

Average Pay Rate as of December 31, 2011

Title	Title Code	Hourly	Monthly	Annual
Senior Hearing Examiner	ATHE04	\$42.92	\$7,439.47	\$89,273.58
Managing Attorney 1	ATMA01	\$42.10	\$7,297.33	\$87,567.98
Managing Attorney 2	ATMA02	\$46.62	\$8,080.80	\$96,969.58
Practicing Attorney 1	ATPA01	\$29.63	\$5,135.87	\$61,630.39
Practicing Attorney 2	ATPA02	\$32.43	\$5,621.20	\$67,454.39
Practicing Attorney 3	ATPA03	\$37.27	\$6,460.13	\$77,521.59
Practicing Attorney 4	ATPA04	\$42.03	\$7,285.20	\$87,422.38
Practicing Attorney 5	ATPA05	\$52.37	\$9,077.46	\$108,929.58
Office Assistant I	BAAS03	\$12.99	\$2,251.60	\$27,019.19
Office Assistant II	BAAS04	\$14.62	\$2,534.13	\$30,409.59
Office Support Specialist I	BAAS05	\$15.52	\$2,690.13	\$32,281.59
Office Support Specialist II	BAAS06	\$18.55	\$3,215.33	\$38,583.99
Senior Office Support Specialist	BAAS07	\$21.15	\$3,666.00	\$43,991.99
Business Office Coordinator I	BABO08	\$25.19	\$4,366.27	\$52,395.19
Business Office Coordinator II	BABO09	\$26.51	\$4,595.07	\$55,140.79
Business Office Supervisor I	BABO10	\$29.64	\$5,137.60	\$61,651.19
Business Office Supervisor II	BABO11	\$32.21	\$5,583.07	\$66,996.79
Business Office Manager I	BABO12	\$37.54	\$6,506.93	\$78,083.18
Business Office Manager II	BABO13	\$36.90	\$6,396.00	\$76,751.99
Consumer Affairs Specialist	BACA07	\$23.57	\$4,085.47	\$49,025.59
Senior Consumer Affairs Specialist	BACA08	\$24.95	\$4,324.67	\$51,895.99
Consumer Affairs Program Manager	BACA11	\$43.37	\$7,517.47	\$90,209.58
Drivers License CDL Examiner	BADC06	\$19.24	\$3,334.93	\$40,019.19
Drivers License Field Examiner II	BADL04	\$15.85	\$2,747.33	\$32,967.99
Drivers License Field Office Supervisor	BADL06	\$19.61	\$3,399.07	\$40,788.79
Drivers License Regional Supervisor	BADL08	\$24.57	\$4,258.80	\$51,105.59
Drivers License Program Supervisor	BADL11	\$28.85	\$5,000.67	\$60,007.99
Drivers License Program Manager	BADL13	\$38.16	\$6,614.40	\$79,372.78
Drivers Services Assistant	BADS03	\$14.54	\$2,520.27	\$30,243.19
Drivers Services Specialist	BADS05	\$17.10	\$2,964.00	\$35,567.99
Drivers Services Helpdesk Specialist	BADS06	\$18.14	\$3,144.27	\$37,731.19
Drivers Services Supervisor I	BADS07	\$20.14	\$3,490.93	\$41,891.19
Drivers Services Supervisor II	BADS08	\$23.09	\$4,002.27	\$48,027.19
Elections Director	BAED12	\$47.18	\$8,177.87	\$98,134.38
Grants & Contract Administration Specialist I	BAGC07	\$21.90	\$3,796.00	\$45,551.99
Grants & Contract Administration Specialist II	BAGC08	\$24.46	\$4,239.73	\$50,876.79
Senior Grants & Contract Administration Specialist	BAGC09	\$27.68	\$4,797.87	\$57,574.39
Grants & Contract Administration Manager I	BAGC10	\$30.78	\$5,335.20	\$64,022.39
Grants & Contract Administration Manager II	BAGC11	\$33.07	\$5,732.13	\$68,785.59
Legal Support Specialist	BALG07	\$20.64	\$3,577.60	\$42,931.19
Legal Assistant	BALG08	\$23.03	\$3,991.87	\$47,902.39
Hearing Officer	BALG09	\$30.16	\$5,227.73	\$62,732.79
Hearing Supervisor	BALG12	\$37.77	\$6,546.80	\$78,561.58
Mail Room Clerk I	BAMR03	\$11.77	\$2,040.13	\$24,481.60
Mail Room Clerk II	BAMR04	\$13.42	\$2,326.13	\$27,913.59

Average Pay Rate as of December 31, 2011

Title	Title Code	Hourly	Monthly	Annual
Senior Mail Clerk - Correctional Institution	BAMR05	\$14.89	\$2,580.93	\$30,971.19
Mail Services Supervisor	BAMR07	\$23.19	\$4,019.60	\$48,235.19
Production & Printing Technician	BAPP05	\$17.04	\$2,953.60	\$35,443.19
Production & Printing Supervisor	BAPP07	\$20.48	\$3,549.87	\$42,598.39
Production Manager - License Plate Shop	BAPP09	\$25.86	\$4,482.40	\$53,788.79
Policy & Planning Analyst I	BAPS07	\$23.54	\$4,080.27	\$48,963.19
Policy & Planning Analyst II	BAPS09	\$26.94	\$4,669.60	\$56,035.19
Senior Policy & Planning Analyst	BAPS10	\$32.44	\$5,622.93	\$67,475.19
Policy & Planning Supervisor I	BAPS12	\$35.70	\$6,188.00	\$74,255.99
Policy & Planning Supervisor II	BAPS14	\$50.89	\$8,820.93	\$105,851.18
Records & Data Management Technician	BARDO3	\$13.02	\$2,256.80	\$27,081.59
Records & Data Management Clerk	BARDO5	\$15.82	\$2,742.13	\$32,905.59
Records & Data Management Specialist I	BARDO7	\$19.80	\$3,432.00	\$41,183.99
Records & Data Management Specialist II	BARDO8	\$24.42	\$4,232.80	\$50,793.59
Records & Data Management Analyst	BARDO9	\$26.36	\$4,569.07	\$54,828.79
Records & Data Management Supervisor	BARDO10	\$29.28	\$5,075.20	\$60,902.39
Records & Data Management Manager	BARDO11	\$30.89	\$5,354.27	\$64,251.19
Risk Analyst	BARM08	\$23.49	\$4,071.60	\$48,859.19
Risk Manager	BARM10	\$28.27	\$4,900.13	\$58,801.59
Benefits & Eligibility Specialist I	BEBP06	\$18.89	\$3,274.27	\$39,291.19
Benefits & Eligibility Specialist II	BEBP07	\$20.93	\$3,627.87	\$43,534.39
Senior Benefits & Eligibility Specialist	BEBP08	\$23.88	\$4,139.20	\$49,670.39
Benefits & Eligibility Program Analyst	BEBP09	\$25.86	\$4,482.40	\$53,788.79
Benefits & Eligibility Supervisor	BEBP10	\$29.44	\$5,102.93	\$61,235.19
Benefits & Eligibility Manager I	BEBP11	\$33.40	\$5,789.33	\$69,471.99
Benefits & Eligibility Manager II	BEBP12	\$35.89	\$6,220.93	\$74,651.19
Disability Determination Specialist	BEDD07	\$20.48	\$3,549.87	\$42,598.39
Senior Disability Determination Specialist	BEDD08	\$23.38	\$4,052.53	\$48,630.39
Disability Determination Hearing Officer	BEDD09	\$25.44	\$4,409.60	\$52,915.19
Disability Determination Supervisor	BEDD11	\$30.89	\$5,354.27	\$64,251.19
Disability Determination Program Manager	BEDD13	\$39.13	\$6,782.53	\$81,390.38
Quality Assurance Specialist	BEQA07	\$22.75	\$3,943.33	\$47,319.99
Senior Quality Assurance Specialist	BEQA08	\$24.05	\$4,168.67	\$50,023.99
Quality Assurance Supervisor	BEQA10	\$28.49	\$4,938.27	\$59,259.19
Quality Assurance & Investigation Manager	BEQA12	\$34.12	\$5,914.13	\$70,969.59
Claims Specialist	BEWC07	\$22.59	\$3,915.60	\$46,987.19
Claims Supervisor	BEWC10	\$29.93	\$5,187.87	\$62,254.39
Claims Manager	BEWC12	\$35.52	\$6,156.80	\$73,881.59
Associate Warden	COAW12	\$37.48	\$6,496.53	\$77,958.39
Community Based Program Supervisor	COCB10	\$30.34	\$5,258.93	\$63,107.19
Correctional Investigative Sergeant	COCI09	\$24.16	\$4,187.73	\$50,252.79
Correctional Investigative Lieutenant	COCI10	\$28.22	\$4,891.47	\$58,697.59
Correctional Investigative Major	COCI12	\$38.97	\$6,754.80	\$81,057.58
Correctional Program Coordinator	COCP08	\$29.48	\$5,109.87	\$61,318.39
Correctional Program Supervisor	COCP09	\$38.76	\$6,718.40	\$80,620.78

