Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
LEM011	Sr Mgr, Legal Prgm Svcs	Bachelor's degree in an appropriate major from an accredited college or university AND Four years of management experience in area of assignment OR One year of experience required at the lower level Mgr, Legal Prgm Svcs (LEM010) or position equivalent.	Bachelor's degree in an appropriate major from an accredited college or university and which includes four (4) years in a managerial or supervisory role in area of assignment; or one (1) year of experience required at the lower level Mgr, Legal Prgm Svcs (LEM010) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
LEM012	Dir, Legal Prgm Svcs	Bachelor's degree in an appropriate major from an accredited college or university AND Six years of management experience in the area of assignment OR Two years of experience required at the lower level Sr Mgr, Legal Prgm Svcs (LEM011) or position equivalent.	Bachelor's degree in an appropriate major from an accredited college or university and which includes six (6) years in a managerial role in area of assignment; or two (2) years of experience required at the lower level Mgr, Legal Prgm Svcs (LEM011) or position equivalent.	0	\$66,134.16	\$88,309.47	\$110,484.78
LEM020	Mgr, Legal Svcs	Juris Doctorate from an accredited college or university AND licensed to practice law in Georgia AND Two years of related legal experience.	Juris Doctorate from an accredited college or university and licensed to practice law in Georgia, and two (2) years in a managerial or supervisory role in job-related legal experience.	N	\$59,331.12	\$78,955.29	\$98,579.45
LEM021	Sr Mgr, Legal Svcs	Juris Doctorate from an accredited college or university AND licensed to practice law in Georgia AND Three years of related legal experience.	Juris Doctorate from an accredited college or university and licensed to practice law in Georgia, and which includes three (3) years in a managerial role in job-related legal experience.	0	\$66,134.16	\$88,309.47	\$110,484.78
LEM022	Asst Dir, Legal Svcs	Juris Doctorate from an accredited college or university AND licensed to practice law in Georgia AND Four years of management related legal experience.	Juris Doctorate from an accredited college or university and licensed to practice law in Georgia, and which includes four (4) years in a managerial role in job-related legal experience.	P	\$73,821.60	\$98,879.70	\$123,937.80
LEM023	Dir, Legal Svcs	Juris Doctorate from an accredited college or university AND licensed to practice law in Georgia AND Eight years of management related legal experience.	Juris Doctorate from an accredited college or university and licensed to practice law in Georgia, and which includes eight (8) years in a managerial role in job-related legal experience.	Q	\$82,508.41	\$110,824.07	\$139,139.72
LEM030	Administrative Law Judge	Juris Doctorate from an accredited college or university AND licensed to practice law in Georgia AND practicing for Seven years AND a member of good standing with the State Bar Association of Georgia.	Juris Doctorate from an accredited college or university AND licensed to practice law in Georgia and practicing for seven (7) years and a member of good standing with the State Bar Association of Georgia.	Q	\$82,508.41	\$110,824.07	\$139,139.72
LEM031	Dep Div Dir, Admin Law Judge	Juris Doctorate from an accredited college or university AND licensed to practice law in Georgia AND practicing for Seven years AND a member of good standing with the State Bar Association of Georgia AND previous experience as an Administrative Law Judge.	Juris Doctorate from an accredited college or university and licensed to practice law in Georgia and practicing for seven (7) years and a member of good standing with the State Bar Association of Georgia and previous experience as an Administrative Law Judge.	R	\$92,324.50	\$124,321.19	\$156,317.88
LEM032	Div Dir, Admin Law Judge	Juris Doctorate from an accredited college or university AND licensed to practice law in Georgia AND practicing for Seven years AND a member of good standing with the State Bar Association of Georgia AND previous experience as an Administrative Law Judge Division Director or Assistant Chief.	Juris Doctorate from an accredited college or university AND licensed to practice law in Georgia and practicing for seven (7) years and a member of good standing with the State Bar Association of Georgia and previous experience as an Administrative Law Judge Division Director or Assistant Chief.	S	\$103,416.69	\$139,572.95	\$175,729.21
LEP010	Adjudicator 1	Bachelor's degree in a related area from an accredited college or university OR Three years of experience in interpreting and applying laws regarding program eligibility.	High school diploma/GED and three (3) years of experience in interpreting and applying laws regarding program eligibility.	Н	\$34,248.75	\$44,467.04	\$54,685.32
LEP011	Adjudicator 2	Bachelor's degree in a related area from an accredited college or university AND Two years of experience interpreting and applying laws regarding program eligibility OR Four years of experience interpreting and applying laws regarding program eligibility OR Two years of experience required at the lower level Adjudicator 1 (LEP010) or position equivalent.	High school diploma/GED and four (4) years of experience in interpreting and applying laws regarding program eligibility; or two (2) years of experience required at the lower level Adjudicator 1 (LEP010) or position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
