



State of Washington

2014 TOTAL COMPENSATION SURVEY

Participant Report of Results



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Dear Survey Participant:

In gratitude for your participation, we are pleased to present these results of the State of Washington FY2014 Total Compensation Survey. This report reflects results of all 78 participating organizations, which include:

- 39 private sector employers located in Washington State
- 29 public sector employers located in Washington State
- 10 state governments

Where applicable, we have segmented the survey results by these three categories.

The report contains information regarding:

- Salary ranges for 192 benchmark jobs in 15 job families
- Compensation program policies and practices
- Paid leave program policies and practices

Segal Consulting and Washington's Office of the State Human Resources Director collaboratively designed the survey questions. SurveyConnect, Inc. developed the website and administered the online survey tool. The survey was distributed on June 20, 2013 and was closed on August 30, 2013. Segal staff audited the data and analyzed the survey responses. All collected data are presented in this report. The survey requested data in effect as of July 2013.

With 22 offices in North American, **Segal Consulting** provides human resources advice and actuarial services to public sector and private sector employers nationwide. You can learn more about Segal Consulting at www.segalco.com.

SurveyConnect, Inc. provides 360 assessment and survey applications and services to the Human Resource, Talent Management, OD and Customer Relationship Management markets. You can learn more about SurveyConnect at www.surveyconnect.com.

We hope that this information is useful to your organization. If you have any questions regarding the methodology or study results, please contact me at 202.833.6444 or hkazemi@segalco.com.

Thank you!

Heather Kazemi, CCP, SPHR
Vice President



STATE OF WASHINGTON

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Washington State 2014 Total Compensation Survey Participants

Dear Participants:

Thank you for supporting the Washington State 2014 Total Compensation Survey.

The Office of Financial Management – State Human Resources (HR) conducts this survey to help us determine how our jobs and compensation compare to other public and private employers. Your participation helped ensure the quality of this data, which in turn supports our compensation planning and contributes to the continuing efforts of all participants to effectively manage their total compensation resources.

Please contact the State HR Classification & Compensation Team at 360-902-9804 or ClassificationandCompensation@ofm.wa.gov if you have questions about the survey tool and results.

Again, thank you for participating in this survey.

A handwritten signature in blue ink, appearing to read "Glen Christopherson".

Glen Christopherson, Assistant Director
State Human Resources

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Agriculture or Forest Services/Products.....	68
Arts, Entertainment, or Recreation.....	69
Construction.....	70
Educational or Library Services	72
Finance or Insurance	73
Health Care or Social Services/Assistance.....	75
Hospitality, Accommodation, Food Services, Personal Services	83
Information, IT Services, Media, Communications.....	84
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Background and Methodology

Background

The State of Washington Office of State HR Director is required to conduct a Total Compensation Survey (TCS) per RCW 41.06.160. The primary purpose of the TCS is to determine the prevailing pay rates, compensation practices, and fringe benefits among public sector and private sector employers.

Participants

For the 2014 fiscal year survey, invitations went to 139 employers located in Washington State (94 private sector and 45 public sector), as well as 14 other state governments. We received responses from 78 surveyed organizations, for a total response rate of 51%, as shown in the table below.

Organization Type	# Surveyed	# of Responses	Response Rate
Private Sector, In-State	94	39	41%
Public Sector, In-State	45	29	64%
State Governments	14	10	71%
All	153	78	51%

In addition to the data collected from individual employers, we supplemented the study findings with market data from Economic Research Institute's (ERI) Salary Assessor. We included ERI data (the 25th, 50th, and 75th percentiles of actual salaries, applicable to Washington state) only for benchmark titles which did not have at least 10 survey responses among the in-state private sector participants or the in-state public sector participants. The data tables indicate which benchmarks include ERI data.

A complete list of participants is shown in **Appendix A** starting on page 97.

Benchmarks

The survey included 192 benchmark jobs grouped by the following 15 job families.

Job Family	# of Benchmarks
Administrative and Other Support Services	14
Agriculture or Forest Services/Products	6
Arts, Entertainment, or Recreation	4
Construction	12
Educational or Library Services	6
Finance or Insurance	13
Health Care or Social Services/Assistance	51
Hospitality, Accommodation, Food Services, Personal Services	3
Information, IT Services, Media, Communications	13
Professional, Scientific or Technical Services	35
Public Administration	15
Real Estate	1
Retail Trade	2
Transportation or Warehousing	11
Utilities	6
Total	192

Benchmark Job Titles

Job Family and Benchmark Title	Page # for Result
Administrative and Other Support Services	
Administrative Assistant 3	66
Custodian 2	66
Customer Services Specialist 2	66
Events Coordinator 3	66
Forms & Records Analyst 2	66
Grant & Contract Coordinator	66
Human Resource Consultant 2	66
Industrial Relations Agent 2	66
Mail Carrier – Driver	67
Management Analyst 3	67
PBX & Telephone Operator	67
Procurement & Supply Specialist 3	67
Program Specialist 2	67
Secretary Senior	67
Agriculture or Forest Services/Products	
Agricultural Inspector 2	68
Forest Crew Supervisor 1	68
Forest Cruiser & Crafts Technician	68
Forest Nursery Laborer	68
Grounds & Nursery Services Specialist 2	68
Horticulturist	68
Arts, Entertainment, or Recreation	
Graphic Designer	69
Preservation & Museum Specialist 3	69
Recreation & Athletics Specialist 2	69
Sports Equipment Technician	69
Construction	
Carpenter	70
Construction And Maintenance Superintendent 2	70
Construction Project Coordinator 2	70
Electrician	70
Equipment Operator 2	70
Maintenance Mechanic 2	70
Maintenance Technician 2	70

Job Family and Benchmark Title	Page # for Result
Painter	70
Plumber/Pipefitter/Steamfitter	71
Refrigeration Mechanic	71
Roofer	71
Welder – Fabricator	71
Educational or Library Services	
Career Planning and Placement Officer	72
Deaf Interpreter 3	72
Early Childhood Program Specialist 2	72
Institution Teacher 3	72
Instruction & Classroom Support Technician 3	72
Library & Archival Professional 2	72
Finance or Insurance	
Actuary 2	73
Audit Specialist - DOT 2	73
Auditor 2	73
Budget Analyst 2	73
Cashier 2	73
Contracts Specialist 2	73
Financial Examiner 3	73
Financial Legal Examiner 2	74
Financial Services Specialist 3	74
Fiscal Technician 2	74
Industrial Insurance Appeals Judge 3	74
Revenue Agent 2	74
Tax Information Specialist 1	74
Health Care or Social Services/Assistance	
Adult Training Specialist 3	75
Anesthesiology Technician 2	75
Attendant Counselor 2	75
Clinical Cytogenetic Technologist	75
Clinical Embryologist	75
Clinical/Medical Technologist 2	75
Dental Hygienist 2	75
Dentist	76
Diagnostic Medical Sonographer	76

Job Family and Benchmark Title	Page # for Result
Dietitian 1	76
Electrocardiograph Technician 2	76
Epidemiologist 1	76
Health Services Consultant 2	76
Histotechnologist	76
Hospital Central Services Technician 1	77
Imaging Technologist 2	77
Laboratory Technician 3	77
Licensed Practical Nurse 2	77
Medical Transcriptionist 2	77
Mental Health Practitioner	77
Nuclear Medicine Technologist 2	77
Nursing Assistant	78
Occupational Therapist 3	78
Optician, Licensed - Dispensing	78
Orthopaedic Technician 1	78
Patient Services Coordinator	78
Pharmacist 2	78
Pharmacy Technician 2	78
Phlebotomist	78
Physical Therapist 2	79
Physical Therapy Assistant 2	79
Physician 2	79
Physician Asst Certified/Advanced Registered Nurse Practitioner Lead	79
Polysomnographic Technologist	79
Psychiatric Child Care Counselor 1	79
Psychiatrist 3	79
Psychology Associate	80
Psychometrist 2	80
Public Health Advisor 2	80
Radiation Therapy Dosimetrist	80
Registered Nurse 2	80
Research Technologist 2	80
Residential Rehabilitation Counselor 2	80
Respiratory Care Practitioner	81
Safety & Health Specialist 2	81
Social Service Specialist 3	81

Job Family and Benchmark Title	Page # for Result
Social Worker 2 - Academic Medical Centers	81
Speech Pathologist/Audiologist Specialist 1	81
Support Enforcement Officer 2	81
Toxicologist 2	81
Vocational Rehabilitation Counselor 2	82
Hospitality, Accommodation, Food Services, Personal Services	
Cook 2	83
Food Service Manager 2	83
Laundry Worker 1	83
Information, IT Services, Media, Communications	
Communications Consultant 3	84
Communications Officer 1	84
Communications Systems Designer	84
Community Outreach & Environmental Education Specialist 2	84
Electronic Media Producer	84
Information Technology Specialist 3	84
Information Technology-Computer Operator 2	84
Law Enforcement Equipment Technician 2	84
Media Engineer B	85
Offset Printer Operator	85
Photographer 2	85
Printing & Duplication Specialist 2	85
State Enterprise Architect	85
Professional, Scientific or Technical Services	
Architect 1	86
Automotive Mechanic	86
Cartographer 3	86
Chemist 2	86
Civil Engineer 3	86
Claims Officer 2 – DSHS	86
Drafting Technician 2	86
Electrical Engineer 3	86
Electronics Technician 2	87
Engineering Technician 2	87
Environmental Control Technician 2	87
Equipment Technician 3	87

Job Family and Benchmark Title	Page # for Result
Facilities Engineer 2	87
Fish And Wildlife Biologist 3	87
Forensic Scientist 3	87
Hearings Examiner 2	87
Hydrogeologist 3	88
Industrial Hygienist 2	88
Instrument Maker 2	88
Labor Relations Adjudicator/Mediator 2	88
Land Surveyor 3	88
Legal Secretary 2	88
Locksmith	88
Microbiologist 2	89
Natural Resource Scientist 2	89
Natural Resource Specialist 2	89
Natural Resource Technician 2	89
Paralegal 2	89
Property And Evidence Custodian	89
Radiation Health Physicist 3	89
Research Analyst 2	90
Scientific Technician 2	90
State Archaeologist	90
Transportation Specialist 2	90
Veterinary Specialist 2	90
Public Administration	
Campus Police Officer	91
Commerce Specialist 2	91
Consumer Program Specialist 2 - UTC	91
Elevator Inspector 1	91
Emergency Management Program Specialist 2	91
Employment Security Program Coordinator 2	91
Fire Chief	91
Investigator 2	92
Licensing Services Representative 2	92
Regulatory Analyst 2	92
Retirement Services Analyst 2	92
Security Guard 2	92
Weights & Measures Inspector 2	92

Job Family and Benchmark Title	Page # for Result
Workers' Compensation Adjudicator 2	92
Worksource Specialist 2	93
Real Estate	
Property & Acquisition Specialist 3	93
Retail Trade	
Lottery District Sales Representative	93
Retail Clerk 2	93
Transportation or Warehousing	
Aircraft Mechanic	94
Aircraft Pilot 2	94
Commercial Vehicle Enforcement Officer 1	94
Environmental Engineer 4	94
Ferry Operator	94
Marine Engineer	94
Mechanical Engineer Senior	94
Traffic Safety Systems Operator 3	95
Transportation Planning Specialist 3	95
Truck Driver 2	95
Warehouse Operator 2	95
Utilities	
Energy/Utilities Engineer 2	96
Nuclear Engineer	96
Plant Manager 2	96
Stationary Engineer 2	96
Utility Worker 2	96
Wastewater Treatment Plant Operator 2	96

Benchmark job summaries are in **Appendix B** starting on page 99.