Average Pay Rate as of December 31, 2011

Title	Title Code	Hourly	Monthly	Annual
Correctional Unit Supervisor	COCP10	\$30.28	\$5,248.53	\$62,982.39
Correctional Program Manager I	COCP11	\$34.78	\$6,028.53	\$72,342.39
Correctional Program Manager II	COCP12	\$39.70	\$6,881.33	\$82,575.98
Correctional Officer	COPR05	\$17.08	\$2,960.53	\$35,526.39
Correctional Corporal	COPR06	\$19.13	\$3,315.87	\$39,790.39
Correctional Sergeant	COPR08	\$23.78	\$4,121.87	\$49,462.39
Correctional Lieutenant	COPR09	\$26.02	\$4,510.13	\$54,121.59
Correctional Captain	COPR11	\$30.89	\$5,354.27	\$64,251.19
Correctional Major	COPR12	\$34.18	\$5,924.53	\$71,094.39
Deputy Warden	COPR13	\$39.30	\$6,812.00	\$81,743.98
Archeologist I	CRAR08	\$22.00	\$3,813.33	\$45,759.99
Senior Archeologist	CRAR10	\$28.22	\$4,891.47	\$58,697.59
Archeology Manager	CRAR12	\$34.23	\$5,933.20	\$71,198.39
State Archeologist	CRAR15	\$42.19	\$7,312.93	\$87,755.18
Cultural Resources Specialist	CRCR08	\$23.26	\$4,031.73	\$48,380.79
Senior Cultural Resources Specialist	CRCR09	\$25.86	\$4,482.40	\$53,788.79
Cultural Resources Supervisor	CRCR10	\$28.72	\$4,978.13	\$59,737.59
Cultural Resources Manager	CRCR12	\$35.47	\$6,148.13	\$73,777.59
Librarian	CRLI08	\$22.21	\$3,849.73	\$46,196.79
Senior Librarian	CRLI10	\$28.22	\$4,891.47	\$58,697.59
Assistant Park Superintendent	CRPA08	\$23.84	\$4,132.27	\$49,587.19
Park Superintendent I	CRPA09	\$25.96	\$4,499.73	\$53,996.79
Park Superintendent II	CRPA10	\$28.87	\$5,004.13	\$60,049.59
Parks Regional Manager	CRPA12	\$34.36	\$5,955.73	\$71,468.79
Parks Operations Manager	CRPA13	\$38.16	\$6,614.40	\$79,372.78
Parks Trails Manager	CRPT12	\$34.04	\$5,900.27	\$70,803.19
Computer Technology Business Applications Specialist I	CTBA07	\$23.58	\$4,087.20	\$49,046.39
Computer Technology Business Applications Specialist II	CTBA08	\$25.71	\$4,456.40	\$53,476.79
Computer Technology Business Applications Analyst	CTBA09	\$28.58	\$4,953.87	\$59,446.39
Senior Computer Technology Business Applications Analyst	CTBA10	\$32.43	\$5,621.20	\$67,454.39
Map Editor	CTGS05	\$24.07	\$4,172.13	\$50,065.59
Geospatial Technology Analyst	CTGS07	\$23.29	\$4,036.93	\$48,443.19
Geospatial Technical Principal	CTGS08	\$23.09	\$4,002.27	\$48,027.19
Geospatial Technology Manager	CTGS09	\$28.29	\$4,903.60	\$58,843.19
Computer Technology Program Manager I	CTMG11	\$35.70	\$6,188.00	\$74,255.99
Computer Technology Program Manager II	CTMG12	\$40.14	\$6,957.60	\$83,491.18
Computer Technology Program Manager III	CTMG14	\$43.32	\$7,508.80	\$90,105.58
Computer Technology Project / Planning Specialist	CTPP07	\$22.34	\$3,872.27	\$46,467.19
Computer Technology Project / Planning Analyst	CTPP09	\$28.60	\$4,957.33	\$59,487.99
Senior Computer Technology Project / Planning Analyst	CTPP10	\$33.16	\$5,747.73	\$68,972.79
Computer Technology Program Coordinator - Transportation	CTPP11	\$39.07	\$6,772.13	\$81,265.58
Computer Technology Support Technician	CTSU06	\$20.10	\$3,484.00	\$41,807.99
Computer Technology Support Specialist I	CTSU07	\$21.81	\$3,780.40	\$45,364.79
Computer Technology Support Specialist II	CTSU08	\$24.50	\$4,246.67	\$50,959.99
Computer Technology Support Analyst	CTSU09	\$28.75	\$4,983.33	\$59,799.99

