

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
ACCOUNT EXAMINER-E	8	ACCTEXME	NERE-170	Y 23	N	H	BWN2	Y	5	CL1	\$14.36	\$17.37
ACCOUNT EXAMINER-E	9	ACCTEXME	NERE-170	Y 23	N	H	BWN2	Y	5	CL1	\$14.58	\$18.40
ACCOUNT EXAMINER-E	E10	ACCTEXME	NERE-170	Y 23	N	H	BWN2	Y	5	CL1	\$15.65	\$20.52
ACCOUNT EXAMINER-A	11	ACCTEXMA	NERE-179	Y 23	Y	H	BWE1	Y	5	CL1	\$17.62	\$24.26
ACCOUNT EXAMINER SUPERVISOR-1	12	ACEXSPV1	NERE-180	Y 51	Y	H	BWE1	Y	5	CL3	\$18.93	\$26.19
ACCOUNT EXAMINER SUPERVISOR-2	13	ACEXSPV2	NERE-182	Y 51	Y	H	BWE1	N	5	CL3	\$20.32	\$28.58
ACCOUNT EXAMINER SUPERVISOR-3	14	ACEXSPV3	NERE-186	Y 51	Y	H	BWE1	N	5	CL3	\$22.46	\$31.48
ACCOUNTANT-E	9	ACCONTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
ACCOUNTANT-E	10	ACCONTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
ACCOUNTANT-E	P11	ACCONTE	NERE-174	Y 51	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
ACCOUNTANT-E	P11	ACCONTE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
ACCOUNTANT-E	P11	ACCONTE	NERE-174	Y 99	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
ACCOUNTANT-A	12	ACCOUNTA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
ACCOUNTANT-A	12	ACCOUNTA	NERE-180	Y 51	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
ACCOUNTANT-A	12	ACCOUNTA	NERE-180	Y 99	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
ACCOUNTANT MANAGER-1	12	ACCTMGR1	NERE-180	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
ACCOUNTANT MANAGER-1-PP	12	ACCTMGR1	NERE-081P	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
ACCOUNTANT MANAGER-2	13	ACCTMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
ACCOUNTANT MANAGER-2-PP	13	ACCTMGR2	NERE-082P	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
ACCOUNTANT MANAGER-3	14	ACCTMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
ACCOUNTANT MANAGER-3-PP	14	ACCTMGR3	NERE-084P	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
ACCOUNTANT MANAGER-4	15	ACCTMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
ACCOUNTANT MANAGER-4-PP	15	ACCTMGR4	NERE-086P	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
ACCOUNTING ASSISTANT-E	5	ACCTASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$12.48	\$15.12
ACCOUNTING ASSISTANT-E	5	ACCTASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$12.46	\$15.12
ACCOUNTING ASSISTANT-E	6	ACCTASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$13.35	\$16.01
ACCOUNTING ASSISTANT-E	6	ACCTASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$13.36	\$16.01
ACCOUNTING ASSISTANT-E	E7	ACCTASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$14.18	\$17.24
ACCOUNTING ASSISTANT-E	E7	ACCTASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
ACCOUNTING ASSISTANT-A	8	ACCTASTA	W41-009	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
ACCOUNTING ASSISTANT-A	8	ACCTASTA	NERE-004	Y 99	N	H	BWN2	Y	6	CL1	\$15.00	\$18.06
ACCOUNTING SPECIALIST-2	13	ACCSPL2	NERE-182	Y 51	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
ACCOUNTING SPECIALIST-2	13	ACCSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
ACCOUNTING SPECIALIST-2-PP	13	ACCSPL2	NERE-082P	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
ACCOUNTING SPECIALIST-3	14	ACCSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
ACCOUNTING SPECIALIST-3-PP	14	ACCSPL3	NERE-084P	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
ACCOUNTING SPECIALIST-4	15	ACCSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
ACCOUNTING SPECIALIST-4	15	ACCSPL4	NERE-188	Y 51	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
ACCOUNTING TECHNICIAN-E	7	ACCTTCHE	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$14.20	\$17.26
ACCOUNTING TECHNICIAN-E	7	ACCTTCHE	NERE-044	Y 99	N	H	BWN2	Y	5	CL1	\$14.17	\$17.26
ACCOUNTING TECHNICIAN-E	8	ACCTTCHE	NERE-044	Y 99	N	H	BWN2	Y	5	CL1	\$15.00	\$18.08
ACCOUNTING TECHNICIAN-E	8	ACCTTCHE	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$15.02	\$18.08
ACCOUNTING TECHNICIAN-E	E9	ACCTTCHE	NERE-044	Y 99	N	H	BWN2	Y	5	CL1	\$15.20	\$19.11
ACCOUNTING TECHNICIAN-E	E9	ACCTTCHE	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$15.22	\$19.11
ACCOUNTING TECHNICIAN-A	10	ACCTTCHA	W41-014	W 41	N	H	BWN1	Y	5	CL1	\$16.62	\$21.30
ACCOUNTING TECHNICIAN-A	10	ACCTTCHA	NERE-041	Y 99	N	H	BWN2	Y	5	CL1	\$16.30	\$21.30

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
ACTIVITIES THERAPY AIDE-E	6	ACTHADEE	U11-011	U 11	N	H	BWN1	Y	5	CL1	\$13.48	\$15.89
ACTIVITIES THERAPY AIDE-E	7	ACTHADEE	U11-011	U 11	N	H	BWN1	Y	5	CL1	\$13.87	\$16.42
ACTIVITIES THERAPY AIDE-E	E8	ACTHADEE	U11-011	U 11	N	H	BWN1	Y	5	CL1	\$14.40	\$17.02
ACTIVITIES THERAPY AIDE-A	9	ACTHADEA	U11-013	U 11	N	H	BWN1	Y	5	CL1	\$14.58	\$18.07
ACTIVITIES THERAPY AIDE SUPV-1	10	ACTHSPV1	NERE-133	Y 51	N	H	BWN2	Y	5	CL3	\$15.65	\$20.46
ACTIVITIES THERAPY AIDE SUPV-2	11	ACTHSPV2	NERE-136	Y 51	N	H	BWN2	Y	5	CL3	\$17.00	\$22.24
ACTIVITIES THERAPY MANAGER-2	13	ACTHMGR2	NERE-140	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
ACTIVITIES THERAPY MANAGER-3	14	ACTHMGR3	NERE-143	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
ADMIN LAW EXAMINER-E	13	ADMEXME	NERE-076	Y 23	Y	H	BWE1	Y	2	CL2	\$21.30	\$28.33
ADMIN LAW EXAMINER-E	14	ADMEXME	NERE-076	Y 23	Y	H	BWE1	N	2	CL2	\$25.03	\$34.03
ADMIN LAW EXAMINER-E	P15	ADMEXME	NERE-076	Y 23	Y	H	BWE1	N	2	CL2	\$28.08	\$37.79
ADMIN LAW EXAMINER-A	16	ADMEXMA	NERE-077	Y 23	Y	H	BWE1	N	2	CL2	\$32.77	\$42.88
ADMIN LAW EXAMINER-A	16	ADMEXMA	NERE-077	Y 99	Y	H	BWE1	N	2	CL2	\$32.77	\$42.88
ADMIN LAW EXAMINER-2A	17	ADMEXM2A	NERE-078	Y 23	Y	H	BWE1	N	2	CL2	\$35.39	\$45.85
ADMINISTRATIVE LAW MANAGER-1	17	ADLWMGR1	NERE-078	Y 51	Y	H	BWE1	N	2	CL3	\$35.39	\$45.85
ADMINISTRATIVE LAW MANAGER-2	18	ADLWMGR2	NERE-079	Y 51	Y	H	BWE1	N	2	CL3	\$37.87	\$49.05
ADMIN LAW SPECIALIST-E	13	ADMSPLE	NERE-076	Y 99	Y	H	BWE1	Y	2	CL2	\$21.30	\$28.33
ADMIN LAW SPECIALIST-E	13	ADMSPLE	NERE-076	Y 23	Y	H	BWE1	Y	2	CL2	\$21.30	\$28.33
ADMIN LAW SPECIALIST-E	14	ADMSPLE	NERE-076	Y 23	Y	H	BWE1	N	2	CL2	\$25.03	\$34.03
ADMIN LAW SPECIALIST-E	14	ADMSPLE	NERE-076	Y 99	Y	H	BWE1	N	2	CL2	\$25.03	\$34.03
ADMIN LAW SPECIALIST-E	P15	ADMSPLE	NERE-076	Y 23	Y	H	BWE1	N	2	CL2	\$28.08	\$37.79
ADMIN LAW SPECIALIST-E	P15	ADMSPLE	NERE-076	Y 99	Y	H	BWE1	N	2	CL2	\$28.08	\$37.79
ADMIN LAW SPECIALIST-A	16	ADMSPLA	NERE-077	Y 99	Y	H	BWE1	N	2	CL2	\$32.77	\$42.88

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HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
ADMINISTRATIVE MANAGER-1	12	ADMNMGR1	NERE-180	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
ADMINISTRATIVE MANAGER-2	13	ADMNMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
ADMINISTRATIVE MANAGER-3	14	ADMNMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
ADMINISTRATIVE MANAGER-4	15	ADMNMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
ADMINISTRATIVE MANAGER-5	16	ADMNSMG5	NERE-189	Y 51	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
ADMINISTRATIVE TECH SUPV-1	10	ADTCHSP1	NERE-041	Y 51	N	H	BWN2	Y	5	CL3	\$16.30	\$21.30
ADMINISTRATIVE TECH SUPV-2	11	ADTCHSP2	NERE-035	Y 51	Y	H	BWE1	Y	5	CL3	\$18.24	\$24.94
ADMINISTRATIVE TECH SUPV-3	12	ADTCHSP3	NERE-036	Y 51	Y	H	BWE1	Y	5	CL3	\$19.57	\$26.81
ADULT FOSTER CARE CONSULTANT-E	P11	ADUFCSTE	W22-028	W 22	Y	H	BWE1	Y	2	CL2	\$20.61	\$27.61
AERONAUTIC SPECIALIST-2	13	AEROSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
AIRCRAFT MECHANIC-E	9	AIRCMCHE	A31-016	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
AIRCRAFT MECHANIC-E	E10	AIRCMCHE	A31-016	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
AIRCRAFT MECHANIC-A	11	AIRCMCHA	A31-019	A 31	N	H	BWN1	Y	7	CL1	\$18.61	\$24.22
AIRCRAFT MECHANIC SUPERVISOR-1	12	AIRCSPV1	NERE-072	Y 51	Y	H	BWE1	Y	7	CL3	\$19.93	\$26.33
AIRCRAFT MECHANIC SUPV-1-PP	12	AIRCSPV1	NERE-018P	Y 51	Y	H	BWE1	Y	7	CL3	\$19.93	\$26.33
AIRCRAFT PILOT-E	E12	AIRCPILE	L32-014	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
AIRCRAFT PILOT-A	13	AIRCPILA	L32-015	L 32	N	H	BWN1	Y	3	CL1	\$19.51	\$26.78
AQUATIC BIOLOGIST-E	9	AQUABIOE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
AQUATIC BIOLOGIST-E	10	AQUABIOE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
AQUATIC BIOLOGIST-E	P11	AQUABIOE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
AQUATIC BIOLOGIST-A	12	AQUABIOA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
AQUATIC BIOLOGY SPL 2	13	AQUSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
AQUATIC BIOLOGY SPL 3	14	AQUSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
ARCHAEOLOGIST-E	9	ARCHLGSE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
ARCHAEOLOGIST-E	10	ARCHLGSE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
ARCHAEOLOGIST-E	P11	ARCHLGSE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
ARCHAEOLOGIST-A	12	ARCHLGSA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
ARCHAEOLOGIST SPECIALIST 2	13	ARCHSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
ARCHAEOLOGIST MANAGER-3	14	ARCHMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
ARCHAEOLOGIST MANAGER-4	15	ARCHMGR4	NERE-109	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
ARCHITECT-E	9	ARTECTE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.22	\$21.66
ARCHITECT-E	10	ARTECTE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.70	\$23.14
ARCHITECT-E	P11	ARTECTE	H21-004	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$26.92
ARCHITECT-A	12	ARTECTA	H21-013	H 21	Y	H	BWE1	Y	2	CL2	\$21.66	\$28.85
ARCHITECT LICENSED-A	12	ARTLICA	H21-028	H 21	Y	H	BWE1	Y	2	CL2	\$21.88	\$29.13
ARCHITECT MANAGER (LICENSED)-2	13	ARCHMGR2	NERE-200	Y 51	Y	H	BWE1	N	2	CL3	\$23.59	\$31.45
ARCHITECT MANAGER (LICENSED)-3	14	ARCHMGR3	NERE-201	Y 51	Y	H	BWE1	N	2	CL3	\$25.21	\$34.00
ARCHITECT MANAGER (LICENSED)-4	15	ARCHMGR4	NERE-202	Y 51	Y	H	BWE1	N	2	CL3	\$26.93	\$36.79
ARCHITECT SPECIALIST-2 LIC	13	ARTSPL2	H21-029	H 21	Y	H	BWE1	N	2	CL2	\$23.62	\$31.47
ARCHITECT SPECIALIST-3 LIC	14	ARTSPL3	H21-030	H 21	Y	H	BWE1	N	2	CL2	\$25.26	\$34.03
ASSISTANCE PAYMENTS SUPV-1	12	ASPYSV1	NERE-024	Y 51	Y	H	BWE1	Y	5	CL3	\$18.24	\$24.94
ASSISTANCE PAYMENTS SUPV-2	13	ASPYSV2	NERE-026	Y 51	Y	H	BWE1	Y	5	CL3	\$19.57	\$26.81
ASSISTANCE PAYMENTS SUPV-3	14	ASPYSV3	NERE-028	Y 51	Y	H	BWE1	N	5	CL3	\$20.96	\$29.44
ASSISTANCE PAYMENTS WORKER-E	8	ASTPWKRE	W22-001	W 22	N	H	BWN1	Y	5	CL1	\$14.71	\$17.75
ASSISTANCE PAYMENTS WORKER-E	9	ASTPWKRE	W22-001	W 22	N	H	BWN1	Y	5	CL1	\$14.90	\$19.00
ASSISTANCE PAYMENTS WORKER-E	E10	ASTPWKRE	W22-001	W 22	N	H	BWN1	Y	5	CL1	\$15.48	\$19.80

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
ASSISTANCE PAYMENTS WORKER-A	11	ASTPWKRA	W22-024	W 22	N	H	BWN1	Y	5	CL1	\$16.35	\$20.94
ASSISTANT AUDITOR GENERAL-E	10	ASTAUDGE	NERE-173	Y 99	N	H	BWN2	Y	2	CL2	\$16.74	\$21.66
ASSISTANT AUDITOR GENERAL-E	P11	ASTAUDGE	NERE-173	Y 99	Y	H	BWE1	Y	2	CL2	\$18.93	\$25.19
ASSISTANT AUDITOR GENERAL-A	12	ASTAUDGA	NERE-181	Y 99	Y	H	BWE1	Y	2	CL2	\$20.18	\$27.41
ASSISTANT AUDITOR GENRL MGR-3	14	AUDGMGR3	NERE-187	Y 51	Y	H	BWE1	N	2	CL3	\$23.35	\$32.07
ASSISTANT AUDITOR GENRL MGR-4	15	AUDGMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
ASSISTNT AUDITOR GENERAL SPL-2	13	ASAGSPL2	NERE-183	Y 23	Y	H	BWE1	N	2	CL2	\$21.87	\$29.95
ASSISTNT AUDITOR GENERAL SPL-3	14	ASAGSPL3	NERE-187	Y 23	Y	H	BWE1	N	2	CL2	\$23.35	\$32.07
ASSISTNT AUDITOR GENERAL SPL-4	15	ASAGSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
ASSISTANT RESIDENT UNIT SUPV-1	11	ASRUSPV1	NERE-128	Y 51	N	H	BWN2	Y	5	CL3	\$17.60	\$23.89
ATTORNEY-STAFF-E	P15	ATTORNYE	NERE-207	Y 98	Y	H	BWE1	N	2	CL2	\$21.30	\$37.79
ATTORNEY-SENIOR A	16	ATTORNYA	NERE-021P	Y 98	Y	H	BWE1	N	2	CL2	\$32.77	\$42.88
ATTORNEY ADMINISTRATOR-1	18	ATTYADM1	NERE-023P	Y 98	Y	S	BWE1	N	1	CL4	\$79,074.00	\$102,412.00
ATTORNEY ADMINISTRATOR-2	19	ATTYADM2	NERE-024P	Y 98	Y	S	BWE1	N	1	CL4	\$82,542.00	\$106,483.00
ATTORNEY ADMINISTRATOR-3	20	ATTYADM3	NERE-025P	Y 98	Y	S	BWE1	N	1	CL4	\$85,720.00	\$110,579.00
ATTORNEY GEN INVESTIGATOR-E	9	ATGNINVE	A02-017	A 02	N	H	BWN1	Y	6	CL1	\$16.63	\$20.59
ATTORNEY GEN INVESTIGATOR-E	10	ATGNINVE	A02-017	A 02	N	H	BWN1	Y	6	CL1	\$17.50	\$22.63
ATTORNEY GEN INVESTIGATOR-E	E11	ATGNINVE	A02-017	A 02	N	H	BWN1	Y	6	CL1	\$19.37	\$25.63
ATTORNEY GEN INVESTIGATOR-A	12	ATGNINVA	A02-025	A 02	N	H	BWN1	Y	6	CL1	\$19.92	\$26.81
ATTORNEY GENERAL INVSTG SUPV-1	13	AGINSPV1	NERE-080	Y 51	Y	H	BWE1	Y	2	CL3	\$20.97	\$28.33
ATTORNEY GENERAL INVSTG SUPV-2	14	AGINSPV2	NERE-081	Y 51	Y	H	BWE1	N	2	CL3	\$22.37	\$30.59
ATTORNEY GENERAL INVSTG SUPV-3	15	AGINSPV3	NERE-082	Y 51	Y	H	BWE1	N	2	CL3	\$24.33	\$33.67
ATTORNEY SPECIALIST-2-A	17	ATYSPL2A	NERE-022P	Y 98	Y	H	BWE1	N	2	CL2	\$35.39	\$45.85

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<b>HRMN Position Description</b>	<b>Grade</b>	<b>Core Pos Code</b>	<b>Schedule</b>	<b>Unit</b>	<b>Exempt</b>	<b>Salary Class</b>	<b>Pay Plan</b>	<b>Shift</b>	<b>Job Cat</b>	<b>Job Class</b>	<b>10/1/03 Minimum</b>	<b>10/1/03 Maximum</b>
AUDIOLOGIST-E	P11	AUDLGSTE	W22-070	W 22	Y	H	BWE1	Y	2	CL2	\$19.95	\$26.93
AUDITING SPECIALIST-2	13	AUDSPL2	NERE-183	Y 23	Y	H	BWE1	N	2	CL2	\$21.87	\$29.95
AUDITING SPECIALIST-2	13	AUDSPL2	NERE-183	Y 99	Y	H	BWE1	N	2	CL2	\$21.87	\$29.95
AUDITING SPECIALIST-3	14	AUDSPL3	NERE-187	Y 99	Y	H	BWE1	N	2	CL2	\$23.35	\$32.07
AUDITING SPECIALIST-3	14	AUDSPL3	NERE-187	Y 23	Y	H	BWE1	N	2	CL2	\$23.35	\$32.07
AUDITING SPECIALIST-3	14	AUDSPL3	NERE-187	Y 51	Y	H	BWE1	N	2	CL2	\$23.35	\$32.07
AUDITING SPECIALIST-3-PP	14	AUDSPL3	NERE-085P	Y 23	Y	H	BWE1	N	2	CL2	\$23.35	\$32.07
AUDITING SPECIALIST-4	15	AUDSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
AUDITING SPECIALIST-4-PP	15	AUDSPL4	NERE-086P	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
AUDITOR-E	9	AUDITORE	NERE-172	Y 99	N	H	BWN2	Y	2	CL2	\$15.41	\$19.61
AUDITOR-E	9	AUDITORE	NERE-172	Y 23	N	H	BWN2	Y	2	CL2	\$15.41	\$19.61
AUDITOR-E-PP	9	AUDITORE	NERE-091P	Y 23	N	H	BWN2	Y	2	CL2	\$15.41	\$19.61
AUDITOR-E	10	AUDITORE	NERE-172	Y 23	N	H	BWN2	Y	2	CL2	\$16.74	\$21.66
AUDITOR-E	10	AUDITORE	NERE-172	Y 99	N	H	BWN2	Y	2	CL2	\$16.74	\$21.66
AUDITOR-E-PP	10	AUDITORE	NERE-091P	Y 23	N	H	BWN2	Y	2	CL2	\$16.74	\$21.66
AUDITOR-E	P11	AUDITORE	NERE-172	Y 99	Y	H	BWE1	Y	2	CL2	\$18.93	\$25.19
AUDITOR-E	P11	AUDITORE	NERE-172	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$25.19
AUDITOR-E-PP	P11	AUDITORE	NERE-091P	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$25.19
AUDITOR-A	12	AUDITORA	NERE-181	Y 23	Y	H	BWE1	Y	2	CL2	\$20.18	\$27.41
AUDITOR-A	12	AUDITORA	NERE-181	Y 51	Y	H	BWE1	Y	2	CL2	\$20.18	\$27.41
AUDITOR-A	12	AUDITORA	NERE-181	Y 99	Y	H	BWE1	Y	2	CL2	\$20.18	\$27.41
AUDITOR-A	12	AUDITORA	NERE-181	Y 98	Y	H	BWE1	Y	2	CL2	\$20.18	\$27.41
AUDITOR-A-PP	12	AUDITORA	NERE-092P	Y 23	Y	H	BWE1	Y	2	CL2	\$20.18	\$27.41

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
AUDITOR GENERAL MANAGER-5	16	AUGNMGR5	NERE-261	Y 51	Y	H	BWE1	N	2	CL3	\$31.87	\$41.80
AUDITOR MANAGER-1	12	AUDTMGR1	NERE-181	Y 51	Y	H	BWE1	Y	2	CL3	\$20.18	\$27.41
AUDITOR MANAGER-2	13	AUDTMGR2	NERE-183	Y 51	Y	H	BWE1	N	2	CL3	\$21.87	\$29.95
AUDITOR MANAGER-2-PP	13	AUDTMGR2	NERE-093P	Y 51	Y	H	BWE1	N	2	CL3	\$21.87	\$29.95
AUDITOR MANAGER-3	14	AUDTMGR3	NERE-187	Y 51	Y	H	BWE1	N	2	CL3	\$23.35	\$32.07
AUDITOR MANAGER-3-PP	14	AUDTMGR3	NERE-085P	Y 51	Y	H	BWE1	N	2	CL3	\$23.35	\$32.07
AUDITOR MANAGER-4	15	AUDTMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
AUDITOR MANAGER-4-PP	15	AUDTMGR4	NERE-086P	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
AUDITOR MANAGER-5	16	AUDTMGR5	NERE-189	Y 51	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
AUTOMOTIVE BODY REPAIRER-E	8	AUTORPRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
AUTOMOTIVE BODY REPAIRER-E	E9	AUTORPRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
AUTOMOTIVE BODY REPAIRER-A	10	AUTORPRA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
AUTOMOTIVE MECHANIC-E	8	AUTOMCHE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
AUTOMOTIVE MECHANIC-E	E9	AUTOMCHE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
AUTOMOTIVE MECHANIC-A	10	AUTOMCHA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
AUTO MECHANIC SUPERVISOR-1	11	AUTMSPV1	NERE-069	Y 51	N	H	BWN2	Y	7	CL3	\$18.74	\$24.35
AUTO REGULATION INVESTIGATOR-E	10	AUTRINVE	A02-033	A 02	N	H	BWN1	Y	3	CL1	\$15.44	\$20.17
AUTO REGULATION INVESTIGATOR-E	E11	AUTRINVE	A02-033	A 02	N	H	BWN1	Y	3	CL1	\$17.40	\$22.39
AUTO REGULATION INVESTIGATOR-A	12	AUTRINVA	A02-021	A 02	N	H	BWN1	Y	3	CL1	\$17.39	\$23.61
AVIATION COMMUNICATION TECH-E	9	AVCMTCHE	L32-007	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
AVIATION COMMUNICATION TECH-E	10	AVCMTCHE	L32-007	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
AVIATION COMMUNICATION TECH-E	E11	AVCMTCHE	L32-007	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
AVIATION COMMUNICATION TECH-A	12	AVCMTCHA	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39



**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
AVIATION MANAGER-2	13	AVIAMGR2	NERE-107	Y 51	Y	H	BWE1	N	2	CL3	\$22.05	\$29.95
AVIATION MANAGER-3	14	AVIAMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
AVIATION MANAGER-4	15	AVIAMGR4	NERE-109	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
AVIATION SPECIALIST-E	P11	AVIASPLE	H21-007	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
AVIATION SPECIALIST-A	12	AVIASPLA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
BARBER COSMETOLOGIST-E	7	BARCOSME	U11-007	U 11	N	H	BWN1	Y	5	CL1	\$14.23	\$16.78
BARBER COSMETOLOGIST-E	E8	BARCOSME	U11-007	U 11	N	H	BWN1	Y	5	CL1	\$14.80	\$17.44
BARBER COSMETOLOGIST-A	9	BARCOSMA	U11-009	U 11	N	H	BWN1	Y	5	CL1	\$14.98	\$18.46
BLIND PLACEMENT WORKER-A	11	BLNPWKRA	E42-013	E 42	N	H	BWN1	Y	5	CL1	\$15.51	\$20.34
BLIND REHAB INSTRUCTOR E	P11	BLIRBINE	W22-069	W 22	N	H	BWN1	Y	2	CL2	Refer to Pages B-39 to B-44	
BOILER INSPECTOR-E	E11	BOLRISPE	A02-022	A 02	N	H	BWN1	Y	3	CL1	\$18.16	\$23.71
BOILER INSPECTOR-A	12	BOLRISPA	A02-024	A 02	Y	H	BWE1	Y	3	CL1	\$18.63	\$25.33
BRIDGE OPERATOR-E	6	BRDGOPRE	A31-005	A 31	N	H	BWN1	Y	8	CL1	\$13.06	\$16.28
BRIDGE OPERATOR-E	7	BRDGOPRE	A31-005	A 31	N	H	BWN1	Y	8	CL1	\$13.51	\$16.95
BRIDGE OPERATOR-E	E8	BRDGOPRE	A31-005	A 31	N	H	BWN1	Y	8	CL1	\$14.57	\$17.99
BRIDGE OPERATOR-A	9	BRDGOPRA	A31-011	A 31	N	H	BWN1	Y	8	CL1	\$16.46	\$20.11
BRIDGE OPERATOR SUPERVISOR-1	10	BROPSPV1	NERE-064	Y 51	N	H	BWN2	Y	7	CL3	\$16.61	\$20.46
BRIDGE SAFETY OFFICER-E	6	BRSFOFRE	A02-002	A 02	N	H	BWN1	Y	4	CL1	\$12.85	\$16.07
BRIDGE SAFETY OFFICER-E	E7	BRSFOFRE	A02-002	A 02	N	H	BWN1	Y	4	CL1	\$14.46	\$17.40
BRIDGE SAFETY OFFICER-A	8	BRSFOFRA	A02-015	A 02	N	H	BWN1	Y	4	CL1	\$14.87	\$18.18
BRIDGE SAFETY SUPERVISOR-1	9	BRSFSPV1	NERE-051	Y 51	N	H	BWN2	Y	4	CL3	\$15.53	\$20.52
BRIDGE SAFETY SUPERVISOR-2	10	BRSFSPV2	NERE-052	Y 51	N	H	BWN2	Y	4	CL3	\$17.63	\$22.89
BRIDGE WORKER-E	6	BRDGWKRE	A31-005	A 31	N	H	BWN1	Y	8	CL1	\$13.06	\$16.28

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
BRIDGE WORKER-E	7	BRDGWKRE	A31-005	A 31	N	H	BWN1	Y	8	CL1	\$13.51	\$16.95
BRIDGE WORKER-E	E8	BRDGWKRE	A31-005	A 31	N	H	BWN1	Y	8	CL1	\$14.57	\$17.99
BRIDGE WORKER-A	9	BRDGWKRA	A31-011	A 31	N	H	BWN1	Y	8	CL1	\$16.46	\$20.11
BUILDING CODE INSPECTOR-E	E11	BLCDISPE	A02-022	A 02	N	H	BWN1	Y	3	CL1	\$18.16	\$23.71
BUILDING CODE INSPECTOR-A	12	BLCDISPA	A02-024	A 02	Y	H	BWE1	Y	3	CL1	\$18.63	\$25.33
BUILDING CONSTRUCTION MGR-3	14	BLDGMGR3	NERE-117	Y 51	Y	H	BWE1	N	2	CL3	\$25.00	\$33.71
BUILDING CONSTRUCTION SUPT-E	9	BLDCNSPE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.22	\$21.66
BUILDING CONSTRUCTION SUPT-E	10	BLDCNSPE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.70	\$23.14
BUILDING CONSTRUCTION SUPT-E	P11	BLDCNSPE	H21-004	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$26.92
BUILDING CONSTRUCTION SUPT-A	12	BLDCNSPA	H21-013	H 21	Y	H	BWE1	Y	2	CL2	\$21.66	\$28.85
BUILDING CONSTRUCTION SPL 2	13	BLDSPL2	H21-016	H 21	Y	H	BWE1	N	2	CL2	\$23.41	\$31.17
BUILDING CONSTRUCTION SPL 3	14	BLDSPL3	H21-018	H 21	Y	H	BWE1	N	2	CL2	\$25.04	\$33.74
BUILDING TRADES CREW LEADER	E10	BLDTRLDR	A31-013	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
BUILDING TRADES SUPERVISOR-1	11	BLDTSPV1	NERE-069	Y 51	N	H	BWN2	Y	7	CL3	\$18.74	\$24.35
BUILDING TRADES SUPV-1-PP	11	BLDTSPV1	NERE-017P	Y 51	N	H	BWN2	Y	7	CL3	\$18.74	\$24.35
BUYER TRAINEE-E	9	BUYERTRE	NERE-002P	Y 23	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
BUYER-E	9	BUYERE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
BUYER-E	10	BUYERE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
BUYER-E	P11	BUYERE	NERE-174	Y 99	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
BUYER-E	P11	BUYERE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
BUYER-A	12	BUYERA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
BUYER-A	12	BUYERA	NERE-180	Y 99	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
BUYER MANAGER-1	12	BUYRMGR1	NERE-180	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
BUYER MANAGER-2	13	BUYRMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
BUYER MANAGER-3	14	BUYRMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
BUYER MANAGER-4	15	BUYRMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
BUYER MANAGER-5	16	BUYRMGR5	NERE-189	Y 51	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
BUYER SPECIALIST-2	13	BUYSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
BUYER SPECIALIST-3	14	BUYSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
BUYER SPECIALIST-4	15	BUYSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
CALCULATIONS ASSISTANT-E	5	CALCASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$12.48	\$15.12
CALCULATIONS ASSISTANT-E	5	CALCASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$12.46	\$15.12
CALCULATIONS ASSISTANT-E	6	CALCASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$13.35	\$16.01
CALCULATIONS ASSISTANT-E	6	CALCASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$13.36	\$16.01
CALCULATIONS ASSISTANT-E	E7	CALCASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
CALCULATIONS ASSISTANT-E	E7	CALCASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$14.18	\$17.24
CALCULATIONS ASSISTANT-A	8	CALCASTA	W41-009	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
CAMP CONSULTANT-E	P11	CAMPCSTE	W22-028	W 22	N	H	BWN1	Y	2	CL2	\$20.61	\$27.61
CAMP CONSULTANT A	12	CAMPCSTA	W22-046	W 22	N	H	BWN1	N	2	CL2	\$21.55	\$28.97
CARPENTER-E	8	CARPNTRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
CARPENTER-E	E9	CARPNTRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
CARPENTER-A	10	CARPNTRA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
CENTRAL CONTROL OPERATOR-E	8	CENTOPRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
CENTRAL CONTROL OPERATOR-E	E9	CENTOPRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
CENTRAL CONTROL OPERATOR-A	10	CENTOPRA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
CHILD CARE WORKER-E	8	CHCRWKRE	U11-012	U 11	N	H	BWN1	Y	5	CL1	\$14.40	\$17.02