Survey Content

The Washington Office of the State HR Director and Segal Consulting worked collaboratively to develop the survey format and questions. The survey included the following subject areas:

- Organizational Characteristics
- Compensation Practices
- Paid Time Off Practices
- Benchmark Pay Data

Since policies and practices may differ by employee group, the survey asked respondents to provide information for the largest employee group (excluding uniformed public safety personnel).

Auditing of Data

Once all data was collected, each response was audited for reasonableness, consistency, and clarity. The effective date of the data is July 1, 2013.

Section 1 – Organizational Characteristics

The survey included the following questions regarding the survey participant's organization.

Participant Type

Participant Type	# of Responses	% of Responses
In-State Private Sector	39	50%
In-State Public Sector	29	37%
State Governments	10	13%
All	78	100%

Sector

Is your organization a public sector (governmental) organization or private sector entity?

Sector	# of Responses	% of Responses
Private Sector	39	50%
Public Sector	39	50%
All	78	100%

Industry

Which category most closely reflects your organization's primary industry?

Industry	# of Responses	% of Responses
Administrative and Other Support Services (NAIC 56)	1	1%
Construction (NAIC 23)	2	3%
Educational or Library Services (NAIC 61)	7	9%
Finance or Insurance (NAIC 52)	3	4%
Health Care or Social Services/Assistance (NAIC 62)	14	18%
Manufacturing (NAIC Code: 31-33)	6	8%
Professional, Scientific or Technical Services (NAIC 54)	8	10%
Public Administration (NAIC 92)	24	31%
Transportation or Warehousing (NAIC 48-49)	8	10%
Utilities (NAIC 22)	4	5%
Wholesale Trade (NAIC 42)	1	1%
All	78	100%

Location

In which location does your organization have the largest number of employees?

All Survey Respondents

Location	# of Responses	% of Responses
Puget Sound Area (King, Pierce, Snohomish)	48	62%
Eastern Washington	10	13%
Western Washington (excluding Puget Sound)	6	8%
Out of State	14	18%
All	78	100%

In-State Private Sector Respondents

Location	# of Responses	% of Responses
Puget Sound Area (King, Pierce, Snohomish)	29	74%
Eastern Washington	5	13%
Western Washington (excluding Puget Sound)	1	3%
Out of State	4	10%
All	39	100%

In-State Public Sector Respondents

Location	# of Responses	% of Responses
Puget Sound Area (King, Pierce, Snohomish)	19	66%
Eastern Washington	5	17%
Western Washington (excluding Puget Sound)	5	17%
Out of State	0	0%
All	29	100%

State Government Respondents

Location	# of Responses	% of Responses
Puget Sound Area (King, Pierce, Snohomish)	0	0%
Eastern Washington	0	0%
Western Washington (excluding Puget Sound)	0	0%
Out of State	10	100%
All	10	100%

Organization Size

Which category includes the total number of paid, full-time equivalent employees (FTEs) in your organization (all locations)?

All Survey Respondents

Size Category	# of Responses	% of Responses
Fewer than 199 FTEs	9	12%
200 to 999 FTEs	22	28%
1,000 to 4,999 FTEs	22	28%
5,000 or more FTEs	25	32%
All	78	100%

In-State Private Sector Respondents

Size Category	# of Responses	% of Responses
Fewer than 199 FTEs	6	15%
200 to 999 FTEs	10	26%
1,000 to 4,999 FTEs	12	31%
5,000 or more FTEs	11	28%
All	39	100%

In-State Public Sector Respondents

Size Category	# of Responses	% of Responses
Fewer than 199 FTEs	3	10%
200 to 999 FTEs	12	41%
1,000 to 4,999 FTEs	10	34%
5,000 or more FTEs	4	14%
All	29	100%

State Government Respondents

Size Category	# of Responses	% of Responses
Fewer than 199 FTEs	0	0%
200 to 999 FTEs	0	0%
1,000 to 4,999 FTEs	0	0%
5,000 or more FTEs	10	100%
All	10	100%

Union Representation

Approximately what percentage of your workforce is union represented?

All Survey Respondents

Percent Unionized	# of Responses	% of Responses
None (0%)	26	33%
Less than 50%	18	23%
Between 51% and 66%	10	13%
Between 67% and 100%	24	31%
All	78	100%

In-State Private Sector Respondents

Percent Unionized	# of Responses	% of Responses
None (0%)	19	49%
Less than 50%	10	26%
Between 51% and 66%	5	13%
Between 67% and 100%	5	13%
All	39	100%

In-State Public Sector Respondents

Percent Unionized	# of Responses	% of Responses
None (0%)	1	3%
Less than 50%	6	21%
Between 51% and 66%	5	17%
Between 67% and 100%	17	59%
All	29	100%

State Government Respondents

Percent Unionized	# of Responses	% of Responses
None (0%)	6	60%
Less than 50%	2	20%
Between 51% and 66%	0	0%
Between 67% and 100%	2	20%
All	10	100%

Work Schedule

What is the length of regular workweek for most full-time employees (excluding uniformed public safety personnel)?

All Survey Respondents

<u>Hours per Week</u>	<u># of Responses</u>	<u>% of Responses</u>
37 ½ hours	7	9%
40 hours	69	88%
No Response	2	3%
All	78	100%

In-State Private Sector Respondents

<u>Hours per Week</u>	<u># of Responses</u>	<u>% of Responses</u>
37 ½ hours	3	8%
40 hours	36	92%
No Response	0	0%
All	39	100%

In-State Public Sector Respondents

<u>Hours per Week</u>	<u># of Responses</u>	<u>% of Responses</u>
37 ½ hours	2	7%
40 hours	27	93%
No Response	0	0%
All	29	100%

State Government Respondents

<u>Hours per Week</u>	<u># of Responses</u>	<u>% of Responses</u>
37 ½ hours	2	20%
40 hours	6	60%
No Response	2	20%
All	10	100%

Section 2 – Compensation Practices

The survey included questions regarding the survey participant's compensation policies and practices related to the largest employee group (excluding uniformed public safety).

- Shift Differentials
- Stand-by and Call-Back Pay
- Performance-Based Pay
- Other Incentive Pay
- Reimbursements and Perquisites

Pay Differentials

Are any civilian employees in your organization eligible for the following pay differentials?

All Survey Respondents

Pay Differential	# of Responses	% of Responses
Evening Shift Differential	43	55%
Night Shift Differential	43	55%
Weekend Shift Differential	25	32%
Standby or On-Call Pay	42	54%
Call-Back Pay	39	50%
None of the Above	20	26%

In-State Private Sector Respondents

Pay Differential	# of Responses	% of Responses
Evening Shift Differential	16	41%
Night Shift Differential	15	38%
Weekend Shift Differential	12	31%
Standby or On-Call Pay	14	36%
Call-Back Pay	14	36%
None of the Above	18	46%

In-State Public Sector Respondents

Pay Differential	# of Responses	% of Responses
Evening Shift Differential	19	66%
Night Shift Differential	20	69%
Weekend Shift Differential	9	31%
Standby or On-Call Pay	22	76%
Call-Back Pay	19	66%
None of the Above	1	3%

State Government Respondents

Pay Differential	# of Responses	% of Responses
Evening Shift Differential	8	80%
Night Shift Differential	8	80%
Weekend Shift Differential	4	40%
Standby or On-Call Pay	6	60%
Call-Back Pay	6	60%
None of the Above	1	10%

As would be expected, organizations that provide 24-hour operations are the most likely to provide shift differentials, including the majority of respondents in the following industries:

- > Health Care
- > Manufacturing
- > Public Administration
- > Transportation or Warehousing
- > Utilities

Evening Shift Differentials

Are any civilian employees in your organization eligible for an evening shift differential?

Type	No	Yes	NR	% Yes
Private Sector, In-State	23	16	0	41%
Public Sector, In-State	10	19	0	66%
State Governments	1	8	1	80%
All	34	43	1	55%

NR = No Response

Organization Size	No	Yes	NR	% Yes
Fewer than 199 FTEs	8	1	0	11%
200 to 999 FTEs	12	10	0	45%
1,000 to 4,999 FTEs	8	14	0	64%
5,000 or more FTEs	6	18	1	72%
All	34	43	1	55%

NR = No Response

Union Status	No	Yes	NR	% Yes
None (0%)	19	7	0	27%
Less than 50%	5	13	0	72%
Between 51% and 66%	2	8	0	80%
Between 67% and 100%	8	15	1	63%
All	34	43	1	55%

NR = No Response

The survey asked which employee groups are eligible for an evening shift differential. The distribution of answers is shown below.

Employee Groups Eligible for Evening Shift Differential	# of Respondents
Nonexempt or hourly Employees	10
Union represented employees (all or some)	9
All or nearly all employees	8
Health care or environmental health	7
Maintenance, service workers, mechanics, public works	5
Corrections, courts, or security	3
Information technology or computer operations	3
Transportation or transit	2
Utilities	2
Administrative support	1
Embroidery production	1

What is the rate of the evening shift differential?

<u>Differential Rate</u>	<u>In-State Private Sector</u>	<u>In-State Public Sector</u>	<u>State Governments</u>	<u>All</u>
Fixed Dollar				
Less than \$0.25/hr	1	0	0	1
\$0.25 to \$0.49/hour	2	2	2	6
\$0.50 to \$0.99/hour	2	5	0	7
\$1.00 to \$1.24/hour	2	1	0	3
\$1.25 to \$1.49/hour	1	0	0	1
\$1.50 to \$1.74/hour	1	0	0	1
\$1.75 to \$1.99/hour	2	0	0	2
\$2.00 to \$2.24/hour	2	0	0	2
\$2.25 to \$2.49/hour	0	0	0	0
\$2.50 to \$2.74/hour	0	1	0	1
\$2.75 to \$2.99/hour	1	0	0	1
\$3.00+ per hour	0	0	0	0
Percent of Pay				
< 2% of pay	0	1	0	1
2% < 3% of pay	0	0	0	0
3% < 4% of pay	0	0	0	0
4% < 5% of pay	0	0	0	0
5% < 6% of pay	0	1	2	3
6% < 7% of pay	0	0	0	0
7% < 8% of pay	0	2	0	2
8% < 9% of pay	0	0	0	0
9% < 10% of pay	0	0	2	2
10% < 11% of pay	1	0	1	2
11% < 12% of pay	0	0	0	0
12% < 13% of pay	0	0	0	0
13% < 14% of pay	0	0	0	0
14% < 15% of pay	0	1	0	1
15% or more of pay	1	0	0	1
Other ¹	0	5	1	6
All	16	19	8	43

¹ Those who responded “Other” indicated that the shift differential varies by employee group or collective bargaining agreement.

