15

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
GSP142	Executive Admin Assist 2	Bachelor's degree in business administration, communications or a related field from an accredited college or university AND Six years of office administration or senior secretarial experience, or equivalent combination of experience, education, and training.	High School diploma/GED and three (3) years of professional job-related administrative support to a Senior Level role; or Two (2) years of experience at the lower level Executive Admin Assist 1 (GSP141) or equivalent position.	N	\$59,331.12	\$78,955.29	\$98,579.45
GSP150	Media Relations Specialist 1	Bachelor's degree in public relations, journalism, communications, english, business, or a related field from an accredited college or university.	Associate degree in communication, journalism, or other closely related field from an accredited college or university.	J	\$39,970.99	\$52,335.11	\$64,699.23
GSP151	Media Relations Specialist 2	Bachelor's degree in public relations, journalism, communications, english, business, or a related field from an accredited college or university AND Two years of related experience.	Associate degree in communication, journalism, or other closely related field from an accredited college or university and two (2) years of media relations job-related experience; or One (1) year of experience at the lower level Media Relations Specialist 1 (GSP150) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
GSP152	Media Relations Specialist 3	Bachelor's degree in public relations, journalism, communications, english, business, or a related field from an accredited college or university AND Five years of related experience.	Associate degree in communication, journalism, or other closely related field from an accredited college or university and three (3) years of job-related media relations experience; or One (1) year of experience at the lower level Media Relations Specialist 2 (GSP151) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
GSP153	Media Relations Specialist 4	Bachelor's degree in public relations, journalism, communications, english, business, or a related field from an accredited college or university AND Seven years of related experience.	Associate degree in communication, journalism, or other closely related field from an accredited college or university and four (4) years of job-related media relations experience; or One (1) year of experience at the lower level Media Relations Specialist 3 (GSP152) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
HCP020	Dietitian/Nutritionist 1	Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management or a closely related field from an accredited college or university AND verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics.	Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university; AND verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics.	H	\$34,248.75	\$44,467.04	\$54,685.32

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
HCP021	Dietitian/Nutritionist 2	Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management or a closely related field from an accredited college or university AND verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics AND Two years of experience providing nutrition care to groups and individuals.	Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university, verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics and two (2) years of job-related experience providing nutrition care to groups and individuals; or Two (2) years of experience at the lower level Dietitian/Nutritionist 1 (HCP020) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCP022	Dietitian/Nutritionist 3	Bachelor's degree in dietetics, human nutrition, food and nutrition, nutrition education, food systems management or a closely related field from an accredited college or university from an Academy of Nutrition & Dietetics accredited program AND One year of experience as a dietitian/nutritionist AND registration as a Dietitian by the Academy of Nutrition & Dietetics Commission on Dietetic Registration AND licensure as a Dietitian in the State of Georgia.	Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university, verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics, and three (3) years of job-related experience providing nutrition care to groups and individuals; or Two (2) years of experience at the lower level Dietitian/Nutritionist 2 (HCP021) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
HCP023	Dietitian/Nutritionist Spv	Bachelor's degree in dietetics, human nutrition, food and nutrition, nutrition education, food systems management or a closely related field from an accredited college or university from an Academy of Nutrition & Dietetics accredited program AND Two years of experience as a dietitian/nutritionist AND registration as a Dietitian by the Academy of Nutrition & Dietetics Commission on Dietetic Registration AND licensure as a Dietitian in the State of Georgia.	Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university, verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics and four (4) years of job-related experience providing nutrition care to groups and individuals; or Two (2) years of experience at the lower level Dietitian/Nutritionist 2 (HCP022) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCP060	Activity Therapist 1	Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university.	High School diploma/GED and two (2) years of job-related therapeutic recreation or related therapeutic experience or Associate degree in a related field from an accredited college or university.	G	\$31,771.59	\$41,060.94	\$50,350.29
HCP070	Registered Nurse 1	Bachelor's degree in nursing from an accredited college or university OR Associate's's degree in nursing from an accredited college or university AND current Georgia license as a Registered Professional Nurse.	Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse or Multistate license.	J	\$39,970.99	\$52,335.11	\$64,699.23

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
HCP071	Registered Nurse 2	Bachelor's degree in nursing from an accredited college or university OR Associate's's degree in nursing from an accredited college or university AND current Georgia license as a Registered Professional Nurse AND any related professional work experience.	Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse or Multistate license; or One (1) year of experience at the lower level Registered Nurse 1 (HCP070) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCT073	Radiologist Spv	Bachelor's degree or diploma in radiologic technology from an accredited college or university or program AND American Registry of Radiologic Technologists (ARRT) certification AND Four years of related experience.	Associate degree in radiologic technology or a related field from an accredited college or university, American Registry of Radiologic Technologists (ARRT) certification, and four (4) years of job-related experience.	J	\$39,970.99	\$52,335.11	\$64,699.23
HCT080	Respiratory Therapy Tech 1	Bachelor's degree in medical technology or life sciences from an accredited college or university AND current Respiratory Therapist license.	Associate degree in respiratory therapy from an accredited college or university, and current Georgia Respiratory Therapist license	G	\$31,771.59	\$41,060.94	\$50,350.29
HCT081	Respiratory Therapy Tech 2	Bachelor's degree in medical technology or life sciences from an accredited college or university AND One year of experience AND current Respiratory Therapist license.	Associate degree in respiratory therapy from an accredited college or university and two (2) years of job-related experience; or One (1) year of experience at the lower level Respiratory Therapy Tech 1 (HCT080) or equivalent position. Note: Must hold current Georgia Respiratory Therapist license.	H	\$34,248.75	\$44,467.04	\$54,685.32
HCT082	Respiratory Therapy Tech 3	Bachelor's degree in medical technology or life sciences from an accredited college or university AND Two years of experience AND current Respiratory Therapist license.	Associate degree in respiratory therapy from an accredited college or university and three (3) years of job-related experience; or Two (2) years of experience at the lower level Respiratory Therapy Tech 2 (HCT081) or equivalent position. Note: Must hold current Georgia Respiratory Therapist license.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCT083	Respiratory Therapy Tech Spv	Bachelor's degree in medical technology or life sciences from an accredited college or university AND Three years of experience AND current Respiratory Therapist license.	Associate degree in respiratory therapy from an accredited college or university and four (4) years of job-related experience; or Two (2) years of experience at the lower level Respiratory Therapy Tech 2 (HCT082) or equivalent position. Note: Must hold current Georgia Respiratory Therapist license.	J	\$39,970.99	\$52,335.11	\$64,699.23
LEM010	Mgr, Legal Prgm Svcs	Bachelor's degree in an appropriate major from an accredited college or university AND Two years of management/supervisory experience in area of assignment.	Bachelor's degree in an appropriate major from an accredited college or university and two (2) years of job-related managerial or supervisory experience in the area of assignment.	M	\$53,310.72	\$70,677.24	\$88,043.76

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
LEP060	Vets Claims & Appeals Ofc 1	Bachelor's degree in counseling, business management, sociology, psychology or a closely related field from an accredited college or university AND One year of experience deriving information from interviews, field or office investigations or research, and interpretation or application of laws, rules or policies.	Associate degree in sociology, counseling, business management or psychology, or a related field from an accredited college or university and three (3) years of professional job-related experience.	G	\$31,771.59	\$41,060.94	\$50,350.29
LEP061	Vets Claims & Appeals Ofc 2	Bachelor's degree in counseling, business management, sociology, psychology or a closely related field from an accredited college or university AND Two years of experience deriving information from interviews, field or office investigations or research, and interpretation or application of laws, rules or policies required at the lower level Vets Claims & Appeals Ofc 1 (LEP060) or position equivalent.	Associate degree in sociology counseling, business management, psychology, or a related field from an accredited college or university and two (2) years of experience at the lower level Vets Claims & Appeals Ofc 1 (LEP060) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
LEP062	Vets Sr Claims & Appeals Ofc 3	Bachelor's degree in counseling, business management, sociology, psychology or a closely related field from an accredited college or university AND Three years of experience deriving information from interviews, field or office investigations or research, and interpretation or application of laws, rules or policies required at the lower level Vets Claims & Appeals Ofc 2 (LEP061) or position equivalent.	Associate degree in sociology, counseling, business management, psychology, or a related field from an accredited college or university and two (2) years of experience at the lower level Vets Claims & Appeals Ofc 2 (LEP061) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