**COMPENSATION PLAN -- SECTION A**

<b>HRMN Position Description</b>	<b>Grade</b>	<b>Core Pos Code</b>	<b>Schedule</b>	<b>Unit</b>	<b>Exempt</b>	<b>Salary Class</b>	<b>Pay Plan</b>	<b>Shift</b>	<b>Job Cat</b>	<b>Job Class</b>	<b>10/1/03 Minimum</b>	<b>10/1/03 Maximum</b>
CHILD CARE WORKER-E	E9	CHCRWKRE	U11-012	U 11	N	H	BWN1	Y	5	CL1	\$14.58	\$18.07
CHILD DAY CARE CONSULTANT-E	P11	CHIDCSTE	W22-028	W 22	Y	H	BWE1	Y	2	CL2	\$20.61	\$27.61
CHILD SUPPORT MANAGER-2	13	CHSPMGR2	NERE-140	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
CHILD SUPPORT MANAGER-3	14	CHSPMGR3	NERE-143	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
CHILD SUPPORT SPECIALIST-E	9	CHISPSPE	A02-012	A 02	N	H	BWN1	Y	2	CL2	\$15.78	\$19.14
CHILD SUPPORT SPECIALIST-E	10	CHISPSPE	A02-012	A 02	N	H	BWN1	Y	2	CL2	\$15.55	\$20.11
CHILD SUPPORT SPECIALIST-E	P11	CHISPSPE	A02-012	A 02	N	H	BWN1	Y	2	CL2	\$16.85	\$21.76
CHILD SUPPORT SPECIALIST-A	12	CHISPSA	A02-021	A 02	Y	H	BWE1	Y	2	CL2	\$17.39	\$23.61
CHILD WELFARE CONSULTANT-E	P11	CHIWCSTE	W22-028	W 22	Y	H	BWE1	Y	2	CL2	\$20.61	\$27.61
CIVIL RIGHTS MANAGER-1	12	CVRTMGR1	NERE-180	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
CIVIL RIGHTS MANAGER-2	13	CVRTMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
CIVIL RIGHTS MANAGER-3	14	CVRTMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
CIVIL RIGHTS MANAGER-4	15	CVRTMGR4	NERE-188	Y 98	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
CIVIL RIGHTS REP DPTL TR-E	9	CLRRPTRE	NERE-002P	W 22	N	H	BWN1	Y	2	CL2	\$16.25	\$26.19
CIVIL RIGHTS REPRESENTATIVE-E	9	CILRTRPE	W22-011	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$19.28
CIVIL RIGHTS REPRESENTATIVE-E	10	CILRTRPE	W22-011	W 22	N	H	BWN1	Y	2	CL2	\$15.68	\$20.30
CIVIL RIGHTS REPRESENTATIVE-E	P11	CILRTRPE	W22-011	W 22	N	H	BWN1	Y	2	CL2	\$17.53	\$23.79
CIVIL RIGHTS REPRESENTATIVE-A	12	CILRTRPA	NERE-180	Y 51	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
CIVIL RIGHTS REPRESENTATIVE-A	12	CILRTRPA	W22-044	W 22	Y	H	BWE1	Y	2	CL2	\$18.78	\$25.52
CIVIL RIGHTS SPECIALIST-2	13	CIVRSPL2	W22-078	W 22	Y	H	BWE1	N	2	CL2	\$20.33	\$28.61
CIVIL RIGHTS SPECIALIST-2	13	CIVRSPL2	NERE-182	Y 99	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
CIVIL RIGHTS SPECIALIST-3	14	CIVRSPL3	NERE-186	Y 99	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
CIVIL RIGHTS SPECIALIST-4	15	CIVRSPL4	W22-072	W 22	Y	H	BWE1	N	2	CL2	\$25.22	\$35.06

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
CIVIL TECHNICIAN SUPERVISOR-1	12	CIVTSPV1	NERE-098	Y 51	Y	H	BWE1	Y	3	CL3	\$17.90	\$24.60
CIVIL TECHNICIAN SUPERVISOR-2	13	CIVTSPV2	NERE-102	Y 51	Y	H	BWE1	Y	3	CL3	\$19.95	\$26.89
CLAIMS EXAMINER-E	9	CLAMEXME	NERE-174	Y 50	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
CLAIMS EXAMINER-E	10	CLAMEXME	NERE-174	Y 50	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
CLAIMS EXAMINER-E	P11	CLAMEXME	NERE-174	Y 50	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
CLAIMS EXAMINER-A	12	CLAMEXMA	NERE-180	Y 50	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
CLIENT RESIDENT AFFAIRS REP-E	8	CRAFREPE	U11-008	U 11	N	H	BWN1	Y	5	CL1	\$14.80	\$17.44
CLIENT RESIDENT AFFAIRS REP-E	E9	CRAFREPE	U11-008	U 11	N	H	BWN1	Y	5	CL1	\$14.98	\$18.46
CLIENT RESIDENT AFFAIRS REP-A	10	CRAFREPA	U11-010	U 11	N	H	BWN1	Y	5	CL1	\$16.17	\$20.14
CLIENT/RESIDENT AFFAIRS SUPV-1	10	CLRASPV1	NERE-020	Y 51	N	H	BWN2	Y	5	CL3	\$16.25	\$21.12
CLIENT/RESIDENT AFFAIRS SUPV-2	11	CLRASPV2	NERE-023	Y 51	N	H	BWN2	Y	5	CL3	\$17.64	\$22.88
CLINICAL HEALTH SCI MGR-2	13	CLNHMGR2	NERE-120	Y 51	Y	H	BWE1	N	2	CL3	\$24.01	\$32.71
CLINICAL HEALTH SCI MGR-2-PP	13	CLNHMGR2	NERE-046P	Y 51	Y	H	BWE1	N	2	CL3	\$24.01	\$32.71
CLINICAL HEALTH SCI MGR-3	14	CLNHMGR3	NERE-121	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$34.73
CLINICAL HEALTH SCI MGR-3-PP	14	CLNHMGR3	NERE-047P	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$34.73
CLINICAL HEALTH SCI MGR-4	15	CLNHMGR4	NERE-122	Y 51	Y	H	BWE1	N	2	CL3	\$26.40	\$36.43
CLINICAL HEALTH SCI MGR-4-PP	15	CLNHMGR4	NERE-048P	Y 51	Y	H	BWE1	N	2	CL3	\$26.40	\$36.43
CLINICAL HLTH SCIENTIST SPL-2	13	CLNHSPL2	H21-020	H 21	Y	H	BWE1	N	2	CL2	\$24.06	\$32.73
CLINICAL HLTH SCIENTIST SPL-3	14	CLNHSPL3	H21-036	H 21	Y	H	BWE1	N	2	CL2	\$25.52	\$34.76
CLINICAL HLTH SCIENTIST SPL-4	15	CLNHSPL4	H21-038	H 21	Y	H	BWE1	N	2	CL2	\$26.43	\$36.47
CLINICAL SOCIAL WORKER-E	9	CLNSWKRE	W22-013	W 22	N	H	BWN1	Y	2	CL2	\$16.44	\$19.86
CLINICAL SOCIAL WORKER-E	10	CLNSWKRE	W22-013	W 22	N	H	BWN1	Y	2	CL2	\$17.35	\$22.37
CLINICAL SOCIAL WORKER-E	P11	CLNSWKRE	W22-013	W 22	N	H	BWN1	Y	2	CL2	\$18.45	\$23.99

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
CLINICAL SOCIAL WORKER-A	12	CLNSWKRA	NERE-166	Y 51	Y	H	BWE1	Y	2	CL2	\$19.78	\$27.41
CLINICAL SOCIAL WORKER-A	12	CLNSWKRA	NERE-166	Y 99	Y	H	BWE1	Y	2	CL2	\$19.78	\$27.41
CLINICAL SOCIAL WORKER-A	12	CLNSWKRA	W22-056	W 22	Y	H	BWE1	Y	2	CL2	\$19.57	\$26.69
CLINICAL SOCIAL WORK MGR-2	13	CLWKMGR2	NERE-167	Y 51	Y	H	BWE1	N	2	CL3	\$21.25	\$30.30
CLINICAL SOCIAL WORK MGR-3	14	CLWKMGR3	NERE-168	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$33.39
CLINICAL SOCIAL WORK MGR-4	15	CLWKMGR4	NERE-169	Y 98	Y	H	BWE1	N	2	CL3	\$26.40	\$36.67
CODE INSPECTION SUPERVISOR-2	14	CODNSPV2	NERE-186	Y 51	Y	H	BWE1	Y	3	CL3	\$22.46	\$31.48
CODE INSPECTION SUPERVISOR-3	15	CODNSPV3	NERE-188	Y 51	Y	H	BWE1	N	3	CL3	\$25.19	\$35.03
COMMUNICATIONS ASSISTANT-E	5	COMNASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$12.48	\$15.12
COMMUNICATIONS ASSISTANT-E	5	COMNASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$12.46	\$15.12
COMMUNICATIONS ASSISTANT-E	6	COMNASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$13.36	\$16.01
COMMUNICATIONS ASSISTANT-E	6	COMNASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$13.35	\$16.01
COMMUNICATIONS ASSISTANT-E	E7	COMNASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
COMMUNICATIONS ASSISTANT-E	E7	COMNASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$14.18	\$17.24
COMMUNICATIONS ASSISTANT-A	8	COMNASTA	NERE-004	Y 99	N	H	BWN2	Y	6	CL1	\$15.00	\$18.06
COMMUNICATIONS ASSISTANT-A	8	COMNASTA	W41-009	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
COMMUNICATNS NETWRK INSTALLR-E	8	COMNINRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
COMMUNICATNS NETWRK INSTALLR-E	E9	COMNINRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
COMMUNICATNS NETWRK INSTALLR-A	10	COMNINRA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
COMMUNICATIONS REP-E	9	COMNREPE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
COMMUNICATIONS REP-E	10	COMNREPE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
COMMUNICATIONS REP-E	P11	COMNREPE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
COMMUNICATIONS REP-E	P11	COMNREPE	NERE-174	Y 99	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
COMMUNICATIONS REP-A	12	COMNREPA	NERE-180	Y 99	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
COMMUNICATIONS REP-A	12	COMNREPA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
COMMUNICATIONS REP MGR-2	13	COMMMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
COMMUNICATIONS REP MGR-3	14	COMMMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
COMMUNICATIONS REP MGR-4	15	COMMMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
COMMUNICATIONS SPECIALIST-2	13	COMSPL2	NERE-182	Y 99	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
COMMUNICATIONS SPECIALIST-2	13	COMSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
COMMUNICATIONS SPECIALIST-2	13	COMSPL2	NERE-182	Y 51	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
COMMUNICATIONS SPECIALIST-3	14	COMSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
COMMUNICATIONS SPECIALIST-3	14	COMSPL3	NERE-186	Y 99	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
COMMUNICATIONS SPECIALIST-4	15	COMSPL4	NERE-188	Y 99	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
COMMUNITY HEALTH SERV MGR-2	13	CHSVMGR2	NERE-153	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.03
COMMUNITY PLACEMENT AST-E	8	CMPCASTE	E42-009	E 42	N	H	BWN1	Y	5	CL1	\$13.84	\$17.01
COMMUNITY PLACEMENT AST-E	9	CMPCASTE	E42-009	E 42	N	H	BWN1	Y	5	CL1	\$14.06	\$18.27
COMMUNITY PLACEMENT AST-E	E10	CMPCASTE	E42-009	E 42	N	H	BWN1	Y	5	CL1	\$14.65	\$19.10
CONSERVATION OFFICER (RCRT)-E	10	CNVOFRE	A02-031	A 02	N	H	BWN1	Y	4	CL1	\$13.24	\$16.42
CONSERVATION OFFICER-E	10	CNSVOFRE	A02-010	A 02	N	H	BWN1	Y	4	CL1	\$17.00	\$21.08
CONSERVATION OFFICER-E	E11	CNSVOFRE	A02-010	A 02	N	H	BWN1	Y	4	CL1	\$17.91	\$23.14
CONSERVATION OFFICER SR-A	12	CNSVOFRA	A02-025	A 02	N	H	BWN1	Y	4	CL1	\$19.92	\$26.81
CONSERVATION OFFICER SPL-SS	13	CNVOFRSS	A02-028	A 02	N	H	BWN1	Y	4	CL1	\$21.12	\$28.54
CONSERVATION OFFICER-LAW SPV-1	13	CONOSPV1	NERE-123	Y 51	Y	H	BWE1	Y	4	CL3	\$21.24	\$28.73
CONSERVATION OFFICER-LAW SPV-2	14	CONOSPV2	NERE-124	Y 51	Y	H	BWE1	N	4	CL3	\$22.62	\$30.99
CONSERVATION OFFICER-LAW SPV-3	15	CONOSPV3	NERE-125	Y 51	Y	H	BWE1	N	4	CL3	\$24.67	\$34.12

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
CONSERVATION OFFICER-LAW SPV-4	16	CONOSPV4	NERE-126	Y 51	Y	H	BWE1	N	4	CL3	\$26.37	\$36.87
CONSERVATION OFFICER SPL-2	13	CONOSPL2	NERE-123	Y 51	Y	H	BWE1	Y	4	CL2	\$21.24	\$28.73
CONSERVATION OFFICER SPL-3	14	CONOSPL3	NERE-124	Y 51	Y	H	BWE1	N	4	CL2	\$22.62	\$30.99
CONSERVATION OFFICER SPL-4	15	CONOSPL4	NERE-125	Y 51	Y	H	BWE1	N	4	CL2	\$24.67	\$34.12
CONSTRUCTION AIDE (TRANS)-E	6	TRNCADEE	L32-003	L 32	N	H	BWN1	Y	3	CL1	\$11.67	\$14.58
CONSTRUCTION AIDE (TRANS)-E	E7	TRNCADEE	L32-003	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
CONSTRUCTION SAFETY INSPTR-E	E11	COSFISPE	A02-022	A 02	N	H	BWN1	Y	3	CL1	\$18.16	\$23.71
CONSTRUCTION SAFETY INSPTR-A	12	COSFISPA	A02-024	A 02	Y	H	BWE1	Y	3	CL1	\$18.63	\$25.33
CONSTRUCTION SAFETY INSPTR-SS	13	COSISPSS	A02-026	A 02	Y	H	BWE1	Y	3	CL1	\$19.92	\$26.81
CONSTRUCTION SAFETY SUPV-1	13	CONSSPV1	NERE-182	Y 51	Y	H	BWE1	Y	3	CL3	\$20.32	\$28.58
CONSTRUCTION SAFETY SUPV-2	14	CONSSPV2	NERE-186	Y 51	Y	H	BWE1	Y	3	CL3	\$22.46	\$31.48
CONSTRUCTION SAFETY SUPV-3	15	CONSSPV3	NERE-188	Y 51	Y	H	BWE1	N	3	CL3	\$25.19	\$35.03
CONSTRUCTION TECH (TRANS)-E	8	CONSTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
CONSTRUCTION TECH (TRANS)-E	9	CONSTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
CONSTRUCTION TECH (TRANS)-E	E10	CONSTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
CONSTRUCTION TECH (TRANS)-A	11	CONSTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
CONSTRUCTION TECH (TRANS)-2A	12	CONTCH2A	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
COOK-E	E6	COOKE	U11-003	U 11	N	H	BWN1	Y	8	CL1	\$13.41	\$15.64
COOK-A	7	COOKA	U11-004	U 11	N	H	BWN1	Y	8	CL1	\$13.88	\$16.47
CORRECTIONS FIELD SERVICE AST-E	9	CRFDASTE	W22-017	W 22	N	H	BWN1	Y	5	CL1	\$14.28	\$18.29
CORRECTIONS FIELD SERVICE AST-E	E10	CRFDASTE	W22-017	W 22	N	H	BWN1	Y	5	CL1	\$15.68	\$20.30
CORRECTNS INTRNL AFFRS OFCR-E	P11	CORNOFRE	NERE-175	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
CORRECTNS INTRNL AFFRS OFCR-A	12	CORNOFRA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19



**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
CORRECTIONS INVESTIGATOR-E	10	CORRINVE	A02-016	A 02	N	H	BWN1	Y	4	CL1	\$15.44	\$20.17
CORRECTIONS INVESTIGATOR-E	E11	CORRINVE	A02-016	A 02	N	H	BWN1	Y	4	CL1	\$17.40	\$22.39
CORRECTIONS INVESTIGATOR SR-A	12	CORRINVA	A02-021	A 02	N	H	BWN1	Y	4	CL1	\$17.39	\$23.61
CORRECTIONS MEDICAL AIDE-E	8	CRMDADEE	C12-001	C 12	N	H	BWN3	Y	4	CL1	\$13.65	\$19.47
CORRECTIONS MEDICAL AIDE-E	E9	CRMDADEE	C12-001	C 12	N	H	BWN3	Y	4	CL1	\$14.15	\$20.32
CORRECTIONS MEDICAL OFFICER-E	E10	CRMDOFRE	C12-003	C 12	N	H	BWN3	Y	4	CL1	\$14.66	\$21.54
CORRECTIONS OFFICER-E	8	CORROFRE	C12-001	C 12	N	H	BWN3	Y	4	CL1	\$13.65	\$19.47
CORRECTIONS OFFICER-E	E9	CORROFRE	C12-001	C 12	N	H	BWN3	Y	4	CL1	\$14.15	\$20.32
CORRECTIONS PROGRAM COORD-E	9	CORPCDRE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
CORRECTIONS PROGRAM COORD-E	10	CORPCDRE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$15.79	\$20.25
CORRECTIONS PROGRAM COORD-E	P11	CORPCDRE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$16.73	\$21.38
CORRECTIONS PROGRAM COORD-A	12	CORPCDRA	W22-041	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96
CORRECTIONS RESIDENT REP	E10	CORRSREP	C12-005	C 12	N	H	BWN3	Y	5	CL1	\$14.78	\$22.62
CORRECTIONS SECURITY INSPECTOR	13	CORSCISP	NERE-131	Y 51	Y	H	BWE1	Y	4	CL1	\$19.58	\$27.34
CORRECTIONS SECURITY REP	E10	CORSCREP	C12-005	C 12	N	H	BWN3	Y	5	CL1	\$14.78	\$22.62
CORRECTIONS SHIFT SUPV-1	11	CORSPV1	NERE-127	Y 51	N	H	BWN2	Y	4	CL3	\$16.25	\$22.63
CORRECTIONS SHIFT SUPV-2	12	CORSPV2	NERE-130	Y 51	N	H	BWN2	Y	4	CL3	\$18.38	\$24.79
CORRECTIONS SHIFT SUPV-3	13	CORSPV3	NERE-131	Y 51	Y	H	BWE1	Y	4	CL3	\$19.58	\$27.34
CORRECTIONS TRNSPRTATN OFCR-E	E10	CORTOFRE	C12-003	C 12	N	H	BWN1	Y	4	CL1	\$14.66	\$21.54
DAIRY INDUSTRY SCIENTIST-E	9	DRYISCIE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
DAIRY INDUSTRY SCIENTIST-E	10	DRYISCIE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
DAIRY INDUSTRY SCIENTIST-E	P11	DRYISCIE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
DAIRY INDUSTRY SCIENTIST-A	12	DRYISCIA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
DAIRY INDUSTRY MANAGER-3	14	DIARMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
DAIRY INDUSTRY MANAGER-4	15	DIARMGR4	NERE-109	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
DAIRY INDUSTRY SPECIALIST 2	13	DRYSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
DAIRY INDUSTRY SPECIALIST 3	14	DRYSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
DATA CODING OPERATOR-E	5	DATAOPRE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$12.48	\$15.12
DATA CODING OPERATOR-E	5	DATAOPRE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$12.46	\$15.12
DATA CODING OPERATOR-E	6	DATAOPRE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$13.35	\$16.01
DATA CODING OPERATOR-E	6	DATAOPRE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$13.36	\$16.01
DATA CODING OPERATOR-E	E7	DATAOPRE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$14.18	\$17.24
DATA CODING OPERATOR-E	E7	DATAOPRE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
DATA CODING OPERATOR-A	8	DATAOPRA	W41-009	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
DATA PROCESSING ASSISTANT-E	6	DATPASTE	W41-004	W 41	N	H	BWN1	Y	6	CL1	\$13.36	\$16.01
DATA PROCESSING ASSISTANT-E	E7	DATPASTE	W41-004	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
DATA PROCESSING ASSISTANT-A	8	DATPASTA	W41-009	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
DENTAL AIDE-E	6	DNTLADEE	U11-005	U 11	N	H	BWN1	Y	5	CL1	\$13.83	\$16.26
DENTAL AIDE-E	7	DNTLADEE	U11-005	U 11	N	H	BWN1	Y	5	CL1	\$14.23	\$16.78
DENTAL AIDE-E	E8	DNTLADEE	U11-005	U 11	N	H	BWN1	Y	5	CL1	\$14.80	\$17.44
DENTAL HYGIENIST	E11	DENTLHYG	L32-011	L 32	N	H	BWN1	Y	5	CL1	\$15.68	\$20.91
DENTAL LABORATORY TECHNICIAN-E	8	DNLBTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
DENTAL LABORATORY TECHNICIAN-E	9	DNLBTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
DENTAL LABORATORY TECHNICIAN-E	E10	DNLBTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
DENTAL LABORATORY TECHNICIAN-A	11	DNLBTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
DENTAL LABORATORY TECHNICN-SS	12	DLBTCHSS	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
DENTIST-E	P15	DENTISTE	W22-051	W 22	Y	H	BWE1	N	2	CL2	\$30.01	\$38.48
DENTIST-A	16	DENTISTA	W22-033	W 22	Y	H	BWE1	N	2	CL2	\$34.00	\$44.55
DENTIST-A	16	DENTISTA	NERE-161	Y 51	Y	H	BWE1	N	2	CL2	\$34.00	\$44.55
DENTIST MANAGER-1	17	DENTMGR1	NERE-163	Y 51	Y	H	BWE1	N	2	CL3	\$36.43	\$46.76
DENTIST MANAGER-2	18	DENTMGR2	NERE-164	Y 51	Y	H	BWE1	N	2	CL3	\$39.32	\$50.53
DEPT OF STATE AIDE-E	6	DOSADE	W41-003	W 41	N	H	BWN1	Y	5	CL1	\$13.36	\$16.00
DEPT OF STATE AIDE-E	7	DOSADE	W41-003	W 41	N	H	BWN1	Y	5	CL1	\$14.20	\$17.26
DEPT OF STATE AIDE-E	E8	DOSADE	W41-003	W 41	N	H	BWN1	Y	5	CL1	\$15.02	\$18.08
DEPT OF STATE BRANCH SUPV-1	9	DSBRSPV1	NERE-171	Y 51	N	H	BWN2	Y	5	CL3	\$14.58	\$18.40
DEPT OF STATE BRANCH SUPV-2	10	DSBRSPV2	NERE-149	Y 51	N	H	BWN2	Y	5	CL3	\$15.65	\$20.52
DEPT OF STATE BRANCH SUPV-3	11	DSBRSPV3	NERE-179	Y 51	Y	H	BWE1	Y	5	CL3	\$17.62	\$24.26
DEPT OF STATE BRANCH SUPV-4	12	DSBRSPV4	NERE-180	Y 51	Y	H	BWE1	Y	5	CL3	\$18.93	\$26.19
DEPARTMENTAL ANALYST TRAINEE-E	9	DEPTTRE	NERE-002P	Y 99	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
DEPARTMENTAL ANALYST TRAINEE-E	9	DEPTTRE	NERE-002P	Y 23	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
DEPARTMENTAL ANALYST-E	9	DEPTALTE	NERE-174	Y 99	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
DEPARTMENTAL ANALYST-E	9	DEPTALTE	NERE-174	Y 98	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
DEPARTMENTAL ANALYST-E	9	DEPTALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
DEPARTMENTAL ANALYST-E	10	DEPTALTE	NERE-174	Y 99	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
DEPARTMENTAL ANALYST-E	10	DEPTALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
DEPARTMENTAL ANALYST-E	P11	DEPTALTE	NERE-174	Y 99	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
DEPARTMENTAL ANALYST-E	P11	DEPTALTE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
DEPARTMENTAL ANALYST-A	12	DEPTALTA	NERE-180	Y 51	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
DEPARTMENTAL ANALYST-A	12	DEPTALTA	NERE-180	Y 99	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19

**COMPENSATION PLAN -- SECTION A**

<b>HRMN Position Description</b>	<b>Grade</b>	<b>Core Pos Code</b>	<b>Schedule</b>	<b>Unit</b>	<b>Exempt</b>	<b>Salary Class</b>	<b>Pay Plan</b>	<b>Shift</b>	<b>Job Cat</b>	<b>Job Class</b>	<b>10/1/03 Minimum</b>	<b>10/1/03 Maximum</b>
DEPARTMENTAL ANALYST-A	12	DEPTALTA	NERE-180	Y 98	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
DEPARTMENTAL ANALYST-A	12	DEPTALTA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
DEPARTMENTAL MANAGER-1	12	DEPTMGR1	NERE-180	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
DEPARTMENTAL MANAGER-1-PP	12	DEPTMGR1	NERE-081P	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
DEPARTMENTAL MANAGER-2	13	DEPTMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
DEPARTMENTAL MANAGER-2-PP	13	DEPTMGR2	NERE-082P	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
DEPARTMENTAL MANAGER-3	14	DEPTMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
DEPARTMENTAL MANAGER-3-PP	14	DEPTMGR3	NERE-084P	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
DEPARTMENTAL MANAGER-4	15	DEPTMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
DEPARTMENTAL MANAGER-4-PP	15	DEPTMGR4	NERE-086P	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
DEPARTMENTAL MANAGER-5	16	DEPTMGR5	NERE-189	Y 51	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
DEPARTMENTAL MANAGER-5-PP	16	DEPTMGR5	NERE-087P	Y 51	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
DEPARTMENTAL SPECIALIST-2	13	DEPSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
DEPARTMENTAL SPECIALIST-2	13	DEPSPL2	NERE-182	Y 99	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
DEPARTMENTAL SPECIALIST-2	13	DEPSPL2	NERE-182	Y 98	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
DEPARTMENTAL SPECIALIST-2-PP	13	DEPSPL2	NERE-095P	Y 23	Y	H	BWE1	N	2	CL2	\$18.93	\$28.58
DEPARTMENTAL SPECIALIST-3	14	DEPSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
DEPARTMENTAL SPECIALIST-3	14	DEPSPL3	NERE-186	Y 51	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
DEPARTMENTAL SPECIALIST-3	14	DEPSPL3	NERE-186	Y 99	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
DEPARTMENTAL SPECIALIST-3	14	DEPSPL3	NERE-186	Y 98	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
DEPARTMENTAL SPECIALIST-3-PP	14	DEPSPL3	NERE-096P	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$31.48
DEPARTMENTAL SPECIALIST-4	15	DEPSPL4	NERE-188	Y 99	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
DEPARTMENTAL SPECIALIST-4	15	DEPSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
DEPARTMENTAL SPECIALIST-4	15	DEPSPL4	NERE-188	Y 98	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
DEPARTMENTAL SPECIALIST-4-PP	15	DEPSPL4	NERE-097P	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$35.03
DEPARTMENTAL SUPERVISOR-1	10	DEPTSPV1	NERE-178	Y 51	N	H	BWN2	Y	5	CL3	\$15.65	\$20.52
DEPARTMENTAL SUPERVISOR 1-PP	10	DEPTSPV1	NERE-080P	Y 51	N	H	BWN2	Y	5	CL3	\$15.65	\$20.52
DEPARTMENTAL SUPERVISOR-2	11	DEPTSPV2	NERE-179	Y 51	Y	H	BWE1	Y	5	CL3	\$17.62	\$24.26
DEPARTMENTAL SUPERVISOR 2-PP	11	DEPTSPV2	NERE-080P	Y 51	Y	H	BWE1	Y	5	CL3	\$17.62	\$24.26
DEPARTMENTAL SUPERVISOR-3	12	DEPTSPV3	NERE-180	Y 51	Y	H	BWE1	Y	5	CL3	\$18.93	\$26.19
DEPARTMENTAL SUPERVISOR 3-PP	12	DEPTSPV3	NERE-081P	Y 51	Y	H	BWE1	Y	5	CL3	\$18.93	\$26.19
DEPARTMENTAL SUPERVISOR-4	13	DEPTSPV4	NERE-182	Y 51	Y	H	BWE1	N	5	CL3	\$20.32	\$28.58
DEPARTMENTAL SUPERVISOR 4-PP	13	DEPTSPV4	NERE-082P	Y 51	Y	H	BWE1	N	5	CL3	\$20.32	\$28.58
DEPARTMENTAL SUPERVISOR-5	14	DEPTSPV5	NERE-186	Y 51	Y	H	BWE1	N	5	CL3	\$22.46	\$31.48
DEPARTMENTAL SUPERVISOR 5-PP	14	DEPTSPV5	NERE-084P	Y 51	Y	H	BWE1	N	5	CL3	\$22.46	\$31.48
DEPARTMENTAL TECHNICIAN-E	7	DPTLTCH	NERE-044	Y 99	N	H	BWN2	Y	5	CL1	\$14.17	\$17.26
DEPARTMENTAL TECHNICIAN-E	7	DPTLTCH	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$14.20	\$17.26
DEPARTMENTAL TECHNICIAN-E	8	DPTLTCH	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$15.02	\$18.08
DEPARTMENTAL TECHNICIAN-E	8	DPTLTCH	NERE-044	Y 99	N	H	BWN2	Y	5	CL1	\$15.00	\$18.08
DEPARTMENTAL TECHNICIAN-E	E9	DPTLTCH	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$15.22	\$19.11
DEPARTMENTAL TECHNICIAN-E	E9	DPTLTCH	NERE-044	Y 99	N	H	BWN2	Y	5	CL1	\$15.20	\$19.11
DEPARTMENTAL TECHNICIAN-A	10	DPTLTCHA	W41-014	W 41	N	H	BWN1	Y	5	CL1	\$16.62	\$21.30
DEPARTMENTAL TECHNICIAN-A	10	DPTLTCHA	NERE-041	Y 99	N	H	BWN2	Y	5	CL1	\$16.30	\$21.30
DEPUTY PRISON WARDEN-3	14	DEPWRD3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
DEPUTY PRISON WARDEN-4	15	DEPWRD4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
DEVELOPMENTAL DISABLTES MGR-1	12	DEVDMGR1	NERE-137	Y 51	Y	H	BWE1	Y	2	CL3	\$17.90	\$23.35