Night Shift Differentials

Are any civilian employees in your organization eligible for a night shift differential?

Type	No	Yes	NR	% Yes
Private Sector, In-State	24	15		38%
Public Sector, In-State	9	20		69%
State Governments	1	8	1	80%
All	34	43	1	55%

NR = No Response

Organization Size	No	Yes	NR	% Yes
Fewer than 199 FTEs	9			0%
200 to 999 FTEs	11	11		50%
1,000 to 4,999 FTEs	8	14		64%
5,000 or more FTEs	6	18	1	72%
All	34	43	1	55%

NR = No Response

Union Status	No	Yes	NR	% Yes
None (0%)	20	6		23%
Less than 50%	6	12		67%
Between 51% and 66%	2	8		80%
Between 67% and 100%	6	17	1	71%
All	34	43	1	55%

NR = No Response

The survey asked which employees are eligible for a night shift differential. The employee groups eligible for night shift differentials are shown below

Employee Groups Eligible for Night Shift Differential	# of Respondents
Union represented employees (all or some)	10
Nonexempt or hourly employees	10
All or nearly all employees	8
Health care or environmental health	6
Maintenance, service workers, mechanics, public works	5
Corrections, courts, or security	3
Information technology or computer operations	3
Administrative support	1
Transportation or transit	1

What is the rate of the night shift differential?

Differential Rate	In-State Private Sector	In-State Public Sector	State Governments	All
Fixed Dollar				
Less than \$0.25/hr	1	0		1
\$0.25 to \$0.49/hour	0	0	2	2
\$0.50 to \$0.99/hour	2	5		7
\$1.00 to \$1.24/hour	3	3		6
\$1.25 to \$1.49/hour	1	0		1
\$1.50 to \$1.74/hour	1	0		1
\$1.75 to \$1.99/hour	0	0		0
\$2.00 to \$2.24/hour	1	0		1
\$2.25 to \$2.49/hour	0	0		0
\$2.50 to \$2.74/hour	2	0		2
\$2.75 to \$2.99/hour	0	0		0
\$3.00+ per hour	3	1		4
Percent of Pay				
< 2% of pay	0	1		1
2% < 3% of pay	0	0		0
3% < 4% of pay	0	0		0
4% < 5% of pay	0	0		0
5% < 6% of pay	0	2	1	3
6% < 7% of pay	0	0		0
7% < 8% of pay	0	0		0
8% < 9% of pay	0	0		0
9% < 10% of pay	0	1	2	3
10% < 11% of pay	0	1	2	3
11% < 12% of pay	0	0		0
12% < 13% of pay	0	0		0
13% < 14% of pay	0	0		0
14% < 15% of pay	0	0		0
15% or more of pay	0	0		0
Other ¹	1	6	1	8
All	15	20	8	43

¹ Those who responded “Other” indicated that the shift differential varies by employee group or collective bargaining agreement.

Weekend Shift Differentials

Are any civilian employees in your organization eligible for a weekend shift differential?

Type	No	Yes	NR	% Yes
Private Sector, In-State	27	12		31%
Public Sector, In-State	20	9		31%
State Governments	4	4	2	40%
All	51	25	2	32%

NR = No Response

Organization Size	No	Yes	NR	% Yes
Fewer than 199 FTEs	9			0%
200 to 999 FTEs	19	3		14%
1,000 to 4,999 FTEs	13	9		41%
5,000 or more FTEs	10	13	2	52%
All	51	25	2	32%

NR = No Response

Union Status	No	Yes	NR	% Yes
None (0%)	21	4	1	15%
Less than 50%	9	9		50%
Between 51% and 66%	4	6		60%
Between 67% and 100%	17	6	1	25%
All	51	25	2	32%

NR = No Response

The employee groups eligible for weekend shift differentials are shown below

Employee Groups Eligible for Weekend Shift Differential	# of Respondents
Nonexempt or hourly employees	8
All or nearly all employees	6
Union represented employees (all or some)	5
Health care or environmental health	4
Information technology or computer operations	2

What is the rate of the weekend shift differential?

Differential Rate	In-State Private Sector	In-State Public Sector	State Governments	All
Fixed Dollar				
Less than \$0.25/hr	1	0	0	1
\$0.25 to \$0.49/hour	0	0	0	0
\$0.50 to \$0.99/hour	0	1	1	2
\$1.00 to \$1.24/hour	0	0	0	0
\$1.25 to \$1.49/hour	1	0	0	1
\$1.50 to \$1.74/hour	0	0	0	0
\$1.75 to \$1.99/hour	0	0	0	0
\$2.00 to \$2.24/hour	6	0	0	6
\$2.25 to \$2.49/hour	1	0	0	1
\$2.50 to \$2.74/hour	0	0	0	0
\$2.75 to \$2.99/hour	0	0	0	0
\$3.00+ per hour	1	1	0	2
Percent of Pay				
< 2% of pay	0	1	0	1
2% < 3% of pay	0	0	0	0
3% < 4% of pay	0	1	0	0
4% < 5% of pay	0	0	0	0
5% < 6% of pay	0	0	0	0
6% < 7% of pay	0	0	0	0
7% < 8% of pay	0	0	0	0
8% < 9% of pay	0	0	0	0
9% < 10% of pay	0	0	1	1
10% < 11% of pay	1	0	0	1
11% < 12% of pay	0	0	0	0
12% < 13% of pay	0	0	0	0
13% < 14% of pay	0	0	0	0
14% < 15% of pay	0	1	0	1
15% or more of pay	0	1	0	1
Other ¹	1	3	2	6
All	12	9	4	24

¹ Those who responded “Other” indicated that the shift differential varies by employee group or collective bargaining agreement.

Standby or On-Call Pay

Are any civilian employees in your organization eligible for standby or on-call pay?

Type	No	Yes	NR	% Yes
Private Sector, In-State	25	14	0	36%
Public Sector, In-State	7	22	0	76%
State Governments	3	6	1	60%
All	35	42	1	54%

NR = No Response

Organization Size	No	Yes	NR	% Yes
Fewer than 199 FTEs	8	1	0	11%
200 to 999 FTEs	11	11	0	50%
1,000 to 4,999 FTEs	6	16	0	73%
5,000 or more FTEs	10	14	1	56%
All	35	42	1	54%

NR = No Response

Union Status	No	Yes	NR	% Yes
None (0%)	20	6	0	23%
Less than 50%	8	10	0	56%
Between 51% and 66%	3	7	0	70%
Between 67% and 100%	4	19	1	79%
All	35	42	1	54%

NR = No Response

The survey asked which employee groups are eligible for a standby or on-call pay differential. The distribution of answers is shown below.

Employee Groups Eligible for Standby/On-Call Differential	# of Respondents
Union represented employees (all or some)	8
Information technology or computer operations	7
Nonexempt or hourly employees	7
All or nearly all employees	5
Maintenance, service workers, mechanics, public works	5
Health care or environmental health	3
Administrative support	2
Transportation or transit	2
Corrections, courts, or security	1

What is the rate of the standby or on-call pay?

<u>Differential Rate</u>	<u>In-State Private Sector</u>	<u>In-State Public Sector</u>	<u>State Governments</u>	<u>All</u>
Fixed Dollar				
Less than \$0.25/hour	0	0	0	0
\$0.25 to \$0.49/hour	0	0	0	0
\$0.50 to \$0.99/hour	0	0	0	0
\$1.00 to \$1.24/hour	0	2	0	2
\$1.25 to \$1.49/hour	0	0	0	0
\$1.50 to \$1.74/hour	0	0	0	0
\$1.75 to \$1.99/hour	0	0	0	0
\$2.00 to \$2.24/hour	2	1	0	3
\$2.25 to \$2.49/hour	0	1	1	2
\$2.50 to \$2.74/hour	0	3	0	3
\$2.75 to \$2.99/hour	0	0	0	0
\$3.00 or more per hour	6	2	0	8
Percent of Pay				
< 25% of regular pay	1	5	1	7
25% of regular pay	0	0	0	0
50% (half of regular pay)	0	0	0	0
51% to 75% of regular pay	0	0	0	0
76% to 99% of regular pay	0	0	0	0
100% (regular pay)	1	1	0	2
125% of regular pay	0	0	0	0
150% (time and a half)	0	0	0	0
200% (twice regular pay)	0	0	0	0
Other ¹	4	7	3	14
No Response	0	0	1	1
All	14	22	6	42

¹ Those who responded “Other” indicated that the shift differential varies by employee group or collective bargaining agreement.

Call-Back Pay

Are any civilian employees in your organization eligible for call-back pay?

Type	No	Yes	NR	% Yes
Private Sector, In-State	25	14	0	36%
Public Sector, In-State	10	19	0	66%
State Governments	3	6	1	60%
All	38	39	1	50%

NR = No Response

Organization Size	No	Yes	NR	% Yes
Fewer than 199 FTEs	7	2	0	22%
200 to 999 FTEs	12	10	0	45%
1,000 to 4,999 FTEs	8	14	0	64%
5,000 or more FTEs	11	13	1	52%
All	38	39	1	50%

NR = No Response

Union Status	No	Yes	NR	% Yes
None (0%)	21	5	0	19%
Less than 50%	10	8	0	44%
Between 51% and 66%	0	10	0	100%
Between 67% and 100%	7	16	1	16%
All	38	39	1	50%

NR = No Response

The survey asked which employee groups are eligible for a call back pay differential. The distribution of answers is shown below.

Employee Groups Eligible for Call Back Pay Differential	# of Respondents
Union represented employees (all or some)	12
Nonexempt or hourly employees	9
Maintenance, service workers, mechanics, public works	6
All or nearly all employees	4
Health care or environmental health	4
Information technology or computer operations	4
Administrative support	2

What is the rate of the call-back pay?

<u>Differential Rate</u>	<u>In-State Private Sector</u>	<u>In-State Public Sector</u>	<u>State Governments</u>	<u>All</u>
< 25% of regular pay	1	0	0	1
25% of regular pay	0	0	0	0
50% (half of regular pay)	0	0	0	0
51% to 75% of regular pay)	0	0	0	0
76% to 99% of regular pay	0	0	0	0
100% (regular pay)	1	0	0	1
125% of regular pay	0	0	0	0
150% (time and a half)	9	10	0	19
200% (twice regular pay)	0	2	0	2
Other ¹	0	0	0	0
No Response	3	7	6	16
All	14	19	6	39

Minimum number of hours paid for call-back pay

<u># of Hours</u>	<u>In-State Private Sector</u>	<u>In-State Public Sector</u>	<u>State Governments</u>	<u>All</u>
No minimum	0	0	0	0
1 hour minimum	0	0	0	0
2 hours minimum	1	12	1	14
3 hours minimum	7	2	2	11
4 hours minimum	1	4	0	5
5 hours minimum	0	0	0	0
6 hours minimum	0	0	0	0
7 hours minimum	0	0	0	0
8 hours minimum	0	0	3	3
No Response	5	1	0	6
All	14	19	6	39

¹ Those who responded “Other” indicated that the shift differential varies by employee group or collective bargaining agreement.