LEP063	Vets Claims & Appeals Ofc Spv	Bachelor's degree in counseling, business management, sociology, psychology or a closely related field from an accredited college or university AND Five years of experience deriving information from interviews, field or office investigations or research, and interpretation or application of laws, rules or policies required at the lower level Vets Sr Claims & Appeals Ofc (LEP062) or position equivalent.	Associate degree in sociology, counseling, business management, psychology, or a related field from an accredited college or university and three (3) years of experience at the lower level Vets Claims & Appeals Ofc 2 (LEP062) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
LSM013	Dir, Health Laboratory	Bachelor's degree in a hard science from an accredited college or university AND Four years of managerial experience in a laboratory setting OR Two years of required at the lower level Sr. Mgr 2, Health Laboratory (LSM012) or position equivalent.	Bachelor's degree in Biology, Chemistry, or Physics from an accredited college or university and four (4) years of job-related managerial experience in a laboratory setting; or Two (2) years experience at the lower level Sr. Mgr 2, Health Laboratory (LSM012) or equivalent position.	O	\$66,134.16	\$88,309.47	\$110,484.78

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
LSP012	Medical/Clinical Specialist 3	Bachelor's degree in a related science area from an accredited college or university AND Two years of experience in a clinical laboratory AND certification as a Medical Technologist, MT (ASCP) or equivalent.	Associate degree in a related science area from an accredited college or university, certification as a Medical Technologist, MT (ASCP), and three (3) years of job-related science experience; or Two (2) years of experience at the lower level Medical/Clinical Specialist 2 (LSP011) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
LSP020	Crime Lab Scientist 1	Bachelor's degree in a related field from an accredited college or university.	Bachelor's degree in a related field from an accredited college or university.	LK	\$50,876.53	\$65,830.23	\$80,783.92
LSP023	Crime Lab Scientist Tech Lead	Bachelor's degree in a related area from an accredited college or university AND Four years of increasingly responsible crime lab experience, Six months of which must be at the lower level Crime Lab Scientist 3 (LSP022) or position equivalent.	Bachelor's degree in a related area from an accredited college or university and four (4) years of professional job-related crime lab experience, which includes six (6) months of experience at the lower level Crime Lab Scientist 3 (LSP022) or equivalent position.	LN	\$65,536.37	\$85,987.52	\$106,438.66
LSP030	Chemical/Material Analyst 1	Bachelor's degree in a physical or natural science from an accredited college or university.	Bachelor's degree in a physical or natural science from an accredited college or university.	H	\$34,248.75	\$44,467.04	\$54,685.32
LSP031	Chemical/Material Analyst 2	Bachelor's degree in a physical or natural science from an accredited college or university AND One year of required at the lower level Chemical/Material Analyst 1 (LSP030) or position equivalent.	Bachelor's degree in a physical or natural science from an accredited college or university and one (1) year of experience at the lower level Chemical/Material Analyst 1 (LSP030) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
LSP032	Chemical/Material Analyst 3	Bachelor's degree in a physical or natural science from an accredited college or university AND Two years of required at the lower level Chemical/Material Analyst 1 (LSP030) or Chemical/Material Analyst 2 (LSP031) or position equivalent.	Bachelor's degree in a physical or natural science from an accredited college or university and Two (2) years of experience at the lower level Chemical/Material Analyst 2 (LSP031) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
LSP033	Chemical/Material Analyst 4	Bachelor's degree in a physical or natural science from an accredited college or university AND Two years of required at the lower level Chemical/Material Analyst 2 (LSP031) or Chemical/Material Analyst 3 (LSP032) or position equivalent.	Bachelor's degree in a physical or natural science from an accredited college or university and two (2) years of experience at the lower level Chemical/Material Analyst 3 (LSP032) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
LSP034	Chemical/Material Analyst Spv	Bachelor's degree in a physical or natural science from an accredited college or university AND Two years of required at the lower level Chemical/Material Analyst 3 (LSP032) or Chemical/Material Analyst 4 (LSP033) or position equivalent.	Bachelor's degree in a physical or natural science from an accredited college or university and two (2) years of experience at the lower level Chemical/Material Analyst 4 (LSP033) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
LSP040	Environmental Spec 1	Bachelor's degree in a natural or physical science, business or a related field from an accredited college or university AND One year of experience in the area of assignment.	Bachelor's degree in natural or physical science, business, or a related field from an accredited college or university and one (1) year of job-related experience in the area of assignment.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
LSP050	Geologist 1	Bachelor's degree in geology, geologic sciences or a related field from an accredited college or university.	Associate degree in geology, geologic sciences, or a related field from an accredited college or university and two (2) years of job-related experience; or Bachelor's degree in geology, geologic sciences, or a related field from an accredited college or university.	J	\$39,970.99	\$52,335.11	\$64,699.23
LSP061	GIS Spec 2	Bachelor's degree in geography, cartography, geology, forestry or a closely related field from an accredited college or university.	Associate degree in forestry, geology, or geography, or a related field from an accredited college or university and two (2) years of job-related geography or forestry experience; or Bachelor's degree in geography, cartography, geology, forestry, or a closely related field from an accredited college or university; or Two (2) years of experience at the lower level GIS Spec 1 (LSP060) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
LSP080	Meteorologist	Bachelor's degree in meteorology or atmospheric science from an accredited college or university OR equivalent military training.	Bachelor's degree in meteorology or atmospheric science from an accredited college or university or equivalent military training.	K	\$43,268.09	\$56,868.62	\$70,469.15
LSP081	Sr Meteorologist	Bachelor's degree in meteorology or atmospheric science from an accredited college or university AND Three years of relevant experience OR equivalent military training AND Three years of relevant experience.	Bachelor's degree in meteorology or atmospheric science from an accredited college or university and three (3) years of professional job-related experience; or equivalent military training and three (3) years of professional job-related experience; or Bachelor's degree and two (2) years of experience at the lower level Meteorologist (LSP080) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
NRM030	Mgr 1, Parks & Preservation	Bachelor's degree in natural resources management, environmental science, historical preservation or a closely related field from an accredited college or university AND One year of experience in a directly related area.	Bachelor's degree in natural resources management, environmental science, historic preservation, or a closely related field from an accredited college or university and one (1) year of job-related experience in a directly related area.	M	\$53,310.72	\$70,677.24	\$88,043.76
NRM040	Mgr 1, Natural Resources	Bachelor's degree in biology, zoology, fisheries management, wildlife management or a natural resources related field from an accredited college or university AND One year of related natural resources experience.	Bachelor's degree in biology, zoology, fisheries management, wildlife management, or a natural resources-related field from an accredited college or university and one (1) year of job-related natural resources experience.	M	\$53,310.72	\$70,677.24	\$88,043.76
NRM060	Mgr, Forestry	Bachelor's degree in forestry, forest resources, and related areas from an accredited college or university AND Three years of required at the lower level Forester 4 (NRP023) or position equivalent for the program manager, or the lower level Forester 3 (NRP022) or position equivalent for the regional manager.	Bachelor's degree in forestry, forest resources, and related areas from an accredited college or university and three (3) years of required at the lower level Forester 4 (NRP023) or equivalent for the Program Manager, or Forester 3 (NRP022) or position equivalent for the Regional Manager.	M	\$53,310.72	\$70,677.24	\$88,043.76

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
NRP020	Forester 1	Bachelor's degree in forestry, forest resources, or closely related area that includes core forestry coursework from a Society of American Foresters (SAF) accredited college or university. Note: Completes agency specific training and requirements.	Bachelor's degree in forestry, forest resources, or a closely related field that includes core forestry coursework from a Society of American Foresters (SAF) from an accredited college or university. <i>Note: Completes agency-specific training and requirements.</i>	H	\$34,248.75	\$44,467.04	\$54,685.32
NRP021	Forester 2	Bachelor's degree in forestry, forest resources or closely related area that includes core forestry coursework from a Society of American Foresters (SAF) accredited college or university AND One year of field forestry experience. Note: Completes agency specific training requirements.	Bachelor's degree in forestry, forest resources, or closely related area that includes core forestry coursework from a Society of American Foresters (SAF) from an accredited college or university and one (1) year of job-related field forestry experience; or One (1) year of experience at the lower level Forester 1 (NRP020) or equivalent position. <i>Note: Completes agency-specific training and requirements.</i>	I	\$36,973.63	\$48,213.74	\$59,453.85
NRP022	Forester 3	Bachelor's degree in forestry, forest resources, or closely related area that includes core forestry coursework from a Society of American Foresters (SAF) accredited college or university AND Two years of field forestry experience. Note: Completes agency specific training and requirements.	Bachelor's degree in forestry, forest resources, or closely related field that includes core forestry coursework from a Society of American Foresters (SAF) from an accredited college or university, and two (2) years of job-related field forestry experience; or One (1) year of experience at the lower level Forester 2 (NRP021) or equivalent position. <i>Note: Completes agency specific training and requirements.</i>	J	\$39,970.99	\$52,335.11	\$64,699.23
NRP040	Marine Biologist 1	Bachelor's degree in biology or a related field from an accredited college or university.	Bachelor's degree in biology or closely related field from an accredited college or university.	J	\$39,970.99	\$52,335.11	\$64,699.23