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
DEVELOPMENTAL DISABLTES MGR-2	13	DEVDMGR2	NERE-140	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
DEVELOPMENTAL DISABLTES MGR-3	14	DEVDMGR3	NERE-143	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
DEVELOPMENTAL DISABIL PRGMR-E	9	DEVDPGRG	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
DEVELOPMENTAL DISABIL PRGMR-E	10	DEVDPGRG	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$15.79	\$20.25
DEVELOPMENTAL DISABIL PRGMR-E	10	DEVDPGRG	NERE-134	Y 51	N	H	BWN2	Y	2	CL2	\$15.65	\$20.46
DEVELOPMENTAL DISABIL PRGMR-E	P11	DEVDPGRG	NERE-134	Y 51	N	H	BWN2	Y	2	CL2	\$16.74	\$21.66
DEVELOPMENTAL DISABIL PRGMR-E	P11	DEVDPGRG	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$16.73	\$21.38
DEVELOPMENTAL DISABIL PRGMR-A	12	DEVDPRGA	W22-041	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96
DEVELOPMENTAL DISABIL PRGMR-A	12	DEVDPRGA	NERE-137	Y 51	N	H	BWN2	Y	2	CL2	\$17.90	\$23.35
DIETITIAN/NUTRITIONIST-E	9	DIETNUTE	W22-019	W 22	N	H	BWN1	Y	2	CL2	\$16.56	Refer to Reg. 5.01, Std. M.
DIETITIAN/NUTRITIONIST-E	10	DIETNUTE	W22-019	W 22	N	H	BWN1	Y	2	CL2	\$16.46	\$20.96
DIETITIAN/NUTRITIONIST-E	P11	DIETNUTE	W22-019	W 22	N	H	BWN1	Y	2	CL2	\$17.38	\$22.09
DIETITIAN/NUTRITIONIST-A	12	DIETNUTA	W22-020	W 22	N	H	BWN1	Y	2	CL2	\$18.52	\$23.69
DIETITIAN/NUTRITIONIST-A	12	DIETNUTA	NERE-017	Y 51	Y	H	BWE1	Y	2	CL2	\$18.54	\$23.98
DIETITIAN/NUTRITIONIST MGR-1	12	DIETMGR1	NERE-017	Y 51	Y	H	BWE1	Y	2	CL3	\$18.54	\$23.98
DIETITIAN/NUTRITIONIST MGR-2	13	DIETMGR2	NERE-018	Y 51	Y	H	BWE1	Y	2	CL3	\$20.17	\$27.63
DIETITIAN/NUTRITIONIST MGR-3	14	DIETMGR3	NERE-019	Y 51	Y	H	BWE1	N	2	CL3	\$21.60	\$30.31
DISABILITY DETERMINATION AST-E	8	DSDTASTE	E42-009	E 42	N	H	BWN1	Y	5	CL1	\$13.84	\$17.01
DISABILITY DETERMINATION AST-E	9	DSDTASTE	E42-009	E 42	N	H	BWN1	Y	5	CL1	\$14.06	\$18.27
DISABILITY DETERMINATION AST-E	E10	DSDTASTE	E42-009	E 42	N	H	BWN1	Y	5	CL1	\$14.65	\$19.10
DISABILITY EXAMINER-E	9	DISBEXME	W22-009	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$19.28
DISABILITY EXAMINER-E	10	DISBEXME	W22-009	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$20.46
DISABILITY EXAMINER-E	P11	DISBEXME	W22-009	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96

**COMPENSATION PLAN -- SECTION A**

<b>HRMN Position Description</b>	<b>Grade</b>	<b>Core Pos Code</b>	<b>Schedule</b>	<b>Unit</b>	<b>Exempt</b>	<b>Salary Class</b>	<b>Pay Plan</b>	<b>Shift</b>	<b>Job Cat</b>	<b>Job Class</b>	<b>10/1/03 Minimum</b>	<b>10/1/03 Maximum</b>
DISABILITY EXAMINER-A	12	DISBEXMA	W22-043	W 22	N	H	BWN1	Y	2	CL2	\$18.78	\$25.52
DISABILITY EXAM MANAGER-2	13	DISEMGR2	NERE-142	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
DISABILITY EXAM MANAGER-3	14	DISEMGR3	NERE-146	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.80
DISABILITY EXAM MANAGER-4	15	DISEMGR4	NERE-155	Y 98	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
DIVISION HEAD LEGAL SECRETRY-A	10	DHLGSECA	NERE-005P	Y 99	N	H	BWN2	Y	6	CL1	\$15.76	\$20.03
DIVISION LEGAL SECRETARY SPV-1	10	DIVSSPV1	NERE-005P	Y 99	N	H	BWN2	Y	6	CL3	\$15.76	\$20.03
DIVISION LEGAL SECRETARY SPV-2	11	DIVSSPV2	NERE-007P	Y 99	N	H	BWN2	Y	6	CL3	\$16.25	\$21.12
DIVISION LEGAL SECRETARY SPV-3	12	DIVSSPV3	NERE-010P	Y 99	N	H	BWN2	Y	6	CL3	\$17.32	\$22.65
DOMESTIC SERVICES AIDE-E	5	DMSRADEE	U11-002	U 11	N	H	BWN1	Y	8	CL1	\$12.75	\$15.08
DOMESTIC SERVICES AIDE-E	E6	DMSRADEE	U11-002	U 11	N	H	BWN1	Y	8	CL1	\$13.41	\$15.64
DOMESTIC SERVICES AIDE-A	7	DMSRADEA	U11-006	U 11	N	H	BWN1	Y	8	CL1	\$13.88	\$16.47
DOMESTIC SERVICES SPV-1	8	DOMSSPV1	NERE-005	Y 51	N	H	BWN2	Y	8	CL3	\$13.91	\$16.90
DOMESTIC SERVICES SPV-2	9	DOMSSPV2	NERE-006	Y 51	N	H	BWN2	Y	8	CL3	\$14.86	\$17.99
DOMESTIC SERVICES SPV-3	10	DOMSSPV3	NERE-007	Y 51	N	H	BWN2	Y	8	CL3	\$15.53	\$19.81
DOMESTIC SERVICES SPV-4	11	DOMSSPV4	NERE-008	Y 51	N	H	BWN2	Y	8	CL3	\$16.77	\$21.88
DOMESTIC SERVICES SPV-5	12	DOMSSPV5	NERE-009	Y 51	Y	H	BWE1	Y	8	CL3	\$18.38	\$24.60
DRAFTING ASSISTANT-E	6	DRAFASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$11.67	\$14.58
DRAFTING ASSISTANT-E	7	DRAFASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
DRAFTING ASSISTANT-E	E8	DRAFASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
DRAFTING TECHNICIAN-E	8	DRAFTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
DRAFTING TECHNICIAN-E	9	DRAFTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
DRAFTING TECHNICIAN-E	E10	DRAFTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
DRAFTING TECHNICIAN-A	11	DRAFTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
DRAFTING TECHNICIAN-SS	12	DRFTCHSS	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
ECONOMIC ANALYST-E	9	ECONALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
ECONOMIC ANALYST-E	10	ECONALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
ECONOMIC ANALYST-E	P11	ECONALTE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
ECONOMIC ANALYST-A	12	ECONALTA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
ECON COMM DVLPMT ALT-E	9	ECDALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
ECON COMM DVLPMT ALT-E	10	ECDALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
ECON COMM DVLPMT ALT-E	P11	ECDALTE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
ECON COMM DVLPMT ALT-A	12	ECDLATA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
ECONOMIC/CMTY DVLP MGR-3	14	ECDVMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
ECONOMIC/CMTY DVLP MGR-4	15	ECDVMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
ECON COMM DVLPMT SPL-2	13	ECDSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
ECON COMM DVLPMT SPL-3	14	ECDSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
ECON COMM DVLPMT SPL-4	15	ECDSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
ECONOMIC MANAGER-3	14	ECONMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
ECONOMIC MANAGER-4	15	ECONMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
ECONOMIC SPECIALIST-2	13	ECOSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
ECONOMIC SPECIALIST-3	14	ECOSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
ECONOMIC SPECIALIST-4	15	ECOSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
EDUCATION CONSULTANT-E	12	EDUCCSTE	W22-045	W 22	Y	H	BWE1	Y	2	CL2	\$21.73	\$28.61
EDUCATION CONSULTANT-E	P13	EDUCCSTE	W22-045	W 22	Y	H	BWE1	N	2	CL2	\$23.33	\$30.77
EDUCATION CONSULTANT-A	14	EDUCCSTA	W22-050	W 22	Y	H	BWE1	N	2	CL2	\$24.82	\$32.87
EDUCATION CONSULTANT-A	14	EDUCCSTA	NERE-152	Y 51	Y	H	BWE1	N	2	CL2	\$24.73	\$33.39



**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
EDUCATION CONSLTNT MGR-4	14	EDUCMGR4	NERE-152	Y 51	Y	H	BWE1	N	1	CL3	\$24.73	\$33.39
EDUCATION CONSLTNT MGR-5	15	EDUCMGR5	NERE-158	Y 51	Y	H	BWE1	N	1	CL3	\$26.40	\$36.43
EDUCATION CONSLTNT MGR-6	16	EDUCMGR6	NERE-160	Y 51	Y	H	BWE1	N	1	CL3	\$28.58	\$39.32
EDUC FIELD SERV CONSULTANT-E	12	EDFLCSTE	W22-045	W 22	Y	H	BWE1	Y	2	CL2	\$21.73	\$28.61
EDUC FIELD SERV CONSULTANT-E	P13	EDFLCSTE	W22-045	W 22	Y	H	BWE1	N	2	CL2	\$23.33	\$30.77
EDUC FIELD SERV CONSULTANT-A	14	EDFLCSTA	W22-050	Y 51	Y	H	BWE1	N	2	CL2	\$24.82	\$32.87
EDUC FIELD SERV CONSULTANT-A	14	EDFLCSTA	W22-050	W 22	Y	H	BWE1	N	2	CL2	\$24.82	\$32.87
EDUCATION GUID CONSULTANT-E	12	EDGDCSTE	W22-045	W 22	Y	H	BWE1	Y	2	CL2	\$21.73	\$28.61
EDUCATION GUID CONSULTANT-E	P13	EDGDCSTE	W22-045	W 22	Y	H	BWE1	N	2	CL2	\$23.33	\$30.77
EDUCATION RESEARCH CONSULTNT-E	12	EDRSCSTE	W22-045	W 22	Y	H	BWE1	Y	2	CL2	\$21.73	\$28.61
EDUCATION RESEARCH CONSULTNT-E	P13	EDRSCSTE	W22-045	W 22	Y	H	BWE1	N	2	CL2	\$23.33	\$30.77
EDUCATION RESEARCH CONSULTNT-A	14	EDRSCSTA	NERE-152	Y 51	Y	H	BWE1	N	2	CL2	\$24.73	\$33.39
EDUCATION RESEARCH CONSULTNT-A	14	EDRSCSTA	W22-050	W 22	Y	H	BWE1	N	2	CL2	\$24.82	\$32.87
EDUCATION SPECIALIST-E	9	EDUCSPLE	W22-002	W 22	N	H	BWN1	Y	2	CL2	\$16.48	\$19.27
EDUCATION SPECIALIST-E	10	EDUCSPLE	W22-002	W 22	N	H	BWN1	Y	2	CL2	\$15.48	\$19.80
EDUCATION SPECIALIST-E	P11	EDUCSPLE	W22-002	W 22	N	H	BWN1	Y	2	CL2	\$16.48	\$21.13
EDUCATION SPECIALIST-A	12	EDUCSPLA	W22-041	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96
ELECTRICAL INSPECTOR-E	E11	ELCTISPE	A02-022	A 02	N	H	BWN1	Y	3	CL1	\$18.16	\$23.71
ELECTRICAL INSPECTOR-A	12	ELCTISPA	A02-024	A 02	Y	H	BWE1	Y	3	CL1	\$18.63	\$25.33
ELECTRICIAN LICENSED-E	E9	ELECTRNE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
ELECTRICIAN LICENSED-A	10	ELECTRNA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
ELECTRICIAN MASTER LICENS-D-E	E10	ELECLICE	A31-017	A 31	N	H	BWN1	Y	7	CL1	\$16.75	\$21.60
ELECTRICIAN MASTER LICENS-D-A	11	ELECLICA	A31-018	A 31	N	H	BWN1	Y	7	CL1	\$18.16	\$23.71

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HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
ELECTRICIAN SUPERVISOR-1	11	ELECSVP1	NERE-069	Y 51	N	H	BWN2	Y	7	CL3	\$18.74	\$24.35
ELECTRONICS TECHNICIAN SPV-1	12	ELETSPV1	NERE-098	Y 51	Y	H	BWE1	Y	3	CL3	\$17.90	\$24.60
ELECTRONICS TECHNCN SPV-1-PP	12	ELETSPV1	NERE-039P	Y 51	Y	H	BWE1	Y	3	CL3	\$17.90	\$24.60
ELECTRONICS TECHNICIAN SPV-2	13	ELETSPV2	NERE-102	Y 51	Y	H	BWE1	Y	3	CL3	\$19.95	\$26.89
ELECTRONICS TECHNCN SPV-2-PP	13	ELETSPV2	NERE-041P	Y 51	Y	H	BWE1	Y	3	CL3	\$19.95	\$26.89
EEG/EKG ASSISTANT-E	6	EGKGASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$11.67	\$14.58
EEG/EKG ASSISTANT-E	7	EGKGASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
EEG/EKG ASSISTANT-E	E8	EGKGASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
ELEVATOR INSPECTOR-E	E11	ELEVISPE	A02-022	A 02	N	H	BWN1	Y	3	CL1	\$18.16	\$23.71
ELEVATOR INSPECTOR-A	12	ELEVISPA	A02-024	A 02	Y	H	BWE1	Y	3	CL1	\$18.63	\$25.33
ELEVATOR REPAIRER - LICENSED	E10	ELVATLIC	A31-017	A 31	N	H	BWN1	Y	7	CL1	\$16.75	\$21.60
EMERGENCY DISPATCHER-E	7	EMRGDISE	W41-006	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
EMERGENCY DISPATCHER-E	E8	EMRGDISE	W41-006	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
EMERGENCY DISPATCH SPV-1	10	EMRDSPV1	NERE-011	Y 51	N	H	BWN2	Y	6	CL3	\$15.72	\$19.97
EMISSIONS TEST STATION INSP-E	9	EMSTISPE	A02-014	A 02	N	H	BWN1	Y	3	CL1	\$14.87	\$18.18
EMISSIONS TEST STATION INSP-E	E10	EMSTISPE	A02-014	A 02	N	H	BWN1	Y	3	CL1	\$15.44	\$20.17
EMPLOYMENT COUNSELOR-E	9	EMPTCSRE	W22-008	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$19.28
EMPLOYMENT COUNSELOR-E	10	EMPTCSRE	W22-008	W 22	N	H	BWN1	Y	2	CL2	\$14.83	\$19.10
EMPLOYMENT COUNSELOR-E	P11	EMPTCSRE	W22-008	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$20.46
EMPLNT SERVICES ANALYST-E	9	EMPSALTE	E42-011	E 42	N	H	BWN1	Y	2	CL2	\$14.06	\$18.05
EMPLNT SERVICES ANALYST-E	10	EMPSALTE	E42-011	E 42	N	H	BWN1	Y	2	CL2	\$15.51	\$20.36
EMPLNT SERVICES ANALYST-E	P11	EMPSALTE	E42-011	E 42	N	H	BWN1	Y	2	CL2	\$17.43	\$24.02
EMPLNT SERVICES ANALYST-A	12	EMPSALTA	E42-014	E 42	N	H	BWN1	Y	2	CL2	\$18.77	\$25.85

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
EMPLOYMNT SERVICE INTERVIEWR-E	9	EMPSIVRE	E42-010	E 42	N	H	BWN1	Y	5	CL1	\$14.06	\$18.27
EMPLOYMNT SERVICE INTERVIEWR-E	E10	EMPSIVRE	E42-010	E 42	N	H	BWN1	Y	5	CL1	\$14.65	\$19.10
EMPLOYMNT SRVC INTRVWR-A	11	EMPSIVRA	E42-013	E 42	N	H	BWN1	Y	5	CL1	\$15.51	\$20.34
EMPLOYMENT SERVICE MANAGER-3	14	EMPSMGR3	NERE-143	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
EMPLOYMENT SERVICE MANAGER-4	15	EMPSMGR4	NERE-147	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.80
EMPLOYMENT SERVICE SUPERVISR-1	12	EMPSSPV1	NERE-138	Y 51	Y	H	BWE1	Y	5	CL3	\$17.62	\$24.26
ENGINEER-E	9	ENGINRE	H21-008	H 21	N	H	BWN2	Y	2	CL2	\$17.22	\$21.66
ENGINEER-E	10	ENGINRE	H21-008	H 21	N	H	BWN2	Y	2	CL2	\$17.70	\$23.14
ENGINEER-E	P11	ENGINRE	H21-008	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$26.92
ENGINEER-A	12	ENGINRA	H21-013	H 21	Y	H	BWE1	Y	2	CL2	\$21.66	\$28.85
ENGINEER MANAGER-1	12	ENGRMGR1	NERE-115	Y 51	Y	H	BWE1	Y	2	CL3	\$21.66	\$28.80
ENGINEER MANAGER-1-PP	12	ENGRMGR1	NERE-049P	Y 51	Y	H	BWE1	Y	2	CL3	\$21.66	\$28.80
ENGINEER MANAGER-2	13	ENGRMGR2	NERE-116	Y 51	Y	H	BWE1	N	2	CL3	\$23.35	\$31.14
ENGINEER MANAGER-2-PP	13	ENGRMGR2	NERE-050P	Y 51	Y	H	BWE1	N	2	CL3	\$23.35	\$31.14
ENGINEER MANAGER-3	14	ENGRMGR3	NERE-117	Y 51	Y	H	BWE1	N	2	CL3	\$25.00	\$33.71
ENGINEER MANAGER-3-PP	14	ENGRMGR3	NERE-051P	Y 51	Y	H	BWE1	N	2	CL3	\$25.00	\$33.71
ENGINEER MANAGER-4	15	ENGRMGR4	NERE-118	Y 51	Y	H	BWE1	N	2	CL3	\$26.70	\$36.43
ENGINEER MANAGER-4-PP	15	ENGRMGR4	NERE-052P	Y 51	Y	H	BWE1	N	2	CL3	\$26.70	\$36.43
ENGINEER MANAGER-LICENSED-1	12	ENGLMGR1	NERE-199	Y 51	Y	H	BWE1	Y	2	CL3	\$21.88	\$29.06
ENGINEER MANAGER-LICENSED-2	13	ENGLMGR2	NERE-200	Y 51	Y	H	BWE1	N	2	CL3	\$23.59	\$31.45
ENGINEER MANAGER-LICENSED-3	14	ENGLMGR3	NERE-201	Y 51	Y	H	BWE1	N	2	CL3	\$25.21	\$34.00
ENGINEER MANAGER-LICENSED-4	15	ENGLMGR4	NERE-202	Y 51	Y	H	BWE1	N	2	CL3	\$26.93	\$36.79
ENGINEER MANAGER-LICENSED-5	16	ENGLMGR5	NERE-203	Y 51	Y	H	BWE1	N	2	CL3	\$28.88	\$39.71

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
ENGINEERING ASSISTANT-E	6	ENGRASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$11.67	\$14.58
ENGINEERING ASSISTANT-E	7	ENGRASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
ENGINEERING ASSISTANT-E	E8	ENGRASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
ENGINEERING ASSISTANT-A	9	ENGRASTA	L32-009	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
ENGINEERING ASST SUPV-1	10	ENGRSPV1	NERE-099	Y 51	N	H	BWN2	Y	3	CL3	\$16.85	\$22.24
ENGINEERING ASST SUPV-2	11	ENGRSPV2	NERE-100	Y 51	Y	H	BWE1	Y	3	CL3	\$17.90	\$24.49
ENGINEERING LIC SPECIALIST 2	13	ENLSPL2	H21-029	H 21	Y	H	BWE1	N	2	CL2	\$23.62	\$31.47
ENGINEERING LIC SPECIALIST 3	14	ENLSPL3	H21-030	H 21	Y	H	BWE1	N	2	CL2	\$25.26	\$34.03
ENGINEERING LIC SPECIALIST 4	15	ENLSPL4	H21-031	H 21	Y	H	BWE1	N	2	CL2	\$26.98	\$36.81
ENGINEERING SPECIALIST 2	13	ENGSP2	H21-016	H 21	Y	H	BWE1	N	2	CL2	\$23.41	\$31.17
ENGINEERING SPECIALIST 3	14	ENGSP3	H21-018	H 21	Y	H	BWE1	N	2	CL2	\$25.04	\$33.74
ENGINEERING SPECIALIST 4	15	ENGSP4	H21-019	H 21	Y	H	BWE1	N	2	CL2	\$26.74	\$36.44
ENGINEERING TECHNICIAN-E	8	ENGRTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
ENGINEERING TECHNICIAN-E	9	ENGRTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
ENGINEERING TECHNICIAN-E	E10	ENGRTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
ENGINEERING TECHNICIAN-A	11	ENGRTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
ENGINEERING TECHNICIAN-SS	12	ENGRTCHSS	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
ENVIRONMENTAL ENGINEER-E	9	EVIRENGE	H21-008	H 21	N	H	BWN2	Y	2	CL2	\$17.22	\$21.66
ENVIRONMENTAL ENGINEER-E	10	EVIRENGE	H21-008	H 21	N	H	BWN2	Y	2	CL2	\$17.70	\$23.14
ENVIRONMENTAL ENGINEER-E	P11	EVIRENGE	H21-008	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$26.92
ENVIRONMENTAL ENGINEER-A	12	EVIRENGA	H21-013	H 21	Y	H	BWE1	Y	2	CL2	\$21.66	\$28.85
ENVIRONMENTAL ENGINEER LIC-A	12	EVILICA	H21-028	H 21	Y	H	BWE1	Y	2	CL2	\$21.88	\$29.13
ENVIRONMENTAL ENG LIC SPL 2	13	EVILSPL2	H21-029	H 21	Y	H	BWE1	N	2	CL2	\$23.62	\$31.47

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
ENVIRONMENTAL ENG LIC SPL 3	14	EVILSPL3	H21-030	H 21	Y	H	BWE1	N	2	CL2	\$25.26	\$34.03
ENVIRONMENTAL ENGINEER SPL 2	13	EVISPL2	H21-016	H 21	Y	H	BWE1	N	2	CL2	\$23.41	\$31.17
ENVIRONMENTAL ENGINEER SPL 3	14	EVISPL3	H21-018	H 21	Y	H	BWE1	N	2	CL2	\$25.04	\$33.74
ENVIRONMENTAL MANAGER-2	13	ENVRMGR2	NERE-107	Y 51	Y	H	BWE1	N	2	CL3	\$22.05	\$29.95
ENVIRONMENTAL MANAGER-3	14	ENVRMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
ENVIRONMENTAL MANAGER-4	15	ENVRMGR4	NERE-109	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
ENVIRONMENTAL QUALITY ALT-E	9	EQALTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
ENVIRONMENTAL QUALITY ALT-E	10	EQALTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
ENVIRONMENTAL QUALITY ALT-E	P11	EQALTE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
ENVIRONMENTAL QUALITY ALT-A	12	EQALTA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
ENVIRONMENTAL QUALITY SPL 2	13	EQSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
ENVIRONMENTAL QUALITY SPL 3	14	EQSPL3	NERE-108	Y 99	Y	H	BWE1	N	2	CL2	\$23.60	\$32.38
ENVIRONMENTAL QUALITY SPL 3	14	EQSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
ENVIRONMENTAL QUALITY SPL 4	15	EQSPL4	NERE-109	Y 99	Y	H	BWE1	N	2	CL2	\$25.48	\$35.81
ENVIRONMENTAL QUALITY SPL 4	15	EQSPL4	H21-021	H 21	Y	H	BWE1	N	2	CL2	\$25.52	\$35.87
ENVIRONMENTAL SANITARIAN-E	9	ESANE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
ENVIRONMENTAL SANITARIAN-E	10	ESANE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
ENVIRONMENTAL SANITARIAN-E	P11	ESANE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
ENVIRONMENTAL SANITARIAN-A	12	ESANA	H21-009	H 21	N	H	BWN2	Y	2	CL2	\$20.24	\$27.44
ENV SANITARIAN SPL 2	13	ESASPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
ENV SANITARIAN SPL 3	14	ESASPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
ENVIRONMENTAL TECHNICIAN-E	8	ENVRTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
ENVIRONMENTAL TECHNICIAN-E	9	ENVRTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
ENVIRONMENTAL TECHNICIAN-E	E10	ENVRTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
ENVIRONMENTAL TECHNICIAN-A	11	ENVRTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
ENVIRONMENTAL TECHNICIAN-SS	12	ENVTCHSS	L32-013	L 32	Y	H	BWE1	Y	3	CL1	\$17.38	\$24.39
ENVIRONMENTAL TECH SUPV-1	12	ENVTSPV1	NERE-098	Y 51	Y	H	BWE1	Y	3	CL3	\$17.90	\$24.60
EPIDEMIOLOGIST-E	10	EPIDGSTE	H21-006	H 21	N	H	BWN2	Y	2	CL2	\$17.70	\$23.14
EPIDEMIOLOGIST-E	P11	EPIDGSTE	H21-006	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$26.92
EPIDEMIOLOGIST-A	12	EPIDGSTA	H21-013	H 21	Y	H	BWE1	Y	2	CL2	\$21.66	\$28.85
EPIDEMIOLOGIST MANAGER-2	13	EPIDMGR2	NERE-120	Y 51	Y	H	BWE1	N	2	CL3	\$24.01	\$32.71
EPIDEMIOLOGIST MANAGER-3	14	EPIDMGR3	NERE-121	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$34.73
EPIDEMIOLOGIST MANAGER-4	15	EPIDMGR4	NERE-110	Y 51	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
EPIDEMIOLOGIST SPECIALIST-2	13	EPIDSPL2	H21-016	H 21	Y	H	BWE1	N	2	CL2	\$23.41	\$31.17
EPIDEMIOLOGIST SPECIALIST-3	14	EPIDSPL3	H21-018	H 21	Y	H	BWE1	N	2	CL2	\$25.04	\$33.74
EPIDEMIOLOGIST SPECIALIST-4	15	EPIDSPL4	H21-019	H 21	Y	H	BWE1	N	2	CL2	\$26.74	\$36.44
EQUIPMENT OPERATOR-E	7	EQUPOPPE	A31-006	A 31	N	H	BWN1	Y	7	CL1	\$13.51	\$16.95
EQUIPMENT OPERATOR-E	E8	EQUPOPPE	A31-006	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
EQUIPMENT OPERATOR-A	9	EQUPOPRA	A31-011	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
EQUIPMENT TECHNICIAN-E	8	EQUIPTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
EQUIPMENT TECHNICIAN-E	9	EQUIPTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
EQUIPMENT TECHNICIAN-E	E10	EQUIPTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
EQUIPMENT TECHNICIAN-A	11	EQUIPTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
EQUIPMENT TECHNICIAN-SS	12	EQPTCHSS	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
EXAM/LOTTERY DRAWING MONITOR	4	EXLTDRMO	NERE-001P	Y 52	N	H	BWN2	Y	6	CL1	\$14.81	\$29.26
EXECUTIVE OFFICE ADVSR/ADMSTR	17	EXCOFADM	NERE-076P	Y 99	Y	H	BWE1	N	1	CLA	\$24.99	\$48.17