Average Pay Rate as of December 31, 2011

Title	Title Code	Hourly	Monthly	Annual
Senior Computer Technology Support Analyst	CTSU10	\$31.49	\$5,458.27	\$65,499.19
Computer Technology Systems & Infrastructure Specialist I	CTSY07	\$22.05	\$3,822.00	\$45,863.99
Computer Technology Systems & Infrastructure Specialist II	CTSY08	\$26.27	\$4,553.47	\$54,641.59
Computer Technology Systems & Infrastructure Analyst	CTSY09	\$30.66	\$5,314.40	\$63,772.79
Senior Computer Technology Systems&Infrastructure Analyst	CTSY10	\$32.31	\$5,600.40	\$67,204.79
Computer Technology Systems&Infrastructure Architect	CTSY11	\$33.94	\$5,882.93	\$70,595.19
Human Resource Supervisor	EHAH11	\$32.24	\$5,588.27	\$67,059.19
Human Resource Manager I	EHAH12	\$34.50	\$5,980.00	\$71,759.99
Human Resource Manager II	EHAH13	\$36.93	\$6,401.20	\$76,814.39
Human Resource Manager III	EHAH14	\$39.73	\$6,886.53	\$82,638.38
Human Resource Benefits Specialist	EHBH07	\$20.86	\$3,615.73	\$43,388.79
Senior Human Resource Benefits Specialist	EHBH08	\$22.48	\$3,896.53	\$46,758.39
Employee Assistance Program Coordinator	EHBH10	\$34.12	\$5,914.13	\$70,969.59
Human Resource Analyst	EHCH09	\$25.86	\$4,482.40	\$53,788.79
Human Resource Consultant	EHCH10	\$28.22	\$4,891.47	\$58,697.59
Senior Human Resource Consultant	EHCH11	\$33.13	\$5,742.53	\$68,910.39
Human Resource Program Supervisor	EHCH12	\$37.84	\$6,558.93	\$78,707.18
Human Resource Program Manager	EHCH14	\$42.82	\$7,422.13	\$89,065.58
Human Resources Operations Manager	EHCH15	\$43.53	\$7,545.20	\$90,542.38
Employment Services Specialist	EHEM07	\$20.51	\$3,555.07	\$42,660.79
Employment Services Supervisor	EHEM09	\$25.96	\$4,499.73	\$53,996.79
Employment Services Manager	EHEM12	\$34.04	\$5,900.27	\$70,803.19
Human Resource Assistant	EHGH04	\$16.18	\$2,804.53	\$33,654.39
Human Resource Associate I	EHGH06	\$18.91	\$3,277.73	\$39,332.79
Human Resource Associate II	EHGH07	\$21.50	\$3,726.67	\$44,719.99
Senior Human Resource Associate	EHGH08	\$23.42	\$4,059.47	\$48,713.59
Human Resource Coordinator	EHGH09	\$24.14	\$4,184.27	\$50,211.19
Labor Standards Analyst	EHLS09	\$23.84	\$4,132.27	\$49,587.19
Senior Labor Standards Analyst	EHLS10	\$29.25	\$5,070.00	\$60,839.99
Labor Standards Manager	EHLS13	\$42.52	\$7,370.13	\$88,441.58
Corrections Agriculture Program Supervisor	ENAG07	\$20.54	\$3,560.27	\$42,723.19
Agriculture Program Farm Manager	ENAG08	\$26.55	\$4,602.00	\$55,223.99
Agriculture Program Coordinator	ENAG10	\$28.40	\$4,922.67	\$59,071.99
Agriculture Program Assistant Manager	ENAG11	\$36.82	\$6,382.13	\$76,585.59
Agriculture Program Manager	ENAG12	\$36.89	\$6,394.27	\$76,731.19
Architectural Project Manager	ENAR12	\$36.52	\$6,330.13	\$75,961.59
Engineer I	ENEG08	\$22.36	\$3,875.73	\$46,508.79
Engineer II	ENEG09	\$27.77	\$4,813.47	\$57,761.59
Project Engineer	ENEG10	\$30.20	\$5,234.67	\$62,815.99
Principal Engineer	ENEG12	\$35.58	\$6,167.20	\$74,006.39
Staff Engineer	ENEG13	\$38.11	\$6,605.73	\$79,268.78
Engineering Manager I	ENEG14	\$42.12	\$7,300.80	\$87,609.58
Engineering Manager II	ENEG15	\$47.43	\$8,221.20	\$98,654.38
Assistant Chief Engineer - Transportation	ENEG16	\$51.54	\$8,933.60	\$107,203.18
Correctional Forestry Technician	ENFM07	\$22.00	\$3,813.33	\$45,759.99

Average Pay Rate as of December 31, 2011

Title	Title Code	Hourly	Monthly	Annual
Forestry Specialist	ENFM08	\$24.31	\$4,213.73	\$50,564.79
Forestry Program Analyst	ENFM09	\$30.33	\$5,257.20	\$63,086.39
Correctional Forestry Program Supervisor	ENFM10	\$30.76	\$5,331.73	\$63,980.79
Forestry Program Manager	ENFM11	\$36.38	\$6,305.87	\$75,670.39
Geologist I	ENGE08	\$24.18	\$4,191.20	\$50,294.39
Geologist II	ENGE09	\$28.14	\$4,877.60	\$58,531.19
Project Geologist	ENGE10	\$30.48	\$5,283.20	\$63,398.39
Senior Project Geologist	ENGE11	\$32.00	\$5,546.67	\$66,559.99
Geology Supervisor	ENGE12	\$36.81	\$6,380.40	\$76,564.79
Geology Manager I	ENGE13	\$35.12	\$6,087.47	\$73,049.59
Geology Manager II	ENGE14	\$39.31	\$6,813.73	\$81,764.78
Geology Program Manager	ENGE15	\$46.80	\$8,112.00	\$97,343.98
Landscape Designer	ENLA08	\$27.36	\$4,742.40	\$56,908.79
Landscape Architect	ENLA10	\$34.70	\$6,014.67	\$72,175.99
Natural Resources Technician	ENNR06	\$19.04	\$3,300.27	\$39,603.19
Natural Resources Specialist	ENNR08	\$23.11	\$4,005.73	\$48,068.79
Natural Resources Analyst	ENNR09	\$27.32	\$4,735.47	\$56,825.59
Natural Resources Program Principal	ENNR10	\$33.52	\$5,810.13	\$69,721.59
Natural Resources Program Supervisor	ENNR11	\$39.10	\$6,777.33	\$81,327.98
Natural Resources Program Manager	ENNR13	\$44.61	\$7,732.40	\$92,788.78
Certified Teacher - Agriculture	ETCE11	\$30.89	\$5,354.27	\$64,251.19
Teacher Aide	ETCT05	\$16.04	\$2,780.27	\$33,363.19
Certified Teacher	ETCT09	\$26.06	\$4,517.07	\$54,204.79
Certified Academic Manager I	ETCT10	\$30.11	\$5,219.07	\$62,628.79
Certified Academic Manager II	ETCT11	\$36.28	\$6,288.53	\$75,462.39
Education Program Specialist	ETEP08	\$23.49	\$4,071.60	\$48,859.19
Education Program Analyst	ETEP09	\$25.86	\$4,482.40	\$53,788.79
Education Program Consultant	ETEP10	\$29.49	\$5,111.60	\$61,339.19
Education Program Manager I	ETEP11	\$35.71	\$6,189.73	\$74,276.79
Education Program Manager II	ETEP12	\$39.66	\$6,874.40	\$82,492.78
Education Program Manager III	ETEP14	\$42.84	\$7,425.60	\$89,107.18
Instructor I	ETIN07	\$22.26	\$3,858.40	\$46,300.79
Instructor II	ETIN08	\$24.08	\$4,173.87	\$50,086.39
Training Coordinator	ETIN09	\$29.91	\$5,184.40	\$62,212.79
Training Supervisor	ETIN10	\$30.81	\$5,340.40	\$64,084.79
Fire Training Program Manager	ETIN11	\$29.68	\$5,144.53	\$61,734.39
Law Enforcement Training Manager	ETIN12	\$37.75	\$6,543.33	\$78,519.98
Vocational Training Technician	ETVT04	\$16.09	\$2,788.93	\$33,467.19
Vocational Trainer	ETVT07	\$21.66	\$3,754.40	\$45,052.79
Senior Vocational Trainer	ETVT08	\$22.52	\$3,903.47	\$46,841.59
Vocational Training Supervisor	ETVT10	\$29.94	\$5,189.60	\$62,275.19
Executive Management 1	EXMT01	\$42.91	\$7,437.73	\$89,252.78
Executive Management 2	EXMT02	\$49.62	\$8,600.80	\$103,209.58
Executive Management 3	EXMT03	\$51.48	\$8,923.20	\$107,078.38
Executive Management 4	EXMT04	\$56.49	\$9,791.60	\$117,499.18