LEP012	Adjudicator 3	Bachelor's degree in a related area from an accredited college or university AND Three years of professional experience in interpreting and applying laws regarding program eligibility OR Two years of experience required at the lower level Adjudicator 2 (LEP011) or position equivalent.	High school diploma/GED and five (5) years of professional experience in interpreting and applying laws regarding program eligibility; or two (2) years of experience required at the lower level Adjudicator 2 (LEP011) or position equivalent.	K	\$43,268.09	\$56,868.62	\$70,469.15
LEP013	Adjudicator Spv	Bachelor's degree in a related area from an accredited college or university AND Four years of professional experience interpreting and applying laws regarding program eligibility OR Two years of experience required at the lower level Adjudicator 3 (LEP012) or position equivalent	High school diploma/GED and six (6) years of professional experience in interpreting and applying laws regarding program eligibility; or two (2) years of experience required at the lower level Adjudicator 3 (LEP012) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
LEPO20	Attorney 1	Juris Doctorate from an accredited college or university AND license to practice law in the State of Georgia OR eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring OR reciprocity (must obtain Law License). Note: Some positions may not allow the eligibility clause	Juris Doctorate from an accredited college or university and license to practice law in the State of Georgia or eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring or reciprocity (must obtain Law License). Note: Some positions may not allow the eligibility clause	К	\$43,268.09	\$56,868.62	\$70,469.15
LEPO21	Attorney 2	Juris Doctorate from an accredited college or university AND license to practice law in the State of Georgia OR eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring OR reciprocity AND One year of relevant legal -experience OR One year of experience required at the lower-level Attorney 1 (LEP020)	Juris Doctorate from an accredited college or university and license to practice law in the State of Georgia or eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring or reciprocity and one (1) year of relevant legal experience; or one (1) year of experience required at the lower-level Attorney 1 (LEP020).	L	\$47,982.94	\$63,351.55	\$78,720.15
LEP022	Attorney 3	Juris Doctorate from an accredited college or university AND license to practice law in the State of Georgia OR eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring OR reciprocity AND Two years of relevant legal -experience OR Two years of experience required at the lower-level Attorney 2 (LEP021)	Juris Doctorate from an accredited college or university and license to practice law in the State of Georgia or eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring or reciprocity and two (2) years of relevant legal -experience; or two (2) years of experience required at the lower-level Attorney 2 (LEPO21).	M	\$53,310.72	\$70,677.24	\$88,043.76
LEP023	Attorney 4	Juris Doctorate from an accredited college or university AND license to practice law in the State of Georgia OR eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring OR reciprocity AND Three years of relevant legal -experience OR Three years of experience required at the lower-level Attorney 3 (LEP022)	Juris Doctorate in a related area from an accredited college or university and license to practice law in the State of Georgia or eligibility to sit for the next Georgia Bar examination followed by Georgia Bar exam passage and licensure to practice law in the State of Georgia within one (1) year of hiring or reciprocity and three (3) years of relevant legal experience; or three (3) years of experience required at the lower-level Attorney 3 (LEPO22).	N	\$59,331.12	\$78,955.29	\$98,579.45
LEP030	Contracts Administrator 1	Bachelor's degree from an accredited college or university OR Four years of contracting-related experience.	High school diploma/GED and four (4) years of contracting job-related experience. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	I	\$36,973.63	\$48,213.74	\$59,453.85
LEPO31	Contracts Administrator 2	Bachelor's degree from an accredited college or university AND One year of contracting-related experience OR Five years of contracting-related experience OR One year of experience required at the lower level Contracts Administrator 1 (LEP030) or equivalent position.	High school diploma/GED and five (5) years of contracting job-related experience; or one (1) year of experience required at the lower level Contracts Administrator 1 (LEP030) or 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

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
LEP032	Contracts Administrator 3	Bachelor's degree from an accredited college or university AND Two years of contracting-related experience OR Six years of contracting-related experience OR Two years of experience required at the lower level Contracts Administrator 2 (LEP031) or equivalent position.	experience; or two (2) years of experience required at the lower level Contracts Administrator 2 (LEP031) or equivalent position. Note: An equivalent combination of knowledge, education, job or intern	К	\$43,268.09	\$56,868.62	\$70,469.15
			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.				