**COMPENSATION PLAN -- SECTION A**

<b>HRMN Position Description</b>	<b>Grade</b>	<b>Core Pos Code</b>	<b>Schedule</b>	<b>Unit</b>	<b>Exempt</b>	<b>Salary Class</b>	<b>Pay Plan</b>	<b>Shift</b>	<b>Job Cat</b>	<b>Job Class</b>	<b>10/1/03 Minimum</b>	<b>10/1/03 Maximum</b>
EXECUTIVE OFFICE ASSISTANT	8	EXCOFAST	NERE-109P	Y 99	N	H	BWN2	Y	5	CLA	\$5.15	\$18.03
EXECUTIVE OFFICE ASSOCIATE	10	EXCIFASC	NERE-110P	Y 99	N	H	BWN2	Y	5	CLA	\$15.02	\$29.26
EXECUTIVE OFFICE OFFICIAL	18	EXCOFOFL	NERE-077P	Y 99	Y	H	BWE1	N	1	CLA	\$34.03	\$59.72
EXECUTIVE OFFICE REPRESENTATIV	12	EXCOFREP	NERE-111P	Y 99	Y	H	BWE1	Y	2	CLA	\$15.76	\$35.03
EXECUTIVE OFFICE MGR/SPECIALST	14	EXCOFMGR	NERE-112P	Y 99	Y	H	BWE1	N	2	CLA	\$20.14	\$39.80
EXECUTIVE SECRETARY-E	E10	EXCSECE	NERE-012	Y 99	N	H	BWN2	Y	6	CL1	\$15.76	\$20.03
EXECUTIVE SECRETARY-E	E10	EXCSECE	W41-013	W 41	N	H	BWN1	Y	6	CL1	\$15.77	\$20.03
EXECUTIVE SECRETARY-1A	11	EXECSC1A	NERE-013	Y 99	N	H	BWN2	Y	6	CL1	\$16.25	\$21.12
EXECUTIVE SECRETARY-2A	12	EXECSC2A	NERE-014	Y 99	N	H	BWN2	Y	6	CL1	\$17.32	\$22.65
FACILITIES ENGINEER-E	9	FACENGE	H21-008	H 21	N	H	BWN2	Y	2	CL2	\$17.22	\$21.66
FACILITIES ENGINEER-E	10	FACENGE	H21-008	H 21	N	H	BWN2	Y	2	CL2	\$17.70	\$23.14
FACILITIES ENGINEER-E	P11	FACENGE	H21-008	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$26.92
FACILITIES ENGINEER-A	12	FACENGA	H21-013	H 21	Y	H	BWE1	Y	2	CL2	\$21.66	\$28.85
FACILITIES SUPERVISOR-1	10	FACSUPV1	NERE-088	Y 51	N	H	BWN2	Y	8	CL3	\$14.95	\$19.15
FACILITIES SUPERVISOR-2	11	FACSUPV2	NERE-091	Y 98	N	H	BWN2	Y	8	CL3	\$16.18	\$21.22
FACILITIES SUPERVISOR-3	12	FACSUPV3	NERE-092	Y 98	Y	H	BWE1	Y	8	CL3	\$17.71	\$23.92
FACILITIES SUPERVISOR-4	13	FACSUPV4	NERE-094	Y 98	Y	H	BWE1	N	8	CL3	\$20.28	\$28.09
FACILITY ENGINEERING LIC SPL 2	13	FACLSPL2	H21-029	H 21	Y	H	BWE1	N	2	CL2	\$23.62	\$31.47
FACILITY ENGINEERING LIC SPL 3	14	FACLSPL3	H21-030	H 21	Y	H	BWE1	N	2	CL2	\$25.26	\$34.03
FAMILY INDEPENDENCE MGR-2	13	FAMNMGR2	NERE-140	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
FAMILY INDEPENDENCE MGR-3	14	FAMNMGR3	NERE-143	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
FAMILY INDEPENDENCE MGR-4	15	FAMNMGR4	NERE-147	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.80
FAMILY INDEPENDENCE MGR-5	16	FAMNMGR5	NERE-156	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
FAMILY INDEPEND SPECIALIST-E	9	FAMNSPLE	W22-018	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$19.28
FAMILY INDEPEND SPECIALIST-E	10	FAMNSPLE	W22-018	W 22	N	H	BWN1	Y	2	CL2	\$15.79	\$20.25
FAMILY INDEPEND SPECIALIST-E	P11	FAMNSPLE	W22-018	W 22	N	H	BWN1	Y	2	CL2	\$16.73	\$21.38
FAMILY INDEPEND SPECIALIST-A	12	FAMNSPLA	W22-041	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96
FARM CREW LEADER-E	8	FRMCLDRE	A31-009	A 31	N	H	BWN1	Y	8	CL1	\$14.57	\$17.99
FARM CREW LEADER-E	E9	FRMCLDRE	A31-009	A 31	N	H	BWN1	Y	8	CL1	\$16.46	\$20.11
FARM SUPERVISOR-1	11	FARMSPV1	NERE-067	Y 51	N	H	BWN2	Y	8	CL3	\$17.18	\$22.43
FARMER	E6	FARMER	A31-003	A 31	N	H	BWN1	Y	8	CL1	\$13.51	\$16.95
FINANCIAL ALT DEPT TR-E	9	FINALTRE	NERE-002P	Y 23	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
FINANCIAL ALT DEPT TR-E	9	FINALTRE	NERE-002P	Y 99	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
FINANCIAL ANALYST-E	9	FINCALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
FINANCIAL ANALYST-E	9	FINCALTE	NERE-174	Y 99	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
FINANCIAL ANALYST-E	10	FINCALTE	NERE-174	Y 99	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
FINANCIAL ANALYST-E	10	FINCALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
FINANCIAL ANALYST-E	P11	FINCALTE	NERE-174	Y 99	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
FINANCIAL ANALYST-E	P11	FINCALTE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
FINANCIAL ANALYST-A	12	FINCALTA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
FINANCIAL ANALYST-A	12	FINCALTA	NERE-180	Y 99	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
FINANCIAL ANALYST-A	12	FINCALTA	NERE-180	Y 51	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
FINANCIAL INST EXAMINER-E	9	FIEXME	NERE-172	Y 23	N	H	BWN2	Y	2	CL2	\$15.41	\$19.61
FINANCIAL INST EXAMINER-E	10	FIEXME	NERE-172	Y 23	N	H	BWN2	Y	2	CL2	\$16.74	\$21.66
FINANCIAL INST EXAMINER-E	P11	FIEXME	NERE-172	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$25.19
FINANCIAL INST EXAMINER-A	12	FIEXMA	NERE-194	Y 23	Y	H	BWE1	Y	2	CL2	\$20.78	\$28.24



**COMPENSATION PLAN -- SECTION A**

<b>HRMN Position Description</b>	<b>Grade</b>	<b>Core Pos Code</b>	<b>Schedule</b>	<b>Unit</b>	<b>Exempt</b>	<b>Salary Class</b>	<b>Pay Plan</b>	<b>Shift</b>	<b>Job Cat</b>	<b>Job Class</b>	<b>10/1/03 Minimum</b>	<b>10/1/03 Maximum</b>
FINANCIAL INSTITUTION MGR-2	13	FINIMGR2	NERE-195	Y 51	Y	H	BWE1	N	2	CL3	\$22.52	\$30.85
FINANCIAL INSTITUTION MGR-3	14	FINIMGR3	NERE-196	Y 51	Y	H	BWE1	N	2	CL3	\$24.05	\$33.02
FINANCIAL INSTITUTION MGR-4	15	FINIMGR4	NERE-197	Y 51	Y	H	BWE1	N	2	CL3	\$25.94	\$36.08
FINANCIAL INSTITUTION SPL-2	13	FISPL2	NERE-195	Y 23	Y	H	BWE1	N	2	CL2	\$22.52	\$30.85
FINANCIAL INSTITUTION SPL-3	14	FISPL3	NERE-196	Y 23	Y	H	BWE1	N	2	CL2	\$24.05	\$33.02
FINANCIAL INSTITUTION SPL-4	15	FISPL3	NERE-197	Y 23	Y	H	BWE1	N	2	CL2	\$25.94	\$36.08
FINANCIAL MANAGER-1	12	FINAMGR1	NERE-180	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
FINANCIAL MANAGER-2	13	FINAMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
FINANCIAL MANAGER-3	14	FINAMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
FINANCIAL MANAGER-4	15	FINAMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
FINANCIAL MANAGER-4-PP	15	FINAMGR4	NERE-086P	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
FINANCIAL SPECIALIST-2	13	FINSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
FINANCIAL SPECIALIST-2	13	FINSPL2	NERE-182	Y 99	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
FINANCIAL SPECIALIST-2-PP	13	FINSPL2	NERE-082P	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
FINANCIAL SPECIALIST-3	14	FINSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
FINANCIAL SPECIALIST-3	14	FINSPL3	NERE-186	Y 99	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
FINANCIAL SPECIALIST-3	14	FINSPL3	NERE-186	Y 51	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
FINANCIAL SPECIALIST-3-PP	14	FINSPL3	NERE-084P	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
FINANCIAL SPECIALIST-4	15	FINSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
FINANCIAL SPECIALIST-4	15	FINSPL4	NERE-188	Y 98	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
FINANCIAL SPECIALIST-4	15	FINSPL4	NERE-188	Y 99	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
FINANCIAL SPECIALIST-4-PP	15	FINSPL4	NERE-086P	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
FINGERPRINT TECHNICIAN-E	7	FNGPTCHE	L32-005	L 32	N	H	BWN1	Y	3	CL1	\$11.67	\$14.58

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
FINGERPRINT TECHNICIAN-E	8	FNGPTCHE	L32-005	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
FINGERPRINT TECHNICIAN-E	E9	FNGPTCHE	L32-005	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
FINGERPRINT TECHNICIAN-A	10	FNGPTCHA	L32-010	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
FINGERPRINT TECH SUPV-1	11	FNGRSPV1	NERE-040P	Y 51	N	H	BWN2	Y	3	CL3	\$16.85	\$22.24
FIRE & SAFETY OFFICER SUPV-1	9	FIRESPV1	NERE-051	Y 51	N	H	BWN2	Y	4	CL3	\$15.53	\$20.52
FIRE & SAFETY OFFICER SUPV-2	10	FIRESPV2	NERE-052	Y 51	N	H	BWN2	Y	4	CL3	\$17.63	\$22.89
FIRE & SAFETY OFFICER SUPV-3	11	FIRESPV3	NERE-055	Y 51	N	H	BWN2	Y	4	CL3	\$18.77	\$25.87
FIRE CRASH RESCUE OFFICER-E	8	FRCROFRE	A02-008	A 02	N	H	BWN1	Y	4	CL1	\$14.46	\$17.40
FIRE CRASH RESCUE OFFICER-E	E9	FRCROFRE	A02-008	A 02	N	H	BWN1	Y	4	CL1	\$15.92	\$19.31
FIRE CRASH RESCUE OFFCR LW-A	10	FRCROFRA	A02-027	A 02	N	H	BWN1	Y	4	CL1	\$16.50	\$21.26
FIRE CRASH RESCUE SUPERVISOR-1	11	FIRCSPV1	NERE-053	Y 51	N	H	BWN2	Y	4	CL3	\$17.63	\$22.89
FIRE SAFETY INSPECTOR-E	9	FIRSISPE	A02-014	A 02	N	H	BWN1	Y	3	CL1	\$14.87	\$18.18
FIRE SAFETY INSPECTOR-E	E10	FIRSISPE	A02-014	A 02	N	H	BWN1	Y	3	CL1	\$15.44	\$20.17
FIRE SAFETY INSPECTOR-A	11	FIRSISPA	A02-020	A 02	N	H	BWN1	Y	3	CL1	\$17.40	\$22.39
FIRE SAFETY OFFICER-E	6	FRSFOFRE	A02-002	A 02	N	H	BWN1	Y	4	CL1	\$12.85	\$16.07
FIRE SAFETY OFFICER-E	E7	FRSFOFRE	A02-002	A 02	N	H	BWN1	Y	4	CL1	\$14.46	\$17.40
FIRE SAFETY OFFICER-A	8	FRSFOFRA	A02-015	A 02	N	H	BWN1	Y	4	CL1	\$14.87	\$18.18
FIRE SAFETY SUPERVISOR-2	12	FIRFSPV2	NERE-057	Y 51	Y	H	BWE1	N	3	CL3	\$20.32	\$28.22
FISHERIES ASSISTANT-E	6	FISHASTE	L32-003	L 32	N	H	BWN1	Y	3	CL1	\$11.67	\$14.58
FISHERIES ASSISTANT-E	E7	FISHASTE	L32-003	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
FISHERIES BIOLOGIST-E	9	FISHBIOE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
FISHERIES BIOLOGIST-E	10	FISHBIOE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
FISHERIES BIOLOGIST-E	P11	FISHBIOE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
FISHERIES BIOLOGIST-A	12	FISHBIOA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
FISHERIES BIOLOGY SPL 2	13	FISHSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
FISHERIES BIOLOGY SPL 3	14	FISHSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
FISHERIES BOAT CAPTN SUPV-1	9	FISHSPV1	NERE-065	Y 51	N	H	BWN2	Y	7	CL3	\$17.18	\$22.43
FISHERIES BOAT CAPTN SUPV-2	10	FISHSPV2	NERE-068	Y 51	N	H	BWN2	Y	7	CL3	\$18.74	\$24.35
FISHERIES TECHNICIAN-E	8	FISHTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
FISHERIES TECHNICIAN-E	9	FISHTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
FISHERIES TECHNICIAN-E	E10	FISHTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
FISHERIES TECHNICIAN-A	11	FISHTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
FISHERIES TECHNICIAN-SS	12	FSHTCHSS	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
FOOD INDUSTRY MANAGER-2	13	FOODMGR2	NERE-107	Y 51	Y	H	BWE1	N	2	CL3	\$22.05	\$29.95
FOOD INDUSTRY MANAGER-3	14	FOODMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
FOOD INDUSTRY MANAGER-4	15	FOODMGR4	NERE-109	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
FOOD INDUSTRY SCIENTIST-E	9	FDISCIE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
FOOD INDUSTRY SCIENTIST-E	10	FDISCIE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
FOOD INDUSTRY SCIENTIST-E	P11	FDISCIE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
FOOD INDUSTRY SCIENTIST-A	12	FDISCIA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
FOOD INDUSTRY SPECIALIST 2	13	FDISPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
FOOD INDUSTRY SPECIALIST 3	14	FDISPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
FOOD SERVICES LEADER PRISONER	E9	FOODSLDR	U11-020	U 11	N	H	BWN1	Y	8	CL1	\$14.75	\$18.38
FOOD SERVICES SUPERVISOR-1	9	FOODSPV1	NERE-089	Y 51	N	H	BWN2	Y	8	CL3	\$14.95	\$19.15
FOOD SERVICES SUPV-1-PP	9	FOODSPV1	NERE-032P	Y 51	N	H	BWN2	Y	8	CL3	\$14.95	\$19.15
FOOD SERVICES SUPERVISOR-2	10	FOODSPV2	NERE-090	Y 51	N	H	BWN2	Y	8	CL3	\$16.18	\$21.22

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
FOOD SERVICES SUPV-2-PP	10	FOODSPV2	NERE-034P	Y 51	N	H	BWN2	Y	8	CL3	\$16.18	\$21.22
FOOD SERVICES SUPERVISOR-3	11	FOODSPV3	NERE-093	Y 51	Y	H	BWE1	Y	8	CL3	\$17.71	\$23.92
FOOD SERVICES SUPV-3-PP	11	FOODSPV3	NERE-035P	Y 51	Y	H	BWE1	Y	8	CL3	\$17.71	\$23.92
FOOD SERVICES SUPERVISOR-4	12	FOODSPV4	NERE-095	Y 51	Y	H	BWE1	N	8	CL3	\$20.28	\$28.09
FOOD SERVICES SUPV-4-PP	12	FOODSPV4	NERE-037P	Y 51	Y	H	BWE1	N	8	CL3	\$20.28	\$28.09
FORENSIC PSYCHOLOGIST-E	9	FORNPSYE	W22-039	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96
FORENSIC PSYCHOLOGIST-E	11	FORNPSYE	W22-047	W 22	Y	H	BWE1	Y	2	CL2	\$21.77	\$28.97
FORENSIC PSYCHOLOGIST-A	12	FORNPSYA	W22-049	W 22	Y	H	BWE1	N	2	CL2	\$23.59	\$31.45
FORENSIC PSYCHIATRIST-E	P17	FPSYCHIE	W22-055	W 22	Y	H	BWE1	N	2	CL2	\$48.80	\$64.60
FORENSIC PSYCHIATRIST-A	18	FPSYCHIA	W22-058	W 22	Y	H	BWE1	N	2	CL2	\$51.91	\$68.07
FORENSIC PSYCHOLOGIST MGR-2	13	FORPMGR2	NERE-153	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.03
FORENSIC PSYCHOLOGIST MGR-3	14	FORPMGR3	NERE-157	Y 51	Y	H	BWE1	N	2	CL3	\$26.40	\$36.43
FORENSIC PSYCHOLOGIST MGR-4	15	FORPMGR4	NERE-159	Y 51	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
FORENSIC SCIENTIST-E	9	FORNSCIE	H21-002	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
FORENSIC SCIENTIST-E	10	FORNSCIE	H21-002	H 21	N	H	BWN2	Y	2	CL2	\$16.75	\$22.28
FORENSIC SCIENTIST-E	P11	FORNSCIE	H21-002	H 21	Y	H	BWE1	Y	2	CL2	\$19.35	\$25.73
FORENSIC SCIENTIST-A	12	FORNSCIA	H21-010	H 21	Y	H	BWE1	Y	2	CL2	\$20.63	\$28.03
FORENSIC SCIENTIST MGR-1	12	FORSMGR1	NERE-042P	Y 51	Y	H	BWE1	Y	2	CL3	\$20.32	\$27.41
FORENSIC SCIENTIST MGR-2	13	FORSMGR2	NERE-043P	Y 51	Y	H	BWE1	N	2	CL3	\$22.05	\$29.95
FORENSIC SCIENTIST MGR-3	14	FORSMGR3	NERE-044P	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
FORENSIC SCIENTIST MGR-4	15	FORSMGR4	NERE-045P	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
FORENSIC SCIENTIST SPECIALIST	13	FORSISPL	H21-033	H 21	Y	H	BWE1	N	2	CL2	\$22.53	\$30.61
FORENSIC SECURITY AIDE-E	8	FRSCADEE	C12-001	C 12	N	H	BWN3	Y	4	CL1	\$13.65	\$19.47

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
FORENSIC SECURITY AIDE-E	E9	FRSCADEE	C12-001	C 12	N	H	BWN3	Y	4	CL1	\$14.15	\$20.32
FORENSIC SECURITY SUPV-1	11	FORSSPV1	NERE-129	Y 51	N	H	BWN2	Y	4	CL3	\$16.25	\$22.63
FORENSIC SECURITY SUPV-2	12	FORSSPV2	NERE-130	Y 51	N	H	BWN2	Y	4	CL3	\$18.38	\$24.79
FORENSIC SECURITY SUPV-3	13	FORSSPV3	NERE-131	Y 51	Y	H	BWE1	Y	4	CL3	\$19.58	\$27.34
FORENSIC SECURITY SUPV-4	14	FORSSPV4	NERE-058	Y 51	Y	H	BWE1	N	4	CL3	\$21.14	\$29.49
FOREST FIRE OFFICER-E	7	FFIROFRE	A02-007	A 02	N	H	BWN1	Y	4	CL1	\$14.46	\$17.40
FOREST FIRE OFFICER-E	8	FFIROFRE	A02-007	A 02	N	H	BWN1	Y	4	CL1	\$14.87	\$18.18
FOREST FIRE OFFICER-E	E9	FFIROFRE	A02-007	A 02	N	H	BWN1	Y	4	CL1	\$15.44	\$20.17
FOREST FIRE OFFICER-A	10	FFIROFRA	A02-018	A 02	N	H	BWN1	Y	4	CL1	\$16.59	\$21.40
FOREST FIRE OFFICER SUPV-1	11	FORFSPV1	NERE-055	Y 51	Y	H	BWE1	Y	4	CL3	\$18.77	\$25.87
FOREST MGT ANALYST-A	12	FSTALTA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
FOREST MGT ANALYST-A	12	FSTALTA	NERE-106	Y 51	Y	H	BWE1	Y	2	CL2	\$20.32	\$27.41
FOREST MANAGEMENT SPL 2	13	FSTSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
FOREST MANAGEMENT SPL 3	14	FSTSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
FOREST TECHNICIAN-E	8	FORSTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
FOREST TECHNICIAN-E	9	FORSTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
FOREST TECHNICIAN-E	E10	FORSTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
FOREST TECHNICIAN-A	11	FORSTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
FORESTER-E	9	FORSTRE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
FORESTER-E	10	FORSTRE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
FORESTER-E	P11	FORSTRE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
FRUIT/VEGETABLE INSPECTOR-E	6	FRVGISPE	A02-032	A 02	N	H	BWN1	Y	3	CL1	\$12.85	\$16.07
FRUIT/VEGETABLE INSPECTOR-E	8	FRVGISPE	A02-011	A 02	N	H	BWN1	Y	3	CL1	\$14.46	\$17.40

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
FRUIT/VEGETABLE INSPECTOR-E	9	FRVGISPE	A02-011	A 02	N	H	BWN1	Y	3	CL1	\$14.87	\$18.18
FRUIT/VEGETABLE INSPECTOR-E	E10	FRVGISPE	A02-011	A 02	N	H	BWN1	Y	3	CL1	\$15.44	\$20.17
FRUITS/VEGTBLS INSPCT SPV-1	12	FRUTSPV1	NERE-054	Y 51	N	H	BWN2	Y	3	CL3	\$17.63	\$22.89
FRUITS/VEGTBLS INSPCT SPV-2	13	FRUTSPV2	NERE-056	Y 51	Y	H	BWE1	Y	3	CL3	\$18.77	\$25.87
GENERAL OFFICE ASSISTANT-E	5	GNOFASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$12.46	\$15.12
GENERAL OFFICE ASSISTANT-E	5	GNOFASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$12.48	\$15.12
GENERAL OFFICE ASSISTANT-E	6	GNOFASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$13.35	\$16.01
GENERAL OFFICE ASSISTANT-E	6	GNOFASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$13.36	\$16.01
GENERAL OFFICE ASSISTANT-E	E7	GNOFASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
GENERAL OFFICE ASSISTANT-E	E7	GNOFASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$14.18	\$17.24
GENERAL OFFICE ASSISTANT-A	8	GNOFASTA	NERE-004	Y 99	N	H	BWN2	Y	6	CL1	\$15.00	\$18.06
GENERAL OFFICE ASSISTANT-A	8	GNOFASTA	W41-009	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
GEOLOGICAL TECHNICIAN-E	8	GEOLTCH	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
GEOLOGICAL TECHNICIAN-E	9	GEOLTCH	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
GEOLOGICAL TECHNICIAN-E	E10	GEOLTCH	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
GEOLOGICAL TECHNICIAN-A	11	GEOLTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
GEOLOGIST-E	9	GEOLGSTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
GEOLOGIST-E	10	GEOLGSTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
GEOLOGIST-E	P11	GEOLGSTE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
GEOLOGIST-A	12	GEOLGSTA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
GEOLOGY SPECIALIST 2	13	GEOLSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
GEOLOGY SPECIALIST 3	14	GEOLSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
GRAPHIC ARTS DESIGNER-E	9	GARTDESE	L32-007	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
GRAPHIC ARTS DESIGNER-E	10	GARTDESE	L32-007	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
GRAPHIC ARTS DESIGNER-E	E11	GARTDESE	L32-007	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
GRAPHIC ARTS DESIGNER-A	12	GARTDESA	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
GRAPHIC ARTS DESIGNER-SS	13	GARTDESS	L32-015	L 32	N	H	BWN1	Y	3	CL1	\$19.51	\$26.78
GRAPHIC ARTS DESIGNER SPV-1	13	GRAPSPV1	NERE-102	Y 51	Y	H	BWE1	Y	3	CL3	\$19.95	\$26.89
GROUNDSKEEPER	E8	GROUNKPR	A31-015	A 31	N	H	BWN1	Y	8	CL1	\$14.57	\$17.99
GROUNDSKEEPER SUPERVISOR-1	10	GRONSPV1	NERE-064	Y 51	N	H	BWN2	Y	8	CL3	\$16.61	\$20.46
GROUNDSKEEPER SUPERVISOR-2	11	GRONSPV2	NERE-067	Y 51	N	H	BWN2	Y	8	CL3	\$17.18	\$22.43
HAZARDOUS MTRLS STORAGE INSP-E	9	HAZMISPE	A02-014	A 02	N	H	BWN1	Y	3	CL1	\$14.87	\$18.18
HAZARDOUS MTRLS STORAGE INSP-E	E10	HAZMISPE	A02-014	A 02	N	H	BWN1	Y	3	CL1	\$15.44	\$20.17
HAZARDOUS MTRLS STORAGE INSP-A	11	HAZMISPA	A02-020	A 02	N	H	BWN1	Y	3	CL1	\$17.40	\$22.39
HAZARDOUS MTRLS STRG INSP-SS	12	HAZISPSS	A02-023	A 02	N	H	BWN1	Y	3	CL1	\$18.81	\$24.47
HEALTH CARE SURVEYOR-E	9	HLTCRSVE	W22-004	W 22	N	H	BWN1	Y	2	CL2	\$18.50	\$23.48
HEALTH CARE SURVEYOR-E	10	HLTCRSVE	W22-004	W 22	N	H	BWN1	Y	2	CL2	\$19.08	\$25.34
HEALTH CARE SURVEYOR-E	P11	HLTCRSVE	W22-004	W 22	N	H	BWN1	Y	2	CL2	\$20.34	\$27.09
HEARINGS REPORTER-E	10	HEARPTRE	W41-017	W 41	N	H	BWN1	Y	6	CL1	\$17.66	\$22.42
HEARINGS REPORTER-E	E11	HEARPTRE	NERE-096	Y 99	N	H	BWN2	Y	6	CL1	\$18.44	\$23.55
HEARINGS REPORTER-E	E11	HEARPTRE	W41-017	W 41	N	H	BWN1	Y	6	CL1	\$18.65	\$23.79
HEAVY EQUIPMENT MECHANIC-E	9	HYEQMCH	A31-022	A 31	N	H	BWN1	Y	5	CL1	\$16.46	\$20.11
HEAVY EQUIPMENT MECHANIC-E	E10	HYEQMCH	A31-022	A 31	N	H	BWN1	Y	5	CL1	\$16.75	\$21.60
HEAVY EQUIPMENT MECHANIC-A	11	HYEQMCHA	A31-018	A 31	N	H	BWN1	Y	5	CL1	\$18.16	\$23.71
HEAVY EQUIPMENT MCH SPV-2	12	HETMHSP2	NERE-072	Y 51	Y	H	BWE1	Y	5	CL3	\$19.93	\$26.33
HIGHER EDUCATION CONSULTANT-E	12	HGEDCSTE	W22-045	W 22	Y	H	BWE1	Y	2	CL2	\$21.73	\$28.61

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
HIGHER EDUCATION CONSULTANT-E	P13	HGEDCSTE	W22-045	W 22	Y	H	BWE1	N	2	CL2	\$23.33	\$30.77
HIGHER EDUCATION CONSULTANT-A	14	HGEDCSTA	W22-050	W 22	Y	H	BWE1	N	2	CL2	\$24.82	\$32.87
HIGHER EDUCATION CONSULTANT-A	14	HGEDCSTA	NERE-152	Y 51	Y	H	BWE1	N	2	CL2	\$24.73	\$33.39
HISTORIAN-E	9	HISTORNE	W22-016	W 22	N	H	BWN1	Y	2	CL2	\$16.44	\$19.86
HISTORIAN-E	10	HISTORNE	W22-016	W 22	Y	H	BWE1	Y	2	CL2	\$15.90	\$20.46
HISTORIAN-E	P11	HISTORNE	W22-016	W 22	Y	H	BWE1	Y	2	CL2	\$17.78	\$22.96
HISTORIAN-A	12	HISTORNA	W22-043	W 22	Y	H	BWE1	Y	2	CL2	\$18.78	\$25.52
HISTORIAN MANAGER-1	12	HISTMGR1	NERE-139	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
HISTORIAN MANAGER-2	13	HISTMGR2	NERE-142	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
HISTORIAN MANAGER-3	14	HISTMGR3	NERE-146	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.80
HISTORIAN MANAGER-4	15	HISTMGR4	NERE-155	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
HISTORY SPECIALIST-E	9	HISTRSPE	W22-008	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$19.28
HISTORY SPECIALIST-E	10	HISTRSPE	W22-008	W 22	Y	H	BWE1	Y	2	CL2	\$14.83	\$19.10
HISTORY SPECIALIST-E	P11	HISTRSPE	W22-008	W 22	Y	H	BWE1	Y	2	CL2	\$15.90	\$20.46
HISTORY SPECIALIST-A	12	HISTRSPA	W22-041	W 22	Y	H	BWE1	Y	2	CL2	\$17.78	\$22.96
HOME AIDE-E	6	HOMEADEE	E42-001	E 42	N	H	BWN1	Y	5	CL1	\$13.26	\$16.22
HOME AIDE-E	7	HOMEADEE	E42-001	E 42	N	H	BWN1	Y	5	CL1	\$13.72	\$16.88
HOME AIDE-E	E8	HOMEADEE	E42-001	E 42	N	H	BWN1	Y	5	CL1	\$14.47	\$17.64
HUMAN RESRCS DVLPR TRAINEE-E	9	HUMRDTR	NERE-002P	Y 99	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
HUMAN RESRCS DVLPR TRAINEE-E	9	HUMRDTR	NERE-002P	Y 23	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
HUMAN RESOURCES DEVELOPER-E	9	HUMRDEVE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
HUMAN RESOURCES DEVELOPER-E	9	HUMRDEVE	NERE-174	Y 99	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
HUMAN RESOURCES DEVELOPER-E	10	HUMRDEVE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52



**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
HUMAN RESOURCES DEVELOPER-E	10	HUMRDEVE	NERE-174	Y 99	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
HUMAN RESOURCES DEVELOPER-E	P11	HUMRDEVE	NERE-174	Y 99	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
HUMAN RESOURCES DEVELOPER-E	P11	HUMRDEVE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
HUMAN RESOURCES DEVELOPER-A	12	HUMRDEVA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
HUMAN RESOURCES DEVELOPER-A	12	HUMRDEVA	NERE-180	Y 99	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
HUMAN RESOURCES DEVELOPER-A	12	HUMRDEVA	NERE-180	Y 98	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
HUMAN RESOURCES DEVELOPER-A	12	HUMRDEVA	NERE-180	Y 51	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
HUMAN RESOURCES DVLPR SPL-2	13	HUMSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
HUMAN RESOURCES DVLPR SPL-2	13	HUMSPL2	NERE-182	Y 99	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
HUMAN RESOURCES DVLPR SPL-2	13	HUMSPL2	NERE-182	Y 98	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
HUMAN RESOURCES DVLPR SPL-3	14	HUMSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
HUMAN RESOURCES DVLPR SPL-4	15	HUMSPL4	NERE-188	Y 99	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
HUMAN RESOURCES MGR-1	12	HUMRMGR1	NERE-180	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
HUMAN RESOURCES MGR-2	13	HUMRMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
HUMAN RESOURCES MGR-2-PP	13	HUMRMGR2	NERE-082P	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
HUMAN RESOURCES MGR-3	14	HUMRMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
HUMAN RESOURCES MGR-3-PP	14	HUMRMGR3	NERE-084P	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
HUMAN RESOURCES MGR-4	15	HUMRMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
HUMAN RESOURCES MGR-4-PP	15	HUMRMGR4	NERE-086P	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
HUMAN RESOURCES MGR-5	16	HUMRMGR5	NERE-189	Y 51	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
INDIAN OUTREACH WORKER-E	8	INDOWKRE	E42-017	E 42	N	H	BWN1	Y	5	CL1	\$14.71	\$17.75
INDIAN OUTREACH WORKER-E	9	INDOWKRE	E42-017	E 42	N	H	BWN1	Y	5	CL1	\$14.90	\$19.00
INDIAN OUTREACH WORKER-E	E10	INDOWKRE	E42-017	E 42	N	H	BWN1	Y	5	CL1	\$15.48	\$19.80

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
INDUSTRIAL HYGIENIST SPL-2	13	INHGSPL2	H21-016	H 21	Y	H	BWE1	N	2	CL2	\$23.41	\$31.17
INDUSTRIAL HYGIENIST SPL-3	14	INHGSPL3	H21-018	H 21	Y	H	BWE1	N	2	CL2	\$25.04	\$33.74
INDUSTRIAL HYGIENIST SPL-4	15	INHGSPL4	H21-019	H 21	Y	H	BWE1	N	2	CL2	\$26.74	\$36.44
INDUSTRIAL HYGIENIST-E	9	INHGNSTE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.22	\$21.66
INDUSTRIAL HYGIENIST-E	10	INHGNSTE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.70	\$23.14
INDUSTRIAL HYGIENIST-E	P11	INHGNSTE	H21-004	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$26.92
INDUSTRIAL HYGIENIST-A	12	INHGNSTA	H21-013	H 21	Y	H	BWE1	Y	2	CL2	\$21.66	\$28.85
INDUSTRIAL HYGIENIST MGR-2	13	INDSMGR2	NERE-116	Y 51	Y	H	BWE1	N	2	CL3	\$23.35	\$31.14
INDUSTRIAL HYGIENIST MGR-3	14	INDSMGR3	NERE-117	Y 51	Y	H	BWE1	N	2	CL3	\$25.00	\$33.71
INDUSTRIAL HYGIENIST MGR-4	15	INDSMGR4	NERE-118	Y 51	Y	H	BWE1	N	2	CL3	\$26.70	\$36.43
INDUSTRIES PRODUCTION LEADER-E	8	INDPLDRE	A31-014	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
INDUSTRIES PRODUCTION LEADER-E	9	INDPLDRE	A31-014	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
INDUSTRIES PRODUCTION LEADER-E	E10	INDPLDRE	A31-014	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
INDUSTRIES SUPERVISOR-1	12	INDTSPV1	NERE-070	Y 51	N	H	BWN2	Y	7	CL3	\$18.74	\$24.35
INDUSTRIES SUPERVISOR-2	13	INDTSPV2	NERE-073	Y 51	Y	H	BWE1	Y	7	CL3	\$19.93	\$26.33
INDUSTRIES SUPERVISOR-3	14	INDTSPV3	NERE-075	Y 51	Y	H	BWE1	N	7	CL3	\$22.43	\$30.07
INFO TECH MANAGER-3	14	INFOTMGR	NERE-015P	Y 51	Y	H	BWE1	N	2	CL3	\$22.24	\$32.93
INFO TECH MANAGER-4	15	INFOMGR4	NERE-016P	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$36.02
INFO TECH PRGMR/ANALYST-E	P11	ITPRANE	NERE-014P	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	\$28.80
INFO TECH PRGMR/ANALYST-E	P11	ITPRANE	NERE-014P	Y 51	N	H	BWN2	Y	2	CL2	\$15.90	\$28.80
INFO TECH PRGMR/ANALYST-E	P11	ITPRANE	NERE-014P	Y 99	N	H	BWN2	Y	2	CL2	\$15.90	\$28.80
INFO TECH SPECIALIST-3	14	INTCSPL3	NERE-015P	Y 51	Y	H	BWE1	N	2	CL2	\$22.24	\$32.93
INFO TECH SPECIALIST-3	14	INTCSPL3	NERE-015P	Y 23	Y	H	BWE1	N	2	CL2	\$22.24	\$32.93