Performance-Based Pay

Are any civilian employees in your organization eligible for cash or non-cash recognition related to performance?

Type	No	Yes	NR	% Yes
Private Sector, In-State	5	34	0	87%
Public Sector, In-State	17	12	0	41%
State Governments	3	5	2	50%
All	25	51	1	65%

NR = No Response

Organization Size	No	Yes	NR	% Yes
Fewer than 199 FTEs	3	6	0	67%
200 to 999 FTEs	7	15	0	68%
1,000 to 4,999 FTEs	11	11	0	50%
5,000 or more FTEs	4	19	2	76%
All	25	51	1	65%

NR = No Response

Union Status	No	Yes	NR	% Yes
None (0%)	3	22	1	85%
Less than 50%	2	16	0	11%
Between 51% and 66%	4	6	0	60%
Between 67% and 100%	16	7	1	29%
All	25	51	1	65%

NR = No Response

The survey asked which employee groups are eligible for performance-based rewards. The distribution of answers is shown below.

Employee Groups Eligible for Performance-Based Rewards	# of Respondents
All or nearly all employees	26
Non-represented employees (all or some)	7
Executive and director level employees	2
Maintenance, service workers, mechanics, public works	2
Salaried employees	2
Nonexempt or hourly employees	1
Union represented employees (all or some)	1

What types of performance rewards does your organization offer to your largest civilian employee group (excluding uniformed public safety)? Check all that apply

Number of respondents that indicated each type of reward is offered.

By Employer Type

Type of Reward	In-State Private Sector	In-State Public Sector	State Governments	All
Base salary increases that vary or depend on individual performance	26	6	4	36
Bonuses related to individual performance	26	5	2	33
Bonuses related to group/team performance	14	3	2	19
Gainsharing (group incentives for cost savings)	2	1	0	3
Non-cash awards for performance (prizes, days off, "employee of the month/year," etc.)	9	4	3	16
Other	4	3	0	7
None of the above	5	17	3	25

Percent of respondents that indicated each type of reward is offered.

Type of Reward	In-State Private Sector	In-State Public Sector	State Governments	All
Base salary increases that vary or depend on individual performance	67%	21%	40%	46%
Bonuses related to individual performance	67%	17%	20%	42%
Bonuses related to group/team performance	36%	10%	20%	24%
Gainsharing (group incentives for cost savings)	5%	3%	0%	4%
Non-cash awards for performance (prizes, days off, "employee of the month/year," etc.)	23%	14%	30%	21%
Other	10%	10%	0%	9%
None of the above	13%	59%	30%	32%

What types of performance rewards does your organization offer to your largest civilian employee group (excluding uniformed public safety)? Check all that apply

Number of respondents that indicated each type of reward is offered.

By Employer Size

Type of Reward	Fewer than 199 FTEs	200 to 999 FTEs	1,000 to 4,999 FTEs	5,000 or more FTEs
Base salary increases that vary or depend on individual performance	2	12	6	16
Bonuses related to individual performance	5	9	6	13
Bonuses related to group/team performance	2	7	3	7
Gainsharing (group incentives for cost savings)	0	0	0	3
Non-cash awards for performance (prizes, days off, "employee of the month/year," etc.)	0	8	1	7
Other	0	2	4	1
None of the above	3	7	11	4

Percent of respondents that indicated each type of reward is offered.

Type of Reward	Fewer than 199 FTEs	200 to 999 FTEs	1,000 to 4,999 FTEs	5,000 or more FTEs
Base salary increases that vary or depend on individual performance	22%	55%	27%	64%
Bonuses related to individual performance	56%	41%	27%	52%
Bonuses related to group/team performance	22%	32%	14%	28%
Gainsharing (group incentives for cost savings)	0%	0%	0%	12%
Non-cash awards for performance (prizes, days off, "employee of the month/year," etc.)	0%	36%	5%	28%
Other	0%	9%	18%	4%
None of the above	33%	32%	50%	16%

What types of performance rewards does your organization offer to your largest civilian employee group (excluding uniformed public safety)? Check all that apply

Number of respondents that indicated each type of reward is offered.

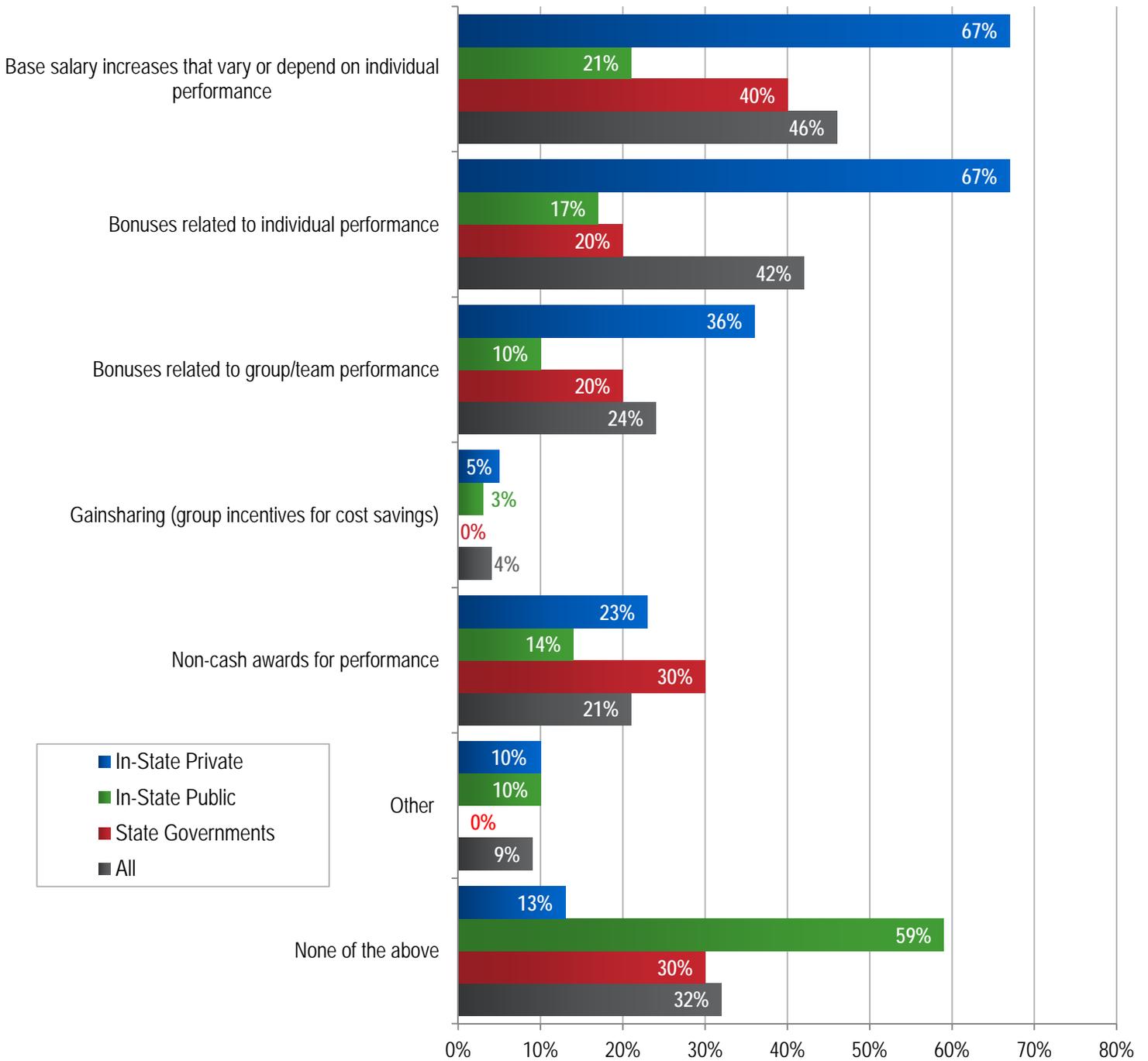
By Percentage of Workforce Union Represented

Type of Reward	None (0%)	< 50%	51% to 66%	67% to 100%
Base salary increases that vary or depend on individual performance	17	11	5	3
Bonuses related to individual performance	17	11	1	4
Bonuses related to group/team performance	9	6	2	2
Gainsharing (group incentives for cost savings)	0	1	2	0
Non-cash awards for performance (prizes, days off, "employee of the month/year," etc.)	9	3	3	1
Other	1	2	1	3
None of the above	3	2	4	16

Percent of respondents that indicated each type of reward is offered.

Type of Reward	None (0%)	< 50%	51% to 66%	67% to 100%
Base salary increases that vary or depend on individual performance	65%	61%	50%	13%
Bonuses related to individual performance	65%	61%	10%	17%
Bonuses related to group/team performance	35%	33%	20%	8%
Gainsharing (group incentives for cost savings)	0%	6%	20%	0%
Non-cash awards for performance (prizes, days off, "employee of the month/year," etc.)	35%	17%	30%	4%
Other	4%	11%	10%	13%
None of the above	12%	11%	40%	67%

PERCENT OF RESPONDENTS OFFERING PERFORMANCE REWARDS



Other Incentive Pay

Are any civilian employees in your organization eligible for other types of incentives or bonuses (such as those listed below)?

Respondent Type	No	Yes	NR	% Yes
Private Sector, In-State	8	31	0	79%
Public Sector, In-State	20	9	0	31%
State Governments	3	6	1	60%
All	31	46	1	59%

NR = No Response

Organization Size	No	Yes	NR	% Yes
Fewer than 199 FTEs	5	4	0	44%
200 to 999 FTEs	9	13	0	59%
1,000 to 4,999 FTEs	10	12	0	55%
5,000 or more FTEs	7	17	1	68%
All	31	46	1	59%

NR = No Response

Union Status	No	Yes	NR	% Yes
None (0%)	6	20	0	77%
Less than 50%	9	9	0	50%
Between 51% and 66%	3	7	0	70%
Between 67% and 100%	13	10	1	42%
All	31	46	1	59%

NR = No Response

The survey asked which employee groups are eligible for other types of incentive pay. The distribution of answers is shown below.

Employee Groups Eligible for Other Incentive Pay	# of Respondents
All or nearly all employees	21
Manager level and above	5
Building and planning employees	3
Hard to fill positions	3
Information technology or computer operations	2
Maintenance, service workers, mechanics, public works	2
Health care or environmental health	1
Salaried employees	1

What types of other incentives does your organization offer to your largest civilian employee group (excluding uniformed public safety)? Check all that apply

Number of respondents that indicated each type of incentive is offered.