NRP060	Wildlife Biologist 1	Bachelor's degree in natural resources or a related field from an accredited college or university.	Bachelor's degree in natural resources or closely related field from an accredited college or university.	J	\$39,970.99	\$52,335.11	\$64,699.23
NRP070	Fisheries Biologist 1	Bachelor's degree in natural resources or a related field from an accredited college or university.	Bachelor's degree in natural resources or closely related field from an accredited college or university.	J	\$39,970.99	\$52,335.11	\$64,699.23
PSP130	Criminal Intelligence Anlys 1	Bachelor's degree from an accredited college or university.	Associate degree in a related field from an accredited college or university and two (2) years of professional job-related experience in criminal intelligence, military intelligence, financial analysis, investigative analysis, and/or in a law enforcement agency.	LI	\$43,658.91	\$55,089.53	\$66,520.14

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
PSP131	Criminal Intelligence Anlys 2	Bachelor's degree from an accredited college or university AND One year of required at the lower level Criminal Intelligence Analyst 1 (PSP130) or position equivalent.	Associate degree in a related field from an accredited college or university and two (2) years of experience at the lower level Criminal Intelligence Analyst 1 (PSP130) or equivalent position.	LJ	\$46,924.80	\$60,396.60	\$73,868.40
PSP132	Criminal Intelligence Anlys 3	Bachelor's degree from an accredited college or university AND Two years of required at the lower level Criminal Intelligence Analyst 2 (PSP131) or position equivalent.	Associate degree in a related field from an accredited college or university and two (2) years of experience at the lower level Criminal Intelligence Analyst 2 (PSP131) or equivalent position.	LK	\$50,876.53	\$65,830.23	\$80,783.92
RCM032	Dir, Financial Complnc	Bachelor's degree from an accredited college or university AND Five years of required at the lower level Sr Mgr, Financial Compliance (RCM031) or position equivalent.	Bachelor's degree in business administration, finance, or management from an accredited college or university and three (3) years of professional job-related experience, which includes two (2) years of managerial or supervisory experience; or Two (2) years of experience at the lower level Sr Mgr, Financial Compliance (RCM031) or equivalent position.	P	\$73,821.60	\$98,879.70	\$123,937.80
RCP020	Environmental Complnc Spec 1	Bachelor's degree in chemistry, biology, physics, geology or other natural or physical science or engineering field from an accredited college or university.	Bachelor's degree in chemistry, biology, physics, geology, engineering, or other closely related field from an accredited college or university.	H	\$34,248.75	\$44,467.04	\$54,685.32
RCP021	Environmental Complnc Spec 2	Bachelor's degree in chemistry, biology, physics, geology or other natural or physical science or engineering field from an accredited college or university AND Two years of professional experience in environmental protection OR One year of experience at the lower level Environmental Compliance Spec 1 (RCP020) or position equivalent.	Bachelor's degree in chemistry, biology, physics, geology, engineering, or another closely related field from an accredited college or university and two (2) years of professional job-related experience in environmental protection; or One (1) year of experience at the lower level Environmental Complnc Spec 1 (RCP020) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
RCP022	Environmental Complnc Spec 3	Bachelor's degree in chemistry, biology, physics, geology or other natural or physical science or engineering field from an accredited college or university AND Three years of professional experience in environmental protection OR One year of experience at the lower level Environmental Compliance Spec 2 (RCP021) or position equivalent.	Bachelor's degree in chemistry, biology, physics, geology, engineering, or another closely related field from an accredited college or university and three (3) years of professional job-related experience in environmental protection; or One (1) year of experience at the lower level Environmental Complnc Spec 2 (RCP021) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
RCP023	Environmental Complnc Spec 4	Bachelor's degree in chemistry, biology, physics, geology or other natural or physical science or engineering field from an accredited college or university AND Four years of professional experience in environmental protection OR One year of experience at the lower level Environmental Compliance Spec 3 (RCP022) or position equivalent.	Bachelor's degree in chemistry, biology, physics, geology, engineering, or another closely related field from an accredited college or university and four (4) years of professional job-related experience in environmental protection; or One (1) year of experience at the lower level Environmental Complnc Spec 3 (RCP022) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
RCP080	EEO Ofc 1	Bachelor's degree in law, criminal justice or a related area from an accredited college or university AND One year of experience in a related field.	Associate degree in a related field from an accredited college or university and one (1) year of professional job-related work.	F	\$29,519.63	\$37,401.50	\$45,283.37
RCP081	EEO Ofc 2	Bachelor's degree in law, criminal justice or a related area from an accredited college or university AND Two years of experience in a related field.	Associate degree in a related field from an accredited college or university and two (2) years of professional job-related work, including preparing, implementing, or administering affirmative action plans; or Two (2) years of experience at the lower level EEO Ofc 1 (RCP080) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
RCP120	PH Envir Compl Specialist 1	Bachelor's degree from an accredited college or university which included the completion of 27 semester hours (or 40 quarter hours) in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.).	Bachelor's degree from an accredited college or university, which includes the completion of 27 semester or 40 quarter hours in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.).	H	\$34,248.75	\$44,467.04	\$54,685.32
RCP121	PH Envir Compl Specialist 2	Bachelor's degree from an accredited college or university which included the completion of 27 semester hours (or 40 quarter hours) in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.) AND One year of experience at the lower level PH Envir Compl Specialist 1 (RCP120) or position equivalent.	Bachelor's degree from an accredited college or university, which includes the completion of 27 semester or 40 quarter hours in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.) and one (1) year of experience at the lower level PH Envir Compl Specialist 1 (RCP120) or equivalent position. Note: Any agency-specified certification/training that may be experience.	I	\$36,973.63	\$48,213.74	\$59,453.85
RCP122	PH Envir Compl Specialist 3	Bachelor's degree from an accredited college or university which included the completion of 27 semester hours (or 40 quarter hours) in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.) AND One year of experience at the lower level PH Envir Compl Specialist 2 (RCP121) or position equivalent AND completion of the Georgia Environmental Health Training class.	Bachelor's degree from an accredited college or university, which includes the completion of 27 semester or 40 quarter hours in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.) and one (1) year of experience at the lower level PH Envir Compl Specialist 2 (RCP121) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
RCP123	PH Envir Compl Specialist 4	Bachelor's degree from an accredited college or university which included the completion of 27 semester hours (or 40 quarter hours) in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.) AND One year of experience at the lower level PH Envir Compl Specialist 3 (RCP122) or position equivalent AND completion of the Georgia Environmental Health Training class.	Bachelor's degree from an accredited college or university, which includes the completion of 27 semester or 40 quarter hours in laboratory sciences (e.g., chemistry, biology, geology, physics, etc.) and one (1) year of experience at the lower level PH Envir Compl Specialist 3 (RCP122) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
RCP140	Env Transportation Spec 1	Bachelor's degree from an accredited college or university.	High School diploma/GED and two (2) years of job-related experience or Associate degree in a related field from an accredited college or university.	H	\$34,248.75	\$44,467.04	\$54,685.32
RCP141	Env Transportation Spec 2	Bachelor's degree from an accredited college or university AND Six months of related experience.	High School diploma/GED and three (3) years of job-related experience, or Associate degree in a related field from an accredited college or university, and one (1) year of job-related experience; or Two (2) years of experience at the lower level Env Transportation Spec 1 (RCP140) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
REM022	Dir, Right of Way Svcs	Bachelor's degree in a related area from an accredited college or university AND Two years of required at the lower level Sr Mgr, Right of Way Svcs (REM021) or position equivalent. Note: Some positions may require state certification as an appraiser.	Bachelor's degree in a related area from an accredited college or university and two (2) years of experience at the lower level Sr Mgr, Right of Way Svcs (REM021) or equivalent position. Note: Some positions may require state certification as an appraiser.	P	\$73,821.60	\$98,879.70	\$123,937.80
REP010	Real Estate Appraiser 1	Bachelor's degree in real estate or a related field from an accredited college or university.	High School diploma/GED and four (4) years of professional job-related experience as a real estate appraiser Associate degree and two (2) years of professional job-related experience as a real estate appraiser. Note: Some positions may require state certification as an appraiser.	I	\$36,973.63	\$48,213.74	\$59,453.85
SSM010	Mgr, Social Svcs	Master's degree in a related area from an accredited college or university AND One year of supervisory experience in a human service delivery program OR Bachelor's degree in a related area from an accredited college or university AND Two years of supervisory experience in a human service delivery program OR Related certification AND One year of supervisory experience in a human service delivery program OR Two years of experience at the lower level Social Svcs Prgm Mgr Spv (SSP023) or position equivalent.	Bachelor's degree in a related area from an accredited college or university and two (2) years of job-related supervisory experience in a human service delivery program; or Related certification and one (1) year of job-related supervisory experience in a human service delivery program; or Two (2) years of experience at the lower level Social Svcs Prgm Mgr Spv (SSP023) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSM011	Mgr 2, Social Svcs	Master's degree in a related area from an accredited college or university AND One year of management of subordinate supervisors in a human service delivery program OR Bachelor's degree in a related area from an accredited college or university AND Two years of management of subordinate supervisors in a human service delivery program OR Related certification AND One year of management of subordinate supervisors in a human service delivery program OR Two years of experience at the lower level Mgr 1, Social Svcs (SSM010) or position equivalent.	Bachelor's degree in a related area from an accredited college or university and three (3) years of job-related subordinate management experience in a human service delivery program; or Related certification and two (2) years of job-related subordinate management experience in a human service delivery program; or Two (2) years of experience at the lower level Mgr 1, Social Svcs (SSM010) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