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
INFO TECH SPECIALIST-4	15	INTCSPL4	NERE-016P	Y 51	Y	H	BWE1	N	2	CL2	\$25.19	\$36.02
INFO TECH SUPERVISOR-1	11	INFOSPV1	NERE-035	Y 51	Y	H	BWE1	Y	3	CL3	\$18.24	\$24.94
INFO TECH SUPERVISOR-1-PP	11	INFOSPV1	NERE-089P	Y 51	Y	H	BWE1	Y	3	CL3	\$18.24	\$24.94
INFO TECH SUPERVISOR-2	12	INFOSPV2	NERE-180	Y 51	Y	H	BWE1	Y	3	CL3	\$18.93	\$26.19
INFO TECH SUPERVISOR-2-PP	12	INFOSPV2	NERE-081P	Y 51	Y	H	BWE1	Y	3	CL3	\$18.93	\$26.19
INFO TECH SUPERVISOR-3	13	INFOSPV3	NERE-182	Y 51	Y	H	BWE1	N	3	CL3	\$20.32	\$28.58
INFO TECH SUPERVISOR-3-PP	13	INFOSPV3	NERE-082P	Y 51	Y	H	BWE1	N	3	CL3	\$20.32	\$28.58
INFO TECHNOLOGY TECHNICIAN-E	7	INFTTCHE	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$14.20	\$17.26
INFO TECHNOLOGY TECHNICIAN-E	7	INFTTCHE	NERE-044	Y 99	N	H	BWN2	Y	5	CL1	\$14.17	\$17.26
INFO TECHNOLOGY TECHNICIAN-E	8	INFTTCHE	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$15.02	\$18.08
INFO TECHNOLOGY TECHNICIAN-E	8	INFTTCHE	NERE-044	Y 99	N	H	BWN2	Y	5	CL1	\$15.00	\$18.08
INFO TECHNOLOGY TECHNICIAN-E	E9	INFTTCHE	NERE-044	Y 99	N	H	BWN2	Y	5	CL1	\$15.20	\$19.11
INFO TECHNOLOGY TECHNICIAN-E	E9	INFTTCHE	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$15.22	\$19.11
INFO TECHNOLOGY TECHNICIAN-A	10	INFTTCHA	W41-014	W 41	N	H	BWN1	Y	5	CL1	\$16.62	\$21.30
INFO TECHNOLOGY TECHNICIAN-A	10	INFTTCHA	NERE-041	Y 99	N	H	BWN2	Y	5	CL1	\$16.30	\$21.30
INSTITUTION CHAPLAIN-E	9	INSTCHPE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
INSTITUTION CHAPLAIN-E	10	INSTCHPE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$15.79	\$20.25
INSTITUTION CHAPLAIN-E	P11	INSTCHPE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$16.73	\$21.38
INSTITUTION CHAPLAIN-A	12	INSTCHPA	W22-041	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96
INSTITUTIONAL TRAINING TECH-E	7	INTRTCHE	U11-018	U 11	N	H	BWN1	Y	5	CL1	\$13.52	\$16.15
INSTITUTIONAL TRAINING TECH-E	8	INTRTCHE	U11-018	U 11	N	H	BWN1	Y	5	CL1	\$14.23	\$16.82
INSTITUTIONAL TRAINING TECH-E	E9	INTRTCHE	U11-018	U 11	N	H	BWN1	Y	5	CL1	\$14.39	\$17.71
INSTITUTIONAL TRAINING TECH-A	10	INTRTCHA	U11-023	U 11	N	H	BWN1	Y	5	CL1	\$15.70	\$19.58

**COMPENSATION PLAN -- SECTION A**

<b>HRMN Position Description</b>	<b>Grade</b>	<b>Core Pos Code</b>	<b>Schedule</b>	<b>Unit</b>	<b>Exempt</b>	<b>Salary Class</b>	<b>Pay Plan</b>	<b>Shift</b>	<b>Job Cat</b>	<b>Job Class</b>	<b>10/1/03 Minimum</b>	<b>10/1/03 Maximum</b>
INSTITUTION WORKER	E5	INSTWKR	U11-001	U 11	N	H	BWN1	Y	8	CL1	\$12.75	\$15.08
INTERPRETER A DEAF-E	6	INTPRTAE	E42-006	E 42	N	H	BWN1	Y	5	CL1	\$13.25	\$16.19
INTERPRETER B DEAF-E	7	INTPRTBE	E42-006	E 42	N	H	BWN1	Y	5	CL1	\$13.72	\$16.88
INTERPRETER C DEAF-E	E8	INTPRTCE	E42-006	E 42	N	H	BWN1	Y	5	CL1	\$14.42	\$17.62
INTERPRETER D DEAF-A	9	INTPRTDA	E42-015	E 42	N	H	BWN1	Y	5	CL1	\$14.65	\$18.92
JANITOR-E	E5	JANITORE	A31-001	A 31	N	H	BWN1	Y	8	CL1	\$12.39	\$14.96
JANITOR-A	6	JANITORA	A31-004	A 31	N	H	BWN1	Y	8	CL1	\$12.92	\$15.92
LABOR MEDIATOR-E	14	LABRMDRE	NERE-185	Y 99	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
LABOR MEDIATOR-E	P15	LABRMDRE	NERE-185	Y 98	Y	H	BWE1	N	2	CL2	\$28.58	\$39.32
LABOR MEDIATOR-A	16	LABRMDRA	NERE-190	Y 98	Y	H	BWE1	N	2	CL2	\$31.80	\$42.45
LABOR RELATIONS SPECIALIST-3	14	LABRSPL3	NERE-186	Y 98	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
LABOR RELATIONS SPECIALIST-4	15	LABRSPL4	NERE-188	Y 98	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
LABORATORY ASSISTANT-E	6	LABYASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$11.67	\$14.58
LABORATORY ASSISTANT-E	7	LABYASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
LABORATORY ASSISTANT-E	E8	LABYASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
LABORATORY ASSISTANT-A	9	LABYASTA	L32-009	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
LABORATORY ASSISTANT SPV-1	10	LABASPV1	NERE-099	Y 51	N	H	BWN2	Y	3	CL3	\$16.85	\$22.24
LABORATORY ASSISTANT SPV-2	11	LABASPV2	NERE-100	Y 51	Y	H	BWE1	Y	3	CL3	\$17.90	\$24.49
LABORATORY EVALUATION SPL-E	9	LABESPLE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
LABORATORY EVALUATION SPL-E	10	LABESPLE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
LABORATORY EVALUATION SPL-E	P11	LABESPLE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
LABORATORY EVALUATION SPL-A	12	LABESPLA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
LABORATORY GLASSWARE WORKER-E	4	LABGWKRE	L32-001	L 32	N	H	BWN1	Y	8	CL1	\$10.83	\$13.87

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
LABORATORY GLASSWARE WORKER-E	E5	LABGWKRE	L32-001	L 32	N	H	BWN1	Y	8	CL1	\$12.22	\$15.17
LABORATORY GLASSWARE WORKER-A	6	LABGWKRA	L32-002	L 32	N	H	BWN1	Y	8	CL1	\$12.78	\$16.23
LABORATORY SCIENTIST-E	9	LABSCIE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
LABORATORY SCIENTIST-E	10	LABSCIE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
LABORATORY SCIENTIST-E	P11	LABSCIE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
LABORATORY SCIENTIST-A	12	LABSCIA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
LABORATORY SCIENTIST MANAGER-1	12	LABSMGR1	NERE-106	Y 51	Y	H	BWE1	Y	2	CL3	\$20.32	\$27.41
LABORATORY SCIENTIST MANAGER-2	13	LABSMGR2	NERE-107	Y 51	Y	H	BWE1	N	2	CL3	\$22.05	\$29.95
LABORATORY SCIENTIST MANAGER-3	14	LABSMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
LABORATORY SCIENTIST MANAGER-4	15	LABSMGR4	NERE-109	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
LABORATORY SCIENTIST SPL 2	13	LABSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
LABORATORY SCIENTIST SPL 3	14	LABSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
LABORATORY TECHNICIAN-E	8	LABYTCH	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
LABORATORY TECHNICIAN-E	9	LABYTCH	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
LABORATORY TECHNICIAN-E	E10	LABYTCH	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
LABORATORY TECHNICIAN-A	11	LABYTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
LABORATORY TECHNICIAN-SS	12	LABTCHSS	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
LABORER-E	5	LABORERE	A31-002	A 31	N	H	BWN1	Y	8	CL1	\$13.06	\$16.28
LABORER-E	E6	LABORERE	A31-002	A 31	N	H	BWN1	Y	8	CL1	\$13.51	\$16.95
LAND SURVEYOR-E	9	LANSRVYE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
LAND SURVEYOR-E	10	LANSRVYE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
LAND SURVEYOR-E	P11	LANSRVYE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
LAND SURVEYOR-A	12	LANSRVYA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
LAND SURVEYOR LICENSED-A	12	LANSLICA	H21-026	H 21	Y	H	BWE1	Y	2	CL2	\$20.40	\$27.74
LAND SURVEYOR MANAGER-2	13	LANSMGR2	NERE-103	Y 51	Y	H	BWE1	N	2	CL3	\$22.29	\$30.23
LAND SURVEYOR MANAGER-3	14	LANSMGR3	NERE-104	Y 51	Y	H	BWE1	N	2	CL3	\$23.85	\$32.70
LAND SURVEYOR MANAGER-4	15	LANSMGR4	NERE-105	Y 51	Y	H	BWE1	N	2	CL3	\$25.68	\$36.17
LAND SURVEYOR SPL LCNSD-2	13	LANSSPL2	H21-027	H 21	Y	H	BWE1	N	2	CL2	\$22.28	\$30.28
LAND SURVEYOR SPL LCNSD-3	14	LANSSPL3	H21-032	H 21	Y	H	BWE1	N	2	CL2	\$23.89	\$32.73
LANDSCAPE DESIGN MANAGER-3	14	LNDSMGR3	NERE-117	Y 51	Y	H	BWE1	N	2	CL3	\$25.00	\$33.71
LANDSCAPE DESIGN MANAGER-4	15	LNDSMGR4	NERE-118	Y 51	Y	H	BWE1	N	2	CL3	\$26.70	\$36.43
LANDSCAPE DESIGN SPECIALIST-2	13	LANDSPL2	H21-016	H 21	Y	H	BWE1	N	2	CL2	\$23.41	\$31.17
LANDSCAPE DESIGN SPECIALIST-3	14	LANDSPL3	H21-018	H 21	Y	H	BWE1	N	2	CL2	\$25.04	\$33.74
LANDSCAPE DESIGNER-E	9	LANDDESE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.22	\$21.66
LANDSCAPE DESIGNER-E	10	LANDDESE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.70	\$23.14
LANDSCAPE DESIGNER-E	P11	LANDDESE	H21-004	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$26.92
LANDSCAPE DESIGNER-A	12	LANDDESA	H21-013	H 21	Y	H	BWE1	Y	2	CL2	\$21.66	\$28.85
LAW LIBRARY CONSULTANT-A	15	LWLIBCNA	NERE-260	Y 23	Y	H	BWE1	N	2	CL2	\$28.08	\$37.79
LAW LIBRARY MANAGER-4	15	LWLBMGR4	NERE-260	Y 51	Y	H	BWE1	N	2	CL3	\$28.08	\$37.79
LEGAL ASSISTANT-E	P11	LEGLASTE	NERE-175	Y 23	N	H	BWN2	Y	2	CL2	\$17.62	\$24.26
LEGAL ASSISTANT-E	P11	LEGLASTE	NERE-175	Y 99	N	H	BWN2	Y	2	CL2	\$17.62	\$24.26
LEGAL SECRETARY-E	7	LGLSECE	W41-006	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
LEGAL SECRETARY-E	E8	LGLSECE	NERE-003	Y 99	N	H	BWN2	Y	6	CL1	\$15.00	\$18.06
LEGAL SECRETARY-E	E8	LGLSECE	W41-006	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
LEGAL SECRETARY-A	9	LGLSECA	NERE-042	Y 99	N	H	BWN2	Y	6	CL1	\$15.33	\$19.29
LEGAL SECRETARY-A	9	LGLSECA	W41-011	W 41	N	H	BWN1	Y	6	CL1	\$15.35	\$19.29

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
LEGAL SECRETARY-2A	10	LGLSEC2A	NERE-043	Y 99	N	H	BWN2	Y	6	CL1	\$15.76	\$20.03
LEGAL SECRETARY-2A	10	LGLSEC2A	W41-012	W 41	N	H	BWN1	Y	6	CL1	\$15.77	\$20.03
LIABILITY EXAMINER-E	8	LIBYEXME	E42-012	E 42	N	H	BWN1	Y	5	CL1	\$13.84	\$17.01
LIABILITY EXAMINER-E	9	LIBYEXME	E42-012	E 42	N	H	BWN1	Y	5	CL1	\$14.06	\$18.05
LIABILITY EXAMINER-E	E10	LIBYEXME	E42-012	E 42	N	H	BWN1	Y	5	CL1	\$15.51	\$20.36
LIBRARIAN-E	9	LIBRARNE	W22-003	W 22	N	H	BWN1	Y	2	CL2	\$17.03	\$20.54
LIBRARIAN-E	10	LIBRARNE	W22-003	W 22	N	H	BWN1	Y	2	CL2	\$16.48	\$21.13
LIBRARIAN-E	P11	LIBRARNE	W22-003	W 22	N	H	BWN1	Y	2	CL2	\$18.44	\$23.62
LIBRARIAN-A	12	LIBRARNA	W22-027	W 22	Y	H	BWE1	Y	2	CL2	\$19.44	\$26.19
LIBRARIAN-A	12	LIBRARNA	NERE-025	Y 51	Y	H	BWE1	Y	2	CL2	\$19.57	\$26.81
LIBRARIAN MANAGER-1	12	LIBRMGR1	NERE-025	Y 51	Y	H	BWE1	Y	2	CL3	\$19.57	\$26.81
LIBRARIAN MANAGER-2	13	LIBRMGR2	NERE-027	Y 51	Y	H	BWE1	Y	2	CL3	\$20.96	\$29.44
LIBRARIAN MANAGER-3	14	LIBRMGR3	NERE-146	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.80
LIBRARIAN MANAGER-4	15	LIBRMGR4	NERE-155	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
LIBRARY ASSISTANT-E	5	LIBASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$12.48	\$15.12
LIBRARY ASSISTANT-E	6	LIBASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$13.36	\$16.01
LIBRARY ASSISTANT-E	E7	LIBASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
LIBRARY ASSISTANT-A	8	LIBASTA	W41-009	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
LIBRARY CONSULTANT-E	12	LBRCSSTE	W22-045	W 22	Y	H	BWE1	Y	2	CL2	\$21.73	\$28.61
LIBRARY CONSULTANT-E	P13	LBRCSSTE	W22-045	W 22	Y	H	BWE1	N	2	CL2	\$23.33	\$30.77
LIBRARY CONSULTANT-A	14	LBRCSSTA	W22-050	W 22	Y	H	BWE1	N	2	CL2	\$24.82	\$32.87
LIBRARY RESEARCH ANALYST-E	9	LBRALTE	W22-008	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$19.28
LIBRARY RESEARCH ANALYST-E	10	LBRALTE	W22-008	W 22	N	H	BWN1	Y	2	CL2	\$14.83	\$19.10

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
LIBRARY RESEARCH ANALYST-E	P11	LBRALTE	W22-008	W 22	Y	H	BWE1	Y	2	CL2	\$15.90	\$20.46
LIBRARY RESEARCH ANALYST-A	12	LBRALTA	W22-041	W 22	Y	H	BWE1	Y	2	CL2	\$17.78	\$22.96
LIBRARY TECHNICIAN-E	8	LIBRTCHE	W41-015	W 41	N	H	BWN1	Y	5	CL1	\$14.40	\$17.42
LIBRARY TECHNICIAN-E	9	LIBRTCHE	W41-015	W 41	N	H	BWN1	Y	5	CL1	\$14.65	\$18.66
LIBRARY TECHNICIAN-E	E10	LIBRTCHE	W41-015	W 41	N	H	BWN1	Y	5	CL1	\$15.16	\$19.46
LIBRARY TECHNICIAN-A	11	LIBRTCHA	W41-016	W 41	N	H	BWN1	Y	5	CL1	\$16.01	\$20.65
LIFE GUARD-E	E6	LIFEGRDE	A02-001	A 02	N	H	BWN1	Y	4	CL1	\$12.85	\$16.07
LIFT/RIDE INSPECTOR-E	E11	LFRDISPE	A02-022	A 02	N	H	BWN1	Y	3	CL1	\$18.16	\$23.71
LIFT/RIDE INSPECTOR-A	12	LFRDISPA	A02-024	A 02	Y	H	BWE1	Y	3	CL1	\$18.63	\$25.33
LOCKSMITH-E	E9	LOCKSMTE	A31-010	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
LOCKSMITH-A	10	LOCKSMTA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
LOTTERY REGIONAL SALES MGR-2	13	LOTTMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
LOTTERY REGIONAL SALES MGR-3	14	LOTTMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
LOTTERY REGIONAL SALES MGR-4	15	LOTTMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
LOTTERY SALES REP-E	10	LOTSREPE	NERE-176	Y 23	Y	H	BWE1	Y	2	CL2	\$15.65	\$20.52
LOTTERY SALES REP-E	P11	LOTSREPE	NERE-176	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
LOTTERY SALES REP-A	12	LOTSREPA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
LOTTERY SPECIALIST-2	13	LOTTSP2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
LOTTERY SPECIALIST-3	14	LOTTSP3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
LOTTERY SPECIALIST-4	15	LOTTSP4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
MACHINIST-E	E9	MACHNSTE	A31-010	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
MACHINIST-A	10	MACHNSTA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
MACHINIST SUPERVISOR-1	11	MCHTSPV1	NERE-069	Y 51	N	H	BWN2	Y	7	CL3	\$18.74	\$24.35



**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
MAINTENANCE MECHANIC-E	8	MAINMCHE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
MAINTENANCE MECHANIC-E	E9	MAINMCHE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
MAINTENANCE MECHANIC-A	10	MAINMCHA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
MAINTENANCE MECHANIC SPV-1	11	MANTSPV1	NERE-069	Y 51	N	H	BWN2	Y	7	CL3	\$18.74	\$24.35
MASON-PLASTERER-E	8	MASNPLSE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
MASON-PLASTERER-E	E9	MASNPLSE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
MASON-PLASTERER-A	10	MASNPLSA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
MECHANICAL CODE INSPECTOR-E	E11	MECOISPE	A02-022	A 02	N	H	BWN1	Y	3	CL1	\$18.16	\$23.71
MECHANICAL CODE INSPECTOR-A	12	MECOISPA	A02-024	A 02	Y	H	BWE1	Y	3	CL1	\$18.63	\$25.33
MEDIA PRODUCTION SPECIALIST-E	P11	MDIASPLE	L32-016	L 32	N	H	BWN1	Y	2	CL2	\$19.86	\$27.37
MEDICAID UTILIZATION ANALYST-E	9	MEDUTALE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
MEDICAID UTILIZATION ANALYST-E	10	MEDUTALE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
MEDICAID UTILIZATION ANALYST-E	P11	MEDUTALE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
MEDICAID UTILIZATION ANALYST-A	12	MEDUTALA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
MEDICAL BENEFITS REVIEWER-E	5	MEDBNRVE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$12.48	\$15.12
MEDICAL BENEFITS REVIEWER-E	6	MEDBNRVE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$13.36	\$16.01
MEDICAL BENEFITS REVIEWER-E	E7	MEDBNRVE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
MEDICAL BENEFITS REVIEWER-A	8	MEDBNRVA	W41-009	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
MEDICAL CLAIMS ANALYST-E	9	MEDCLALE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
MEDICAL CLAIMS ANALYST-E	10	MEDCLALE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
MEDICAL CLAIMS ANALYST-E	P11	MEDCLALE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
MEDICAL CLAIMS ANALYST-A	12	MEDCLALA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
MEDICAL RECORDS EXAMINER-E	8	MDRCEXME	W41-010	W 41	N	H	BWN1	Y	5	CL1	\$15.02	\$18.08

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HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
MEDICAL RECORDS EXAMINER-E	9	MDRCEXME	W41-010	W 41	N	H	BWN1	Y	5	CL1	\$15.22	\$19.11
MEDICAL RECORDS EXAMINER-E	E10	MDRCEXME	W41-010	W 41	N	H	BWN1	Y	5	CL1	\$16.62	\$21.30
MEDICAL RECORD EXAM SPV-1	11	MEDRSPV1	NERE-035	Y 51	Y	H	BWE1	Y	5	CL3	\$18.24	\$24.94
MEDICAL RECORD EXAM SPV-2	12	MEDRSPV2	NERE-036	Y 51	Y	H	BWE1	Y	5	CL3	\$19.57	\$26.81
MEDICAL RECORD EXAM SPV-3	13	MEDRSPV3	NERE-038	Y 51	Y	H	BWE1	N	5	CL3	\$20.96	\$29.26
MEDICAL TECHNICIAN SPV-1	12	MEDTSPV1	NERE-101	Y 51	Y	H	BWE1	Y	3	CL3	\$17.90	\$24.49
MEDICAL TECHNICIAN SPV-2	13	MEDTSPV2	NERE-102	Y 51	Y	H	BWE1	Y	3	CL3	\$19.95	\$26.89
MENTAL HEALTH SOCIAL WORKER-E	9	MNHSWKRE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
MENTAL HEALTH SOCIAL WORKER-E	10	MNHSWKRE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$15.79	\$20.25
MENTAL HEALTH SOCIAL WORKER-E	P11	MNHSWKRE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$16.73	\$21.38
MENTAL HEALTH SOCIAL WORKER-A	12	MNHSWKRA	W22-041	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96
METEOROLOGIST-E	9	METOGSTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
METEOROLOGIST-E	10	METOGSTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
METEOROLOGIST-E	P11	METOGSTE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
METEOROLOGIST-A	12	METOGSTA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
METEOROLOGY SPECIALIST-2	13	METOSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
METEOROLOGY SPECIALIST-3	14	METOSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
METROLOGIST-E	9	METRGSTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
METROLOGIST-E	10	METRGSTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
METROLOGIST-E	P11	METRGSTE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
METROLOGIST-A	12	METRGSTA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
METROLOGIST MANAGER-2	13	METRMGR2	NERE-107	Y 51	Y	H	BWE1	N	2	CL3	\$22.05	\$29.95
METROLOGIST MANAGER-3	14	METRMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
METROLOGIST MANAGER-4	15	METRMGR4	NERE-109	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
METROLOGY SPECIALIST-2	13	METRSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
METROLOGY SPECIALIST-3	14	METRSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
MICROBIOLOGIST-E	9	MICRGSTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
MICROBIOLOGIST-E	10	MICRGSTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
MICROBIOLOGIST-E	P11	MICRGSTE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
MICROBIOLOGIST-A	12	MICRGSTA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
MICROBIOLOGIST SPECIALIST 2	13	MICSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
MICROBIOLOGIST SPECIALIST 3	14	MICSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
MICROFILM MACHINE OPERATOR-E	5	MCFLOPRE	A31-002	A 31	N	H	BWN1	Y	7	CL1	\$13.06	\$16.28
MICROFILM MACHINE OPERATOR-E	E6	MCFLOPRE	A31-002	A 31	N	H	BWN1	Y	7	CL1	\$13.51	\$16.95
MICROFILM MACHINE OPERATOR-A	7	MCFLOPRA	A31-007	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
MIGRANT PROGRAM WORKER-E	8	MGPWKRE	W22-001	W 22	N	H	BWN1	Y	5	CL1	\$14.71	\$17.75
MIGRANT PROGRAM WORKER-E	9	MGPWKRE	W22-001	W 22	N	H	BWN1	Y	5	CL1	\$14.90	\$19.00
MIGRANT PROGRAM WORKER-E	E10	MGPWKRE	W22-001	W 22	N	H	BWN1	Y	5	CL1	\$15.48	\$19.80
MIGRANT SERVICES WORKER-E	8	MGSVWKRE	E42-002	E 42	N	H	BWN1	Y	5	CL1	\$14.47	\$17.64
MIGRANT SERVICES WORKER-E	9	MGSVWKRE	E42-002	E 42	N	H	BWN1	Y	5	CL1	\$14.67	\$18.94
MIGRANT SERVICES WORKER-E	E10	MGSVWKRE	E42-002	E 42	N	H	BWN1	Y	5	CL1	\$15.24	\$19.76
MOTOR CARRIER INVESTIGATOR	11	MCINVGTR	A02-020	A 02	N	H	BWN1	Y	3	CL1	\$17.40	\$22.39
MOTOR CARRIER LIEUTENANT	14	MCLT	NERE-056P	Y 51	Y	H	BWE1	N	3	CL3	\$21.43	\$29.36
MOTOR CARRIER OFFICER-RE	9	MCOFCREC	A02-030	A 02	N	H	BWN1	Y	3	CL1	\$8.55	\$10.33
MOTOR CARRIER OFFICER-E	9	MCOFFCRE	A02-009	A 02	N	H	BWN1	Y	3	CL1	\$15.92	\$19.31
MOTOR CARRIER OFFICER-E	E10	MCOFFCRE	A02-009	A 02	N	H	BWN1	Y	3	CL1	\$16.50	\$21.26

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
MOTOR CARRIER SERGEANT-2	13	MCSGT2	NERE-012P	Y 51	Y	H	BWE1	Y	3	CL3	\$18.77	\$25.87
MOTOR CARRIER SPECIALIST SGT	13	MCSPLSGT	NERE-056	Y 23	Y	H	BWE1	Y	4	CL2	\$18.77	\$25.87
MOTOR EQUIPMENT SUPERVISOR-1	12	MOTQSPV1	NERE-072	Y 51	Y	H	BWE1	Y	7	CL3	\$19.93	\$26.33
MOTOR EQUIPMENT SUPERVISOR-2	13	MOTQSPV2	NERE-074	Y 51	Y	H	BWE1	N	7	CL3	\$22.43	\$30.07
MOTOR VEHICLE OPERATOR-E	E6	MOTVOPRE	A31-003	A 31	N	H	BWN1	Y	8	CL1	\$13.51	\$16.95
MOTOR VEHICLE OPERATOR-A	7	MOTVOPRA	A31-007	A 31	N	H	BWN1	Y	8	CL1	\$14.57	\$17.99
MOTOR VEHICLE OPERATOR-2A	8	MOTVOP2A	A31-021	A 31	N	H	BWN1	Y	8	CL1	\$14.57	\$18.73
MUSIC THERAPIST-E	9	MUSCTHRE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
MUSIC THERAPIST-E	10	MUSCTHRE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$15.79	\$20.25
MUSIC THERAPIST-E	P11	MUSCTHRE	W22-007	W 22	N	H	BWN1	Y	2	CL2	\$16.73	\$21.38
NATURAL RESOURCE MANAGER-2	13	NATRMGR2	NERE-107	Y 51	Y	H	BWE1	N	2	CL3	\$22.05	\$29.95
NATURAL RESOURCE MANAGER-3	14	NATRMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
NATURAL RESOURCE MANAGER-4	15	NATRMGR4	NERE-109	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
NATURAL RESOURCES TECH SPV-1	12	NATRSPV1	NERE-098	Y 51	Y	H	BWE1	Y	3	CL3	\$17.90	\$24.60
NURSE CONSULTANT-E	10	NURSCSTE	W22-026	W 22	Y	H	BWE1	Y	2	CL2	\$19.44	\$25.29
NURSE CONSULTANT-E	P11	NURSCSTE	W22-026	W 22	Y	H	BWE1	Y	2	CL2	\$20.61	\$27.61
NURSE CONSULTANT-A	12	NURSCSTA	W22-029	W 22	Y	H	BWE1	N	2	CL2	\$22.24	\$29.62
NURSE CONSULTANT-2A	13	NURCST2A	W22-030	W 22	Y	H	BWE1	N	2	CL2	\$23.41	\$30.66
NURSE CONSULTANT-2A	13	NURCST2A	NERE-097	Y 99	Y	H	BWE1	N	2	CL2	\$23.41	\$30.66
NUTRITION CONSULTANT-E	10	NUTCSTE	W22-026	W 22	Y	H	BWE1	Y	2	CL2	\$19.44	\$25.29
NUTRITION CONSULTANT-E	P11	NUTCSTE	W22-026	W 22	Y	H	BWE1	Y	2	CL2	\$20.61	\$27.61
NUTRITION CONSULTANT-A	12	NUTCSTA	NERE-029	Y 51	Y	H	BWE1	N	2	CL2	\$22.48	\$30.62
NUTRITION CONSULTANT-A	12	NUTCSTA	W22-029	W 22	Y	H	BWE1	N	2	CL2	\$22.24	\$29.62