LEP033	Contracts Administrator Spv	Bachelor's degree from an accredited college or university AND Three years of contracting related experience, One of which in lead capacity OR Seven years of contracting related experience, Two years of which in a lead capacity OR Three years of experience required at the lower level Contracts Administrator 3 (LEP032) or equivalent position.	High school diploma/GED and seven (7) years of contracting job-related experience, which includes two (2) years in a lead worker, team lead, or supervisory role; or three (3) years of experience required at the lower level Contracts Administrator 3 (LEP032) or equivalent position. Note: An equivalent combination of knowledge, education, job or intern	L	\$47,982.94	\$63,351.55	\$78,720.15
			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.				
LEP040	Legal Analysis Spec 1	Bachelor's degree in business, business administration, public administration or related area from an accredited college or university OR Three years of experience in the related area.	High school diploma/GED and completion of 90 quarter hours or 60 semester hours in criminal justice or a related field and three (3) years of experience in the related area.	J	\$39,970.99	\$52,335.11	\$64,699.23
			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.				
LEPO41	Legal Analysis Spec 2	Bachelor's degree in business, business administration, public administration or related area from an accredited college or university AND One year of related experience in area of assignment OR Four years of experience in the related area of assignment OR One year of experience required at the lower level Legal Analysis Spec 1 (LEP040) or position equivalent.	High school diploma/GED and completion of 90 quarter hours or 60 semester hours in criminal justice or a related field and four (4) years of experience in the related area; or one (1) year of experience required at the lower level Legal Analysis Spec 1 (LEP040) or position equivalent.	К	\$43,268.09	\$56,868.62	\$70,469.15
			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.				
LEP042	Legal Analysis Spec 3	Bachelor's degree in business, business administration, public administration or related area from an accredited college or university AND Three years of related experience in area of assignment OR Six years of experience in the related area of assignment OR Two years of experience required at the lower level Legal Analysis Spec 2 (LEPO41) or position equivalent.	semester hours in criminal justice or a related field and six (6) years of experience in the related area; or two (2) years of experience required at the	L	\$47,982.94	\$63,351.55 \$78	\$78,720.15
			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.				
LEPO43	Legal Analysis Spec Spv	Bachelor's degree in business, business administration, public administration or related area from an accredited college or university AND Four years of related experience in area of assignment OR Six years of experience in the related area, Two years of which in a lead/supervisory position OR Two years of experience required at the lower level Legal Analysis Spec 3 (LEP042) or position equivalent.	High school diploma/GED and completion of 90 quarter hours or 60 semester hours in criminal justice or a related field and six (6) years of experience in the related area, which includes two (2) years in a lead worker, team lead, or supervisory role; or two (2) years of experience required at the lower level Legal Analysis Spec 3 (LEP042) or position equivalent.		\$53,310.72	\$70,677.24	\$88,043.76
			Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.				