SSM012	Mgr 3, Social Svcs	Master's degree in a related area from an accredited college or university AND Two years of management of subordinate managers/supervisors in a human service delivery program OR Bachelor's degree in a related area from an accredited college or university AND Five years of experience, including three years of management of subordinate managers/supervisors in a human service delivery program OR Related certification AND Two years of management of subordinate managers/supervisors in a human service delivery program OR Three years of experience at the lower level Mgr 2, Social Svcs (SSM011) or position equivalent.	Bachelor's degree in a related area from an accredited college or university and four (4) years of experience, which includes two (2) years of job-related subordinate managerial or supervisory experience in a human service delivery program; or Related certification and three (3) years of job-related subordinate managerial or supervisory experience in a human service delivery program; or Three (3) years of experience at the lower level Mgr 2, Social Svcs (SSM011) or equivalent position.	N	\$59,331.12	\$78,955.29	\$98,579.45
SSM013	Sr Mgr, Social Svcs	Master's degree in a related area from an accredited college or university AND Two years of management of subordinate managers/supervisors in a human service delivery program OR Bachelor's degree in a related area from an accredited college or university AND Five years of experience, including three years of management of subordinate managers/supervisors in a human service delivery program OR related certification AND Two years of management of subordinate managers/supervisors in a human service delivery program OR Three years of required at the lower level Mgr 3, Social Svcs (SSM012) or position equivalent.	Bachelor's degree in a related area from an accredited college or university and five (5) years of job-related experience, which includes (3) years of subordinate managerial experience in a human service delivery program; or Related certification and four(4) years of job-related subordinate managerial or supervisory experience in a human service delivery program; or Three (3) years of experience at the lower level Mgr 3, Social Svcs (SSM012) or equivalent position.	O	\$66,134.16	\$88,309.47	\$110,484.78

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSM014	Dir, Social Svcs	Master's degree in a related area from an accredited college or university AND Three years of management of subordinate managers/supervisors in a human service delivery program OR Bachelor's degree in a related area from an accredited college or university AND Six years of experience, including Four years of management of subordinate managers/supervisors in a human service delivery program OR related certification AND Three years of management of subordinate managers/supervisors in a human service delivery program OR Five years of required at the lower level Sr Mgr, Social Svcs (SSM013) or position equivalent.	Bachelor's degree in a related area from an accredited college or university and six (6) years of job-related experience, which includes four (4) years of subordinate managerial or supervisory experience in a human service delivery program; or Related certification and five (5) years of job-related subordinate managerial or supervisory experience in a human service delivery program; or Five (5) years of experience at the lower level Sr Mgr, Social Svcs (SSM013) or equivalent position.	P	\$73,821.60	\$98,879.70	\$123,937.80
SSM060	Mgr, Child Support Services	Two (2) years of experience at the lower level Child Support Services Supervisor (SST064) or position equivalent; or Bachelor's degree in a related area from an accredited college or university and two (2) years of supervisory experience in a human service delivery program.	Bachelor's degree in a related area from an accredited college or university and two (2) years of job-related subordinate supervisory experience in a human service delivery program; or Two (2) years of experience at the lower level Child Support Services Supervisor (SST064) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
SSM061	Mgr 2, Child Support Services	Bachelor's degree in a related area from an accredited college or university AND Three years of management of subordinate supervisors in a human service delivery program OR Two years of experience at the lower level Mgr, Child Support Services (SSM060) or position equivalent.	Bachelor's degree in a related area from an accredited college or university and three (3) years of job-related subordinate managerial experience in a human service delivery program; or Two (2) years of experience at the lower level Mgr, Child Support Services (SSM060) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
SSM062	Mgr 3, Child Support Services	Bachelor's degree in a related area from an accredited college or university AND Five years of experience, including three years of management of subordinate managers/supervisors in a human service delivery program OR Three years of experience at the lower-level Mgr. 2, Child Support Services (SSM061) or position equivalent.	Bachelor's degree in a related area from an accredited college or university and five (5) years of job-related experience, including three (3) years of job-related subordinate managerial or supervisory experience in a human service delivery program; or Three (3) years of experience at the lower-level Mgr. 2, Child Support Services (SSM061) or equivalent position.	M	\$53,310.72	\$70,677.24	\$88,043.76
SSM063	Sr Mgr, Child Support Services	Bachelor's degree in a related area from an accredited college or university AND six years of experience, including four years of management of subordinate managers/supervisors in a human service delivery program OR Three years of experience at the lower level Mgr 3, Child Support Services (SSM062) or position equivalent.	Bachelor's degree in a related area from an accredited college or university and six (6) years of job-related experience, including four (4) years of job-related subordinate managerial or supervisory experience in a human service delivery program; or Three (3) years of experience at the lower level Mgr 3, Child Support Services (SSM062) or equivalent position.	N	\$59,331.12	\$78,955.29	\$98,579.45
SSP010	Vocational Consultant 1	Bachelor's degree in rehabilitation, social work, education or a related area from an accredited college or university.	Bachelor's degree in rehabilitation, social work, education, or other closely related area from an accredited college or university.	G	\$31,771.59	\$41,060.94	\$50,350.29

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSP011	Vocational Consultant 2	Master's degree in rehabilitation, social work, or a related field from an accredited college or university OR Bachelor's degree in rehabilitation, social work, education or a related area from an accredited college or university AND Two years of experience in vocational rehabilitation, human services, or a related field.	Bachelor's degree in rehabilitation, social work, education, or a related area from an accredited college or university and two (2) years of job-related experience in vocational rehabilitation, human services, or a related field; or One (1) year of experience at the lower level Vocational Consultant 1 (SSP10) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
SSP012	Vocational Consultant 3	Master's degree in rehabilitation, social work, or a related field from an accredited college or university AND One year of experience in a related area OR Bachelor's degree in rehabilitation, social work, education or a related area from an accredited college or university AND Three years of experience in vocational rehabilitation, human services, or a related field OR One year of experience at the lower level Vocational Consultant 2 (SSP011) position equivalent.	Bachelor's degree in rehabilitation, social work, education, or a related area from an accredited college or university and three (3) years of job-related experience in vocational rehabilitation, human services, or a related field; or One (1) year of experience at the lower level Vocational Consultant 2 (SSP011) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
SSP013	Vocational Consultant Spv	Master's degree in rehabilitation, social work, or a related field from an accredited college or university AND Two years of experience in a related area OR Bachelor's degree in rehabilitation, social work, education or a related area from an accredited college or university AND Four years of experience in vocational rehabilitation, human services, or a related field OR Two years of required at the lower level Vocational Consultant 3 (SSP012) or position equivalent.	Bachelor's degree in rehabilitation, social work, education, or a related area from an accredited college or university and four (4) years of job-related experience in vocational rehabilitation, human services, or a related field, which includes two (2) years in a lead worker, team lead, or supervisory role; or Two (2) years of experience at the lower level Vocational Consultant 3 (SSP012) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
SSP020	Social Svcs Prgm Mgr 1	Bachelor's degree in a related field from an accredited college or university.	Bachelor's degree in a related field from an accredited college or university.	I	\$36,973.63	\$48,213.74	\$59,453.85
SSP021	Social Svcs Prgm Mgr 2	Bachelor's degree in a related field from an accredited college or university AND Two years of professional experience in a human services field.	Bachelor's degree in a related field from an accredited college or university and two (2) years of professional job-related experience in a human services field; or Two (2) years of experience at the lower level Social Svcs Prgm Mgr 1 (SSP020) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
SSP022	Social Svcs Prgm Mgr 3	Bachelor's degree in a related field from an accredited college or university AND Three years of professional experience in a human services field.	Bachelor's degree in a related field from an accredited college or university and three (3) of professional job-related experience in a human services field; or Two (2) years of experience at the lower level Social Svcs Prgm Mgr 2 (SSP021) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSP023	Social Svcs Prgm Mgr Spv	Bachelor's degree in a related field from an accredited college or university AND Five years of experience in a human services field.	Bachelor's degree in a related field from an accredited college or university and five (5) years of job-related experience in a human services field which includes two (2) years in a lead worker, team lead, or supervisory role; or Two (2) years of experience at the lower level Social Svcs Prgm Mgr 3 (SSP022) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