Average Pay Rate as of December 31, 2011

Title	Title Code	Hourly	Monthly	Annual
Executive Management 5	EXMT05	\$57.05	\$9,888.66	\$118,663.98
Executive Management 6	EXMT06	\$58.01	\$10,055.06	\$120,660.78
Executive Management 7	EXMT07	\$65.28	\$11,315.20	\$135,782.37
Executive Management 8	EXMT08	\$71.44	\$12,382.93	\$148,595.17
Executive Officer 1	EXOF01	\$22.58	\$3,913.87	\$46,966.39
Executive Officer 2	EXOF02	\$28.45	\$4,931.33	\$59,175.99
Executive Officer 3	EXOF03	\$30.94	\$5,362.93	\$64,355.19
Executive Officer 4	EXOF04	\$33.76	\$5,851.73	\$70,220.79
Executive Officer 5	EXOF05	\$38.24	\$6,628.27	\$79,539.18
Accounting Clerk	FIAC04	\$14.67	\$2,542.80	\$30,513.59
Accounting Technician	FIAC06	\$18.58	\$3,220.53	\$38,646.39
Accountant	FIAC07	\$20.57	\$3,565.47	\$42,785.59
Senior Accountant	FIAC08	\$22.25	\$3,856.67	\$46,279.99
Accounting Analyst	FIAC09	\$25.08	\$4,347.20	\$52,166.39
Senior Accounting Analyst	FIAC10	\$28.85	\$5,000.67	\$60,007.99
Principal Accountant	FIAC11	\$33.77	\$5,853.47	\$70,241.59
Accounting Manager I	FIAC12	\$37.01	\$6,415.07	\$76,980.79
Accounting Manager II	FIAC13	\$41.74	\$7,234.93	\$86,819.18
Accounting Manager III	FIAC14	\$44.14	\$7,650.93	\$91,811.18
Auditor I	FIAU07	\$20.52	\$3,556.80	\$42,681.59
Auditor II	FIAU08	\$22.00	\$3,813.33	\$45,759.99
Senior Auditor	FIAU09	\$24.73	\$4,286.53	\$51,438.39
Principal Auditor	FIAU10	\$29.79	\$5,163.60	\$61,963.19
Supervising Auditor	FIAU11	\$37.46	\$6,493.07	\$77,916.79
Auditing Manager I	FIAU12	\$37.59	\$6,515.60	\$78,187.18
Auditing Manager II	FIAU13	\$40.44	\$7,009.60	\$84,115.18
Budget Specialist I	FIBD08	\$22.00	\$3,813.33	\$45,759.99
Budget Specialist II	FIBD09	\$23.84	\$4,132.27	\$49,587.19
Budget Analyst	FIBD10	\$28.67	\$4,969.47	\$59,633.59
Senior Budget Analyst	FIBD11	\$33.47	\$5,801.47	\$69,617.59
Budget Supervisor	FIBD13	\$43.06	\$7,463.73	\$89,564.78
Budget Manager	FIBD14	\$40.65	\$7,046.00	\$84,551.98
Economic Analyst	FIEC09	\$23.06	\$3,997.07	\$47,964.79
Senior Economic Analyst	FIEC10	\$28.70	\$4,974.67	\$59,695.99
Principal Economist	FIEC11	\$34.59	\$5,995.60	\$71,947.19
Chief Economist	FIEC12	\$34.04	\$5,900.27	\$70,803.19
Economic Research & Planning Manager	FIEC13	\$39.94	\$6,922.93	\$83,075.18
Financial Examiner	FIEX10	\$32.20	\$5,581.33	\$66,975.99
Chief Financial Examiner	FIEX12	\$38.12	\$6,607.47	\$79,289.58
Investment Educator	FIIE07	\$20.60	\$3,570.67	\$42,847.99
Senior Investment Educator	FIIE08	\$27.71	\$4,803.07	\$57,636.79
Investment Educator Analyst	FIIE09	\$23.84	\$4,132.27	\$49,587.19
Deferred Compensation Program Manager	FIIE12	\$36.06	\$6,250.40	\$75,004.79
Investment Specialist	FIIN08	\$22.00	\$3,813.33	\$45,759.99
Senior Investment Specialist	FIIN09	\$24.15	\$4,186.00	\$50,231.99

Title	Title Code	Hourly	Monthly	Annual
Investment Officer	FIIN10	\$28.86	\$5,002.40	\$60,028.79
Senior Investment Officer	FIIN11	\$34.87	\$6,044.13	\$72,529.59
Associate Buyer	FIPU08	\$21.89	\$3,794.27	\$45,531.19
Buyer	FIPU09	\$25.91	\$4,491.07	\$53,892.79
Purchasing Agent	FIPU10	\$28.29	\$4,903.60	\$58,843.19
Purchasing Officer	FIPU11	\$31.79	\$5,510.27	\$66,123.19
Purchasing Manager	FIPU12	\$35.44	\$6,142.93	\$73,715.19
Statistician	FIST09	\$25.03	\$4,338.53	\$52,062.39
Senior Statistician	FIST10	\$30.45	\$5,278.00	\$63,335.99
Principal Statistician	FIST11	\$36.93	\$6,401.20	\$76,814.39
Chief Statistician	FIST12	\$34.04	\$5,900.27	\$70,803.19
Statistical Data Manager	FIST13	\$38.94	\$6,749.60	\$80,995.18
Tax Examiner	FITE07	\$20.51	\$3,555.07	\$42,660.79
Senior Tax Examiner	FITE08	\$22.60	\$3,917.33	\$47,007.99
Tax Examination Analyst	FITE09	\$24.00	\$4,160.00	\$49,919.99
Senior Tax Examination Analyst	FITE10	\$29.11	\$5,045.73	\$60,548.79
Principal Tax Examiner	FITE11	\$30.89	\$5,354.27	\$64,251.19
Tax Examination Manager	FITE12	\$36.19	\$6,272.93	\$75,275.19
Shipping & Receiving Clerk I	FIWH04	\$15.80	\$2,738.67	\$32,863.99
Shipping & Receiving Clerk II	FIWH05	\$16.45	\$2,851.33	\$34,215.99
Warehouse Assistant Supervisor	FIWH08	\$23.08	\$4,000.53	\$48,006.39
Warehouse Supervisor	FIWH09	\$25.86	\$4,482.40	\$53,788.79
Warehouse Manager	FIWH10	\$28.22	\$4,891.47	\$58,697.59
Fish Culturalist	FWFC08	\$22.00	\$3,813.33	\$45,759.99
Senior Fish Culturalist	FWFC09	\$23.84	\$4,132.27	\$49,587.19
Fish Hatchery Manager	FWFC11	\$30.89	\$5,354.27	\$64,251.19
Game Warden Program Manager	FWGP11	\$34.85	\$6,040.67	\$72,487.99
Game Warden	FWGW08	\$22.00	\$3,813.33	\$45,759.99
Senior Game Warden	FWGW10	\$28.22	\$4,891.47	\$58,697.59
Game Warden Supervisor	FWGW11	\$34.40	\$5,962.67	\$71,551.99
Biologist Supervisor	FWMG11	\$34.18	\$5,924.53	\$71,094.39
Game & Fish Manager I	FWMG12	\$38.77	\$6,720.13	\$80,641.58
Game & Fish Manager II	FWMG13	\$41.41	\$7,177.73	\$86,132.78
Game & Fish Manager III	FWMG14	\$47.25	\$8,190.00	\$98,279.98
Game & Fish Administrator	FWMG15	\$51.78	\$8,975.20	\$107,702.38
Game & Fish Deputy Director	FWMG16	\$58.92	\$10,212.80	\$122,553.58
Fish & Wildlife Project Coordinator	FWPC14	\$40.65	\$7,046.00	\$84,551.98
Veterinarian	FWVT12	\$34.33	\$5,950.53	\$71,406.39
State Veterinarian	FWVT14	\$40.38	\$6,999.20	\$83,990.38
Wildlife Biologist I	FWWB08	\$22.00	\$3,813.33	\$45,759.99
Wildlife Biologist II	FWWB09	\$25.86	\$4,482.40	\$53,788.79
Senior Wildlife Biologist	FWWB10	\$28.22	\$4,891.47	\$58,697.59
Principal Wildlife Biologist	FWWB11	\$30.98	\$5,369.87	\$64,438.39
Governor's Administrative Staff 1	GOAS01	\$17.26	\$2,991.73	\$35,900.79
Governor's Administrative Staff 3	GOAS03	\$20.48	\$3,549.87	\$42,598.39