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
LEP070	Veterans Field Svc Ofc 1	High school diploma or GED AND Two years of college level coursework in any field (minimum 60 semester hours or equivalent) AND Six months of clerical level experience that included typing or word processing and interviewing.	High school diploma/GED and two (2) years of college level coursework in any field (minimum 60 semester hours or equivalent) and six (6) months of clerical level experience that included typing or word processing and interviewing.	F	\$29,519.63	\$37,401.50	\$45,283.37
LEP071	Veterans Field Svc Ofc 2	High school diploma or GED AND Two years of college level coursework in any field (minimum 60 semester hours or equivalent) AND Two years of experience required at the lower level Veterans Field Svc Ofc 1 (LEP070) or position equivalent.	High school diploma/GED and two (2) years of college level coursework in any field (minimum 60 semester hours or equivalent) and two (2) years of experience required at the lower level Veterans Field Svc Ofc 1 (LEP070) or position equivalent.	Н	\$34,248.75	\$44,467.04	\$54,685.32
LEP072	Veterans Sr Field Svc Ofc	High school diploma or GED AND Two years of college level coursework in any field (minimum 60 semester hours or equivalent) AND Two years of experience required at the lower level Veterans Field Svc Ofc 2 (LEP071) or position equivalent.	High school diploma/GED and two (2) years of college level coursework in any field (minimum 60 semester hours or equivalent) and two (2) years of experience required at the lower level Veterans Field Svc Ofc 2 (LEP071) or position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85
LEP073	Veterans Field Svc Ofc Spv	High school diploma or GED AND Two years of college level coursework in any field (minimum 60 semester hours or equivalent) AND Five years of experience required at the lower level Veterans Sr Field Svc Ofc (LEP072) or position equivalent.	High school diploma/GED and two (2) years of college level coursework in any field (minimum 60 semester hours or equivalent) and five (5) years of experience required at the lower level Veterans Sr Field Svc Ofc (LEP072) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
LET010	Child Enforcement 1	Associate'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 experience which involved interviewing, collections, customer service, and other job-related experience.	F	\$29,519.63	\$37,401.50	\$45,283.37
LET011	Child Enforcement 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 required at the lower level Child Enforcement 1 (LET010) or position equivalent.	High school diploma/GED and two (2) years of experience, which involved interviewing, collections, customer service, and other, job-related experience; or one (1) year of experience required at the lower level Child Enforcement 1 (LET010) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29
LET012	Child Enforcement 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 required at the lower level Child Enforcement 2 (LET011) or position equivalent.	High school diploma/GED and three (3) years of relevant experience; or two (2) years of experience required at the lower level Child Enforcement 2 (LET011) or position equivalent.	Н	\$34,248.75	\$44,467.04	\$54,685.32
LET013	Child Enforcement Spv	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, Two years of which in an advanced/supervisory level OR Two years of experience required at the lower level Child Enforcement 3 (LET012) or position equivalent.	High school diploma/GED and four (4) years of relevant experience, which includes two (2) years in a lead worker, team lead, or supervisory role; or two (2) years of experience required at the lower level Child Enforcement 3 (LET012) or position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85
LET020	Legal Secretary 1	High school diploma or GED AND One year of experience in an office setting using computer software.	High school diploma/GED and one (1) year of experience in an office setting using computer software.	F	\$29,519.63	\$37,401.50	\$45,283.37
LETO21	Legal Secretary 2	High school diploma or GED AND Two years of experience in a legal setting using computer software OR Two years of experience in an office setting using computer software.	High school diploma/GED and two (2) years of experience in a legal setting using computer software; or Two years of experience in an office setting using computer software; or one (1) year of experience required at the lowe level Legal Secretary 1 (LET020) or position equivalent.	H r	\$34,248.75	\$44,467.04	\$54,685.32
LET022	Legal Secretary 3	Associate's degree in office management, paralegal or related area from an accredited college or university or equivalent education AND One year of related experience OR Two years of experience in a legal setting performing duties equivalent to the area of assignment OR One year of experience required at the lower level Legal Secretary 2 (LETO21) or position equivalent.	High school diploma/GED and three (3) years of experience in a legal setting using computer software; or Two years of experience in an office setting using computer software; or one (1) year of experience required at the lowe level Legal Secretary 2 (LET021) or position equivalent.		\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
LET023	Legal Secretary Spv	Associate's degree in paralegal training from an accredited college or university AND One year of experience as a lead worker OR Three years of experience in a legal setting, One of which was as a lead/supervisory level OR Two years of experience required at the lower level Legal Secretary 3 (LET022) or position equivalent.	High school diploma/GED and four (4) years of experience in a legal setting, which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience required at the lower level Legal Secretary 3 (LET022) or position equivalent.	К	\$43,268.09	\$56,868.62	\$70,469.15