By Employer Type

Type	In-State Private Sector	In-State Public Sector	State Governments	All
Additional pay or bonuses for attaining job-related skills, competencies, or certifications	14	6	3	23
Recruitment or hiring bonuses	23	1	4	28
Retention bonuses	10	2	3	15
Referral bonuses	21	1	3	25
Other	4	4	2	10
None of the above	8	20	3	31

Percent of respondents that indicated each type of incentive is offered.

Type	In-State Private Sector	In-State Public Sector	State Governments	All
Additional pay or bonuses for attaining job-related skills, competencies, or certifications	36%	21%	30%	29%
Recruitment or hiring bonuses	59%	3%	40%	36%
Retention bonuses	26%	7%	30%	19%
Referral bonuses	54%	3%	30%	32%
Other	10%	14%	20%	13%
None of the above	21%	69%	30%	40%

The “other types” of incentive pay peers offer are shown below.

Other Types of Incentives Offered	# of Respondents
Years of Service Bonus	3
Cash Award for Spot Recognition	2
Bonus to Remain Competitive with the Market	1
Publication and Presentation Bonus	1
Risk Bonus	1

What types of other incentives does your organization offer to your largest civilian employee group (excluding uniformed public safety)? Check all that apply

Number of respondents that indicated each type of reward is offered.

By Employer Size

Type	Fewer than 199 FTEs	200 to 999 FTEs	1,000 to 4,999 FTEs	5,000 or more FTEs
Additional pay or bonuses for attaining job-related skills, competencies, or certifications	2	7	3	11
Recruitment or hiring bonuses	1	6	9	12
Retention bonuses	0	3	5	7
Referral bonuses	1	7	8	9
Other	2	3	1	4
None of the above	5	9	10	7

Percent of respondents that indicated each type of reward is offered.

Type	Fewer than 199 FTEs	200 to 999 FTEs	1,000 to 4,999 FTEs	5,000 or more FTEs
Additional pay or bonuses for attaining job-related skills, competencies, or certifications	22%	32%	14%	44%
Recruitment or hiring bonuses	11%	27%	41%	48%
Retention bonuses	0%	14%	23%	28%
Referral bonuses	11%	32%	36%	36%
Other	22%	14%	5%	16%
None of the above	56%	41%	45%	28%

What types of other incentives does your organization offer to your largest civilian employee group (excluding uniformed public safety)? Check all that apply

Number of respondents that indicated each type of reward is offered.

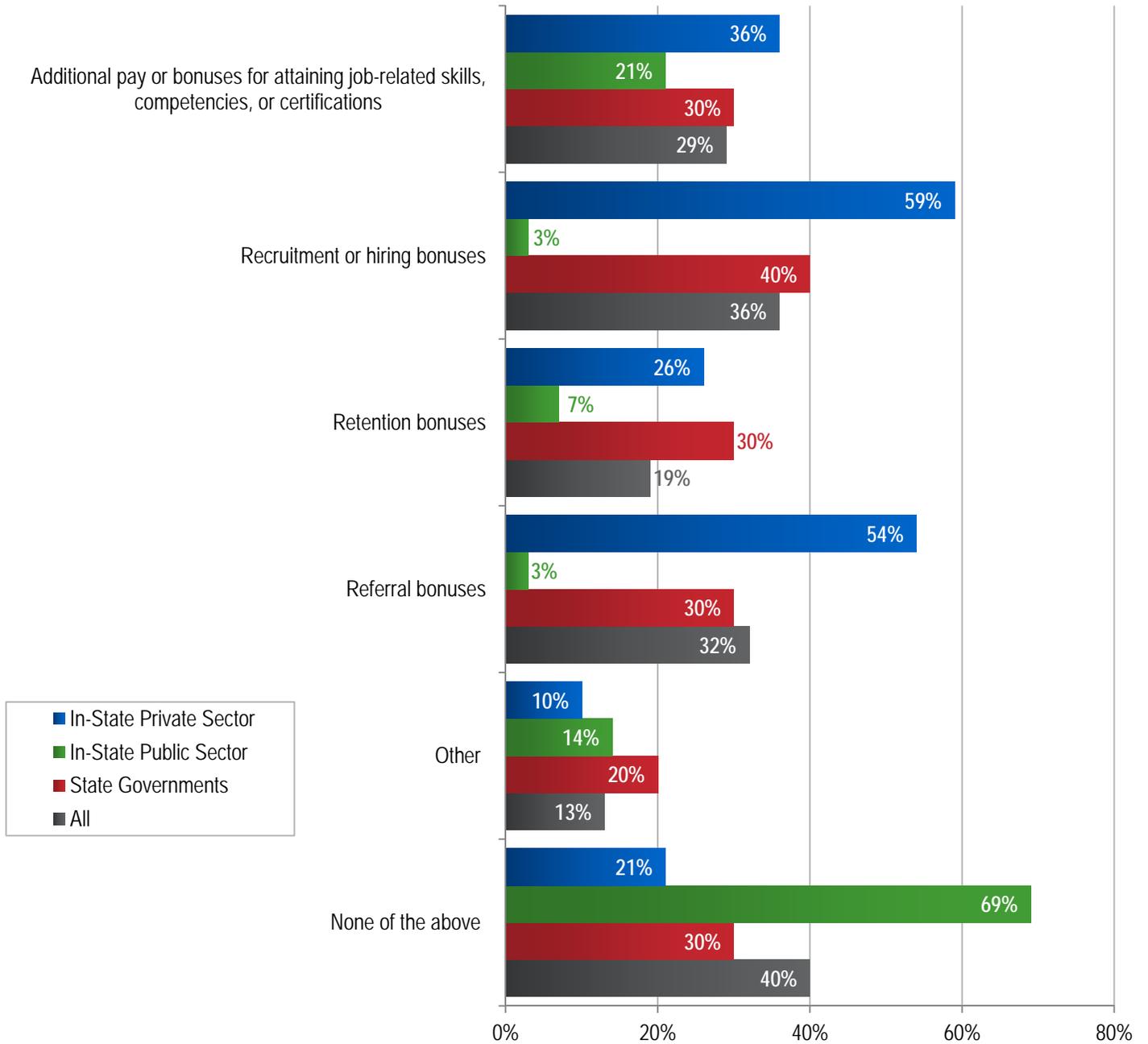
By Percentage of Workforce Union Represented

Type	None (0%)	< 50%	51% to 66%	67% to 100%
Additional pay or bonuses for attaining job-related skills, competencies, or certifications	12	5	2	4
Recruitment or hiring bonuses	14	4	6	4
Retention bonuses	6	2	3	4
Referral bonuses	16	4	2	3
Other	4	1	2	3
None of the above	6	9	3	13

Percent of respondents that indicated each type of reward is offered.

Type	None (0%)	< 50%	51% to 66%	67% to 100%
Additional pay or bonuses for attaining job-related skills, competencies, or certifications	46%	28%	20%	17%
Recruitment or hiring bonuses	54%	22%	60%	17%
Retention bonuses	23%	11%	30%	17%
Referral bonuses	62%	22%	20%	13%
Other	15%	6%	20%	13%
None of the above	23%	50%	30%	54%

PERCENT OF RESPONDENTS OFFERING OTHER INCENTIVES



Reimbursements and Perquisites

Indicate whether employees in your largest civilian employee group (excluding uniformed public safety personnel and executives) are eligible for any of the following. Check all that apply

Number of respondents that indicated each type is offered.

By Employer Type

Type	In-State Private Sector	In-State Public Sector	State Governments	All
Relocation reimbursement (for new hires)	26	8	1	35
Tuition assistance or reimbursement	30	19	6	55
Student loan deferral, repayment, forgiveness program	1	2	0	3
Reimbursement for membership dues to job-related professional associations	22	14	2	38
Reimbursement for fees associated with certification/licensing attainment or maintenance	19	18	2	39
Free or subsidized cell phone, PDA (such as blackberry), or similar device	24	12	3	39
Free or subsidized parking	18	16	3	37
Transportation or commuting assistance	29	20	2	51
Employee Assistance Program (EAP)	34	28	6	68
Legal services or counseling	16	9	1	26
Financial services or counseling	18	12	1	31
Child care or elder care referral services	14	6	0	20
On-site child care facilities (whether or not subsidized)	3	4	0	7
On-site exercise facilities (whether or not subsidized)	16	13	1	30
On-site cafeteria (whether or not subsidized)	15	5	2	22
Other	3	1	0	4
None of the above	1	1	3	5

Indicate whether employees in your largest civilian employee group (excluding uniformed public safety personnel and executives) are eligible for any of the following. Check all that apply

Percent of respondents that indicated each type is offered

By Employer Type

Type	In-State Private Sector	In-State Public Sector	State Governments	All
Relocation reimbursement (for new hires)	67%	28%	10%	45%
Tuition assistance or reimbursement	77%	66%	60%	71%
Student loan deferral, repayment, forgiveness program	3%	7%	0%	4%
Reimbursement for membership dues to job-related professional associations	56%	48%	20%	49%
Reimbursement for fees associated with certification/licensing attainment or maintenance	49%	62%	20%	50%
Free or subsidized cell phone, PDA (such as blackberry), or similar device	62%	41%	30%	50%
Free or subsidized parking	46%	55%	30%	47%
Transportation or commuting assistance	74%	69%	20%	65%
Employee Assistance Program (EAP)	87%	97%	60%	87%
Legal services or counseling	41%	31%	10%	33%
Financial services or counseling	46%	41%	10%	40%
Child care or elder care referral services	36%	21%	0%	26%
On-site child care facilities (whether or not subsidized)	8%	14%	0%	9%
On-site exercise facilities (whether or not subsidized)	41%	45%	10%	38%
On-site cafeteria (whether or not subsidized)	38%	17%	20%	28%
Other	8%	3%	0%	5%
None of the above	3%	3%	30%	6%

Indicate whether employees in your largest civilian employee group (excluding uniformed public safety personnel and executives) are eligible for any of the following. Check all that apply

Number of respondents that indicated each type is offered.

By Employer Size

Type	Fewer than 199 FTEs	200 to 999 FTEs	1,000 to 4,999 FTEs	5,000 or more FTEs
Relocation reimbursement (for new hires)	2	11	10	12
Tuition assistance or reimbursement	3	18	15	19
Student loan deferral, repayment, forgiveness program	0	1	1	1
Reimbursement for membership dues to job-related professional associations	4	12	10	12
Reimbursement for fees associated with certification/licensing attainment or maintenance	3	13	11	12
Free or subsidized cell phone, PDA (such as blackberry), or similar device	3	14	11	11
Free or subsidized parking	4	12	11	10
Transportation or commuting assistance	3	16	18	14
Employee Assistance Program (EAP)	5	22	20	21
Legal services or counseling	1	12	8	5
Financial services or counseling	2	14	8	7
Child care or elder care referral services	1	8	8	3
On-site child care facilities (whether or not subsidized)	0	2	2	3
On-site exercise facilities (whether or not subsidized)	2	10	11	7
On-site cafeteria (whether or not subsidized)	0	3	11	8
Other	2	0	2	0
None of the above	1	0	1	1

Indicate whether employees in your largest civilian employee group (excluding uniformed public safety personnel and executives) are eligible for any of the following. Check all that apply

Percent of respondents that indicated each type of reward is offered.