Average Pay Rate as of December 31, 2011

Title	Title Code	Hourly	Monthly	Annual
Governor's Senior Administrative Staff	GOAS04	\$24.78	\$4,295.20	\$51,542.39
Dental Hygienist	HSDE06	\$28.72	\$4,978.13	\$59,737.59
Physician's Assistant	HSDO12	\$39.50	\$6,846.67	\$82,159.98
Physician	HSDO13	\$74.06	\$12,837.06	\$154,044.77
Epidemiologist II	HSEP09	\$26.32	\$4,562.13	\$54,745.59
Epidemiologist III	HSEP10	\$29.82	\$5,168.80	\$62,025.59
Principal Epidemiologist	HSEP12	\$44.36	\$7,689.07	\$92,268.78
Health Care Assistant	HSHC04	\$16.88	\$2,925.87	\$35,110.39
Health Care Technician	HSHC06	\$19.71	\$3,416.40	\$40,996.79
Health Program Specialist	HSHP08	\$23.85	\$4,134.00	\$49,607.99
Health Facility Surveyor	HSHP09	\$29.22	\$5,064.80	\$60,777.59
Health Program Supervisor	HSHP10	\$29.24	\$5,068.27	\$60,819.19
Health Program Manager I	HSHP11	\$33.42	\$5,792.80	\$69,513.59
Health Program Manager II	HSHP12	\$37.23	\$6,453.20	\$77,438.39
Health Facility Manager	HSHP14	\$35.92	\$6,226.13	\$74,713.59
Human Services Aide	HSHS04	\$13.83	\$2,397.20	\$28,766.39
Human Service Specialist	HSHS05	\$16.02	\$2,776.80	\$33,321.59
Human Services Shift Supervisor	HSHS08	\$23.68	\$4,104.53	\$49,254.39
Human Services Unit Supervisor	HSHS09	\$25.86	\$4,482.40	\$53,788.79
Nurse Practitioner	HSNP12	\$34.49	\$5,978.27	\$71,739.19
LPN	HSNU06	\$19.14	\$3,317.60	\$39,811.19
Nurse	HSNU08	\$25.46	\$4,413.07	\$52,956.79
Senior Nurse	HSNU10	\$30.57	\$5,298.80	\$63,585.59
Nurse Manager I	HSNU11	\$33.43	\$5,794.53	\$69,534.39
Nurse Manager II	HSNU12	\$37.28	\$6,461.87	\$77,542.39
Nurse Director	HSNU14	\$43.94	\$7,616.27	\$91,395.18
Occupational Therapist	HSOT09	\$32.41	\$5,617.73	\$67,412.79
Pharmacist	HSPH11	\$46.57	\$8,072.13	\$96,865.58
Pharmacy Services Manager	HSPH12	\$54.33	\$9,417.20	\$113,006.38
Medicaid Pharmacy Program Manager	HSPP12	\$49.23	\$8,533.20	\$102,398.38
Psychiatrist	HSPS13	\$96.53	\$16,731.86	\$200,782.36
Physical Therapist	HSPT09	\$40.45	\$7,011.33	\$84,135.98
Psychology Services Analyst	HSPY11	\$31.55	\$5,468.67	\$65,623.99
Psychologist	HSPY12	\$37.68	\$6,531.20	\$78,374.38
Recreational Activities Specialist	HSRA07	\$20.72	\$3,591.47	\$43,097.59
Recreational Activities Coordinator	HSRA09	\$23.76	\$4,118.40	\$49,420.79
Registered Dietitian	HSRD09	\$28.42	\$4,926.13	\$59,113.59
Respiratory Therapist	HSRT06	\$23.14	\$4,010.93	\$48,131.19
Laboratory Assistant	HSSL05	\$15.80	\$2,738.67	\$32,863.99
Laboratory Scientist I	HSSL08	\$26.99	\$4,678.27	\$56,139.19
Laboratory Scientist II	HSSL09	\$25.70	\$4,454.67	\$53,455.99
Senior Laboratory Scientist	HSSL10	\$28.43	\$4,927.87	\$59,134.39
Laboratory Supervisor	HSSL11	\$31.62	\$5,480.80	\$65,769.59
Laboratory Manager	HSSL12	\$37.26	\$6,458.40	\$77,500.79
Public Health Lab Administrator	HSSL14	\$43.11	\$7,472.40	\$89,668.78