LET030	Paralegal 1	Associate's degree in paralegal studies from an accredited college or university OR certificate from a paralegal training program OR One year of experience as a legal assistant in a legal environment.	High school diploma/GED and one (1) year of experience as a legal assistant in a legal environment; or certificate from a paralegal training program.	G	\$31,771.59	\$41,060.94	\$50,350.29
LETO31	Paralegal 2	Associate's degree in paralegal studies from an accredited college or university OR certificate from a paralegal training program AND One year of experience in a legal environment OR Two years of experience as a legal assistant in a legal environment.	High school diploma/GED and two (2) years of experience as a legal assistant in a legal environment; or certificate from a paralegal training program and one (1) year of experience in a legal environment; or one (1) year of experience required at the lower level Paralegal 1 (LET030) or position equivalent.	Н	\$34,248.75	\$44,467.04	\$54,685.32
LET032	Paralegal 3	Associate's degree in paralegal studies from an accredited college or university AND One year of experience as a legal assistant in a legal environment OR certificate from a paralegal training program AND Two years of experience as a legal assistant in a legal environment OR Four years of experience as a legal assistant in a legal environment.	High school diploma/GED and four (4) years of experience as a legal assistant in a legal environment; or certificate from a paralegal training program and two (2) years of experience as a legal assistant in a legal environment; or one (1) year of experience required at the lower level Paralegal 2 (LET031) or position equivalent.		\$36,973.63	\$48,213.74	\$59,453.85
LET033	Paralegal 4	Associate's degree in paralegal studies from an accredited college or university AND Two years of experience as a legal assistant in a legal environment OR certificate from a paralegal training program AND Three years of experience as a legal assistant in a legal environment OR Five years of experience as a legal assistant in a legal environment OR One year of experience required at the lower level Paralegal 3 (LET032) or position equivalent.	High school diploma/GED and five (5) years of experience as a legal assistant in a legal environment; or certificate from a paralegal training program and three (3) years of experience as a legal assistant in a legal environment; or one (1) year of experience required at the lower level Paralegal 3 (LET032) or position equivalent.		\$39,970.99	\$52,335.11	\$64,699.23
LET034	Paralegal Spv	Associate's degree in paralegal studies from an accredited college or university AND Three years of experience as a legal assistant in a legal environment OR certificate from a paralegal training program AND Four	High school diploma/GED and six (6) years of experience as a legal assistant in a legal environment; or certificate from a paralegal training program and four (4) years of experience as a legal assistant in a legal environment; or one (1) year of experience required at the lower level Paralegal 4 (LET033) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
LETO40	Contract Complnc Tech 1	Bachelor's degree in business, accounting or related field from an accredited college or university OR Associate's degree from an accredited college or university AND Six months of experience in business, accounting or a related field OR Three years of experience in business, accounting or a related field.	accounting or a related field.	F	\$29,519.63	\$37,401.50	\$45,283.37
LETO41	Contract Complnc Tech 2	Bachelor's degree in business, accounting or related field from an accredited college or university AND Six months of experience in business, accounting or a related field OR Associate's degree from an accredited college or university AND Two years of experience in business, accounting or a related field OR Four years of experience in business, accounting or a related field.	High school diploma/GED and four (4) years of experience in business, accounting or a related field; or one (1) year of experience required at the lower level Contract Complnc Tech 1 (LET040) or position equivalent. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	G	\$31,771.59	\$41,060.94	\$50,350.29

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
LETO42	Contract Complnc Tech 3	Bachelor's degree in business, accounting or related field from an accredited college or university AND One year of experience in business, accounting or a related field OR Five years of experience in business, accounting or a related field OR one year of experience required at the lower level Contract Complnc Tech 2 (LET041) or position equivalent.	High school diploma/GED and five (5) years of experience in business, accounting or a related field; or one (1) year of experience required at the lower level Contract Complnc Tech 2 (LET041) or position equivalent. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	Н	\$34,248.75	\$44,467.04	\$54,685.32
LET043	Contract Complnc Tech Spv	or a related field OR Seven years of experience in business, accounting or a related field OR One year of experience required at the lower level Contract	High school diploma/GED and seven (7) years of experience in business, accounting or a related field; or one (1) year of experience required at the lower level Contract Complnc Tech 3 (LET042) or position equivalent Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	I	\$36,973.63	\$48,213.74	\$59,453.85