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
NUTRITION CONSULTANT-2A	13	NUTCST2A	W22-030	W 22	Y	H	BWE1	N	2	CL2	\$23.41	\$30.66
OCCUPATNL SFTY ADVSR TRAINEE-E	9	OCCSATRE	NERE-002P	Y 99	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
OCCUPATION SAFETY ADVISOR-E	9	OCCSADVE	NERE-174	Y 99	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
OCCUPATION SAFETY ADVISOR-E	9	OCCSADVE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
OCCUPATION SAFETY ADVISOR-E	10	OCCSADVE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
OCCUPATION SAFETY ADVISOR-E	P11	OCCSADVE	NERE-174	Y 99	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
OCCUPATION SAFETY ADVISOR-E	P11	OCCSADVE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
OCCUPATION SAFETY ADVISOR-A	12	OCCSADVA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
OCCUPATION SAFETY INSP-E	10	OCSFISPE	A02-019	A 02	N	H	BWN1	Y	3	CL1	\$16.75	\$21.60
OCCUPATION SAFETY INSP-E	E11	OCSFISPE	A02-019	A 02	N	H	BWN1	Y	3	CL1	\$18.16	\$23.71
OCCUPATION SAFETY INSP-A	12	OCSFISPA	A02-024	A 02	Y	H	BWE1	Y	3	CL1	\$18.63	\$25.33
OCCUPATIONAL SAFETY MANAGER-1	14	OCCSMGR1	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
OCCUPATIONAL SAFETY SPV-1	13	OCCSSPV1	NERE-182	Y 51	Y	H	BWE1	Y	3	CL3	\$20.32	\$28.58
OCCUPATIONAL SAFETY SPV-2	14	OCCSSPV2	NERE-186	Y 51	Y	H	BWE1	Y	3	CL3	\$22.46	\$31.48
OCCUPATIONAL SAFETY SPV-3	15	OCCSSPV3	NERE-188	Y 51	Y	H	BWE1	N	3	CL3	\$25.19	\$35.03
OCCUPATIONAL THERAPIST-E	9	OCCUPTHE	W22-019	W 22	N	H	BWN1	Y	2	CL2	\$16.56	Refer to Reg. 5.01, Std. M.
OCCUPATIONAL THERAPIST-E	10	OCCUPTHE	W22-019	W 22	N	H	BWN1	Y	2	CL2	\$16.46	\$20.96
OCCUPATIONAL THERAPIST-E	P11	OCCUPTHE	W22-019	W 22	N	H	BWN1	Y	2	CL2	\$17.38	\$22.09
OCCUPATIONAL THERAPIST-A	12	OCCUPTHA	W22-020	W 22	N	H	BWN1	Y	2	CL2	\$18.52	\$23.69
OFFICE MACHINES REPAIRER	E9	OFFMCRPR	A31-010	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
OFFICE SUPERVISOR-1	9	OFFCSPV1	NERE-010	Y 51	N	H	BWN2	Y	6	CL3	\$15.72	\$19.97
OFFICE SUPERVISOR-1-PP	9	OFFCSPV1	NERE-004P	Y 51	N	H	BWN2	Y	6	CL3	\$15.72	\$19.97
OFFICE SUPERVISOR-2	10	OFFCSPV2	NERE-258	Y 51	N	H	BWN2	Y	6	CL3	\$16.25	\$21.12

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
OFFICE SUPERVISOR-2-PP	10	OFFCSPV2	NERE-008P	Y 51	N	H	BWN2	Y	6	CL3	\$16.25	\$21.12
OFFICE SUPERVISOR-3	11	OFFCSPV3	NERE-015	Y 51	N	H	BWN2	Y	6	CL3	\$17.32	\$22.65
OFFICE SUPERVISOR-3-PP	11	OFFCSPV3	NERE-009P	Y 51	N	H	BWN2	Y	6	CL3	\$17.32	\$22.65
OFFICE SUPERVISOR-4	12	OFFCSPV4	NERE-016	Y 51	Y	H	BWE1	Y	6	CL3	\$18.38	\$24.86
OFFICE SUPERVISOR-4-PP	12	OFFCSPV4	NERE-011P	Y 51	Y	H	BWE1	Y	6	CL3	\$18.38	\$24.86
PAINTER-E	8	PAINTERE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
PAINTER-E	E9	PAINTERE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
PAINTER-A	10	PAINTERA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
PARALEGAL-E	8	PRLEGALE	NERE-033	Y 23	N	H	BWN2	Y	5	CL1	\$14.96	\$18.03
PARALEGAL-E	9	PRLEGALE	NERE-033	Y 23	N	H	BWN2	Y	5	CL1	\$15.16	\$19.07
PARALEGAL-E	E10	PRLEGALE	NERE-033	Y 99	N	H	BWN2	Y	5	CL1	\$16.25	\$21.15
PARALEGAL-E	E10	PRLEGALE	NERE-033	Y 23	N	H	BWN2	Y	5	CL1	\$16.25	\$21.15
PARALEGAL-A	11	PRLEGALA	NERE-035	Y 23	Y	H	BWE1	Y	5	CL1	\$18.24	\$24.94
PARK INTERPRETER-E	9	PARKTPRE	W22-010	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$19.28
PARK INTERPRETER-E	10	PARKTPRE	W22-010	W 22	N	H	BWN1	Y	2	CL2	\$15.68	\$20.25
PARK INTERPRETER-E	P11	PARKTPRE	W22-010	W 22	N	H	BWN1	Y	2	CL2	\$16.96	\$21.92
PARK INTERPRETER-A	12	PARKTPRA	W22-057	W 22	Y	H	BWE1	Y	2	CL2	\$17.53	\$23.79
PARK & RECREATION MANAGER-1	12	PARKMGR1	NERE-180	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
PARK & RECREATION MANAGER-2	13	PARKMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
PARK & RECREATION MANAGER-3	14	PARKMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
PARK & RECREATION MANAGER-4	15	PARKMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
PARK & RECREATION RANGER-E	6	PRKRNGRE	A02-005	A 02	N	H	BWN1	Y	4	CL1	\$13.06	\$16.28
PARK & RECREATION RANGER-E	7	PRKRNGRE	A02-005	A 02	N	H	BWN1	Y	4	CL1	\$13.51	\$16.95

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HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
PARK & RECREATION RANGER-E	E8	PRKRNGRE	A02-005	A 02	N	H	BWN1	Y	4	CL1	\$14.57	\$17.99
PARK & RECREATION RANGER-A	9	PRKRNGRA	A02-006	A 02	N	H	BWN1	Y	4	CL1	\$16.46	\$20.11
PARK & RECREATION SUPERVISOR-1	9	PARKSPV1	NERE-051	Y 51	N	H	BWN2	Y	3	CL3	\$15.53	\$20.52
PARK & RECREATION SUPERVISOR-2	10	PARKSPV2	NERE-052	Y 51	N	H	BWN2	Y	3	CL3	\$17.63	\$22.89
PARKING OFFICER-E	6	PRKGOFRE	A02-002	A 02	N	H	BWN1	Y	4	CL1	\$12.85	\$16.07
PARKING OFFICER-E	E7	PRKGOFRE	A02-002	A 02	N	H	BWN1	Y	4	CL1	\$14.46	\$17.40
PARKING OFFICER-LW-A	8	PRKGOFRA	A02-015	A 02	N	H	BWN1	Y	4	CL1	\$14.87	\$18.18
PAROLE PROBATION MANAGER-2	13	PAROMGR2	NERE-083	Y 51	Y	H	BWE1	N	2	CL3	\$21.87	\$29.95
PAROLE PROBATION MANAGER-3	14	PAROMGR3	NERE-084	Y 51	Y	H	BWE1	N	2	CL3	\$23.35	\$32.07
PAROLE PROBATION MANAGER-4	15	PAROMGR4	NERE-085	Y 98	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
PAROLE PROBATION MANAGER-5	16	PAROMGR5	NERE-160	Y 98	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
PAROLE/PROBATION OFFICER-E	9	PARPOFRE	W22-012	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$21.92
PAROLE/PROBATION OFFICER-E	10	PARPOFRE	W22-012	W 22	Y	H	BWE1	Y	2	CL2	\$17.78	\$22.96
PAROLE/PROBATION OFFICER-E	P11	PARPOFRE	W22-012	W 22	Y	H	BWE1	Y	2	CL2	\$18.78	\$24.66
PAROLE/PROBATION OFFICER-A	12	PARPOFRA	W22-060	W 22	Y	H	BWE1	Y	2	CL2	\$19.95	\$26.93
PAROLE/PROBATION SPECIALIST-2	13	PAPRSPL2	NERE-083	Y 99	Y	H	BWE1	N	2	CL2	\$21.87	\$29.95
PAROLE/PROBATION SPECIALIST-3	14	PAPRSPL3	NERE-084	Y 99	Y	H	BWE1	N	2	CL2	\$23.35	\$32.07
PAROLE/PROBATION SPECIALIST-4	15	PAPRSPL4	NERE-085	Y 99	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
PERSONNEL MGT ANALYST TR-E	9	PERMATRE	NERE-002P	Y 99	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
PERSONNEL MGT ANALYST TR-E	9	PERMATRE	NERE-002P	Y 23	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
PERSONNEL MGT ANALYST-E	9	PERMALTE	NERE-174	Y 99	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
PERSONNEL MGT ANALYST-E	9	PERMALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
PERSONNEL MGT ANALYST-E	10	PERMALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52

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HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
PERSONNEL MGT ANALYST-E	10	PERMALTE	NERE-174	Y 99	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
PERSONNEL MGT ANALYST-E	P11	PERMALTE	NERE-174	Y 99	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
PERSONNEL MGT ANALYST-E	P11	PERMALTE	NERE-174	Y 98	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
PERSONNEL MGT ANALYST-E	P11	PERMALTE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
PERSONNEL MGT ANALYST-A	12	PERMALTA	NERE-180	Y 99	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
PERSONNEL MGT ANALYST-A	12	PERMALTA	NERE-180	Y 98	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
PERSONNEL MGT ANALYST-A	12	PERMALTA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
PERSONNEL MANAGEMENT ASST-E	7	PRMGASTE	NERE-002	Y 99	N	H	BWN2	Y	6	CL1	\$14.18	\$17.24
PERSONNEL MANAGEMENT ASST-E	7	PRMGASTE	W41-006	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
PERSONNEL MANAGEMENT ASST-E	E8	PRMGASTE	W41-006	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
PERSONNEL MANAGEMENT ASST-E	E8	PRMGASTE	NERE-002	Y 99	N	H	BWN2	Y	6	CL1	\$15.00	\$18.06
PERSONNEL MANAGEMENT ASST-A	9	PRMGASTA	W41-011	W 41	N	H	BWN1	Y	6	CL1	\$15.35	\$19.29
PERSONNEL MANAGEMENT ASST-A	9	PRMGASTA	NERE-042	Y 99	N	H	BWN2	Y	6	CL1	\$15.33	\$19.29
PERSONNEL MGT SPECIALIST-2	13	PERSPL2	NERE-182	Y 99	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
PERSONNEL MGT SPECIALIST-2	13	PERSPL2	NERE-182	Y 98	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
PERSONNEL MGT SPECIALIST-2	13	PERSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
PERSONNEL MGT SPECIALIST-3	14	PERSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
PERSONNEL MGT SPECIALIST-3	14	PERSPL3	NERE-186	Y 99	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
PERSONNEL MGT SPECIALIST-3	14	PERSPL3	NERE-186	Y 98	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
PERSONNEL MGT SPECIALIST-4	15	PERSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
PERSONNEL MGT SPECIALIST-4	15	PERSPL4	NERE-188	Y 99	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
PERSONNEL MGT SPECIALIST-4	15	PERSPL4	NERE-188	Y 98	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
PERSONNEL MANAGEMENT TECH-E	8	PMGTTCHE	NERE-032	Y 99	N	H	BWN2	Y	5	CL1	\$15.00	\$18.08



**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
PERSONNEL MANAGEMENT TECH-E	E9	PMGTTCHE	NERE-032	Y 99	N	H	BWN2	Y	5	CL1	\$15.20	\$19.11
PERSONNEL MANAGEMENT TECH-A	10	PMGTTCHA	NERE-034	Y 99	N	H	BWN2	Y	5	CL1	\$16.30	\$21.30
PHARMACIST-E	10	PHRMCSTE	H21-022	H 21	N	H	BWN2	Y	2	CL2	\$17.63	\$23.05
PHARMACIST-E	P11	PHRMCSTE	H21-022	H 21	Y	H	BWE1	Y	2	CL2	\$20.56	\$26.92
PHARMACIST-A	12	PHRMCSTA	H21-023	H 21	Y	H	BWE1	Y	2	CL2	\$21.84	\$29.25
PHARMACIST MANAGER-2	13	PHARMGR2	NERE-111	Y 51	Y	H	BWE1	N	2	CL3	\$23.26	\$31.16
PHARMACIST MANAGER-3	14	PHARMGR3	NERE-112	Y 51	Y	H	BWE1	N	2	CL3	\$24.79	\$33.60
PHARMACIST SPECIALIST-2	13	PHARSPL2	H21-024	H 21	Y	H	BWE1	N	2	CL2	\$23.26	\$31.20
PHARMACIST SPECIALIST-3	14	PHARSPL3	H21-025	H 21	Y	H	BWE1	N	2	CL2	\$24.82	\$33.64
PHARMACY ASSISTANT	E8	PHARMAST	L32-008	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
PHOTOGRAPHER-E	9	PHOTOGRE	L32-007	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
PHOTOGRAPHER-E	10	PHOTOGRE	L32-007	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
PHOTOGRAPHER-E	E11	PHOTOGRE	L32-007	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
PHOTOGRAPHER-A	12	PHOTOGRA	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
PHOTOGRAPHER SUPERVISOR-1	13	PHOTSPV1	NERE-102	Y 51	Y	H	BWE1	Y	3	CL3	\$19.95	\$26.89
PHOTO SERVICES ASSISTANT-E	6	PHOTASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$11.67	\$14.58
PHOTO SERVICES ASSISTANT-E	7	PHOTASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
PHOTO SERVICES ASSISTANT-E	E8	PHOTASTE	L32-004	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
PHOTO SERVICES ASSISTANT-A	9	PHOTASTA	L32-009	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
PHOTOGRAPHIC SERVICES SPV-1	10	PHTOSPV1	NERE-099	Y 51	N	H	BWN2	Y	3	CL3	\$16.85	\$22.24
PHYSICAL PLANT SUPERVISOR-1	12	PHYSPV1	NERE-072	Y 51	Y	H	BWE1	Y	7	CL3	\$19.93	\$26.33
PHYSICAL PLANT SUPERVISOR-1-PP	12	PHYSPV1	NERE-018P	Y 51	Y	H	BWE1	Y	7	CL3	\$19.93	\$26.33
PHYSICAL PLANT SUPERVISOR-2	13	PHYSPV2	NERE-074	Y 51	Y	H	BWE1	N	7	CL3	\$22.43	\$30.07

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
PHYSICAL PLANT SUPERVISOR-2-PP	13	PHYPPSPV2	NERE-019P	Y 51	Y	H	BWE1	N	7	CL3	\$22.43	\$30.07
PHYSICAL THERAPIST-E	9	PHYSCTHE	W22-006	W 22	N	H	BWN1	Y	2	CL2	\$15.98	\$21.99
PHYSICAL THERAPIST-E	10	PHYSCTHE	W22-006	W 22	N	H	BWN1	Y	2	CL2	\$17.85	\$23.03
PHYSICAL THERAPIST-E	P11	PHYSCTHE	W22-006	W 22	N	H	BWN1	Y	2	CL2	\$18.84	\$24.73
PHYSICAL THERAPIST-A	12	PHYSCTHA	W22-035	W 22	Y	H	BWE1	Y	2	CL2	\$20.01	\$27.00
PHYSICAL THERAPY AIDE-E	6	PHTHADEE	U11-016	U 11	N	H	BWN1	Y	5	CL1	\$13.46	\$15.89
PHYSICAL THERAPY AIDE-E	7	PHTHADEE	U11-016	U 11	N	H	BWN1	Y	5	CL1	\$13.86	\$16.42
PHYSICAL THERAPY AIDE-E	E8	PHTHADEE	U11-016	U 11	N	H	BWN1	Y	5	CL1	\$14.39	\$17.01
PHYSICAL THERAPY AIDE-A	9	PHTHADEA	U11-021	U 11	N	H	BWN1	Y	5	CL1	\$14.58	\$18.07
PHYSICIAN-E	P17	PHYSICNE	W22-053	W 22	Y	H	BWE1	N	2	CL2	\$45.34	\$59.97
PHYSICIAN-A	18	PHYSICNA	W22-054	W 22	Y	H	BWE1	N	2	CL2	\$48.80	\$64.60
PHYSICIAN ASSISTANT-E	P11	PHYASTE	W22-031	W 22	N	H	BWN1	Y	2	CL2	\$20.65	\$28.07
PHYSICIAN ASSISTANT-A	12	PHYASTA	W22-063	W 22	Y	H	BWE1	N	2	CL2	\$24.46	\$32.60
PHYSICIAN ASSISTANT-2A	13	PHYAST2A	W22-064	W 22	Y	H	BWE1	N	2	CL2	\$25.75	\$33.74
PHYSICIAN MANAGER-1	19	PHYSMGR1	NERE-208	Y 51	Y	H	BWE1	N	2	CL3	\$51.81	\$68.75
PHYSICIAN MANAGER-2	20	PHYSMGR2	NERE-210	Y 51	Y	H	BWE1	N	1	CL3	\$54.72	\$69.09
PHYSICIAN MANAGER-3	21	PHYSMGR3	NERE-212	Y 98	Y	H	BWE1	N	1	CL3	\$63.38	\$69.83
PHYSICIAN MANAGER-4	22	PHYSMGR4	NERE-213	Y 98	Y	H	BWE1	N	1	CL3	\$67.45	\$70.18
PHYSICIST-E	9	PHYCISTE	H21-002	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
PHYSICIST-E	10	PHYCISTE	H21-002	H 21	N	H	BWN2	Y	2	CL2	\$16.75	\$22.28
PHYSICIST-E	P11	PHYCISTE	H21-002	H 21	Y	H	BWE1	Y	2	CL2	\$19.35	\$25.73
PHYSICIST-A	12	PHYCISTA	H21-010	H 21	Y	H	BWE1	Y	2	CL2	\$20.63	\$28.03
PHYSICIST MANAGER-3	14	PHYIMGR3	NERE-113	Y 51	Y	H	BWE1	N	2	CL3	\$24.04	\$33.05

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
PHYSICIST MANAGER-4	15	PHYIMGR4	NERE-114	Y 51	Y	H	BWE1	N	2	CL3	\$25.94	\$36.53
PHYSICIST SPECIALIST 2	13	PHYSPL2	H21-033	H 21	Y	H	BWE1	N	2	CL2	\$22.53	\$30.61
PHYSICIST SPECIALIST 3	14	PHYSPL3	H21-034	H 21	Y	H	BWE1	N	2	CL2	\$24.10	\$33.11
PLANNING ANALYST-E	9	PLANALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
PLANNING ANALYST-E	10	PLANALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
PLANNING ANALYST-E	P11	PLANALTE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
PLANNING ANALYST-A	12	PLANALTA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
PLANNING MANAGER-2	13	PLANMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
PLANNING MANAGER-2 (PP)	13	PLANMGR2	NERE-082P	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
PLANNING MANAGER-3	14	PLANMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
PLANNING MANAGER-3 (PP)	14	PLANMGR3	NERE-084P	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
PLANNING MANAGER-4	15	PLANMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
PLANNING MANAGER-4 (PP)	15	PLANMGR4	NERE-086P	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
PLANNING SPECIALIST-2	13	PLANSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
PLANNING SPECIALIST-3	14	PLANSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
PLANT/APIARY AIDE	E7	PLAPYADE	A02-003	A 02	N	H	BWN1	Y	3	CL1	\$14.46	\$17.40
PLANT INDUSTRY MANAGER-2	13	PLTNMGR2	NERE-107	Y 51	Y	H	BWE1	N	2	CL3	\$22.05	\$29.95
PLANT INDUSTRY MANAGER-3	14	PLTNMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
PLANT INDUSTRY MANAGER-4	15	PLTNMGR4	NERE-109	Y 98	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
PLANT INDUSTRY SCIENTIST-E	9	PLINSCIE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
PLANT INDUSTRY SCIENTIST-E	10	PLINSCIE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
PLANT INDUSTRY SCIENTIST-E	P11	PLINSCIE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
PLANT INDUSTRY SCIENTIST-A	12	PLINSCIA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
PLANT INDUSTRY SPECIALIST 2	13	PLINSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
PLANT PATHOLOGIST SPL-2	13	PPTHSP2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
PLUMBER-E	8	PLUMBERE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
PLUMBER-E	E9	PLUMBERE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
PLUMBER-A	10	PLUMBERA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
PLUMBER-LICENSED-E	E10	PLUMLICE	A31-017	A 31	N	H	BWN1	Y	7	CL1	\$16.75	\$21.60
PLUMBER-LICENSED-A	11	PLUMLICA	A31-018	A 31	N	H	BWN1	Y	7	CL1	\$18.16	\$23.71
PLUMBING INSPECTOR-E	E11	PLUMISPE	A02-022	A 02	N	H	BWN1	Y	3	CL1	\$18.16	\$23.71
PLUMBING INSPECTOR-A	12	PLUMISPA	A02-024	A 02	Y	H	BWE1	Y	3	CL1	\$18.63	\$25.33
POWER PLANT OPERATOR-E	8	PWPLOPRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
POWER PLANT OPERATOR-E	E9	PWPLOPRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
POWER PLANT OPERATOR-A	10	PWPLOPRA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
POWER PLANT SUPERVISOR-1	11	POWPSPV1	NERE-069	Y 51	N	H	BWN2	Y	7	CL3	\$18.74	\$24.35
PRACTICAL NURSE LICENSED-E	E9	PLNURSEE	U11-014	U 11	N	H	BWN1	Y	3	CL1	\$15.10	\$18.59
PRACTICAL NURSE LICENSED-A	10	PLNURSEA	U11-030	U 11	N	H	BWN1	Y	3	CL1	\$16.28	\$20.28
PRACTICAL NURSE SUPERVISOR-1	11	PRNRSPV1	NERE-021	Y 51	N	H	BWN2	Y	3	CL3	\$16.25	\$21.12
PRACTICAL NURSE SUPERVISOR-2	12	PRNRSPV2	NERE-022	Y 51	N	H	BWN2	Y	3	CL3	\$17.64	\$22.88
PRINTING TYPESETTER-E	6	PRNTYPSE	A31-005	A 31	N	H	BWN1	Y	7	CL1	\$13.06	\$16.28
PRINTING TYPESETTER-E	7	PRNTYPSE	A31-005	A 31	N	H	BWN1	Y	7	CL1	\$13.51	\$16.95
PRINTING TYPESETTER-E	E8	PRNTYPSE	A31-005	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
PRINTING TYPESETTER-A	9	PRNTYPSA	A31-011	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
PRISON COUNSELOR-E	9	PRSNCSRE	W22-005	W 22	N	H	BWN1	Y	2	CL2	\$15.98	\$19.36
PRISON COUNSELOR-E	10	PRSNCSRE	W22-005	W 22	N	H	BWN1	Y	2	CL2	\$15.86	\$20.32

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
PRISON COUNSELOR-E	P11	PRSNCSRE	W22-005	W 22	N	H	BWN1	Y	2	CL2	\$16.79	\$21.45
PROCUREMENT TECHNICIAN-E	7	PRCRTCHE	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$14.20	\$17.26
PROCUREMENT TECHNICIAN-E	8	PRCRTCHE	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$15.02	\$18.08
PROCUREMENT TECHNICIAN-E	E9	PRCRTCHE	W41-007	W 41	N	H	BWN1	Y	5	CL1	\$15.22	\$19.11
PROCUREMENT TECHNICIAN-A	10	PRCRTCHA	W41-014	W 41	N	H	BWN1	Y	5	CL1	\$16.62	\$21.30
PROMOTIONAL AGENT-E	9	PROMAGTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
PROMOTIONAL AGENT-E-PP	9	PROMAGTE	NERE-079P	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	\$19.43
PROMOTIONAL AGENT-E	10	PROMAGTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
PROMOTIONAL AGENT-E-PP	10	PROMAGTE	NERE-079P	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
PROMOTIONAL AGENT-E	P11	PROMAGTE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
PROMOTIONAL AGENT-E-PP	P11	PROMAGTE	NERE-079P	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
PROMOTIONAL AGENT-A	12	PROMAGTA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
PROMOTIONAL AGENT-A-PP	12	PROMAGTA	NERE-081P	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
PROMOTIONAL SPECIALIST-2	13	PROSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
PROMOTIONAL SPECIALIST-2-PP	13	PROSPL2	NERE-082P	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
PROMOTIONAL SPECIALIST-3	14	PROSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
PROMOTIONAL SPECIALIST-3-PP	14	PROSPL3	NERE-084P	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
PROMOTIONAL SPECIALIST-4	15	PROSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
PROPERTY ANALYST TRAINEE-E	9	PROPATRE	NERE-002P	Y 23	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
PROPERTY ANALYST-E	9	PROPALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
PROPERTY ANALYST-E	10	PROPALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
PROPERTY ANALYST-E	P11	PROPALTE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
PROPERTY ANALYST-A	12	PROPALTA	NERE-180	Y 51	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
PROPERTY ANALYST-A	12	PROPALTA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
PROPERTY MANAGER-2	13	PROPMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
PROPERTY MANAGER-3	14	PROPMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
PROPERTY MANAGER-4	15	PROPMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
PROPERTY MANAGER-5	16	PROPMGR5	NERE-189	Y 51	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
PROPERTY SPECIALIST-2	13	PROPSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
PROPERTY SPECIALIST-3	14	PROPSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
PROPERTY SPECIALIST-4	15	PROPSPL4	NERE-188	Y 51	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
PROPERTY SPECIALIST-4	15	PROPSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
PROSECUTOR TRAINING COORD-E	13	PRSTCDRE	NERE-076	Y 98	Y	H	BWE1	Y	2	CL2	\$21.30	\$28.33
PROSECUTOR TRAINING COORD-E	14	PRSTCDRE	NERE-076	Y 98	Y	H	BWE1	N	2	CL2	\$25.03	\$34.03
PROSECUTOR TRAINING COORD-E	P15	PRSTCDRE	NERE-076	Y 98	Y	H	BWE1	N	2	CL2	\$28.08	\$37.79
PROSECUTOR TRAINING COORD-A	16	PRSTCDRA	NERE-077	Y 98	Y	H	BWE1	N	2	CL2	\$32.77	\$42.88
PROSECUTOR TRNG COORD MGR-1	18	PROCMGR1	NERE-079	Y 98	Y	H	BWE1	N	1	CL3	\$37.87	\$49.05
PSYCHIATRIC RESIDENT	11	PSYCHRES	W22-052	W 22	Y	H	BWE1	Y	2	CL2	\$23.57	\$42.03
PSYCHIATRIST-E	P17	PSYCHIAE	W22-055	W 22	Y	H	BWE1	N	2	CL2	\$48.80	\$64.60
PSYCHIATRIST-A	18	PSYCHIAA	W22-058	W 22	Y	H	BWE1	N	2	CL2	\$51.91	\$68.07
PSYCHIATRIST MANAGER-1	19	PSYHMGR1	NERE-209	Y 51	Y	H	BWE1	N	2	CL3	\$54.72	\$69.09
PSYCHIATRIST DIRECTOR-1	20	PSYHDIR1	NERE-211	Y 51	Y	H	BWE1	N	1	CL3	\$59.50	\$69.46
PSYCHIATRIST DIRECTOR-2	21	PSYHDIR2	NERE-212	Y 51	Y	H	BWE1	N	1	CL3	\$63.38	\$69.83
PSYCHIATRIST DIRECTOR-3	22	PSYHDIR3	NERE-213	Y 98	Y	H	BWE1	N	1	CL3	\$67.45	\$70.18
PSYCHOLOGIST-E	9	PSYCHLGE	W22-040	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96
PSYCHOLOGIST-E	10	PSYCHLGE	W22-040	W 22	Y	H	BWE1	Y	2	CL2	\$20.15	\$26.19

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
PSYCHOLOGIST-E	P11	PSYCHLGE	NERE-144	Y 51	Y	H	BWE1	Y	2	CL2	\$22.05	\$29.95
PSYCHOLOGIST-E	P11	PSYCHLGE	W22-040	W 22	Y	H	BWE1	Y	2	CL2	\$21.77	\$28.97
PSYCHOLOGIST-A	12	PSYCHLGA	W22-049	W 22	Y	H	BWE1	N	2	CL2	\$23.59	\$31.45
PSYCHOLOGIST-A	12	PSYCHLGA	NERE-150	Y 51	Y	H	BWE1	N	2	CL2	\$24.01	\$32.71
PSYCHOLOGIST-A	12	PSYCHLGA	NERE-150	Y 99	Y	H	BWE1	N	2	CL2	\$24.01	\$32.71
PSYCHOLOGIST MANAGER-2	13	PSYGMGR2	NERE-153	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.03
PSYCHOLOGIST MANAGER-2-PP	13	PSYGMGR2	NERE-100P	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.03
PSYCHOLOGIST MANAGER-3	14	PSYGMGR3	NERE-157	Y 51	Y	H	BWE1	N	2	CL3	\$26.40	\$36.43
PSYCHOLOGIST MANAGER-3-PP	14	PSYGMGR3	NERE-101P	Y 51	Y	H	BWE1	N	2	CL3	\$26.40	\$36.43
PSYCHOLOGIST MANAGER-4	15	PSYGMGR4	NERE-159	Y 51	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
PSYCHOLOGIST MANAGER-4-PP	15	PSYGMGR4	NERE-102P	Y 51	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
PUBLIC HEALTH CONSULTANT-E	9	PBHLCSTE	W22-014	W 22	N	H	BWN1	Y	2	CL2	\$16.44	\$19.86
PUBLIC HEALTH CONSULTANT-E	10	PBHLCSTE	W22-014	W 22	Y	H	BWE1	Y	2	CL2	\$18.78	\$24.66
PUBLIC HEALTH CONSULTANT-E	P11	PBHLCSTE	W22-014	W 22	Y	H	BWE1	Y	2	CL2	\$19.95	\$26.93
PUBLIC HEALTH CONSULTANT-A	12	PBHLCSTA	W22-046	W 22	Y	H	BWE1	N	2	CL2	\$21.55	\$28.97
PUBLIC HEALTH CONSULTANT-A	12	PBHLCSTA	NERE-145	Y 51	Y	H	BWE1	N	2	CL2	\$21.87	\$29.95
PUBLIC HEALTH CONSLTNT MGR-1	13	PUBHMGR1	NERE-148	Y 51	Y	H	BWE1	N	2	CL3	\$23.35	\$32.07
PUBLIC HEALTH CONSULTANT-2A	13	PBHCST2A	W22-048	W 22	Y	H	BWE1	N	2	CL2	\$22.96	\$30.91
PUBLIC HEALTH CONSLTNT MGR-2	14	PUBHMGR2	NERE-154	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
PUBLIC UTILITIES ENGINEER-E	9	PUTENGE	H21-008	H 21	N	H	BWN2	Y	2	CL2	\$17.22	\$21.66
PUBLIC UTILITIES ENGINEER-E	10	PUTENGE	H21-008	H 21	N	H	BWN2	Y	2	CL2	\$17.70	\$23.14
PUBLIC UTILITIES ENGINEER-E	P11	PUTENGE	H21-008	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$26.92
PUBLIC UTILITIES ENGINEER-A	12	PUTENGA	H21-013	H 21	Y	H	BWE1	Y	2	CL2	\$21.66	\$28.85