Average Pay Rate as of December 31, 2011

Title	Title Code	Hourly	Monthly	Annual
Speech Therapist	HSST09	\$28.92	\$5,012.80	\$60,153.59
Inspection Specialist I	ININ07	\$23.49	\$4,071.60	\$48,859.19
Inspection Specialist II	ININ08	\$23.36	\$4,049.07	\$48,588.79
Senior Inspection Specialist	ININ09	\$28.10	\$4,870.67	\$58,447.99
Inspection Supervisor	ININ11	\$33.32	\$5,775.47	\$69,305.59
OSHA Specialist	INOS08	\$25.18	\$4,364.53	\$52,374.39
Senior OSHA Specialist	INOS09	\$27.80	\$4,818.67	\$57,823.99
OSHA Program Supervisor	INOS10	\$33.93	\$5,881.20	\$70,574.39
OSHA Program Manager	INOS12	\$39.94	\$6,922.93	\$83,075.18
Child Care Worker	ISDC02	\$11.55	\$2,002.00	\$24,024.00
Child Care Supervisor	ISDC06	\$19.39	\$3,360.93	\$40,331.19
Food Services Assistant	ISFS01	\$11.34	\$1,965.60	\$23,587.20
Food Services Specialist	ISFS05	\$15.91	\$2,757.73	\$33,092.79
Food Services Supervisor	ISFS08	\$21.92	\$3,799.47	\$45,593.59
Food Services Manager	ISFS09	\$26.34	\$4,565.60	\$54,787.19
Housekeeper	ISHK01	\$11.45	\$1,984.67	\$23,816.00
Housekeeping Supervisor	ISHK06	\$17.33	\$3,003.87	\$36,046.39
Appraiser	LRAP08	\$26.14	\$4,530.93	\$54,371.19
Appraisal Supervisor	LRAP09	\$35.88	\$6,219.20	\$74,630.39
Principal Appraiser	LRAP10	\$31.85	\$5,520.67	\$66,247.99
Lands Management Specialist	LRLM06	\$18.55	\$3,215.33	\$38,583.99
Senior Lands Management Specialist	LRLM08	\$24.64	\$4,270.93	\$51,251.19
Lands Management Program Supervisor	LRLM10	\$35.34	\$6,125.60	\$73,507.19
Lands Management Program Manager I	LRLM11	\$37.45	\$6,491.33	\$77,895.99
Lands Management Program Manager II	LRLM13	\$41.46	\$7,186.40	\$86,236.78
Land Surveyor	LRSU09	\$29.32	\$5,082.13	\$60,985.59
Photographer	PIMM05	\$20.52	\$3,556.80	\$42,681.59
Multi-Media Specialist I	PIMM07	\$21.17	\$3,669.47	\$44,033.59
Multi-Media Specialist II	PIMM08	\$23.41	\$4,057.73	\$48,692.79
Senior Multi-Media Specialist	PIMM09	\$26.65	\$4,619.33	\$55,431.99
Multi-Media Supervisor	PIMM10	\$31.29	\$5,423.60	\$65,083.19
Public Relations Specialist I	PIPR07	\$20.56	\$3,563.73	\$42,764.79
Public Relations Specialist II	PIPR08	\$23.14	\$4,010.93	\$48,131.19
Senior Public Relations Specialist	PIPR09	\$26.20	\$4,541.33	\$54,495.99
Public Relations Supervisor	PIPR10	\$28.52	\$4,943.47	\$59,321.59
Law Enforcement Academy Instructor	PSAI09	\$31.02	\$5,376.80	\$64,521.59
Law Enforcement Academy Supervisor	PSAI10	\$35.14	\$6,090.93	\$73,091.19
Law Enforcement Academy Program Manager	PSAI11	\$38.66	\$6,701.07	\$80,412.78
Law Enforcement Academy Manager	PSAI12	\$41.43	\$7,181.20	\$86,174.38
Criminal Investigator	PSCI09	\$29.64	\$5,137.60	\$61,651.19
Senior Criminal Investigator	PSCI10	\$32.07	\$5,558.80	\$66,705.59
Criminal Investigation Supervisor	PSCI11	\$35.61	\$6,172.40	\$74,068.79
Criminal Investigation Program Manager	PSCI13	\$43.49	\$7,538.27	\$90,459.18
CJIS Records Analyst	PSCJ07	\$18.95	\$3,284.67	\$39,415.99
Control Terminal CJIS Specialist	PSCJ08	\$23.84	\$4,132.27	\$49,587.19

Average Pay Rate as of December 31, 2011

Title	Title Code	Hourly	Monthly	Annual
Control Terminal CJIS Supervisor	PSCJ11	\$38.76	\$6,718.40	\$80,620.78
CJIS Program Manager	PSCJ12	\$41.02	\$7,110.13	\$85,321.58
Highway Patrol Dispatcher I	PSDI04	\$15.33	\$2,657.20	\$31,886.39
Highway Patrol Dispatcher II	PSDI06	\$21.47	\$3,721.47	\$44,657.59
Highway Patrol Dispatch Trainer	PSDI07	\$22.72	\$3,938.13	\$47,257.59
Highway Patrol Dispatch Supervisor	PSDI08	\$24.20	\$4,194.67	\$50,335.99
Highway Patrol Dispatch Program Manager	PSDI10	\$32.14	\$5,570.93	\$66,851.19
Emergency Preparedness Technician	PSEP07	\$24.20	\$4,194.67	\$50,335.99
Emergency Preparedness Specialist I	PSEP08	\$22.21	\$3,849.73	\$46,196.79
Emergency Preparedness Specialist II	PSEP09	\$27.93	\$4,841.20	\$58,094.39
Emergency Preparedness Analyst	PSEP10	\$31.02	\$5,376.80	\$64,521.59
Senior Emergency Preparedness Analyst	PSEP11	\$33.52	\$5,810.13	\$69,721.59
Emergency Preparedness Program Manager - Public Health	PSEP14	\$40.65	\$7,046.00	\$84,551.98
Security Officer	PSES07	\$21.78	\$3,775.20	\$45,302.39
Park Ranger	PSES08	\$23.84	\$4,132.27	\$49,587.19
Park Ranger Supervisor	PSES09	\$26.54	\$4,600.27	\$55,203.19
Forensic Evidence Technician	PSFC06	\$18.96	\$3,286.40	\$39,436.79
Forensic Specialist	PSFC08	\$22.00	\$3,813.33	\$45,759.99
Forensic Analyst	PSFC09	\$25.86	\$4,482.40	\$53,788.79
Senior Forensic Analyst	PSFC10	\$32.59	\$5,648.93	\$67,787.19
Principal Forensic Analyst	PSFC12	\$39.14	\$6,784.27	\$81,411.18
Firefighter I	PSFF04	\$16.69	\$2,892.93	\$34,715.19
Firefighter II	PSFF05	\$19.63	\$3,402.53	\$40,830.39
Senior Firefighter	PSFF07	\$22.84	\$3,958.93	\$47,507.19
Fire Services Supervisor	PSFF09	\$29.33	\$5,083.87	\$61,006.39
Fingerprint Examiner	PSFI07	\$20.48	\$3,549.87	\$42,598.39
Highway Patrol Sergeant	PSHM09	\$35.14	\$6,090.93	\$73,091.19
Highway Patrol Lieutenant	PSHM11	\$38.17	\$6,616.13	\$79,393.58
Highway Patrol Captain	PSHM12	\$43.01	\$7,455.07	\$89,460.78
Highway Patrol Major	PSHM14	\$47.43	\$8,221.20	\$98,654.38
Highway Patrol Lieutenant Colonel	PSHM16	\$52.79	\$9,150.26	\$109,803.18
Highway Patrol Trooper I	PSHP07	\$22.06	\$3,823.73	\$45,884.79
Highway Patrol Trooper II	PSHP08	\$28.91	\$5,011.07	\$60,132.79
Highway Patrol Trooper III	PSHP09	\$31.72	\$5,498.13	\$65,977.59
Investigator	PSIN09	\$23.85	\$4,134.00	\$49,607.99
Senior Investigator	PSIN10	\$29.48	\$5,109.87	\$61,318.39
Investigation Supervisor	PSIN11	\$38.00	\$6,586.67	\$79,039.98
Criminal Investigator - Outfitters Board	PSLE08	\$26.34	\$4,565.60	\$54,787.19
Port of Entry Assistant I	PSPE04	\$15.41	\$2,671.07	\$32,052.79
Port of Entry Assistant II	PSPE05	\$18.12	\$3,140.80	\$37,689.59
Port of Entry Specialist	PSPE06	\$21.97	\$3,808.13	\$45,697.59
Port of Entry Compliance Review Auditor	PSPE07	\$23.98	\$4,156.53	\$49,878.39
Port of Entry Supervisor	PSPE08	\$24.90	\$4,316.00	\$51,791.99
Port of Entry Manager - Dual State Port	PSPE09	\$28.27	\$4,900.13	\$58,801.59
Port of Entry Quality Control Analyst	PSPE10	\$28.40	\$4,922.67	\$59,071.99