SSP030	Social Svcs Prgm Coord 1	Bachelor's degree in a related field from an accredited college or university. Note: Some positions require eligibility for licensure.	Bachelor's degree in a related field from an accredited college or university. <i>Note: Some positions require eligibility for licensure.</i>	H	\$34,248.75	\$44,467.04	\$54,685.32
SSP031	Social Svcs Prgm Coord 2	Master's degree in a related field from an accredited college or university OR Bachelor's degree in a related field from an accredited college or university AND Two years of related experience. Note: Some positions require eligibility for licensure.	Bachelor's degree in a related field from an accredited college or university and two (2) years of job-related experience; or Two (2) years of experience at the lower level Social Svcs Prgm Coord 1 (SSP030) or equivalent position. <i>Note: Some positions require eligibility for licensure.</i>	I	\$36,973.63	\$48,213.74	\$59,453.85
SSP032	Social Svcs Prgm Coord 3	Master's degree in a related field from an accredited college or university AND Two years of related experience OR Bachelor's degree in a related field from an accredited college or university AND Four years of related experience OR Two years of experience at the lower level Social Svcs Prgm Coord 2 (SSP031) or position equivalent. Note: some positions require eligibility for licensure.	Bachelor's degree in a related field from an accredited college or university and four (4) years of job-related experience. or Two (2) years experience at the lower level Social Svcs Prgm Coord 2 (SSP031) or equivalent position. <i>Note: Some positions require eligibility for licensure.</i>	J	\$39,970.99	\$52,335.11	\$64,699.23
SSP033	Social Svcs Prgm Coord Spv	Master's degree in a related field from an accredited college or university AND Three years of related experience, with at least one year in a supervisory role OR Bachelor's degree in a related field from an accredited college or university AND Five years of related experience OR One year of experience at the lower level Social Svcs Prgm Coord 3 (SSP032) or position equivalent. Note: Some positions require eligibility for licensure.	Bachelor's degree in a related field from an accredited college or university and six (6) years of job-related experience which includes one (1) year in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Social Svcs Prgm Coord 2 (SSP031) or equivalent position. <i>Note: Some positions require eligibility for licensure.</i>	K	\$43,268.09	\$56,868.62	\$70,469.15
SSP040	Social Svcs Prgm Consultant 1	Bachelor's degree in a related field from an accredited college or university OR Four years of related experience.	Bachelor's degree in a related field from an accredited college or university.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSP041	Social Svcs Prgm Consultant 2	Master's degree in a related field from an accredited college or university OR Bachelor's degree in a related field from an accredited college or university AND Two years of related experience OR Five years of related experience.	Bachelor's degree in a related field from an accredited college or university and two (2) years of job-related experience; or Two (2) years experience at the lower level Social Svcs Prgm Consultant 1 (SSP040) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
SSP042	Social Svcs Prgm Consultant 3	Master's degree in a related field from an accredited college or university AND Two years of related experience, One year of which as a supervisor or lead worker OR Bachelor's degree in a related field from an accredited college or university AND Four years of related experience OR Two years of experience at the lower level Social Svcs Prgm Consultant 2 (SSP041) or position equivalent.	Bachelor's degree in a related field from an accredited college or university and four (4) years of professional job-related experience which includes one (1) year in a lead worker, team leader, or supervisory role; or Two (2) years of experience at the lower level Social Svcs Prgm Consultant 2 (SSP041) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
SSP043	Soc Svcs Prgm Consultant Spv	Master's degree in a related field from an accredited college or university AND Three years of related experience, One year of which as a supervisor or lead worker OR Bachelor's degree in a related field from an accredited college or university AND Five years of related experience, Two years of which as a supervisor or lead worker OR One year of experience at the lower level Social Svcs Prgm Consultant 3 (SSP042) or position equivalent.	Bachelor's degree in a related field from an accredited college or university and five (5) years of professional job-related experience which includes two (2) years in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Social Svcs Prgm Consultant 3 (SSP042) or equivalent position.	L	\$47,982.94	\$63,351.55	\$78,720.15
SSP050	Economic Support Cons 1	Associate's's degree from an accredited college or university OR High school diploma or GED AND Two years of related experience which involved customer contact/interaction.	High school diploma/GED and two (2) years of job-related experience or Associate degree from an accredited college or university.	G	\$31,771.59	\$41,060.94	\$50,350.29
SSP051	Economic Support Cons 2	Bachelor's degree in a related field from an accredited college or university OR Associate's's degree from an accredited college or university AND One year of related experience OR High school diploma or GED AND Three years of related experience OR Two years of experience at the lower level Economic Support Cons 1 (SSP050) or position equivalent.	High School diploma/GED and three (3) years of job-related experience; or One (1) year of experience at the lower level Economic Support Cons 1 (SSP050) or equivalent position Associate degree from an accredited college or university and one (1) year of job-related experience.	H	\$34,248.75	\$44,467.04	\$54,685.32
SSP052	Economic Support Cons 3	Bachelor's degree in a related area from an accredited college or university AND One year of related experience OR Associate's's degree from an accredited college or university AND Three years of related experience OR High school diploma or GED AND Four years of related experience OR One year of at the lower level Economic Support Cons 2 (SSP051) or position equivalent.	High school diploma/GED and (4) years of job-related experience; or Associate degree from an accredited college or university and three (3) years of job-related experience; or One (1) year of experience at the lower level Economic Support Cons 2 (SSP051) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSP053	Economic Support Cons Spv	Bachelor's degree in a related area from an accredited college or university AND Two years of related experience, One year of which in a supervisory or team lead role OR Associate's's degree from an accredited college AND Four years of related experience, One year of which in a supervisory or team lead role OR One year of experience at the lower level Economic Support Cons 3 (SSP052) or position equivalent.	Associate degree from an accredited college and four (4) years of job-related experience, which includes one (1) year as lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Economic Support Cons 3 (SSP052) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
SSP060	Rehabilitation Counselor 1	Bachelor's degree in rehabilitation counseling, social work, or a closely related behavioral or social science field from an accredited college or university OR Associate's's degree in a related area from an accredited college or university AND One year of related work experience OR Four years of directly related experience. Note: Some positions may require specialized certification.	Bachelor's degree in rehabilitation counseling, social work, or a closely related behavioral or social science field from an accredited college or university.	G	\$31,771.59	\$41,060.94	\$50,350.29
SSP061	Rehabilitation Counselor 2	Master's degree in education, counseling, rehabilitation counseling, or a closely related field from an accredited college or university OR Bachelor's degree in rehabilitation counseling, social work, or a closely related behavioral or social science field from an accredited college or university AND One year of professional experience in social work, counseling or equivalent areas OR One year of experience at the lower level Rehabilitation Counselor 1 (SSP060) or position equivalent. Note: Some positions may require specialized certification.	Bachelor's degree in rehabilitation counseling, social work, or a closely related behavioral or social science field from an accredited college or university and One year of professional experience in social work, counseling, or equivalent areas; or One (1) year of experience at the lower level Rehabilitation Counselor 1 (SSP060) or position equivalent.	H	\$34,248.75	\$44,467.04	\$54,685.32
SSP062	Rehabilitation Counselor 3	Master's degree in education, counseling, rehabilitation counseling, or a closely related field from an accredited college or university AND One year of professional experience in social work, counseling or equivalent areas OR Bachelor's degree in rehabilitation counseling, social work, or a closely related behavioral or social science field from an accredited college or university AND Two years of related experience OR One year of experience at the lower level Rehabilitation Counselor 2 (SSP061) or position equivalent. Note: Some positions may require specialized certification.	Bachelor's degree in rehabilitation counseling, social work, or a closely related behavioral or social science field from an accredited college or university and two (2) years of professional experience in social work, counseling, or equivalent areas; One (1) year of experience at the lower level Rehabilitation Counselor 2 (SSP061) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSP063	Rehabilitation Counselor Spv	Master's degree in education, counseling, rehabilitation counseling, or a closely related from an accredited college or university field AND Two years of professional experience in social work, counseling or equivalent areas OR Bachelor's degree in rehabilitation counseling, social work, or a closely related behavioral or social science field from an accredited college or university AND Three years of related experience OR One year of experience at the lower level Rehabilitation Counselor 3 (SSP062) or position equivalent. Note: Some positions may require specialized certification.	Bachelor's degree in rehabilitation counseling, social work, or a closely related behavioral or social science field from an accredited college or university and three (3) years of professional job-related experience in social work, counseling, or equivalent areas; or One (1) year of experience at the lower level Rehabilitation Counselor 3 (SSP062) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
SSP070	Social Svcs Spec 1	Bachelor's degree from an accredited college or university.	Bachelor's of Social Work or Bachelor's degree in any behavioral science from an accredited college or university.	G	\$31,771.59	\$41,060.94	\$50,350.29