By Employer Size

Type	Fewer than 199 FTEs	200 to 999 FTEs	1,000 to 4,999 FTEs	5,000 or more FTEs
Relocation reimbursement (for new hires)	22%	50%	45%	48%
Tuition assistance or reimbursement	33%	82%	68%	76%
Student loan deferral, repayment, forgiveness program	0%	5%	5%	4%
Reimbursement for membership dues to job-related professional associations	44%	55%	45%	48%
Reimbursement for fees associated with certification/licensing attainment or maintenance	33%	59%	50%	48%
Free or subsidized cell phone, PDA (such as blackberry), or similar device	33%	64%	50%	44%
Free or subsidized parking	44%	55%	50%	40%
Transportation or commuting assistance	33%	73%	82%	56%
Employee Assistance Program (EAP)	56%	100%	91%	84%
Legal services or counseling	11%	55%	36%	20%
Financial services or counseling	22%	64%	36%	28%
Child care or elder care referral services	11%	36%	36%	12%
On-site child care facilities (whether or not subsidized)	0%	9%	9%	12%
On-site exercise facilities (whether or not subsidized)	22%	45%	50%	28%
On-site cafeteria (whether or not subsidized)	0%	14%	50%	32%
Other	22%	0%	9%	0%
None of the above	11%	0%	5%	4%

Indicate whether employees in your largest civilian employee group (excluding uniformed public safety personnel and executives) are eligible for any of the following. Check all that apply

Number of respondents that indicated each type of reward is offered.

By Percentage of Workforce Union Represented

Type	None (0%)	< 50%	51% to 66%	67% to 100%
Relocation reimbursement (for new hires)	13	13	3	6
Tuition assistance or reimbursement	17	15	7	16
Student loan deferral, repayment, forgiveness program	1	1		1
Reimbursement for membership dues to job-related professional associations	12	10	6	10
Reimbursement for fees associated with certification/licensing attainment or maintenance	10	9	8	12
Free or subsidized cell phone, PDA (such as blackberry), or similar device	14	10	5	10
Free or subsidized parking	10	10	6	11
Transportation or commuting assistance	17	11	9	14
Employee Assistance Program (EAP)	20	18	9	21
Legal services or counseling	8	8	4	6
Financial services or counseling	9	10	4	8
Child care or elder care referral services	6	8	3	3
On-site child care facilities (whether or not subsidized)	1	3	1	2
On-site exercise facilities (whether or not subsidized)	7	9	4	10
On-site cafeteria (whether or not subsidized)	4	10	4	4
Other	1	1		2
None of the above	1			2

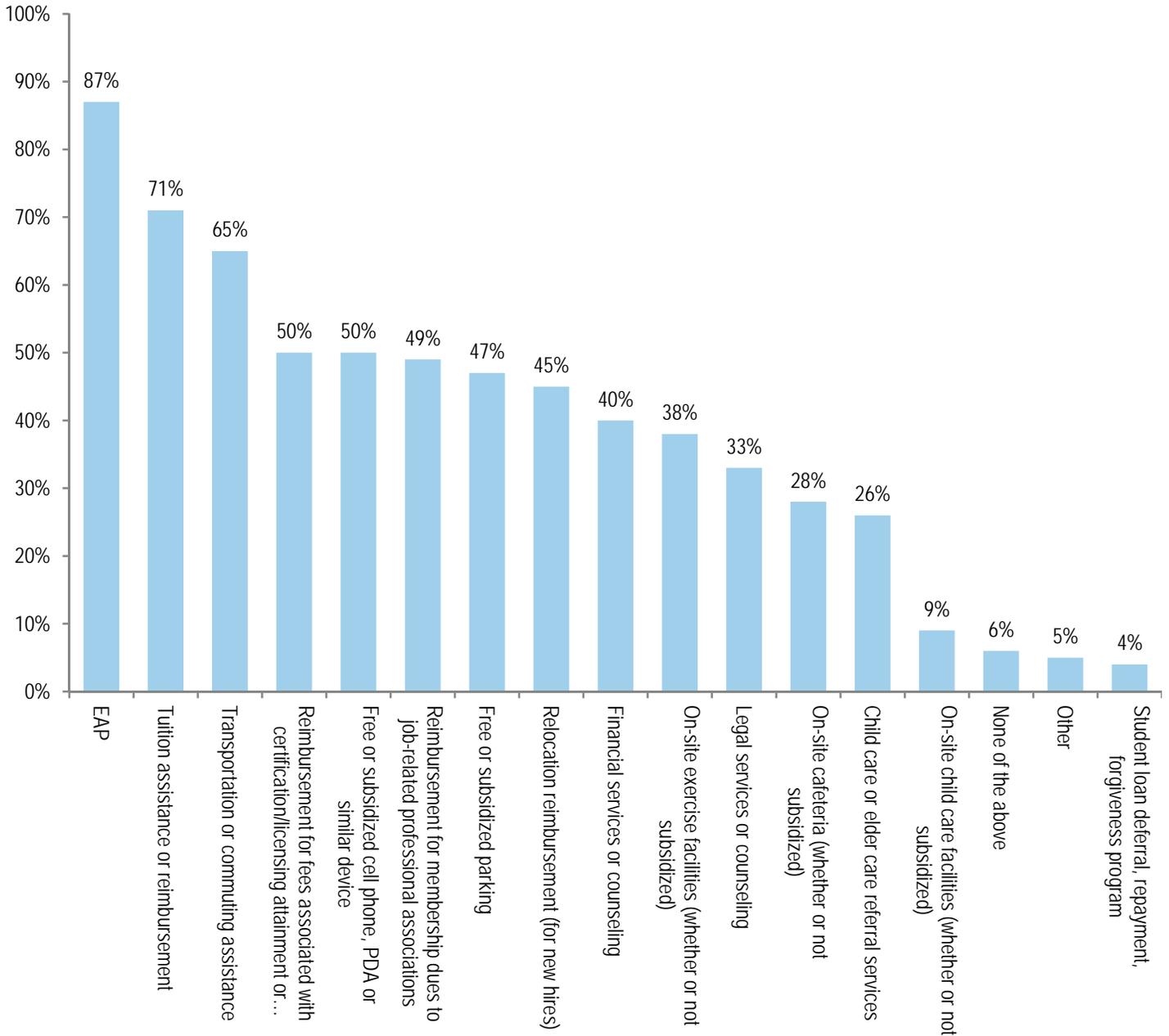
Indicate whether employees in your largest civilian employee group (excluding uniformed public safety personnel and executives) are eligible for any of the following. Check all that apply

Percent of respondents that indicated each type of reward is offered.

By Percentage of Workforce Union Represented

Type	None (0%)	< 50%	51% to 66%	67% to 100%
Relocation reimbursement (for new hires)	50%	72%	30%	25%
Tuition assistance or reimbursement	65%	83%	70%	67%
Student loan deferral, repayment, forgiveness program	4%	6%	0%	4%
Reimbursement for membership dues to job-related professional associations	46%	56%	60%	42%
Reimbursement for fees associated with certification/licensing attainment or maintenance	38%	50%	80%	50%
Free or subsidized cell phone, PDA (such as blackberry), or similar device	54%	56%	50%	42%
Free or subsidized parking	38%	56%	60%	46%
Transportation or commuting assistance	65%	61%	90%	58%
Employee Assistance Program (EAP)	77%	100%	90%	88%
Legal services or counseling	31%	44%	40%	25%
Financial services or counseling	35%	56%	40%	33%
Child care or elder care referral services	23%	44%	30%	13%
On-site child care facilities (whether or not subsidized)	4%	17%	10%	8%
On-site exercise facilities (whether or not subsidized)	27%	50%	40%	42%
On-site cafeteria (whether or not subsidized)	15%	56%	40%	17%
Other	4%	6%	0%	8%
None of the above	4%	0%	0%	8%

PERCENT OF RESPONDENTS OFFERING REIMBURSEMENTS AND OTHER PERKS



Section 3 – Paid Leave Practices

Type of Program

Which type of paid leave program do you have for your largest civilian employee group?

By Employer Type

Employer Type	Number			Percent	
	PTO	Traditional	NR	PTO	Traditional
Private Sector, In-State	17	21	1	44%	54%
Public Sector, In-State	6	23		21%	79%
State Governments		10		0%	100%
All	23	54	1	29%	69%

NR = No Response

PTO = Paid Time Off (combined vacation and sick leave into a single pool of time off)

Traditional = Separate vacation and sick leave accrual

By Employer Size

Employer Size	Number			Percent	
	PTO	Traditional	NR	PTO	Traditional
Fewer than 199 FTEs	1	8		11%	89%
200 to 999 FTEs	4	18		18%	82%
1,000 to 4,999 FTEs	11	10	1	50%	45%
5,000 or more FTEs	7	18		28%	72%
All	23	54	1	29%	69%

NR = No Response

By Percentage of Workforce Union Represented

% Unionized	Number			Percent	
	PTO	Traditional	NR	PTO	Traditional
None (0%)	8	18		31%	69%
Less than 50%	6	12		33%	67%
51% to 66%	4	6		40%	60%
67% to 100%	5	18	1	21%	75%
All	23	54	1	29%	69%

NR = No Response

Paid Time Off (PTO)

The tables below show the number of respondents that indicated the days earned per year under their PTO program.

Number of PTO Days Earned per Year After One (1) Year of Service

Days per year	In-State Private Sector		In-State Public Sector		All with a PTO Program	
	#	%	#	%	#	%
10 to 14 days	1	6%		0%	1	4%
15 to 19 days	11	65%	4	67%	15	65%
20 to 24 days	4	24%	1	17%	5	22%
25 to 29 days	1	6%	1	17%	2	9%
All	17	100%	6	100%	23	100%

After Three (3) Years of Service

Days per year	In-State Private Sector		In-State Public Sector		All with a PTO Program	
	#	%	#	%	#	%
15 to 19 days	9	53%	3	50%	12	52%
20 to 24 days	6	35%	2	33%	8	35%
25 to 29 days	1	6%	1	17%	2	9%
30 days or more	1	6%		0%	1	4%
All	17	100%	6	100%	23	100%

None of the state governments reported having a PTO program.

**Number of PTO Days Earned per Year
After Five (5) Years of Service**

Days per year	In-State Private Sector		In-State Public Sector		All with a PTO Program	
	#	%	#	%	#	%
15 to 19 days	1	6%			1	4%
20 to 24 days	12	71%	4	67%	16	70%
25 to 29 days	2	12%	2	33%	4	17%
30 days or more	2	12%			2	9%
All	17	100%	6	100%	23	100%

After Seven (7) Years of Service

Days per year	In-State Private Sector		In-State Public Sector		All with a PTO Program	
	#	%	#	%	#	%
15 to 19 days						
20 to 24 days	11	65%	3	50%	14	61%
25 to 29 days	4	24%	3	50%	7	30%
30 days or more	2	12%			2	9%
All	17	100%	6	100%	23	100%

After Ten (10) Years of Service

Days per year	In-State Private Sector		In-State Public Sector		All with a PTO Program	
	#	%	#	%	#	%
20 to 24 days	7	41%	2	33%	9	39%
25 to 29 days	5	29%	3	50%	8	35%
30 days or more	5	29%	1	17%	6	26%
All	17	100%	6	100%	23	100%

None of the state governments reported having a PTO program.