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
PUBLIC UTILITIES ENG SPL 2	13	PUTESPL2	H21-016	H 21	Y	H	BWE1	N	2	CL2	\$23.41	\$31.17
PUBLIC UTILITIES ENG SPL 3	14	PUTESPL3	H21-018	H 21	Y	H	BWE1	N	2	CL2	\$25.04	\$33.74
PUBLIC UTILITIES ENG SPL 4	15	PUTESPL4	NERE-118	Y 99	Y	H	BWE1	N	2	CL2	\$26.70	\$36.43
QUALITY CONTROL ANALYST-E	9	QUACTRE	NERE-135	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	\$19.43
QUALITY CONTROL ANALYST-E	10	QUACTRE	NERE-135	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.46
QUALITY CONTROL ANALYST-E	P11	QUACTRE	NERE-135	Y 23	N	H	BWN2	Y	2	CL2	\$17.00	\$22.24
QUALITY CONTROL ANALYST-A	12	QUACTRA	NERE-138	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
QUALITY CONTROL MANAGER-1	13	QUACMGR1	NERE-140	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
QUALITY CONTROL MANAGER-2	14	QUACMGR2	NERE-143	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
RADIO COMMUNICATIONS TECHNCN-E	8	RACCTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
RADIO COMMUNICATIONS TECHNCN-E	9	RACCTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
RADIO COMMUNICATIONS TECHNCN-E	E10	RACCTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
RADIO COMMUNICATIONS TECHNCN-A	11	RACCTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
RADIO COMMUNICATIONS TCHNCN-SS	12	RACTCHSS	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
RAILROAD SAFETY INSPECTOR-E	10	RSFYISPE	A02-019	A 02	N	H	BWN1	Y	3	CL1	\$16.75	\$21.60
RAILROAD SAFETY INSPECTOR-E	E11	RSFYISPE	A02-019	A 02	N	H	BWN1	Y	3	CL1	\$18.16	\$23.71
RAILROAD SAFETY INSPECTOR SPV	13	RRSASPV1	NERE-059	Y 51	Y	H	BWE1	Y	3	CL3	\$20.14	\$26.88
RECREATIONAL THERAPIST-E	9	RECRTHPE	W22-005	W 22	N	H	BWN1	Y	2	CL2	\$15.98	\$19.36
RECREATIONAL THERAPIST-E	10	RECRTHPE	W22-005	W 22	N	H	BWN1	Y	2	CL2	\$15.86	\$20.32
RECREATIONAL THERAPIST-E	P11	RECRTHPE	W22-005	W 22	N	H	BWN1	Y	2	CL2	\$16.79	\$21.45
RECREATIONAL THERAPIST-A	12	RECRTHPA	W22-034	W 22	N	H	BWN1	Y	2	CL2	\$17.85	\$23.03
REFRIGERATION MECHANIC-E	8	REFRMCHE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
REFRIGERATION MECHANIC-E	E9	REFRMCHE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11



**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
REFRIGERATION MECHANIC-A	10	REFRMCHA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
REFRIGERATION MECHANIC LIC-E	E10	REFRLICE	A31-017	A 31	N	H	BWN1	Y	7	CL1	\$16.75	\$21.60
REFRIGERATION MECHANIC LIC-A	11	REFRLICA	A31-018	A 31	N	H	BWN1	Y	7	CL1	\$18.16	\$23.71
REGISTERED NURSE-E	P11	REGNURSE	W22-021	W 22	N	H	BWN1	Y	2	CL2	\$17.33	\$22.09
REGISTERED NURSE-1	12	REGNURS1	NERE-192	Y 99	N	H	BWN2	Y	2	CL2	\$18.77	\$23.80
REGISTERED NURSE-1	12	REGNURS1	W22-022	W 22	N	H	BWN1	Y	2	CL2	\$18.77	\$23.80
REGISTERED NURSE-2	13	REGNURS2	NERE-193	Y 99	N	H	BWN2	Y	2	CL2	\$19.34	\$25.68
REGISTERED NURSE-2	13	REGNURS2	W22-023	W 22	N	H	BWN1	Y	2	CL2	\$19.34	\$25.68
REGISTERED NURSE-3	14	REGNURS3	W22-038	W 22	N	H	BWN1	Y	2	CL2	\$20.63	\$27.45
REGISTERED NURSE DIRECTOR-1	15	REGNDIR1	NERE-048	Y 51	Y	H	BWE1	N	2	CL3	\$23.06	\$31.55
REGISTERED NURSE DIRECTOR-2	16	REGNDIR2	NERE-049	Y 51	Y	H	BWE1	N	2	CL3	\$25.20	\$34.52
REGISTERED NURSE DIRECTOR-3	17	REGNDIR3	NERE-050	Y 51	Y	H	BWE1	N	2	CL3	\$27.94	\$37.79
REGISTERED NURSE MANAGER-1	12	REGNMGR1	NERE-045	Y 51	N	H	BWN2	Y	2	CL3	\$19.78	\$25.01
REGISTERED NURSE MANAGER-2	13	REGNMGR2	NERE-046	Y 51	Y	H	BWE1	Y	2	CL3	\$20.36	\$27.03
REGISTERED NURSE MANAGER-3	14	REGNMGR3	NERE-047	Y 51	Y	H	BWE1	Y	2	CL3	\$21.71	\$28.93
REGISTERED NURSE MANAGER-4	15	REGNMGR4	NERE-048	Y 51	Y	H	BWE1	N	2	CL3	\$23.06	\$31.55
REGULATION AGENT-E	9	REGLAGTE	A02-013	A 02	N	H	BWN1	Y	2	CL2	\$15.78	\$19.14
REGULATION AGENT-E	10	REGLAGTE	A02-013	A 02	N	H	BWN1	Y	2	CL2	\$15.55	\$20.17
REGULATION AGENT-E	P11	REGLAGTE	A02-013	A 02	N	H	BWN1	Y	2	CL2	\$17.39	\$23.61
REGULATION AGENT-A	12	REGLAGTA	A02-024	A 02	N	H	BWN1	Y	2	CL2	\$18.63	\$25.33
REGULATION MANAGER-2	13	REGUMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
REGULATION MANAGER-3	14	REGUMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
REGULATION MANAGER-4	15	REGUMGR4	NERE-188	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
REGULATION OFFICER TRAINEE-E	9	REGLOTRE	NERE-002P	Y 23	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
REGULATION OFFICER-E	9	REGLOFRE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
REGULATION OFFICER-E	10	REGLOFRE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
REGULATION OFFICER-E	P11	REGLOFRE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
REGULATION OFFICER-A	12	REGLOFRA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
REGULATION SPECIALIST-2	13	REGSPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
REGULATION SPECIALIST-3	14	REGSPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
REGULATION SPECIALIST-4	15	REGSPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
REGULATION SPECIALIST-4	15	REGSPL4	NERE-188	Y 99	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
REHABILITATION CONSULTANT-E	P11	REHBCSTE	W22-070	W 22	Y	H	BWE1	Y	2	CL2	\$19.95	\$26.93
REHABILITATION CONSULTANT-A	12	REHBCSTA	W22-046	W 22	Y	H	BWE1	N	2	CL2	\$21.55	\$28.97
REHABILITATION CONSULTANT-2A	13	REHBCS2A	NERE-191	Y 99	Y	H	BWE1	N	2	CL2	\$22.96	\$30.91
REHABILITATION CONSULTANT-2A	13	REHBCS2A	W22-048	W 22	Y	H	BWE1	N	2	CL2	\$22.96	\$30.91
REHABILITATION CONSLTNT MGR-3	14	REHAMGR3	NERE-154	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
REHABILITATION CONSLTNT MGR-4	15	REHAMGR4	NERE-159	Y 98	Y	H	BWE1	N	2	CL3	\$28.58	\$39.32
REHABILITATION COUNSELOR-E	9	REHACSRE	W22-016	W 22	N	H	BWN1	Y	2	CL2	\$16.44	\$19.86
REHABILITATION COUNSELOR-E	10	REHACSRE	W22-016	W 22	Y	H	BWE1	Y	2	CL2	\$15.90	\$20.46
REHABILITATION COUNSELOR-E	P11	REHACSRE	W22-016	W 22	Y	H	BWE1	Y	2	CL2	\$17.78	\$22.96
REHABILITATION COUNSELOR-A	12	REHACSRA	W22-043	W 22	Y	H	BWE1	Y	2	CL2	\$18.78	\$25.52
REHABILITATION SERV COORD-E	9	REHBCDRE	W22-002	W 22	N	H	BWN1	Y	2	CL2	\$16.48	\$19.27
REHABILITATION SERV COORD-E	10	REHBCDRE	W22-002	W 22	Y	H	BWE1	Y	2	CL2	\$15.48	\$19.80
REHABILITATION SERV COORD-E	P11	REHBCDRE	W22-002	W 22	Y	H	BWE1	Y	2	CL2	\$16.48	\$21.13
REPRDCTION MACHINE REPAIRER-E	E9	RPMARPRE	A31-010	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
REPRDCTION MACHINE REPAIRER-A	10	RPMARPRA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
REPRODUCTION MACHINES OPER-E	5	RPMAOPRE	A31-002	A 31	N	H	BWN1	Y	7	CL1	\$13.06	\$16.28
REPRODUCTION MACHINES OPER-E	E6	RPMAOPRE	A31-002	A 31	N	H	BWN1	Y	7	CL1	\$13.51	\$16.95
REPRODUCTION MACHINES OPER-A	7	RPMAOPRA	A31-007	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
REPRODUCTION MACHINES OPER-2A	8	RPMOPR2A	A31-008	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
REPRODUCTION MACHINES SPV-1	8	REPRSPV1	NERE-063	Y 51	N	H	BWN2	Y	7	CL3	\$16.61	\$20.46
REPRODUCTION MACHINES SPV-2	9	REPRSPV2	NERE-065	Y 51	N	H	BWN2	Y	7	CL3	\$17.18	\$22.43
REPRODUCTION MACHINES SPV-3	10	REPRSPV3	NERE-068	Y 51	N	H	BWN2	Y	7	CL3	\$18.74	\$24.35
REPRODUCTION MACHINES SPV-4	11	REPRSPV4	NERE-071	Y 51	Y	H	BWE1	Y	7	CL3	\$19.93	\$26.33
RESEARCH BIOLOGIST-E	9	RESHGSTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
RESEARCH BIOLOGIST-E	10	RESHGSTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
RESEARCH BIOLOGIST-E	P11	RESHGSTE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
RESEARCH BIOLOGIST-A	12	RESHGSTA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
RESEARCH BIOLOGIST MANAGER-3	14	RESCMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
RESEARCH BIOLOGIST MANAGER-4	15	RESCMGR4	NERE-109	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
RESEARCH BIOLOGY SPL 2	13	RESHSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
RESEARCH BIOLOGY SPL 3	14	RESHSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
RESIDENT CARE AIDE-E	6	RCARADEE	U11-011	U 11	N	H	BWN1	Y	5	CL1	\$13.48	\$15.89
RESIDENT CARE AIDE-E	7	RCARADEE	U11-011	U 11	N	H	BWN1	Y	5	CL1	\$13.87	\$16.42
RESIDENT CARE AIDE-E	E8	RCARADEE	U11-011	U 11	N	H	BWN1	Y	5	CL1	\$14.40	\$17.02
RESIDENT CARE AIDE SPV-1	10	RESCSPV1	NERE-133	Y 51	N	H	BWN2	Y	5	CL3	\$15.65	\$20.46
RESIDENT CARE AIDE SPV-2	11	RESCSPV2	NERE-136	Y 51	N	H	BWN2	Y	5	CL3	\$17.00	\$22.24
RESIDENT UNIT MANAGER-2	13	RESUMGR2	NERE-141	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.41

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
RESIDENT UNIT OFFICER-E	E10	RSUNOFRE	C12-003	C 12	N	H	BWN3	Y	4	CL1	\$14.66	\$21.54
RESOURCE ANALYST-E	9	RESRALTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
RESOURCE ANALYST-E	10	RESRALTE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
RESOURCE ANALYST-E	P11	RESRALTE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
RESOURCE ANALYST-A	12	RESRALTA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
RESOURCE PROG ANALYST-E	9	RESPALTE	NERE-174	Y 99	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
RESOURCE PROG ANALYST-E	9	RESPALTE	W22-011	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$19.28
RESOURCE PROG ANALYST-E	10	RESPALTE	W22-011	W 22	N	H	BWN1	Y	2	CL2	\$15.68	\$20.30
RESOURCE PROG ANALYST-E	10	RESPALTE	NERE-174	Y 99	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
RESOURCE PROG ANALYST-E	P11	RESPALTE	W22-011	W 22	N	H	BWN1	Y	2	CL2	\$17.53	\$23.79
RESOURCE PROG ANALYST-E	P11	RESPALTE	NERE-174	Y 99	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
RESOURCE PROG ANALYST-A	12	RESPALTA	W22-044	W 22	Y	H	BWE1	Y	2	CL2	\$18.78	\$25.52
RESOURCE PROG ANALYST-A	12	RESPALTA	NERE-180	Y 99	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
RESOURCE SPECIALIST 2	13	RESRSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
RESOURCE SPECIALIST 2	13	RESRSPL2	NERE-107	Y 99	Y	H	BWE1	N	2	CL2	\$22.05	\$29.95
RESOURCE SPECIALIST 3	14	RESRSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
RESOURCE SPECIALIST 3	14	RESRSPL3	NERE-108	Y 51	Y	H	BWE1	N	2	CL2	\$23.60	\$32.38
RESOURCE SPECIALIST 3	14	RESRSPL3	NERE-108	Y 99	Y	H	BWE1	N	2	CL2	\$23.60	\$32.38
RESOURCE SPECIALIST 4	15	RESRSPL4	H21-021	H 21	Y	H	BWE1	N	2	CL2	\$25.52	\$35.87
RESPIRATORY THERAPY TECH-E	8	RESPTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
RESPIRATORY THERAPY TECH-E	9	RESPTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
RESPIRATORY THERAPY TECH-E	E10	RESPTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
RIGHTS REP TRAINEE-E	9	RIGHPTRE	NERE-002P	W 22	N	H	BWN1	Y	2	CL2	\$16.25	\$26.19

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
RIGHTS REPRESENTATIVE-E	9	RIGHREPE	W22-011	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$19.28
RIGHTS REPRESENTATIVE-E	10	RIGHREPE	W22-011	W 22	N	H	BWN1	Y	2	CL2	\$15.68	\$20.30
RIGHTS REPRESENTATIVE-E	P11	RIGHREPE	W22-011	W 22	N	H	BWN1	Y	2	CL2	\$17.53	\$23.79
RIGHTS REPRESENTATIVE-A	12	RIGHREPA	W22-044	W 22	Y	H	BWE1	Y	2	CL2	\$18.78	\$25.52
RIGHTS REPRESENTATIVE MGR-1	12	RIGHMGR1	NERE-180	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19
RIGHTS REPRESENTATIVE MGR-2	13	RIGHMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
RIGHTS REPRESENTATIVE MGR-3	14	RIGHMGR3	NERE-186	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.48
RIGHTS REPRESENTATIVE MGR-4	15	RIGHMGR4	NERE-188	Y 98	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
RIGHTS SPECIALIST-2	13	RIGHSPL2	W22-078	W 22	Y	H	BWE1	N	2	CL2	\$20.33	\$28.61
RIGHTS SPECIALIST-2	13	RIGHSPL2	NERE-182	Y 99	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
RIGHTS SPECIALIST-3	14	RIGHSPL3	NERE-186	Y 99	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
SCHOOL DISTRICT CONSULTANT-E	12	SCHDCSTE	W22-045	W 22	Y	H	BWE1	Y	2	CL2	\$21.73	\$28.61
SCHOOL DISTRICT CONSULTANT-E	P13	SCHDCSTE	W22-045	W 22	Y	H	BWE1	N	2	CL2	\$23.33	\$30.77
SCHOOL DISTRICT CONSULTANT-A	14	SCHDCSTA	W22-050	W 22	Y	H	BWE1	N	2	CL2	\$24.82	\$32.87
SCHOOL DISTRICT CONSULTANT-A	14	SCHDCSTA	NERE-152	Y 51	Y	H	BWE1	N	2	CL2	\$24.73	\$33.39
SCHOOL PRINCIPAL-2	13	SCHPRPL2	NERE-151	Y 51	Y	H	BWE1	N	1	CL3	\$24.73	\$33.39
SCHOOL PRINCIPAL-3	14	SCHPRPL3	NERE-157	Y 51	Y	H	BWE1	N	1	CL3	\$26.40	\$36.43
SCHOOL PSYCHOLOGIST-E	9	SCHLPSYE	W22-014	W 22	N	H	BWN1	Y	2	CL2	\$16.44	\$19.86
SCHOOL PSYCHOLOGIST-E	10	SCHLPSYE	W22-014	W 22	Y	H	BWE1	Y	2	CL2	\$18.78	\$24.66
SCHOOL PSYCHOLOGIST-E	P11	SCHLPSYE	W22-014	W 22	Y	H	BWE1	Y	2	CL2	\$19.95	\$26.93
SCHOOL SUPERINTENDENT-5	16	SCHSPT5	NERE-160	Y 98	Y	H	BWE1	N	1	CL3	\$28.58	\$39.32
SCHOOL SUPERINTENDENT-6	17	SCHSPT6	NERE-162	Y 98	Y	H	BWE1	N	1	CL3	\$31.80	\$42.45
SCHOOL TEACHER-E	P11	SCHTCHRE	W22-065	W 22	Y	H	BWE1	Y	2	CL2	Refer to Pages B-39 to B-44	

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
SEAMSTER-E	E6	SEAMSTRE	U11-003	U 11	N	H	BWN1	Y	8	CL1	\$13.41	\$15.64
SEAMSTER-A	7	SEAMSTRA	U11-004	U 11	N	H	BWN1	Y	8	CL1	\$13.88	\$16.47
SECRETARY-E	7	SECRTRYE	W41-006	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
SECRETARY-E	7	SECRTRYE	NERE-002	Y 99	N	H	BWN2	Y	6	CL1	\$14.18	\$17.24
SECRETARY-E	E8	SECRTRYE	W41-006	W 41	N	H	BWN1	Y	4	CL1	\$15.02	\$18.06
SECRETARY-E	E8	SECRTRYE	NERE-002	Y 99	N	H	BWN2	Y	6	CL1	\$15.00	\$18.06
SECRETARY-A	9	SECRTRYA	NERE-042	Y 99	N	H	BWN2	Y	6	CL1	\$15.33	\$19.29
SECRETARY-A	9	SECRTRYA	W41-011	W 41	N	H	BWN1	Y	6	CL1	\$15.35	\$19.29
SECRETARY SUPERVISOR-1	10	SECRSPV1	NERE-043	Y 51	N	H	BWN2	Y	6	CL3	\$15.76	\$20.03
SECRETARY SUPERVISOR-2	11	SECRSPV2	NERE-013	Y 51	N	H	BWN2	Y	6	CL3	\$16.25	\$21.12
SENIOR EXECUTIVE ASST DPTY DIR	15	SENEXDEP	NERE-069P	Y 98	Y	S	BWE1	N	1	CL4	\$64,082.00	\$89,520.00
SENIOR EXECUTIVE ASSISTANT DIR	16	SENEXDIR	NERE-070P	Y 98	Y	S	BWE1	N	1	CL4	\$64,082.00	\$93,449.00
SENIOR EXECUTIVE WARDEN	17	SENEXWAR	NERE-071P	Y 98	Y	S	BWE1	N	1	CL4	\$67,258.00	\$97,795.00
SENIOR POLICY EXECUTIVE	18	SENPLEXC	NERE-072P	Y 98	Y	S	BWE1	N	1	CL4	\$70,436.00	\$102,170.00
SENIOR MANAGEMENT EXECUTIVE	19	SENMGEXC	NERE-073P	Y 98	Y	S	BWE1	N	1	CL4	\$70,436.00	\$107,742.00
SENIOR DEPUTY DIRECTOR	20	SENDPDIR	NERE-074P	Y 98	Y	S	BWE1	N	1	CL4	\$89,493.00	\$112,925.00
SENIOR CHIEF DEPUTY DIRECTOR	21	SENCHDEP	NERE-116P	Y 98	Y	S	BWE1	N	1	CL4	\$89,493.00	\$118,571.00
SENIOR DIRECTOR	22	SENDRDIR	NERE-075P	Y 98	Y	S	BWE1	N	1	CL4	\$98,531.00	\$136,578.00
SENIOR EXEC MGT ASST-1	9	SEMA1	NERE-026P	Y 99	N	H	BWN2	Y	6	CL1	\$15.33	\$19.29
SENIOR EXEC MGT ASST-2	11	SEMA2	NERE-027P	Y 99	N	H	BWN2	Y	6	CL1	\$15.65	\$21.12
SENIOR EXEC MGT ASST-3	13	SEMA3	NERE-028P	Y 99	Y	H	BWE1	Y	6	CL1	\$17.32	\$24.26
SENIOR EXEC MGT ASST-4	15	SEMA4	NERE-029P	Y 99	Y	H	BWE1	N	6	CL1	\$19.57	\$28.58
SERVICES PROGRAM MGR-2	13	SOCPMGR2	NERE-140	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$26.19

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
SERVICES PROGRAM MGR-3	14	SOCPMGR3	NERE-143	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
SERVICES PROGRAM MGR-4	15	SOCPMGR4	NERE-147	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.80
SERVICES PROGRAM MGR-5	16	SOCPMGR5	NERE-156	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
SERVICES SPECIALIST-E	9B	SOCSSPLE	W22-079	W 22	N	H	BWN1	Y	2	CL2	\$15.90	\$19.28
SERVICES SPECIALIST-E	9M	SOCSSPLE	W22-079	W 22	N	H	BWN1	Y	2	CL2	\$16.44	\$19.86
SERVICES SPECIALIST-E	10B	SOCSSPLE	W22-079	W 22	N	H	BWN1	Y	2	CL2	\$15.79	\$20.25
SERVICES SPECIALIST-E	10	SOCSSPLE	W22-079	W 22	N	H	BWN1	Y	2	CL2	\$16.73	\$21.38
SERVICES SPECIALIST-E	11B	SOCSSPLE	W22-079	W 22	N	H	BWN1	Y	2	CL2	\$16.73	\$21.38
SERVICES SPECIALIST-E	11	SOCSSPLE	W22-079	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96
SERVICES SPECIALIST-A	12B	SOCSSPLA	W22-080	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96
SERVICES SPECIALIST-A	12	SOCSSPLA	W22-080	W 22	N	H	BWN1	Y	2	CL2	\$18.78	\$25.52
SOCIAL SERVICES ADMIN MGR-2	13	SOCAMGR2	NERE-182	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
SOCIAL SERVICES ADMIN MGR-2 PP	13	SOCAMGR2	NERE-082P	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.58
SOCIAL SERVICES ADMIN SPV-1	11	SOCASPV1	NERE-179	Y 51	Y	H	BWE1	Y	5	CL3	\$17.62	\$24.26
SOCIAL SERVICES ADMIN SPV-2	12	SOCASPV2	NERE-180	Y 51	Y	H	BWE1	Y	5	CL3	\$18.93	\$26.19
SOCIAL SERVICES DIVISION ADMIN	17	SSDIVADM	NERE-063P	Y 98	Y	S	BWE1	N	1	CL4	\$57,773.00	\$95,789.00
SOCIAL SERVCS LICENSING MGR-2	13	SOCLMGR2	NERE-148	Y 51	Y	H	BWE1	N	2	CL3	\$23.35	\$32.07
SOCIAL WORK SPL-E	9	SOCWKRE	W22-015	W 22	N	H	BWN1	Y	2	CL2	\$16.44	\$19.86
SOCIAL WORK SPL-E	10	SOCWKRE	W22-015	W 22	N	H	BWN1	Y	2	CL2	\$16.73	\$21.38
SOCIAL WORK SPL-E	P11	SOCWKRE	W22-015	W 22	N	H	BWN1	Y	2	CL2	\$17.78	\$22.96
SOCIAL WORK SPL-A	12	SOCWKRA	W22-043	W 22	Y	H	BWE1	Y	2	CL2	\$18.78	\$25.52
SOCIAL WORK SPECIALIST-2	13	SOCWSPL	W22-061	W 22	Y	H	BWE1	N	2	CL2	\$20.33	\$28.83
SOCIAL WORK SPECIALIST MGR-2	13	SOCWMGR2	NERE-142	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
SOCIAL WORK SPECIALIST MGR-3	14	SOCWMGR3	NERE-146	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.80
SOIL SCIENCE SPECIALIST 2	13	SOILSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
SOIL SCIENCE SPECIALIST 3	14	SOILSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
SOIL SCIENTIST-E	9	SOILSCIE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
SOIL SCIENTIST-E	10	SOILSCIE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
SOIL SCIENTIST-E	P11	SOILSCIE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
SOIL SCIENTIST-A	12	SOILSCIA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
SP ALTERNATIVE INCARC OFR-E	9	SPLNOFRE	C12-002	C 12	N	H	BWN3	Y	4	CL1	\$14.15	\$20.32
SP ALTERNATIVE INCARC OFR-E	E10	SPLNOFRE	C12-002	C 12	N	H	BWN3	Y	4	CL1	\$14.66	\$21.54
SPECIAL EDUCATION CONSULTANT-E	12	SPEDCSTE	W22-045	W 22	Y	H	BWE1	Y	2	CL2	\$21.73	\$28.61
SPECIAL EDUCATION CONSULTANT-E	P13	SPEDCSTE	W22-045	W 22	Y	H	BWE1	N	2	CL2	\$23.33	\$30.77
SPECIAL EDUCATION CONSULTANT-A	14	SPEDCSTA	W22-050	W 22	Y	H	BWE1	N	2	CL2	\$24.82	\$32.87
SPECIAL EDUCATION CONSULTANT-A	14	SPEDCSTA	NERE-152	Y 51	Y	H	BWE1	N	2	CL2	\$24.73	\$33.39
SPL EDUC SUB TEACHER-E	P11	SUBTCHRE	W22-059	W 22	Y	H	BWE1	Y	2	CL2	\$17.71	\$18.62
SPECIAL EDUCATION TEACHER-E	P11	SPETCHRE	W22-066	W 22	Y	H	BWE1	Y	2	CL2	Refer to Pages B-39 to B-44	
SPECIAL WORKER-E	4	SPCLWKRE	NERE-246	Y 50	N	H	BWN2	Y	8	CL1	\$12.00	\$14.69
SPECIAL WORKER-E	E5	SPCLWKRE	NERE-246	Y 50	N	H	BWN2	Y	8	CL1	\$13.06	\$16.28
SPEECH & LANG PATHOLOGIST-E	9	SPEECHLE	W22-019	W 22	N	H	BWN1	Y	2	CL2	\$16.56	Refer to Reg. 5.01, Std. M.
SPEECH & LANG PATHOLOGIST-E	10	SPEECHLE	W22-019	W 22	N	H	BWN1	Y	2	CL2	\$16.46	
SPEECH & LANG PATHOLOGIST-E	P11	SPEECHLE	W22-019	W 22	N	H	BWN1	Y	2	CL2	\$17.38	
SPEECH & LANG PATHOLOGIST-A	12	SPEECHLA	W22-020	W 22	N	H	BWN1	Y	2	CL2	\$18.52	\$23.69
SPEECH & LANG PATHLGST MGR-2	13	SPLGMGR2	NERE-142	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
STATE ADMINISTRATIVE MANAGER-1	15	STDDADM1	NERE-060P	Y 98	Y	S	BWE1	N	1	CL4	\$57,773.00	\$83,101.00



**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
STATE ADMINISTRATIVE MANAGER-2	16	STDDADM2	NERE-061P	Y 98	Y	S	BWE1	N	1	CL4	\$64,082.00	\$89,478.00
STATE ASSISTANT ADMINISTRATOR	15	STASTADM	NERE-060P	Y 98	Y	S	BWE1	N	1	CL4	\$57,773.00	\$83,101.00
STATE BUREAU ADMINISTRATOR	18	BUREAADM	NERE-064P	Y 98	Y	S	BWE1	N	1	CL4	\$76,746.00	\$102,142.00
STATE DEPUTY ADMINISTRATOR	20	DEPTYADM	NERE-068P	Y 98	Y	S	BWE1	N	1	CL4	\$85,630.00	\$112,904.00
STATE DIVISION ADMINISTRATOR	17	STDIVADM	NERE-062P	Y 98	Y	S	BWE1	N	1	CL4	\$70,459.00	\$95,789.00
STATE OFFICE ADMINISTRATOR	17	STOFCADM	NERE-062P	Y 98	Y	S	BWE1	N	1	CL4	\$70,459.00	\$95,789.00
STATE POLICE AIRCRFT PLT TPR-E	11	STPPILTE	T01-002	T 01	N	H	BWN4	Y	4	CL1	\$19.96	\$24.23
STATE POLICE AIRCRFT PLT SGT-A	12	STPPILTA	T01-003	T 01	N	H	BWN4	Y	4	CL1	\$26.65	\$27.98
STATE POLICE CADET	4	STPCADET	NERE-216	Y 52	N	H	BWN2	Y	4	CL1	\$6.14	\$9.23
STATE POLICE DETECTIVE TPR SPL	11	STPDTPRS	T01-002	T 01	N	H	BWN4	Y	4	CL1	\$19.96	\$24.23
STATE POLICE DETECTIVE SGT	12	STPDSGT	T01-003	T 01	N	H	BWN4	Y	4	CL1	\$26.65	\$27.98
STATE POLICE DETECTIVE LT	14	STPDLT	NERE-057P	Y 51	Y	H	BWE1	N	2	CL3	\$23.26	\$32.04
STATE POLICE DET FIRST LT	15	STPDFLT	NERE-058P	Y 51	Y	H	BWE1	N	2	CL3	\$25.06	\$34.67
STATE POLICE LAB DETECTIVE LT	14	STPLDLT	NERE-053P	Y 51	Y	H	BWE1	N	2	CL3	\$23.85	\$32.69
STATE POLICE LAB DET FIRST LT	15	STPLDFLT	NERE-054P	Y 51	Y	H	BWE1	N	2	CL3	\$25.68	\$36.17
STATE POLICE LIEUTENANT	14	STPLT	NERE-057P	Y 51	Y	H	BWE1	N	2	CL3	\$23.26	\$32.04
STATE POLICE FIRST LIEUTENANT	15	STPFLT	NERE-058P	Y 51	Y	H	BWE1	N	2	CL3	\$25.06	\$34.67
STATE POLICE SERGEANT	12	STPSGT	T01-003	T 01	N	H	BWN4	Y	3	CL1	\$26.65	\$27.98
STATE POLICE SPECIALIST TPR	11	STPSPTPR	T01-002	T 01	N	H	BWN4	Y	4	CL1	\$19.96	\$24.23
STATE POLICE SPECIALIST SGT	12	STPSPSGT	T01-003	T 01	N	H	BWN4	Y	3	CL1	\$26.65	\$27.98
STATE POLICE SPECIALIST LT	14	STPSPLT	NERE-057P	Y 51	Y	H	BWE1	N	4	CL2	\$23.26	\$32.04
STATE POLICE SPL FIRST LT	15	STPSPFLT	NERE-058P	Y 51	Y	H	BWE1	N	4	CL2	\$25.06	\$34.67
STATE POLICE TROOPER-E	10	STPTPRE	T01-001	T 01	N	H	BWN4	Y	4	CL1	\$8.21	\$19.96