SSP071	Social Svcs Spec 2	Master's degree in any behavioral science from an accredited college or university OR Bachelor of Social Work degree from an accredited college or university OR Bachelor's degree in any behavioral science AND One (1) year case management OR One (1) year of experience at lower level Social Svcs Spec 1 (SSP070) or position equivalent.	Bachelor's of Social Work from an accredited college or university; or Bachelor's degree in any behavioral science and one (1) year of job-related case management experience; or One (1) year of experience at the lower level Social Svcs Spec 1 (SSP070) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
SSP072	Social Svcs Spec 3	Master's degree in Social Work from an accredited college or university OR Master's degree in any behavioral science from an accredited college or university AND One (1) year case management experience OR Bachelor of Social Work degree from an accredited college or university AND One (1) year case management experience OR Bachelor's degree in any behavioral science AND Two (2) years case management experience OR One (1) year of experience at lower level Social Svcs Spec 2 (SSP071) or position equivalent	Bachelor's of Social Work from an accredited college or university and one (1) year of job-related case management experience; or Bachelor's degree in any behavioral science and two (2) years of job-related case management experience; or One (1) year of experience at the lower level Social Svcs Spec 1 (SSP070) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSP073	Social Svcs Spec Spv	Master's degree in Social Work from an accredited college or university AND One (1) year of experience in a lead/supervisory capacity OR Master's degree in any behavioral science from an accredited college or university AND Two (2) years case management experience OR Bachelor of Social Work degree from an accredited college or university AND Two (2) years case management experience OR Bachelor's degree in any behavioral science AND Three (3) years case management experience OR One (1) year of experience at lower level Social Svcs Spec 3 (SSP072) or position equivalent	Bachelor's of Social Work degree from an accredited college or university and two (2) years of job-related case management experience, which includes one (1) year as a lead worker, team lead, or supervisory role; or Bachelor's degree from an accredited college or university and three (3) years of job-related case management experience, which includes one (1) year as a lead worker, team lead, or supervisory role; or One (1) year of experience at lower level Social Svcs Spec 3 (SSP072) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
SSP080	Advocate 1	Associate's's degree in a related field from an accredited college or university. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	Associate degree in a related field from an accredited college or university. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	G	\$31,771.59	\$41,060.94	\$50,350.29
SSP081	Advocate 2	Bachelor's degree in a related field from an accredited college or university. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	Associate degree in a related field from an accredited college or university and three (3) years of job-related experience; or One (1) year of experience at the lower level Advocate 1 (SSP080)or equivalent position. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	H	\$34,248.75	\$44,467.04	\$54,685.32
SSP082	Advocate 3	Bachelor's degree in a related field from an accredited college or university AND One year of experience in a related area OR Two years of experience at the lower level Advocate 2 (SSP081) or position equivalent. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	Associate degree in a related field from an accredited college or university and four (4) years of job-related experience; or Two (2) years of experience at the lower level Advocate 2 (SSP081) or equivalent position. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSP083	Advocate Spv	Bachelor's degree in a related area from an accredited college or university AND Three years of experience in a related area OR Two years of experience at the lower level Advocate 3 (SSP082) or position equivalent. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	Associate degree in a related field from an accredited college or university and five (5) years of job-related experience, which includes three (3) years in a lead worker, team lead, or supervisory role; or Two (2) years of experience at the lower level Advocate 3 (SSP082) or equivalent position. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	J	\$39,970.99	\$52,335.11	\$64,699.23
SSP090	Employment Svcs Spec 1	Associate's's degree from an accredited college or university OR High school diploma or GED AND Two years of related experience.	High School diploma/GED and two (2) years of job-related experience.	F	\$29,519.63	\$37,401.50	\$45,283.37
SSP091	Employment Svcs Spec 2	Associate's's degree from an accredited college or university AND One year of related experience OR High school diploma or GED AND Three years of related experience.	High School diploma/GED and three (3) years of job-related experience; or One (1) year experience at the lower level Employment Svcs Spec 1 (SSP090) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
SSP092	Employment Svcs Spec 3	Bachelor's degree from an accredited college or university OR Associate's's degree from an accredited college or university AND Two years of related experience OR Two years of experience at the lower level Employment Svcs Spec 2 (SSP091) or position equivalent.	High School diploma/GED and four (4) years of job-related experience; or Two (2) years experience at the lower level Employment Svcs Spec 2 (SSP091) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
SSP093	Employment Svcs Spec Spv	Bachelor's degree from an accredited college or university AND Two years of related experience OR Associate's's degree from an accredited college or university AND Four years of related experience OR Two years of experience at the lower level Employment Svcs Spec 3 (SSP092) or position equivalent.	High School diploma/GED and six (6) years of job-related experience, which includes two (2) years in a lead worker, team lead, or supervisory role; or Two (2) years of experience at the lower level Employment Svcs Spec 3 (SSP092) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
SSP110	Rehabilitation Technologist 1	Vocational/Technical degree in area of emphasis from an accredited college OR One year of experience in the area of emphasis (fabrication, construction, etc.).	High School diploma/GED and one (1) year of job-experience in the area of emphasis (fabrication, construction, etc.).	H	\$34,248.75	\$44,467.04	\$54,685.32
SSP111	Rehabilitation Technologist 2	Vocational/Technical degree in area of emphasis from an accredited college AND One year of related experience OR Two years of experience in the area of emphasis (fabrication, construction, etc.).	High School diploma/GED and two (2) years of job-related experience in the area of emphasis (fabrication, construction, etc.); or One (1) year of experience at the lower level Rehabilitation Technologist 1 (SSP110) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
SSP112	Rehabilitation Technologist 3	Vocational/Technical degree in area of emphasis from an accredited college AND Two years of related experience OR Four years of experience in the area of emphasis (fabrication, construction, etc.).	High School diploma/GED and four (4) years of job-related experience in the area of emphasis (fabrication, construction, etc.); or Two (2) years experience at the lower level Rehabilitation Technologist 2 (SSP111) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSP113	Rehab Technologist Spv	Vocational/Technical degree in area of emphasis from an accredited college AND Two years of experience at the lower level Rehabilitation Technologist 3 (SSP112) or position equivalent.	High School diploma/GED and four (4) years of job-related experience in the area of emphasis (fabrication, construction, etc.), which includes one (1) year experience in a lead worker, team leader, or supervisory role; or Two (2) years experience at the lower level Rehabilitation Technologist 3 (SSP112) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
SSP121	Chaplain	Bachelor's degree from an accredited college, seminary, or university AND Three years of experience in the ministry.	Bachelor's degree from an accredited college, seminary, or university and three (3) years of job-related experience in the ministry.	H	\$34,248.75	\$44,467.04	\$54,685.32
SSP122	Clinical Chaplain	Completion of coursework equivalent to a master's degree in divinity or theology from a recognized college, university or seminary and completion of four quarters of training in an accredited clinical pastoral education program and ordination as a clergyman in good standing with church or denomination and three years of post-ordination pastoral counseling experience.	Completion of coursework equivalent to a master's degree in divinity or theology from a recognized college, university, or seminary and completion of four quarters of training in an accredited clinical pastoral education program and ordination as a clergyman in good standing with church or denomination and three (3) years of post-ordination pastoral counseling experience.	I	\$36,973.63	\$48,213.74	\$59,453.85
SSP130	Juv. Probation/Parole Spec 1	Associate's's degree in a related field from an accredited college or university OR Two years of direct case management experience working with offenders and their families in a human services delivery setting OR Two years of experience in law enforcement as a P.O.S.T. certified peace officer.	Associate degree in a related field from an accredited college or university; or Two (2) years of job-related experience in law enforcement as a P.O.S.T. certified peace officer; or two (2) years of direct job-related case management experience working with offenders and their families in a human services delivery setting.	G	\$31,771.59	\$41,060.94	\$50,350.29
SSP131	Juv. Probation/Parole Spec 2	Bachelor's degree in a related field from an accredited college or university OR Two years of experience at the required level Juv. Probation/Parole Spec 1 (SSP130) or position equivalent.	Associate degree in a related field from an accredited college or university and two (2) years of job-related experience in a human services delivery setting; or Four (4) years of direct case management job-related experience working with offenders and their families in a human services delivery setting; or Two (2) years of experience at the lower level Juv. Probation/Parole Spec 1 (SSP130) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