**Number of PTO Days Earned per Year
After Fifteen (15) Years of Service**

Days per year	In-State Private Sector		In-State Public Sector		All with a PTO Program	
	#	%	#	%	#	%
20 to 24 days	2	12%			2	
25 to 29 days	9	53%	4	67%	13	
30 days or more	6	35%	2	33%	8	
All	17	100%	6	100%	23	100%

After Twenty (20) Years of Service

Days per year	In-State Private Sector		In-State Public Sector		All with a PTO Program	
	#	%	#	%	#	%
20 to 24 days	2	12%			2	9%
25 to 29 days	7	41%	1	17%	8	35%
30 days or more	8	47%	5	83%	13	37%
All	17	100%	6	100%	23	100%

After Twenty-Five (25) Years of Service

Days per year	In-State Private Sector		In-State Public Sector		All with a PTO Program	
	#	%	#	%	#	%
20 to 24 days	2	12%			2	9%
25 to 29 days	7	41%			7	30%
30 days or more	8	47%	6	100%	14	61%
All	17	100%	6	100%	23	100%

None of the state governments reported having a PTO program.

Can employees carry-over unused PTO days to the next year?

Carry-Over Allowed?	In-State Private Sector		In-State Public Sector		All with a PTO Program	
	#	%	#	%	#	%
Yes	17	100%	6	100%	23	100%
No						
No Response						
All	17	100%	6	100%	23	100%

What is the maximum number of PTO days or hours that an employee can carry over each year?

Max Carry-Over	In-State Private Sector		In-State Public Sector		All with a PTO Program	
	#	%	#	%	#	%
Unlimited	1	6%	1	17%	2	9%
1x accrual rate						
1.5x accrual rate	3	18%			3	13%
2x accrual rate	4	24%	1	17%	5	22%
Fewer than 15 days	3	18%			3	13%
15 to 19 days						
20 to 24 days	1	6%			1	4%
25 to 29 days						
30 to 39 days	1	6%	1	17%	2	9%
40 to 49 days						
50 to 59 days	1	6%			1	4%
60 to 69 days			1	17%	1	4%
70 days or more						
Other	3	18%	2	33%	5	22%
All	17	100%	6	100%	23	100%

None of the state governments reported having a PTO program.

When can employees cash-out unused PTO days?

Cash-Out	In-State Private Sector		In-State Public Sector	
	#	%	#	%
At the end of the year	7	41%	3	50%
At termination	13	76%	6	100%
At retirement	13	76%	6	100%
Cash out not allowed	3	18%	0	0%

What is the rate that PTO days can be cashed out?

Cash-out Rate	In-State Private Sector		In-State Public Sector	
	#	%	#	%
Less than 25%	1	6%		
25% to 49%				
50% to 74%				
75% to 99%				
100% (full amount)	10	59%	2	33%
Other	3	18%	4	67%
Not Applicable	3	18%		
All	17	100%	6	100%

Vacation

The tables below show the number of respondents that indicated the vacation days earned per year under their program.

Number of Vacation Days Earned per Year After One (1) Year of Service

Days per year	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
1 to 4 days	1	5%				
5 to 9 days	2	10%	2	9%		
10 to 14 days	16	76%	19	83%	8	80%
15 to 19 days	2	10%	1	4%	1	10%
20 to 24 days			1	4%	1	10%
All	21	100%	23	100%	10	100%

After Three (3) Years of Service

Days per year	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
5 to 9 days	1	5%	1	4%		
10 to 14 days	16	76%	15	65%	7	70%
15 to 19 days	4	19%	6	26%	2	20%
20 to 24 days			1	4%	1	10%
All	21	100%	23	100%	10	100%

After Five (5) Years of Service

Days per year	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
10 to 14 days	6	29%	4	17%	1	10%
15 to 19 days	14	67%	17	74%	8	80%
20 to 24 days	1	5%	2	9%	1	10%
All	21	100%	23	100%	10	100%

**Number of Vacation Days Earned per Year
After Seven (7) Years of Service**

Days per year	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
10 to 14 days	5	24%	3	13%		
15 to 19 days	14	67%	18	78%	9	90%
20 to 24 days	2	10%	2	9%	1	10%
All	21	100%	23	100%	10	100%

After Ten (10) Years of Service

Days per year	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
10 to 14 days	1	5%	1	4%		
15 to 19 days	11	52%	13	57%	3	30%
20 to 24 days	9	43%	9	39%	7	70%
All	21	100%	23	100%	10	100%

After Fifteen (15) Years of Service

Days per year	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
10 to 14 days	1	5%	1	4%		
15 to 19 days	6	29%	2	9%	1	10%
20 to 24 days	13	62%	18	78%	9	90%
25 to 29 days	1	5%	2	9%		
All	21	100%	23	100%	10	100%

**Number of Vacation Days Earned per Year
After Twenty (20) Years of Service**

Days per year	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
10 to 14 days	1	5%	1	4%		
15 to 19 days	3	14%				
20 to 24 days	12	57%	15	65%	6	60%
25 to 29 days	5	24%	7	30%	4	40%
All	21	100%	23	100%	10	100%

After Twenty five (25) Years of Service

Days per year	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
10 to 14 days	1	5%	1	4%		
15 to 19 days	3	14%				
20 to 24 days	11	52%	7	30%	4	40%
25 to 29 days	6	29%	13	57%	6	60%
30 days or more			2	9%		
All	21	100%	23	100%	10	100%

Can employees carry-over unused vacation days to the next year?

Carry-Over Allowed?	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
Yes	17	81%	22	96%	10	100%
No	4	19%	1	4%		
No Response						
All	21	100%	23	100%	10	100%

What is the maximum number of vacation days or hours that an employee can carry over each year?

Max Carry-Over	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
Unlimited	1	5%	1	4%		
1x accrual rate	2	10%	1	4%		
1.5x accrual rate	3	14%				
2x accrual rate	5	24%	7	30%	2	20%
Fewer than 15 days	2	10%			1	10%
15 to 19 days						
20 to 24 days						
25 to 29 days			2	9%		
30 to 39 days			2	9%	1	10%
40 to 49 days			3	13%	2	20%
50 to 59 days			1	4%		
70 days or more			1	4%		
Other	4	19%	4	17%	4	40%
None/Not Applicable	4	19%	1	4%		
All	21	100%	23	100%	10	100%

When can employees cash-out unused vacation days?

Cash-Out	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
At the end of the year	2	10%	3	13%	1	10%
At termination	15	71%	20	87%	9	90%
At retirement	15	71%	20	87%	9	90%
Cash out not allowed	5	24%	2	9%	1	10%
All	21	100%	23	100%	10	100%

What is the rate that vacation days can be cashed out?

Cash-out Rate	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
Less than 25%						
25% to 49%						
50% to 74%						
75% to 99%			2	9%		
100% (full amount)	13	62%	13	57%	6	60%
Other	3	14%	6	26%	3	30%
Not Applicable	5	24%	2	9%	1	10%
All	21	100%	23	100%	10	100%

Sick Leave

How many paid sick leave days are employees in your largest civilian employee group allowed per year? If the answer varies by years of service, answer for an employee with 5 years of service.

Sick Leave Accrual	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
None or only under short-term disability	1	3%	0			
Included in PTO	11	28%	3	10%		
1 to 2 days per year						
3 to 4 days per year	2	5%				
5 to 6 days per year	9	23%				
7 to 8 days per year	2	5%	1	3%		
9 to 10 days per year	4	10%			2	20%
11 days per year						
12 days per year	6	15%	23	79%	3	30%
13 to 14 days per year	1	3%	2	7%	1	10%
15+ days per year	2	5%			4	40%
No Response	1	3%				
All	39	100%	29	100%	10	100%

Can employees carry-over unused sick leave days to the next year?

Sick Leave Carry-Over Allowed?	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
Yes	19	49%	26	90%	10	100%
No	7	18%				
Not Applicable	12	31%	3	10%		
No Response	1	3%				
All	39	100%	29	100%	10	100%

Not applicable = included in PTO program or no sick leave provided

What is the maximum number of sick leave days or hours that an employee can carry over each year?

Max Sick Leave Carry-Over	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
Unlimited	8	21%	12	41%	9	90%
Fewer than 12 days						
12 days						
13 to 49 days					1	10%
50 to 99 days	6	15%	1	3%		
100 to 149 days	1	3%	4	14%		
150 to 199 days			3	10%		
200 or more days	1	3%	2	7%		
Other	3	8%	3	10%		
Not Applicable	19	49%	4	14%		
No Response	1	3%				
All	39	100%	29	100%	10	100%

Not applicable = included in PTO program or no sick leave provided

When can employees cash-out unused sick leave days?

Cash-Out	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
At the end of the year	1	3%	5	17%		
At termination	6	15%	14	48%	1	10%
At retirement	7	18%	22	76%	5	50%
Cash out not allowed	31	79%	6	21%	4	40%
No Response	1	3%	1	3%		

What is the rate that sick leave can be cashed out?

Cash-out Rate	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	%	#	%
Less than 25%	1	3%	5	17%	1	10%
25% to 49%	2	5%	8	28%	2	20%
50% to 74%			4	14%		
75% to 99%						
100% (full amount)	1	3%	4	14%	1	10%
Other	3	8%	1	3%	1	10%
Not Applicable	31	79%	7	24%	5	50%
No Response	1	3%				
All	39	100%	29	100%	10	100%

Holidays

How many paid holidays are employees in your largest civilian employee group allowed per year?

Days per year	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	#	%	#
None (0)						
1 to 4 days						
5 to 9 days	22	56%	6	21%	1	10%
10 to 14 days	12	31%	22	76%	9	90%
15 or more days	1	3%				
Included in PTO	3	8%	1	3%		
No Response	1	3%				
All	39	100%	29	100%	10	100%

Personal Days

How many paid personal days are employees in your largest civilian employee group allowed per year?