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
STATE POLICE TROOPER-E	E11	STPTPRE	T01-001	T 01	N	H	BWN4	Y	4	CL1	\$19.96	\$24.23
STATE POLICY ASSISTANT	15	POLCYAST	NERE-065P	Y 98	Y	S	BWE1	N	1	CL4	\$57,773.00	\$83,101.00
STATE PRPS SECR OFR (RCRT)-E	7	PSCOFRRE	A02-029	A 02	N	H	BWN1	Y	4	CL1	\$7.78	\$9.32
STATE PROP SECURITY OFR-E	7	PRSCOFRE	A02-004	A 02	N	H	BWN1	Y	4	CL1	\$14.46	\$17.40
STATE PROP SECURITY OFR-E	E8	PRSCOFRE	A02-004	A 02	N	H	BWN1	Y	4	CL1	\$14.87	\$18.18
STATE PROP SECURITY OFR-A	9	PRSCOFRA	A02-035	A 02	N	H	BWN1	Y	4	CL1	\$15.92	\$19.31
STATE PROP SECURITY SPV-1	10	PRSCSPV1	NERE-052	Y 51	N	H	BWN2	Y	4	CL3	\$17.63	\$22.89
STATE PROP SECURITY SPV-1-PP	10	PRSCSPV1	NERE-013P	Y 51	N	H	BWN2	Y	4	CL3	\$17.63	\$22.89
STATE SERVICES ASSISTANT-E	E7	STSRASTE	W41-005	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
STATE SERVICES ASSISTANT-A	8	STSRASTA	W41-009	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
STATE TRANSITIONAL BA TECHNCN	E9	STTBATCH	NERE-113P	Y 00	N	H	BWN2	Y	3	CL1	\$14.17	\$21.30
STATE TRANSITIONAL MANAGER-1	12	STRAMGR1	NERE-078P	Y 51	Y	H	BWE1	Y	2	CL3	\$18.93	\$39.71
STATE TRANSITIONAL MANAGER-2	13	STRAMGR2	NERE-078P	Y 51	Y	H	BWE1	N	2	CL3	\$18.93	\$39.71
STATE TRANSITIONAL MANAGER-3	14	STRAMGR3	NERE-078P	Y 51	Y	H	BWE1	N	2	CL3	\$18.93	\$39.71
STATE TRANSITIONAL MANAGER-4	15	STRAMGR4	NERE-078P	Y 51	Y	H	BWE1	N	2	CL3	\$18.93	\$39.71
STATE TRANSITIONAL MANAGER-5	16	STRAMGR5	NERE-078P	Y 51	Y	H	BWE1	N	2	CL3	\$18.93	\$39.71
STATE TRANSITIONAL PROFSNL-E	9	STATPRFE	NERE-099P	Y 00	N	H	BWN2	Y	2	CL2	\$14.81	\$35.03
STATE WORKER	4	STATEWKR	NERE-098P	Y 00	N	H	BWN2	Y	8	CL1	\$5.15	\$12.91
STATISTICAL TECHNICIAN-E	8	STATTCHE	W41-001	W 41	N	H	BWN1	Y	3	CL1	\$14.37	\$17.26
STATISTICAL TECHNICIAN-E	9	STATTCHE	W41-018	W 41	N	H	BWN1	Y	3	CL1	\$15.54	\$18.65
STATISTICAL TECHNICIAN-E	E10	STATTCHE	W41-018	W 41	N	H	BWN1	Y	3	CL1	\$16.75	\$21.13
STATISTICIAN-E	9	STATTCNE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
STATISTICIAN-E	10	STATTCNE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
STATISTICIAN-E	P11	STATTCNE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
STATISTICIAN-A	12	STATTCNA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
STATISTICIAN MANAGER-2	13	STATMGR2	NERE-107	Y 51	Y	H	BWE1	N	2	CL3	\$22.05	\$29.95
STATISTICIAN MANAGER-3	14	STATMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
STATISTICIAN MANAGER-4	15	STATMGR4	NERE-109	Y 98	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81
STATISTICIAN SPECIALIST-2	13	STATSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
STATISTICIAN SPECIALIST-3	14	STATSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
STEEPLEJACK-E	8	STPLJCKE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
STEEPLEJACK-E	E9	STPLJCKE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
STEEPLEJACK-A	10	STPLJCKA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
STOREKEEPER-E	5	STORKPRE	A31-002	A 31	N	H	BWN1	Y	8	CL1	\$13.06	\$16.28
STOREKEEPER-E	E6	STORKPRE	A31-002	A 31	N	H	BWN1	Y	8	CL1	\$13.51	\$16.95
STOREKEEPER-A	7	STORKPRA	A31-007	A 31	N	H	BWN1	Y	8	CL1	\$14.57	\$17.99
STOREKEEPER-A	7	STORKPRA	NERE-086	Y 99	N	H	BWN2	Y	8	CL1	\$14.57	\$17.99
STOREKEEPER SUPERVISOR-1	8	STORSPV1	NERE-063	Y 51	N	H	BWN2	Y	8	CL3	\$16.61	\$20.46
STOREKEEPER-2A	8	STRKPR2A	A31-008	A 31	N	H	BWN1	Y	8	CL1	\$16.46	\$20.11
STOREKEEPER SUPERVISOR-2	9	STORSPV2	NERE-065	Y 51	N	H	BWN2	Y	8	CL3	\$17.18	\$22.43
STUDENT ASSISTANT-E	A	STUDASTE	NERE-115P	Y 52	N	H	BWN2	Y	3	CL1	\$5.15	\$17.69
SURVEYING TECHNICIAN-E	8	SRVYTCH	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
SURVEYING TECHNICIAN-E	9	SRVYTCH	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
SURVEYING TECHNICIAN-E	E10	SRVYTCH	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
SURVEYING TECHNICIAN-A	11	SRVYTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
TEACHER AIDE-E	6	TEACADEE	U11-017	U 11	N	H	BWN1	Y	5	CL1	\$13.25	\$15.70

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
TEACHER AIDE-E	7	TEACADEE	U11-017	U 11	N	H	BWN1	Y	5	CL1	\$13.68	\$16.24
TEACHER AIDE-E	E8	TEACADEE	U11-017	U 11	N	H	BWN1	Y	5	CL1	\$14.23	\$16.82
TELEVISION/EQUIPMENT REPAIRER	E9	TELERPR	A31-010	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
TOXICOLOGIST-E	9	TOXGSTE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.22	\$21.66
TOXICOLOGIST-E	10	TOXGSTE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.70	\$23.14
TOXICOLOGIST-E	P11	TOXGSTE	H21-004	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$26.92
TOXICOLOGIST-A	12	TOXGSTA	H21-013	H 21	Y	H	BWE1	Y	2	CL2	\$21.66	\$28.85
TOXICOLOGIST MANAGER-3	14	TOXIMGR3	NERE-121	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$34.73
TOXICOLOGY SPECIALIST 2	13	TOXSPL2	H21-016	H 21	Y	H	BWE1	N	2	CL2	\$23.41	\$31.17
TOXICOLOGY SPECIALIST 3	14	TOXSPL3	H21-018	H 21	Y	H	BWE1	N	2	CL2	\$25.04	\$33.74
TRADES HELPER	E6	TRADEHLP	A31-003	A 31	N	H	BWN1	Y	7	CL1	\$13.51	\$16.95
TRADES INSTRUCTOR-E	P11	TRADINSE	W22-067	W 22	Y	H	BWE1	Y	2	CL2	Refer to Pages B-39 to B-44	
TRADES INSTRUCTOR-A	12	TRADINSA	W22-068	W 22	Y	H	BWE1	Y	2	CL2	Refer to Pages B-39 to B-44	
TRADES INSTRUCTOR-A	12	TRADINSA	NERE-222	Y 51	Y	H	BWE1	Y	2	CL2	Refer to Pages B-39 to B-44	
TRAFFIC TECHNICIAN-E	8	TRAFTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
TRAFFIC TECHNICIAN-E	9	TRAFTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
TRAFFIC TECHNICIAN-E	E10	TRAFTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
TRAFFIC TECHNICIAN-A	11	TRAFTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
TRAFFIC TECHNICIAN-SS	12	TRATCHSS	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
TRAINING TECHNICIAN-E	7	TRNGTCHE	NERE-040	Y 23	N	H	BWN2	Y	5	CL1	\$14.13	\$17.22
TRAINING TECHNICIAN-A	10	TRNGTCHA	NERE-034	Y 23	N	H	BWN2	Y	5	CL1	\$16.30	\$21.30
TRANSPORTATION ENGINEER-E	9	TRAENGE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.22	\$21.66
TRANSPORTATION ENGINEER-E	10	TRAENGE	H21-004	H 21	N	H	BWN2	Y	2	CL2	\$17.70	\$23.14

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
TRANSPORTATION ENGINEER-E	P11	TRAENGE	H21-004	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$26.92
TRANSPORTATION ENGINEER-A	12	TRAENGA	H21-013	H 21	Y	H	BWE1	Y	2	CL2	\$21.66	\$28.85
TRANSPORTATION ENG LIC-A	12	TRANENLA	H21-028	H 21	Y	H	BWE1	Y	2	CL2	\$21.88	\$29.13
TRANSPORTATION ENG LIC SPL 2	13	TRALSPL2	H21-029	H 21	Y	H	BWE1	N	2	CL2	\$23.62	\$31.47
TRANSPORTATION ENG LIC SPL 3	14	TRALSPL3	H21-030	H 21	Y	H	BWE1	N	2	CL2	\$25.26	\$34.03
TRANSPORTATION ENG LIC SPL 3	14	TRALSPL3	NERE-201	Y 99	Y	H	BWE1	N	2	CL2	\$25.21	\$34.00
TRANSPORTATION ENG LIC SPL 4	15	TRALSPL4	NERE-202	Y 98	Y	H	BWE1	N	2	CL2	\$26.93	\$36.79
TRANSPORTATION ENG LIC SPL 4	15	TRALSPL4	H21-031	H 21	Y	H	BWE1	N	2	CL2	\$26.98	\$36.81
TRANSPORTATION MAINT COORDNATR	12	TRMTCRDR	NERE-072	Y 51	Y	H	BWE1	Y	7	CL1	\$19.93	\$26.33
TRANSPORTATION MAINT SPV-1	11	TRMTSPV1	NERE-069	Y 51	N	H	BWN2	Y	7	CL3	\$18.74	\$24.35
TRANSPORTATION MAINT SPV-2	12	TRMTSPV2	NERE-072	Y 51	Y	H	BWE1	Y	7	CL3	\$19.93	\$26.33
TRANSPORTATION MAINT SPV-3	13	TRMTSPV3	NERE-074	Y 51	Y	H	BWE1	N	7	CL3	\$22.43	\$30.07
TRANSPORTATION MAINT SPV-3	13	TRMTSPV3	NERE-074	Y 51	Y	H	BWE1	N	7	CL3	\$22.43	\$30.07
TRANSPORTATION MAINT WORKER-E	6	TRMTWKRE	A31-005	A 31	N	H	BWN1	Y	7	CL1	\$13.06	\$16.28
TRANSPORTATION MAINT WORKER-E	7	TRMTWKRE	A31-005	A 31	N	H	BWN1	Y	7	CL1	\$13.51	\$16.95
TRANSPORTATION MAINT WORKER-E	E8	TRMTWKRE	A31-005	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
TRANSPORTATION MAINT WORKER-A	9	TRMTWKRA	A31-011	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
TRANSPORTATION PLANNER-E	9	TRPLNRE	H21-003	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
TRANSPORTATION PLANNER-E	10	TRPLNRE	H21-003	H 21	N	H	BWN2	Y	2	CL2	\$15.22	\$20.41
TRANSPORTATION PLANNER-E	P11	TRPLNRE	H21-003	H 21	Y	H	BWE1	Y	2	CL2	\$19.66	\$26.43
TRANSPORTATION PLANNER-A	12	TRPLNRA	H21-011	H 21	Y	H	BWE1	Y	2	CL2	\$20.86	\$28.30
TRANSPORTATION PLANNING MGR-3	14	TRANMGR3	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
TRANSPORTATION PLANNING MGR-4	15	TRANMGR4	NERE-109	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$35.81

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
TRANSPORTATION PLAN SPL 2	13	TRPLSPL2	H21-035	H 21	Y	H	BWE1	N	2	CL2	\$22.27	\$30.36
TRANSPORTATION PLAN SPL 3	14	TRPLSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
TREASURY INVESTMENT ANALYST-E	9	TRESALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.90	Refer to Reg. 5.01, Std. M.
TREASURY INVESTMENT ANALYST-E	10	TRESALTE	NERE-174	Y 23	N	H	BWN2	Y	2	CL2	\$15.65	\$20.52
TREASURY INVESTMENT ANALYST-E	P11	TRESALTE	NERE-174	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
TREASURY INVESTMENT ANALYST-A	12	TRESALTA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
TREASURY INVESTMENT SPL-2	13	TRESPL2	NERE-182	Y 23	Y	H	BWE1	N	2	CL2	\$20.32	\$28.58
TREASURY INVESTMENT SPL-3	14	TRESPL3	NERE-186	Y 23	Y	H	BWE1	N	2	CL2	\$22.46	\$31.48
TREASURY INVESTMENT SPL-4	15	TRESPL4	NERE-188	Y 23	Y	H	BWE1	N	2	CL2	\$25.19	\$35.03
UNEMPLOYMENT CLAIMS EXAMINER-E	9	UNEMEXME	E42-003	E 42	N	H	BWN1	Y	5	CL1	\$14.67	\$18.94
UNEMPLOYMENT CLAIMS EXAMINER-E	E10	UNEMEXME	E42-003	E 42	N	H	BWN1	Y	5	CL1	\$15.24	\$19.76
UNEMPLOYMENT CLAIMS EXAMINER-A	11	UNEMEXMA	E42-005	E 42	N	H	BWN1	Y	5	CL1	\$16.10	\$20.97
UNEMPLOYMNT CLAIM INTERVIEWR-E	8	UNEMIVRE	E42-007	E 42	N	H	BWN1	Y	5	CL1	\$13.72	\$16.88
UNEMPLOYMNT CLAIM INTERVIEWR-E	9	UNEMIVRE	E42-007	E 42	N	H	BWN1	Y	5	CL1	\$14.06	\$18.27
UNEMPLOYMNT CLAIM INTERVIEWR-E	E10	UNEMIVRE	E42-007	E 42	N	H	BWN1	Y	5	CL1	\$14.65	\$19.10
UNEMPLOYMNT CLAIM INTERVIEWR-A	11	UNEMIVRA	E42-013	E 42	N	H	BWN1	Y	5	CL1	\$15.51	\$20.34
UNEMPLOYMENT CLAIMS MANAGER-2	13	UNCLMGR2	NERE-142	Y 98	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
UNEMPLOYMENT CLAIMS MANAGER-3	14	UNCLMGR3	NERE-146	Y 98	Y	H	BWE1	N	2	CL3	\$22.46	\$31.80
UNEMPLOYMENT CLAIMS SUPV-1	12	UNCLSPV1	NERE-022	Y 51	N	H	BWN2	Y	5	CL3	\$17.64	\$22.88
UNEMPLOY INSURANCE EXAMINER-E	8	UNINEXME	E42-002	E 42	N	H	BWN1	Y	5	CL1	\$14.47	\$17.64
UNEMPLOY INSURANCE EXAMINER-E	9	UNINEXME	E42-002	E 42	N	H	BWN1	Y	5	CL1	\$14.67	\$18.94
UNEMPLOY INSURANCE EXAMINER-E	E10	UNINEXME	E42-002	E 42	N	H	BWN1	Y	5	CL1	\$15.24	\$19.76
UNEMPLOY INSURANCE EXAMINER-A	11	UNINEXMA	E42-005	E 42	N	H	BWN1	Y	5	CL1	\$16.10	\$20.97

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
UNEMPL INS ANALYST TRAINEE-E	9	UNEMNTRE	NERE-002P	E 42	N	H	BWN2	Y	2	CL2	\$16.25	\$26.19
UNEMPLOY INSURANCE ANALYST-E	9	UNEMALTE	E42-011	E 42	N	H	BWN1	Y	2	CL2	\$14.06	\$18.05
UNEMPLOY INSURANCE ANALYST-E	10	UNEMALTE	E42-011	E 42	N	H	BWN1	Y	2	CL2	\$15.51	\$20.36
UNEMPLOY INSURANCE ANALYST-E	P11	UNEMALTE	E42-011	E 42	N	H	BWN1	Y	2	CL2	\$17.43	\$24.02
UNEMPLOY INSURANCE ANALYST-A	12	UNEMALTA	E42-014	E 42	N	H	BWN1	Y	2	CL2	\$18.77	\$25.85
VEHICLE SAFETY INSPECTOR-E	9	VESFISPE	A02-014	A 02	N	H	BWN1	Y	3	CL1	\$14.87	\$18.18
VEHICLE SAFETY INSPECTOR-E	E10	VESFISPE	A02-014	A 02	N	H	BWN1	Y	3	CL1	\$15.44	\$20.17
VEHICLE SERVICES COORD-E	P11	VEHSCDRE	NERE-175	Y 23	Y	H	BWE1	Y	2	CL2	\$17.62	\$24.26
VEHICLE SERVICES COORD-A	12	VEHSCDRA	NERE-180	Y 23	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
VETERINARIAN-E	P11	VETERRNE	H21-012	H 21	Y	H	BWE1	Y	2	CL2	\$20.86	\$28.30
VETERINARIAN-A	12	VETERRNA	NERE-119	Y 51	Y	H	BWE1	Y	2	CL2	\$22.24	\$30.30
VETERINARIAN-A	12	VETERRNA	H21-015	H 21	Y	H	BWE1	Y	2	CL2	\$22.26	\$30.34
VETERINARIAN MANAGER-2	13	VETMGR2	NERE-120	Y 51	Y	H	BWE1	N	2	CL3	\$24.01	\$32.71
VETERINARIAN MANAGER-3	14	VETMGR3	NERE-121	Y 51	Y	H	BWE1	N	2	CL3	\$25.48	\$34.73
VETERINARIAN MANAGER-4	15	VETMGR4	NERE-122	Y 51	Y	H	BWE1	N	2	CL3	\$26.40	\$36.43
VETERINARY SPECIALIST-2	13	VETRSP2	H21-020	H 21	Y	H	BWE1	N	2	CL2	\$24.06	\$32.73
VETERINARY TECHNICIAN-E	8	VETNTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
VETERINARY TECHNICIAN-E	9	VETNTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
VETERINARY TECHNICIAN-E	E10	VETNTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
VETERINARY TECHNICIAN-A	11	VETNTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
VOCATIONAL EDUC CONSULTANT-E	12	VOEDCSTE	W22-045	W 22	Y	H	BWE1	Y	2	CL2	\$21.73	\$28.61
VOCATIONAL EDUC CONSULTANT-E	P13	VOEDCSTE	W22-045	W 22	Y	H	BWE1	N	2	CL2	\$23.33	\$30.77
VOCATIONAL EDUC CONSULTANT-A	14	VOEDCSTA	W22-050	W 22	Y	H	BWE1	N	2	CL2	\$24.82	\$32.87

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
VOCATIONAL REHAB MGR-2	13	VOCRMGR2	NERE-142	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
VOCATIONAL REHAB MGR-3	14	VOCRMGR3	NERE-146	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.80
VOCATIONAL REHAB MGR-4	15	VOCRMGR4	NERE-155	Y 98	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
VOCATIONAL REHAB REP-A	12	VOCRREPA	W22-043	W 22	Y	H	BWE1	Y	2	CL2	\$18.78	\$25.52
WASTEWATER SPECIALIST-E	P11	WASTSPLE	H21-007	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
WASTEWATER SPECIALIST-A	12	WASTSPLA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
WASTEWATER TREATMENT MGR	14	WASTRMGR	NERE-108	Y 51	Y	H	BWE1	N	2	CL3	\$23.60	\$32.38
WASTEWATR TREATMNT PLANT OPR-E	8	WSTPOPRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
WASTEWATR TREATMNT PLANT OPR-E	E9	WSTPOPRE	A31-009	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
WASTEWATR TREATMNT PLANT OPR-A	10	WSTPOPRA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
WATER QUALITY TECHNICIAN-E	8	WAQUTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
WATER QUALITY TECHNICIAN-E	9	WAQUTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
WATER QUALITY TECHNICIAN-E	E10	WAQUTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
WATER QUALITY TECHNICIAN-A	11	WAQUTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
WATER QUALITY TECHNICIAN-SS	12	WAQTCHSS	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
WEIGHTS/MEASURES INSPECTOR-E	9	WEMEISPE	A02-014	A 02	N	H	BWN1	Y	3	CL1	\$14.87	\$18.18
WEIGHTS/MEASURES INSPECTOR-E	E10	WEMEISPE	A02-014	A 02	N	H	BWN1	Y	3	CL1	\$15.44	\$20.17
WEIGHTS/MEASURES INSPECTOR-A	11	WEMEISPA	A02-020	A 02	N	H	BWN1	Y	3	CL1	\$17.40	\$22.39
WELDER-E	E9	WELDERE	A31-010	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
WELDER-A	10	WELDERA	A31-012	A 31	N	H	BWN1	Y	7	CL1	\$16.95	\$21.94
WILDERNESS INSTRUCTOR-E	9	WILDINSE	U11-022	U 11	N	H	BWN1	Y	2	CL2	\$15.70	\$19.58
WILDERNESS INSTRUCTOR-E	10	WILDINSE	U11-022	U 11	N	H	BWN1	Y	2	CL2	\$16.47	\$20.51
WILDERNESS INSTRUCTOR-E	P11	WILDINSE	U11-022	U 11	N	H	BWN1	Y	2	CL2	\$17.46	\$21.89



**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
WILDERNESS INSTRUCTOR-A	12	WILDINSA	U11-031	U 11	Y	H	BWE1	Y	2	CL2	\$18.93	\$26.19
WILDERNESS INSTRUCTOR MGR-2	13	WILNMGR2	NERE-142	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
WILDLIFE ASSISTANT-E	6	WLDLASTE	A31-005	A 31	N	H	BWN1	Y	7	CL1	\$13.06	\$16.28
WILDLIFE ASSISTANT-E	7	WLDLASTE	A31-005	A 31	N	H	BWN1	Y	7	CL1	\$13.51	\$16.95
WILDLIFE ASSISTANT-E	E8	WLDLASTE	A31-005	A 31	N	H	BWN1	Y	7	CL1	\$14.57	\$17.99
WILDLIFE ASSISTANT-A	9	WLDLASTA	A31-011	A 31	N	H	BWN1	Y	7	CL1	\$16.46	\$20.11
WILDLIFE BIOLOGIST-E	9	WILDBIOE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$15.45	\$21.38
WILDLIFE BIOLOGIST-E	10	WILDBIOE	H21-001	H 21	N	H	BWN2	Y	2	CL2	\$16.42	\$21.86
WILDLIFE BIOLOGIST-E	P11	WILDBIOE	H21-001	H 21	Y	H	BWE1	Y	2	CL2	\$18.99	\$25.24
WILDLIFE BIOLOGIST-A	12	WILDBIOA	H21-009	H 21	Y	H	BWE1	Y	2	CL2	\$20.24	\$27.44
WILDLIFE BIOLOGIST SPL 2	13	WILDSPL2	H21-014	H 21	Y	H	BWE1	N	2	CL2	\$22.05	\$30.00
WILDLIFE BIOLOGIST SPL 3	14	WILDSPL3	H21-017	H 21	Y	H	BWE1	N	2	CL2	\$23.63	\$32.42
WILDLIFE TECHNICIAN-E	8	WILDTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
WILDLIFE TECHNICIAN-E	9	WILDTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
WILDLIFE TECHNICIAN-E	E10	WILDTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
WILDLIFE TECHNICIAN-A	11	WILDTCHE	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
WILDLIFE TECHNICIAN-SS	12	WILTCHSS	L32-013	L 32	N	H	BWN1	Y	3	CL1	\$17.38	\$24.39
WORD PROCESSING ASSISTANT-E	5	WRDPASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$12.48	\$15.12
WORD PROCESSING ASSISTANT-E	5	WRDPASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$12.46	\$15.12
WORD PROCESSING ASSISTANT-E	6	WRDPASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$13.35	\$16.01
WORD PROCESSING ASSISTANT-E	6	WRDPASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$13.36	\$16.01
WORD PROCESSING ASSISTANT-E	E7	WRDPASTE	W41-002	W 41	N	H	BWN1	Y	6	CL1	\$14.21	\$17.24
WORD PROCESSING ASSISTANT-E	E7	WRDPASTE	NERE-001	Y 99	N	H	BWN2	Y	6	CL1	\$14.18	\$17.24

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
WORD PROCESSING ASSISTANT-A	8	WRDPASTA	NERE-004	Y 99	N	H	BWN2	Y	6	CL1	\$15.00	\$18.06
WORD PROCESSING ASSISTANT-A	8	WRDPASTA	W41-009	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
WORKERS COMP ASSISTANT	E8	WORCMAST	W41-008	W 41	N	H	BWN1	Y	6	CL1	\$15.02	\$18.06
WORKERS COMP MEDIATOR-E	13	WORCMDRE	NERE-184	Y 23	Y	H	BWE1	N	2	CL2	\$22.24	\$30.30
WORKERS COMP MEDIATOR-E	14	WORCMDRE	NERE-184	Y 23	Y	H	BWE1	N	2	CL2	\$25.48	\$34.73
WORKERS COMP MEDIATOR-E	P15	WORCMDRE	NERE-184	Y 23	Y	H	BWE1	N	2	CL2	\$28.58	\$39.32
X-RAY TECHNICIAN-E	8	XRAYTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$12.68	\$15.95
X-RAY TECHNICIAN-E	9	XRAYTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$13.95	\$17.42
X-RAY TECHNICIAN-E	E10	XRAYTCHE	L32-006	L 32	N	H	BWN1	Y	3	CL1	\$15.21	\$20.15
X-RAY TECHNICIAN-A	11	XRAYTCHA	L32-012	L 32	N	H	BWN1	Y	3	CL1	\$16.33	\$22.11
YOUTH AIDE-E	6	YOUTADEE	U11-017	U 11	N	H	BWN1	Y	5	CL1	\$13.25	\$15.70
YOUTH AIDE-E	7	YOUTADEE	U11-017	U 11	N	H	BWN1	Y	5	CL1	\$13.68	\$16.24
YOUTH AIDE-E	E8	YOUTADEE	U11-017	U 11	N	H	BWN1	Y	5	CL1	\$14.23	\$16.82
YTH CHAL ADACMY ADVISOR-E	9	YTHAADVE	U11-025	U 11	N	H	BWN1	Y	2	CL2	\$15.63	\$18.74
YTH CHAL ADACMY ADVISOR-E	10	YTHAADVE	U11-025	U 11	N	H	BWN1	Y	2	CL2	\$15.70	\$19.58
YTH CHAL ADACMY ADVISOR-E	P11	YTHAADVE	U11-025	U 11	N	H	BWN1	Y	2	CL2	\$16.47	\$20.51
YTH CHAL ADACMY ADVISOR-A	12	YTHAADVA	U11-027	U 11	N	H	BWN1	Y	2	CL2	\$17.46	\$21.89
YOUTH CHALLNG ACAD CADRE ADE-E	E6	YTHCADEE	U11-003	U 11	N	H	BWN1	Y	8	CL1	\$13.41	\$15.64
YOUTH CHALLNG ACAD CADRE ADE-A	7	YTHCADEA	U11-004	U 11	N	H	BWN1	Y	8	CL1	\$13.88	\$16.47
YOUTH CHALNG ACDMY CADRE SPV-1	8	YOU CSPV1	NERE-005	Y 51	N	H	BWN2	Y	4	CL3	\$13.91	\$16.90
YOUTH CHALNG ACDMY CADRE SPV-2	9	YOU CSPV2	NERE-006	Y 51	N	H	BWN2	Y	4	CL3	\$14.86	\$17.99
YTH CHALLENGE ACADEMY RECR-E	6	YTCHAREE	U11-011	U 11	N	H	BWN1	Y	5	CL1	\$13.48	\$15.89
YTH CHALLENGE ACADEMY RECR-E	7	YTCHAREE	U11-011	U 11	N	H	BWN1	Y	5	CL1	\$13.87	\$16.42

**COMPENSATION PLAN -- SECTION A**

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/1/03 Minimum	10/1/03 Maximum
YTH CHALLENGE ACADEMY RECR-E	E8	YTCHAREE	U11-011	U 11	N	H	BWN1	Y	5	CL1	\$14.40	\$17.02
YTH CHALLENGE ACADEMY RECR-A	9	YTCHAREA	U11-013	U 11	N	H	BWN1	Y	5	CL1	\$14.58	\$18.07
YOUTH GROUP LEADER-E	9	YOUGLDRE	U11-025	U 11	N	H	BWN1	Y	2	CL2	\$15.63	\$18.74
YOUTH GROUP LEADER-E	10	YOUGLDRE	U11-025	U 11	N	H	BWN1	Y	2	CL2	\$15.70	\$19.58
YOUTH GROUP LEADER-E	P11	YOUGLDRE	U11-025	U 11	N	H	BWN1	Y	2	CL2	\$16.47	\$20.51
YOUTH GROUP LEADER-A	12	YOUGLDRA	U11-027	U 11	N	H	BWN1	Y	2	CL2	\$17.46	\$21.89
YOUTH GROUP LEADER MASTERS-E	9	YTHGLDME	U11-032	U 11	N	H	BWN1	Y	2	CL2	\$15.70	\$19.58
YOUTH GROUP LEADER MASTERS-E	10	YTHGLDME	U11-032	U 11	N	H	BWN1	Y	2	CL2	\$16.47	\$20.51
YOUTH GROUP LEADER MASTERS-E	P11	YTHGLDME	U11-032	U 11	N	H	BWN1	Y	2	CL2	\$17.46	\$21.89
YOUTH GROUP LEADER MASTERS-A	12	YTHGLDMA	U11-031	U 11	N	H	BWE1	Y	2	CL2	\$18.93	\$26.19
YOUTH RESIDENTIAL DIRECTOR-2	13	YOURDIR2	NERE-142	Y 51	Y	H	BWE1	N	2	CL3	\$20.32	\$28.79
YOUTH RESIDENTIAL DIRECTOR-3	14	YOURDIR3	NERE-146	Y 51	Y	H	BWE1	N	2	CL3	\$22.46	\$31.80
YOUTH RESIDENTIAL DIRECTOR-4	15	YOURDIR4	NERE-155	Y 51	Y	H	BWE1	N	2	CL3	\$25.19	\$35.03
YOUTH SPECIALIST-E	7	YOUTSPLE	U11-019	U 11	N	H	BWN1	Y	5	CL1	\$13.87	\$16.38
YOUTH SPECIALIST-E	8	YOUTSPLE	U11-019	U 11	N	H	BWN1	Y	5	CL1	\$14.39	\$17.01
YOUTH SPECIALIST-E	E9	YOUTSPLE	U11-019	U 11	N	H	BWN1	Y	5	CL1	\$14.57	\$18.06
YOUTH SPECIALIST-A	10	YOUTSPLA	U11-026	U 11	N	H	BWN1	Y	5	CL1	\$15.70	\$19.58
YOUTH SPECIALIST SUPERVISOR-1	11	YOUSSPV1	NERE-136	Y 51	N	H	BWN2	Y	5	CL3	\$17.00	\$22.24