SSP132	Juv. Probation/Parole Spec 3	Bachelor's degree in a related field from an accredited college or university AND Two years of experience in a human services delivery setting OR Two years of required at the lower level Juv. Probation/Parole Spec 2 (SSP131) or position equivalent.	Associate degree in a related field from an accredited college or university and four (4) years of job-related experience in a human services delivery setting; or Six (6) years of direct case management job-related experience working with offenders and their families in a human services delivery setting; or Two (2) years of experience at the lower level Juv. Probation/Parole Spec 2 (SSP131) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSP133	Juv. Probation/Parole Spec Spv	Bachelor's degree in a related field from an accredited college or university AND Three years of experience in a human services delivery setting OR Two years of required at the lower level Juv. Probation/Parole Spec 3 (SSP132) or position equivalent.	Associate degree in a related field from an accredited college or university and five (5) years of job-related experience in a human services delivery setting, which includes one (1) year experience in a lead worker, team lead, or supervisory role; or Seven (7) years of direct case management job-related experience working with offenders and their families in a human services delivery setting which includes one (1) year experience in a lead worker, team lead, or supervisory role; or Two (2) years of experience at the lower level Juv. Probation/Parole Spec 3 (SSP132) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
SSS010	Client Support Worker 1	High school diploma or GED AND any combination of training and experience, which would have enabled the applicant to acquire the necessary knowledge, skills and abilities. Note: Some positions may require a valid driver's license.	High School diploma/GED and six months of relevant job-related training or experience.	B	\$23,000.00	\$27,689.50	\$32,379.00
SSS011	Client Support Worker 2	Associate's's degree in a related field from an accredited college or university OR One year of experience providing social or direct care services to groups of special needs individuals in a human services setting OR One year of experience at the lower level Client Support Worker 1 (SSS010) or position equivalent. Note: Some positions may require a valid driver's license.	High School diploma/GED and one (1) year of job-related experience providing social or direct care services to groups of special needs individuals in a human service setting; or One (1) year of experience at the lower level Client Support Worker 1 (SSS010) or equivalent position.	C	\$23,919.33	\$29,418.12	\$34,916.90
SSS012	Client Support Worker 3	Bachelor's degree in a related field from an accredited college or university OR Associate's's degree in a related field from an accredited college or university AND One year of related experience OR Two years of experience providing social or direct care services to groups of special needs individuals in a human services setting OR One year of experience at the lower level Client Support Worker 2 (SSS011) or position equivalent. Note: Some positions may require a valid driver's license.	High School diploma/GED and two (2) years of job-related experience providing social or direct care services to groups of special needs individuals in a human service setting; or One (1) year of experience at the lower level Client Support Worker 2 (SSS011) or equivalent position.	D	\$25,611.26	\$32,125.21	\$38,639.15

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SSS013	Client Support Worker Spv	Bachelor's degree in a related field from an accredited college or university AND One year of related experience OR Associate's's degree in a related field from an accredited college or university AND Two years of related experience OR Three years of experience providing social or direct care services to groups of special needs individuals in a human services setting OR One year of experience at the lower level Client Support Worker 3 (SSS012) or position equivalent. Note: Some positions may require a valid driver's license.	High School diploma/GED and three (3) years of job-related experience providing social or direct care services to groups of special needs individuals in a human service setting, which includes one (1) year experience as a lead worker, team lead, or supervisory role; or One (1) year of experience at the lower level Client Support Worker 3 (SSS012) or equivalent position.	F	\$29,519.63	\$37,401.50	\$45,283.37
SST010	Social Svcs Tech 1	High school diploma or GED AND One year of experience in a social services related position OR Two years at an accredited college or university with at least 15 credit hours in a social services related field.	High School diploma/GED and one (1) year of job-related experience in a social services-related position.	D	\$25,611.26	\$32,125.21	\$38,639.15
SST011	Social Svcs Tech 2	Bachelor's degree in a social services related field from an accredited college or university OR High school diploma or GED AND Two years of experience in a social services related position OR One year of experience at the lower level Social Svcs Tech 1 (SST010) or position equivalent.	High School diploma/GED and two (2) years of job-related experience in a social services-related position; or One (1) year of experience at the lower level Social Svcs Tech 1 (SST010) or equivalent position.	E	\$27,472.39	\$34,637.73	\$41,803.06
SST012	Social Svcs Tech 3	Bachelor's degree in a social services related field from an accredited college or university AND One year of experience in a social services related field OR High school diploma or GED AND Three years of experience in a social services related position OR One year of experience at the lower level Social Svcs Tech 2 (SST011) or position equivalent.	High School diploma/GED and three (3) years of job-related experience in a social services-related position; or One (1) year of experience at the lower level Social Svcs Tech 2 (SST011) or equivalent position.	F	\$29,519.63	\$37,401.50	\$45,283.37
SST013	Social Svcs Tech Spv	Bachelor's degree in a social services related field from an accredited college or university AND Two years of experience in a social services related position, with at least one year in a supervisory role OR High school diploma or GED AND Four years of experience in a social services related position, One year of which in a supervisory role OR One year of experience at the lower level Social Svcs Tech 3 (SST012) or position equivalent.	High School diploma/GED and four (4) years of job-related experience in a social services-related position which includes one (1) year in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level Social Svcs Tech 3 (SST012) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
SST030	Soc Svc Claims/Benefits Tech 1	Bachelor's degree in a related field from an accredited college or university OR Associate's's degree from an accredited college or university AND Two years of experience involving customer contact and/or interaction OR Three years of experience in social services or related field.	High School diploma/GED and three (3) years of job-related experience in social services or related field or Associate degree from an accredited college or university and two (2) years of customer contact/interaction job-related experience.	F	\$29,519.63	\$37,401.50	\$45,283.37

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SST031	Soc Svc Claims/Benefits Tech 2	Bachelor's degree in a related field from an accredited college or university AND One year of directly related experience OR Associate's's degree from an accredited college or university AND Three years of experience involving customer contact and/or interaction OR Four years of experience in social services or related field.	High School diploma/GED and four (4) years of job-related experience in social services or related field; or Associate degree from an accredited college or university and three (3) years of direct job-related experience; or One (1) year of experience at the lower level Soc Svc Claims/Benefits Tech 1 (SST030) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
SST032	Soc Svc Claims/Benefits Tech 3	Bachelor's degree in a related field from an accredited college or university AND Two years of directly related experience OR Two years of experience at the lower level Soc Svc Claims/Benefits Tech 2 (SST031) or position equivalent.	High School diploma/GED and five (5) years of job-related experience in social services or related field; or Associate degree from an accredited college or university and four (4) years directly job-related experience; or Two (2) years of experience at the lower level Soc Svc Claims/Benefits Tech 2 (SST031) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
SST033	Soc Svc Claims/Bfts Tech Spv	Bachelor's degree in a related field from an accredited college or university AND Three years of directly related experience OR Two years of experience at the lower level Soc Svc Claims/Benefits Tech 3 (SST032) or position equivalent.	High School diploma/GED and six (6) years of job-related experience in social services or related field, which includes one (1) year in a lead worker, team lead, or supervisory role; or Associate degree from an accredited college or university and five (5) years of direct job-related experience which includes one (1) year in a lead worker, team lead, or supervisory role; or Two (2) years of experience at the lower level Soc Svc Claims/Benefits Tech 3 (SST032) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
SST040	Interpreter 1	High school diploma or GED AND proficiency in the foreign language specific to the position of assignment.	High school diploma or GED AND proficiency in the foreign language specific to the position of assignment; or Associate degree in American Sign Language from an accredited college or university and proficiency in the foreign language specific to the position of assignment.	C	\$23,919.33	\$29,418.12	\$34,916.90
SST041	Interpreter 2	Associate's's degree from an accredited college or university AND proficiency in the foreign language specific to the position of assignment AND One year of translating or interpreting experience.	Associate degree in American Sign Language from an accredited college or university and proficiency in the foreign language specific to the position of assignment and one (1) year of translating or interpreting job-related experience; or One (1) year of experience at the lower level Interpreter 1 (SST040) or equivalent position.	D	\$25,611.26	\$32,125.21	\$38,639.15

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SST042	Interpreter 3	Associate's degree in American Sign Language AND Two years related work experience interpreting in a variety of settings with some familiarity working with individuals with disabilities. Demonstrated ability to interpret and translate college-level classes. Demonstrated ability to communicate in a concise and effective manner. Demonstrated ability to understand and follow instructions precisely.	Associate degree in American Sign Language from an accredited college or university and proficiency in the foreign language specific to the position of assignment and three (3) years of high-level translating or interpreting job-related experience; or Two (2) years of experience at the lower level Interpreter 1 (SST040) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
SST043	Interpreter 4/Spv	Bachelor's degree in ASL Interpreting, Linguistics, Deaf Studies, Psychology, Sociology or a related human service field AND Three years or more of paid experience interpreting in a variety of settings with some familiarity working with individuals with disabilities.	Associate degree in American Sign Language from an accredited college or university and proficiency in the foreign language specific to the position of assignment and five (5) years of high-level translating and interpreting job-related experience, which includes one (1) year in a lead worker, team lead, or supervisory role; or Two (2) years of experience at the lower level Interpreter 3 (SST042) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