Title	Title Code	Hourly	Monthly	Annual
Special Agent I	PSSA10	\$34.04	\$5,900.27	\$70,803.19
Special Agent II	PSSA11	\$35.61	\$6,172.40	\$74,068.79
Special Agent Supervisor	PSSA12	\$39.68	\$6,877.87	\$82,534.38
Special Agent Program Manager	PSSA13	\$44.37	\$7,690.80	\$92,289.58
Special Agent Manager	PSSA14	\$48.18	\$8,351.20	\$100,214.38
Shuttle Driver	PSSG02	\$15.47	\$2,681.47	\$32,177.59
Security Guard I	PSSG03	\$13.46	\$2,333.07	\$27,996.79
Security Guard II	PSSG04	\$15.75	\$2,730.00	\$32,759.99
Security Guard Supervisor	PSSG05	\$20.85	\$3,614.00	\$43,367.99
Security Guard Manager - State Hospital	PSSG07	\$23.63	\$4,095.87	\$49,150.39
Interstate Compact Specialist	SOAP06	\$18.55	\$3,215.33	\$38,583.99
Adult Probation & Parole Officer	SOAP08	\$22.17	\$3,842.80	\$46,113.59
Senior Adult Probation & Parole Officer	SOAP09	\$24.16	\$4,187.73	\$50,252.79
Adult Probation & Parole Supervisor	SOAP10	\$27.72	\$4,804.80	\$57,657.59
Adult Probation & Parole Manager	SOAP11	\$36.10	\$6,257.33	\$75,087.99
Social Services Aide	SOCP03	\$13.16	\$2,281.07	\$27,372.79
Social Services Worker	SOCP08	\$21.95	\$3,804.67	\$45,655.99
Senior Social Services Worker	SOCP09	\$25.86	\$4,482.40	\$53,788.79
Social Work Supervisor	SOCP10	\$28.22	\$4,891.47	\$58,697.59
Social Work Manager I	SOCP11	\$31.60	\$5,477.33	\$65,727.99
Social Work Manager II	SOCP12	\$39.48	\$6,843.20	\$82,118.38
Caseworker	SOCW08	\$22.07	\$3,825.47	\$45,905.59
Senior Caseworker	SOCW09	\$27.23	\$4,719.87	\$56,638.39
Casework Supervisor	SOCW10	\$31.34	\$5,432.27	\$65,187.19
Casework Manager I	SOCW11	\$32.17	\$5,576.13	\$66,913.59
Casework Program Manager - ABI Program	SOCW12	\$34.04	\$5,900.27	\$70,803.19
Juvenile Probation & Parole Officer	SOJP08	\$22.03	\$3,818.53	\$45,822.39
Juvenile Probation & Parole Supervisor	SOJP10	\$28.61	\$4,959.07	\$59,508.79
Juvenile Probation & Parole Manager	SOJP11	\$32.03	\$5,551.87	\$66,622.39
Certified Practitioner	SOLC08	\$22.68	\$3,931.20	\$47,174.39
Principal Licensed Counselor	SOLC10	\$28.22	\$4,891.47	\$58,697.59
Clinical Director	SOLC11	\$34.91	\$6,051.07	\$72,612.79
RN - Medical Case Reviewer	SOMC10	\$30.40	\$5,269.33	\$63,231.99
RN - Medical Case Supervisor	SOMC11	\$33.65	\$5,832.67	\$69,991.99
Religious Consultant	SORS10	\$28.22	\$4,891.47	\$58,697.59
Social Services Program Analyst	SOSP09	\$27.79	\$4,816.93	\$57,803.19
Social Services Program Supervisor	SOSP10	\$28.22	\$4,891.47	\$58,697.59
Social Services Program Manager I	SOSP11	\$30.89	\$5,354.27	\$64,251.19
Social Services Program Manager II	SOSP12	\$35.98	\$6,236.53	\$74,838.39
Vocational Rehabilitation Counselor	SOVR09	\$25.76	\$4,465.07	\$53,580.79
Vocational Rehabilitation Consultant	SOVR10	\$28.74	\$4,981.60	\$59,779.19
Vocational Rehabilitation Supervisor	SOVR11	\$30.38	\$5,265.87	\$63,190.39
Principal Vocational Rehabilitation Coordinator	SOVR12	\$34.04	\$5,900.27	\$70,803.19
Client Services Advocate	SOVS07	\$20.95	\$3,631.33	\$43,575.99
Victim Services Advocate	SOVS08	\$25.03	\$4,338.53	\$52,062.39

Average Pay Rate as of December 31, 2011

Title	Title Code	Hourly	Monthly	Annual
Victim Services Program Coordinator	SOVS09	\$27.05	\$4,688.67	\$56,263.99
Victim Services Supervisor	SOVS10	\$30.96	\$5,366.40	\$64,396.79
Youth Services Aide	SOYS03	\$15.57	\$2,698.80	\$32,385.59
Youth Services Security Officer	SOYS04	\$17.50	\$3,033.33	\$36,399.99
Youth Services Specialist I	SOYS05	\$16.52	\$2,863.47	\$34,361.59
Youth Services Specialist II	SOYS06	\$19.78	\$3,428.53	\$41,142.39
Senior Youth Services Specialist	SOYS07	\$19.80	\$3,432.00	\$41,183.99
Youth Services Supervisor	SOYS09	\$25.86	\$4,482.40	\$53,788.79
Buildings & Grounds Assistant I	TDBG01	\$11.61	\$2,012.40	\$24,148.80
Buildings & Grounds Assistant II	TDBG03	\$15.52	\$2,690.13	\$32,281.59
Buildings & Grounds Specialist	TDBG05	\$17.44	\$3,022.93	\$36,275.19
Senior Buildings & Grounds Specialist	TDBG07	\$22.74	\$3,941.60	\$47,299.19
Buildings & Grounds Supervisor I	TDBG08	\$22.41	\$3,884.40	\$46,612.79
Buildings & Grounds Supervisor II	TDBG10	\$28.22	\$4,891.47	\$58,697.59
Buildings & Grounds Manager	TDBG11	\$31.05	\$5,382.00	\$64,583.99
Carpenter	TDCA05	\$18.06	\$3,130.40	\$37,564.79
Senior Carpenter	TDCA07	\$25.18	\$4,364.53	\$52,374.39
Carpentry Supervisor	TDCA10	\$28.22	\$4,891.47	\$58,697.59
Electrician	TDEL05	\$18.35	\$3,180.67	\$38,167.99
Senior Electrician	TDEL07	\$23.40	\$4,056.00	\$48,671.99
Electrical Supervisor	TDEL08	\$26.37	\$4,570.80	\$54,849.59
Electrical Manager	TDEL11	\$33.97	\$5,888.13	\$70,657.59
Sign Fabricator	TDFA04	\$15.64	\$2,710.93	\$32,531.19
Fabricator	TDFA06	\$21.84	\$3,785.60	\$45,427.19
Senior Fabricator	TDFA07	\$23.46	\$4,066.40	\$48,796.79
Fabrication Supervisor	TDFA09	\$26.39	\$4,574.27	\$54,891.19
Heavy Mechanic	TDHM06	\$21.46	\$3,719.73	\$44,636.79
Senior Heavy Mechanic	TDHM07	\$25.85	\$4,480.67	\$53,767.99
Heavy Mechanic Supervisor I	TDHM08	\$26.78	\$4,641.87	\$55,702.39
Heavy Mechanic Supervisor II	TDHM09	\$29.22	\$5,064.80	\$60,777.59
Equipment Program Coordinator - Transportation	TDHM10	\$34.75	\$6,023.33	\$72,279.99
District Equipment Manager - Transportation	TDHM11	\$34.75	\$6,023.33	\$72,279.99
Equipment Program Manager - Transportation	TDHM12	\$38.23	\$6,626.53	\$79,518.38
HVAC Specialist	TDHV05	\$17.81	\$3,087.07	\$37,044.79
Senior HVAC Specialist	TDHV07	\$22.41	\$3,884.40	\$46,612.79
HVAC Supervisor	TDHV08	\$24.82	\$4,302.13	\$51,625.59
Locksmith	TDLO05	\$17.63	\$3,055.87	\$36,670.39
Correctional Locksmith	TDLO06	\$20.80	\$3,605.33	\$43,263.99
Mechanic	TDME05	\$17.79	\$3,083.60	\$37,003.19
Senior Mechanic	TDME07	\$22.21	\$3,849.73	\$46,196.79
Mechanic Supervisor	TDME10	\$26.17	\$4,536.13	\$54,433.59
Painter	TDPA04	\$16.88	\$2,925.87	\$35,110.39
Painting Supervisor	TDPA10	\$28.22	\$4,891.47	\$58,697.59
Plumber	TDPL05	\$17.95	\$3,111.33	\$37,335.99
Senior Plumber	TDPL07	\$21.87	\$3,790.80	\$45,489.59