SST050	Training/Employment Tech 1	High school diploma or GED AND ability to provide educational, social or direct care services to persons with diagnosed special needs or other populations.	High School diploma/GED and ability to provide educational, social, or direct care services to persons with diagnosed special needs or other populations	D	\$25,611.26	\$32,125.21	\$38,639.15
SST051	Training/Employment Tech 2	Associate's degree in business management or behavioral sciences from an accredited college or university OR High school diploma or GED AND One year of experience providing education, social or direct care services to persons with diagnosed special needs or other populations.	High School diploma/GED and one (1) year of job-related experience providing education, social or direct care services to persons with diagnosed special needs, or other populations; or One (1) year of experience at the lower level Training/Employment Tech 1 (SST050) or equivalent position.	E	\$27,472.39	\$34,637.73	\$41,803.06
SST052	Training/Employment Tech 3	Bachelor's degree in business management, business administration, or behavioral sciences from an accredited college or university OR High school diploma or GED AND Three years of experience providing education, social or direct care services to persons with diagnosed special needs or other populations OR Two years of experience at the lower level Training/Employment Tech 2 (SST051) or position equivalent.	High School diploma/GED and three (3) years of job-related experience providing education, social or direct care services to persons with diagnosed special needs, or other populations; or Two (2) years of experience at the lower level Training/Employment Tech 1 (SST050) or equivalent position.	F	\$29,519.63	\$37,401.50	\$45,283.37

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SST053	Training/Employment Tech Spv	Bachelor's degree in business management, business administration, or behavioral sciences from an accredited college or university AND One year of related experience OR High school diploma or GED AND Three years of experience providing educational, social or direct care services to persons with diagnosed special needs or other populations, One year of which in a supervisory role OR Two years of experience at the lower level Training/Employment Tech 3 (SST052) or position equivalent.	High School diploma/GED and five (5) years of job-related experience providing education, social or direct care services to persons with diagnosed special needs, or other populations which includes one (1) year as a lead worker, team leader, or supervisory role; or Two (2) years of experience at the lower level Training/Employment Tech 3 (SST052) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
SST060	Child Support Svcs Agent 1	Associate's's degree from an accredited college or university OR High school diploma or GED AND One year of experience which involved interviewing, collections, customer service, and other related experience.	High School diploma/GED and one (1) year of direct job-related experience.	E	\$27,472.39	\$34,637.73	\$41,803.06
SST061	Child Support Svcs Agent 2	Bachelor's degree from an accredited college or university OR High school diploma or GED AND Two years of experience, which involved interviewing, collections, customer service, and other, related experience OR One year of experience at the lower level Child Support Svcs Agent 1 (SST060) or position equivalent.	High School diploma/GED and two (2) years of direct job-related experience; or One (1) year of experience at the lower level Child Support Svcs Agent 1 (SST060) or equivalent position.	F	\$29,519.63	\$37,401.50	\$45,283.37
SST062	Child Support Svcs Agent 3	Bachelor's degree from an accredited college or university AND One year of relevant experience OR High school diploma or GED AND Three years of relevant experience OR Two years of experience at the lower level Child Support Svcs Agent 2 (SST061) or position equivalent.	High School diploma/GED and three (3) years of direct job-related experience; or Two (2) years of experience at the lower level Child Support Svcs Agent 2 (SST061) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
SST063	Child Support Svcs Agent 4	Bachelor's degree from an accredited college or university AND Two years of relevant experience OR High school diploma or GED AND Four years of relevant experience OR Two years of experience at the lower level Child Support Svcs Agent 3 (SST062) or position equivalent.	High School diploma/GED and four (4) four years of direct job-related experience; or Two (2) years of experience at the lower level Child Support Svcs Agent 3 (SST062) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
SST064	Child Support Svcs Agent Spv	Bachelor's degree from an accredited college or university AND Two years of relevant experience OR High school diploma or GED AND Three years of relevant experience, Two years of which at an advanced/supervisory level OR Two years of experience at the lower level Child Support Svcs Agent 3 (SST062) or position equivalent.	High School diploma/GED and five (5) years of direct job-related experience, which includes two (2) years in a lead worker, team leader, or supervisory role; or Two (2) years of experience at the lower level Child Support Svcs Agent 4 (SST063) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
SST070	Economic Support Spec 1	High school diploma or GED AND One year of related experience which involved customer contact/interaction OR completion of 90 quarter hours (60 semester hours) at an accredited college or university.	High School diploma/GED and one (1) year of job-related customer contact/interaction experience.	E	\$27,472.39	\$34,637.73	\$41,803.06
SST071	Economic Support Spec 2	Bachelor's degree in a related field from an accredited college or university OR High school diploma or GED AND Two years of related experience OR completion of 90 quarter hours (60 semester hours) at an accredited college or university AND One year of full-time (or equivalent part-time) work experience which involved customer contact/interaction as a regular part of the job OR Six months of experience at the lower level Economic Support Spec 1 (SST070) or position equivalent.	High School diploma/GED and two (2) years of job-related customer contact/interaction experience; or One (1) year of experience at the lower level Economic Support Spec 1 (SST070) or equivalent position.	F	\$29,519.63	\$37,401.50	\$45,283.37
SST072	Economic Support Spec 3	Bachelor's degree in a related field from an accredited college or university AND One year of related experience OR High school diploma or GED AND Three years of related experience OR One year of experience at the lower level Economic Support Spec 2 (SST071) or position equivalent.	High School diploma/GED and three (3) years of job-related customer contact/interaction experience; or One (1) year of experience at the lower level Economic Support Spec 2 (SST071) or equivalent position.	G	\$31,771.59	\$41,060.94	\$50,350.29
SST073	Economic Support Spec Spv	Bachelor's degree in a related field from an accredited college or university AND Two years of related experience, One year of which in a supervisory or team lead role OR High school diploma or GED AND Four years of related experience, One year of which in a supervisory or team lead role OR One year of experience at the lower level Economic Support Spec 3 (SST072) or position equivalent.	High School diploma/GED and four (4) years of job-related customer contact/interaction experience, and one (1) year in a lead worker, team lead, or supervisory role; or One (1) year of experience at the lower level Economic Support Spec 3 (SST072) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
TRM011	Sr Mgr, Air Transport Admin	Bachelor's degree from an accredited college or university AND Two years of management training and experience in aviation operations and multi-aircraft flight commander functions. Note: Meets agency specific flight hour requirements. Holds appropriate FAA certification for agency specific missions and aircraft types.	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. <i>Note: Any agency-specified certification/training that may be required.</i>	N	\$59,331.12	\$78,955.29	\$98,579.45

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
TRM012	Dir, Air Transport Admin	Bachelor's degree from an accredited college or university AND Five years of management training and experience in aviation operations and multi-aircraft flight commander functions. Note: Meets agency specific flight hour requirements. Holds appropriate FAA certification for agency specific missions and aircraft types.	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 equivalent position. 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.	O	\$66,134.16	\$88,309.47	\$110,484.78
TRP033	Fleet Ops Spec Spv	Bachelor's degree from an accredited college or university AND Five years of experience in transportation delivery systems, Two years of which in a lead or supervisory role.	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 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.	H	\$34,248.75	\$44,467.04	\$54,685.32
TRP060	Transport Planning Spec 1	Bachelor's degree from an accredited college or university AND One year of experience in transportation-related work.	High School diploma/GED and two (2) years of job-related experience in the transportation industry or Associate degree in transportation, logistics, or a related field from an accredited college or university.	H	\$34,248.75	\$44,467.04	\$54,685.32
TRP070	Transport Environment Spec 1	Bachelor's degree from an accredited college or university.	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.	G	\$31,771.59	\$41,060.94	\$50,350.29
TRP071	Transport Environment Spec 2	Bachelor's degree from an accredited college or university AND One year of required at the lower level Transport Environment Spec 1 (TRP070) or position equivalent.	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 equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
TRP072	Transport Environment Spec 3	Bachelor's degree from an accredited college or university AND Two years of required at the lower level Transport Environment Spec 2 (TRP071) or position equivalent.	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 equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualifications	Grade	Paygrade Minimum	Paygrade Midpoint	Paygrade Maximum
TRP073	Transport Environment Spec 4	Bachelor's degree from an accredited college or university AND Three years of required at the lower level Transport Environment Spec 3 (TRP072) or position equivalent.	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 equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
TRP074	Transport Environ Spec Spv	Bachelor's degree from an accredited college or university AND Five years of required at the lower level Transport Environment Spec 4 (TRP073) or position equivalent.	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 equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15