Average Pay Rate as of December 31, 2011

Title	Title Code	Hourly	Monthly	Annual
Plumbing Supervisor	TDPL08	\$26.46	\$4,586.40	\$55,036.79
Skilled Trades Laborer	TDST04	\$15.66	\$2,714.40	\$32,572.79
Skilled Trades Specialist	TDST06	\$20.88	\$3,619.20	\$43,430.39
Skilled Trades Supervisor	TDST08	\$24.31	\$4,213.73	\$50,564.79
Skilled Trades Manager I	TDST10	\$28.91	\$5,011.07	\$60,132.79
Skilled Trades Manager II	TDST11	\$31.55	\$5,468.67	\$65,623.99
Aeronautics Analyst	TNAU09	\$26.50	\$4,593.33	\$55,119.99
Construction & Field Survey Assistant	TNCF03	\$13.92	\$2,412.80	\$28,953.59
Construction & Field Survey Technician	TNCF05	\$17.83	\$3,090.53	\$37,086.39
Construction & Field Survey Specialist	TNCF06	\$20.67	\$3,582.80	\$42,993.59
Senior Construction & Field Survey Specialist	TNCF08	\$26.13	\$4,529.20	\$54,350.39
Construction & Field Survey Analyst	TNCF09	\$26.50	\$4,593.33	\$55,119.99
Design Assistant	TNDE03	\$12.60	\$2,184.00	\$26,207.99
Design Technician	TNDE05	\$17.54	\$3,040.27	\$36,483.19
Design Specialist I	TNDE06	\$22.19	\$3,846.27	\$46,155.19
Design Specialist II	TNDE07	\$23.73	\$4,113.20	\$49,358.39
Senior Design Specialist	TNDE08	\$26.06	\$4,517.07	\$54,204.79
Driller Technician	TNDR05	\$17.67	\$3,062.80	\$36,753.59
Driller	TNDR07	\$21.33	\$3,697.20	\$44,366.39
Drilling Supervisor	TNDR09	\$25.44	\$4,409.60	\$52,915.19
Field Data Collection & Lab Analysis Assistant	TNFD03	\$12.61	\$2,185.73	\$26,228.79
Field Data Collection & Lab Analysis Technician	TNFD05	\$17.78	\$3,081.87	\$36,982.39
Field Data Collection & Lab Analysis Specialist I	TNFD06	\$19.08	\$3,307.20	\$39,686.39
Field Data Collection & Lab Analysis Specialist II	TNFD07	\$22.11	\$3,832.40	\$45,988.79
Senior Field Data Collection & Lab Analysis Specialist	TNFD09	\$26.37	\$4,570.80	\$54,849.59
Highway Maintenance Assistant	TNHM03	\$13.91	\$2,411.07	\$28,932.79
Highway Maintenance Technician	TNHM05	\$17.32	\$3,002.13	\$36,025.59
Highway Maintenance Specialist I	TNHM06	\$19.35	\$3,354.00	\$40,247.99
Highway Maintenance Specialist II	TNHM07	\$22.06	\$3,823.73	\$45,884.79
Highway Maintenance Supervisor I	TNHM09	\$26.78	\$4,641.87	\$55,702.39
Highway Maintenance Supervisor II	TNHM11	\$30.89	\$5,354.27	\$64,251.19
Pilot	TNPI08	\$33.31	\$5,773.73	\$69,284.79
Flight Operations Manager	TNPI12	\$41.84	\$7,252.27	\$87,027.18
Photogrammetry and Survey Technician	TNPS05	\$16.89	\$2,927.60	\$35,131.19
Photogrammetry and Survey Specialist I	TNPS06	\$20.64	\$3,577.60	\$42,931.19
Photogrammetry and Survey Specialist II	TNPS07	\$26.13	\$4,529.20	\$54,350.39
Senior Photogrammetry and Survey Specialist	TNPS08	\$26.50	\$4,593.33	\$55,119.99
Staff Technician I	TNST07	\$23.84	\$4,132.27	\$49,587.19
Staff Technician II	TNST08	\$26.50	\$4,593.33	\$55,119.99
Senior Staff Technician	TNST09	\$26.43	\$4,581.20	\$54,974.39
Transportation Mgt Center Assistant	TNTM04	\$15.29	\$2,650.27	\$31,803.19
Transportation Mgt Center Specialist	TNTM06	\$18.55	\$3,215.33	\$38,583.99
Transportation Mgt Center Senior Specialist	TNTM08	\$22.00	\$3,813.33	\$45,759.99
Transportation Mgt Center Supervisor	TNTM10	\$28.22	\$4,891.47	\$58,697.59
Technical Operations Technician I	TNTO06	\$18.58	\$3,220.53	\$38,646.39

Title	Title Code	Hourly	Monthly	Annual
Technical Operations Technician II	TNTO07	\$21.65	\$3,752.67	\$45,031.99
Senior Technical Operations Technician	TNTO08	\$23.93	\$4,147.87	\$49,774.39
Technical Operations Principal	TNTO09	\$26.32	\$4,562.13	\$54,745.59
Technical Operations Supervisor I	TNTO10	\$28.22	\$4,891.47	\$58,697.59
Technical Operations Supervisor II	TNTO11	\$30.99	\$5,371.60	\$64,459.19
Technical Operations Manager	TNTO14	\$40.65	\$7,046.00	\$84,551.98
Grand Total		\$28.77	\$4,986.72	\$59,840.67