Days per year	In-State Private Sector		In-State Public Sector		State Governments	
	#	%	#	#	%	#
None (0)	21	54%	9	31%	6	60%
1 day	4	10%	6	21%		
2 days	7	18%	9	31%	1	10%
3 days	4	10%	2	7%	2	20%
4 or more days	2	5%	3	10%	1	10%
No Response	1	3%				
All	39	100%	29	100%	10	100%

Section 4 Benchmark Pay Ranges

Administrative and Other Support Services

Benchmark Job Title	# of Matches	Average Minimum	Average Midpoint	Average Maximum
Administrative Assistant 3				
Private Sector, In-State	23	\$43,248	\$52,910	\$62,572
Public Sector, In-State	28	\$46,285	\$53,737	\$61,190
All Respondents	51	\$44,915	\$53,364	\$61,813
Custodian 2				
Private Sector, In-State	10*	\$27,057	\$33,411	\$39,830
Public Sector, In-State	19	\$32,569	\$36,677	\$40,786
All Respondents	29*	\$30,668	\$35,551	\$40,456
Customer Services Specialist 2				
Private Sector, In-State	12	\$36,430	\$43,657	\$50,884
Public Sector, In-State	9	\$42,477	\$47,272	\$52,067
All Respondents	21	\$39,021	\$45,206	\$51,391
Events Coordinator 3				
Private Sector, In-State	10	\$48,839	\$60,833	\$72,827
Public Sector, In-State	9*	\$53,401	\$61,252	\$69,336
All Respondents	19*	\$51,000	\$61,031	\$71,173
Forms & Records Analyst 2				
Private Sector, In-State	7	\$46,736	\$60,561	\$74,385
Public Sector, In-State	7	\$50,706	\$60,198	\$69,689
All Respondents	14	\$48,721	\$60,379	\$72,037
Grant & Contract Coordinator				
Private Sector, In-State	10*	\$53,530	\$65,393	\$77,403
Public Sector, In-State	16	\$55,889	\$65,289	\$74,689
All Respondents	26*	\$54,982	\$65,329	\$75,733
Human Resource Consultant 2				
Private Sector, In-State	18	\$50,197	\$60,877	\$71,557
Public Sector, In-State	25	\$54,647	\$62,853	\$71,059
All Respondents	43	\$52,784	\$62,026	\$71,267
Industrial Relations Agent 2				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	8	\$42,370	\$54,560	\$66,749
All Respondents	8	\$42,370	\$54,560	\$66,749

Administrative and Other Support Services

Benchmark Job Title	# of Matches	Average Minimum	Average Midpoint	Average Maximum
Mail Carrier - Driver				
Private Sector, In-State	10	\$27,693	\$33,695	\$39,697
Public Sector, In-State	12	\$33,025	\$37,289	\$41,552
All Respondents	22	\$30,601	\$35,655	\$40,709
Management Analyst 3				
Private Sector, In-State	10*	\$54,214	\$69,891	\$85,730
Public Sector, In-State	10	\$59,260	\$70,109	\$80,959
All Respondents	20*	\$56,737	\$70,000	\$83,344
PBX & Telephone Operator				
Private Sector, In-State	11	\$29,801	\$36,633	\$43,465
Public Sector, In-State	5*	\$37,443	\$40,949	\$44,584
All Respondents	16*	\$32,189	\$37,981	\$43,815
Procurement & Supply Specialist 3				
Private Sector, In-State	13	\$54,138	\$63,695	\$73,251
Public Sector, In-State	18	\$52,121	\$59,515	\$66,910
All Respondents	31	\$52,967	\$61,268	\$69,569
Program Specialist 2				
Private Sector, In-State	4	--	--	--
Public Sector, In-State	14	\$50,663	\$58,661	\$66,659
All Respondents	18	\$50,324	\$59,274	\$68,224
Secretary Senior				
Private Sector, In-State	19	\$35,316	\$43,729	\$52,143
Public Sector, In-State	23	\$37,464	\$43,608	\$49,751
All Respondents	42	\$36,493	\$43,663	\$50,833

* October 2013 data from ERI's Salary Assessor is included

Agriculture or Forest Services/Products

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Agricultural Inspector 2				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	9	\$33,419	\$42,742	\$52,066
All Respondents	9	\$33,419	\$42,742	\$52,066
Forest Crew Supervisor 1				
Private Sector, In-State	0			
Public Sector, In-State	1	--	--	--
All Respondents	1	--	--	--
Forest Cruiser & Crafts Technician				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	0	--	--	--
All Respondents	0	--	--	--
Forest Nursery Laborer				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	1*	--	--	--
All Respondents	2*	--	--	--
Grounds & Nursery Services Specialist 2				
Private Sector, In-State	5	\$31,204	\$38,156	\$45,107
Public Sector, In-State	14	\$39,518	\$44,833	\$50,149
All Respondents	19	\$37,330	\$43,076	\$48,822
Horticulturist				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	2*	--	--	--
State Governments	6	\$31,145	\$39,835	\$48,525
All Respondents	10*	\$41,437	\$49,543	\$57,987

* October 2013 data from ERI's Salary Assessor is included

Arts, Entertainment, or Recreation

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Graphic Designer				
Private Sector, In-State	14	\$48,965	\$60,374	\$71,783
Public Sector, In-State	14	\$45,279	\$53,754	\$62,228
All Respondents	28	\$47,122	\$57,064	\$67,005
Preservation & Museum Specialist 3				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	9	\$34,916	\$47,423	\$59,930
All Respondents	10	\$34,069	\$45,987	\$57,904
Recreation & Athletics Specialist 2				
Private Sector, In-State	4*	\$45,106	\$53,282	\$61,649
Public Sector, In-State	10*	\$46,963	\$52,527	\$58,167
All Respondents	14*	\$46,432	\$52,743	\$59,162
Sports Equipment Technician				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	1*	--	--	--
All Respondents	2*	--	--	--

* October 2013 data from ERI's Salary Assessor is included

Construction

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Carpenter				
Private Sector, In-State	8*	\$50,617	\$57,028	\$63,591
Public Sector, In-State	13	\$55,383	\$58,547	\$61,710
All Respondents	21*	\$53,567	\$57,968	\$62,427
Construction and Maintenance Superintendent 2				
Private Sector, In-State	9*	\$75,443	\$100,235	\$125,271
Public Sector, In-State	13	\$71,963	\$83,796	\$95,630
All Respondents	22*	\$73,386	\$90,521	\$107,756
Construction Project Coordinator 2				
Private Sector, In-State	10*	\$62,434	\$76,843	\$91,409
Public Sector, In-State	19	\$66,401	\$74,566	\$82,731
All Respondents	29*	\$65,033	\$75,351	\$85,724
Electrician				
Private Sector, In-State	10*	\$60,608	\$65,492	\$70,535
Public Sector, In-State	15	\$62,569	\$66,484	\$70,399
All Respondents	25*	\$61,784	\$66,087	\$70,453
Equipment Operator 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	10	\$50,146	\$54,141	\$58,136
All Respondents	13*	\$52,918	\$56,343	\$59,876
Maintenance Mechanic 2				
Private Sector, In-State	5*	\$48,702	\$55,316	\$62,116
Public Sector, In-State	17	\$55,932	\$59,709	\$63,486
All Respondents	22*	\$54,289	\$58,711	\$63,175
Maintenance Technician 2				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	12	\$44,737	\$50,266	\$55,795
All Respondents	14*	\$44,173	\$49,842	\$55,567
Painter				
Private Sector, In-State	9*	\$48,623	\$54,874	\$61,232
Public Sector, In-State	10*	\$54,763	\$57,236	\$59,804
All Respondents	19*	\$51,855	\$56,117	\$60,480

* October 2013 data from ERI's Salary Assessor is included

Construction

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Plumber/Pipefitter/Steamfitter				
Private Sector, In-State	7*	\$48,943	\$56,127	\$63,509
Public Sector, In-State	9*	\$61,595	\$65,739	\$70,037
All Respondents	16*	\$56,060	\$61,534	\$67,181
Refrigeration Mechanic				
Private Sector, In-State	5*	\$52,677	\$58,123	\$63,831
Public Sector, In-State	11	\$54,305	\$59,179	\$64,053
All Respondents	16*	\$53,796	\$58,849	\$63,984
Roofer				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	4	--	--	--
All Respondents	6*	\$34,468	\$40,658	\$47,116
Welder – Fabricator				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	7*	\$58,256	\$60,997	\$63,894
All Respondents	9*	\$55,098	\$57,924	\$60,991

* October 2013 data from ERI's Salary Assessor is included

Educational or Library Services

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Career Planning and Placement Officer				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	3*	--	--	--
All Respondents	5*	\$37,797	\$44,684	\$51,352
Deaf Interpreter 3				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	6	\$37,976	\$50,639	\$63,303
All Respondents	8*	\$40,491	\$50,972	\$61,804
Early Childhood Program Specialist 2				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	4*	\$31,748	\$36,899	\$42,192
All Respondents	6*	\$31,466	\$36,376	\$41,475
Institution Teacher 3				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	9	\$36,929	\$50,592	\$64,256
All Respondents	12*	\$40,697	\$52,696	\$64,884
Instruction & Classroom Support Technician 3				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	1	--	--	--
All Respondents	2	--	--	--
Library & Archival Professional 2				
Private Sector, In-State	8*	\$54,788	\$69,271	\$83,919
Public Sector, In-State	10*	\$54,691	\$61,411	\$68,263
All Respondents	18*	\$54,734	\$64,904	\$75,221

* October 2013 data from ERI's Salary Assessor is included

Finance or Insurance

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Actuary 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	6	\$52,969	\$79,029	\$105,089
All Respondents	10*	\$63,220	\$85,663	\$108,592
Audit Specialist - DOT 2				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	3*	--	--	--
State Governments	7	\$42,563	\$60,863	\$79,163
All Respondents	12*	\$49,303	\$64,818	\$80,595
Auditor 2				
Private Sector, In-State	10*	\$55,335	\$66,620	\$78,063
Public Sector, In-State	9*	\$58,865	\$67,635	\$76,581
State Governments	10	\$39,657	\$56,182	\$72,707
All Respondents	29*	\$51,024	\$63,336	\$75,756
Budget Analyst 2				
Private Sector, In-State	13	\$62,436	\$75,551	\$88,667
Public Sector, In-State	21	\$61,569	\$73,170	\$84,770
All Respondents	34	\$61,901	\$74,080	\$86,260
Cashier 2				
Private Sector, In-State	7*	\$32,054	\$37,692	\$43,460
Public Sector, In-State	10*	\$30,981	\$35,403	\$39,915
All Respondents	17*	\$31,423	\$36,346	\$41,375
Contracts Specialist 2				
Private Sector, In-State	8*	\$57,746	\$69,904	\$82,268
Public Sector, In-State	17	\$57,579	\$66,490	\$75,401
All Respondents	25*	\$57,633	\$67,583	\$77,598
Financial Examiner 3				
Private Sector, In-State	2	--	--	--
Public Sector, In-State	6	\$59,986	\$76,268	\$92,551
State Governments	9	\$44,653	\$62,184	\$79,714
All Respondents	17	\$52,319	\$69,049	\$85,778

Finance or Insurance

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Financial Legal Examiner 2				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	0	--	--	--
All Respondents	1	--	--	--
Financial Services Specialist 3				
Private Sector, In-State	3	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	9	\$34,320	\$44,051	\$53,781
All Respondents	12	\$34,466	\$43,413	\$52,360
Fiscal Technician 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	23	\$40,491	\$46,117	\$51,743
All Respondents	26*	\$39,847	\$45,811	\$51,807
Industrial Insurance Appeals Judge 3				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	6	\$70,363	\$90,943	\$111,523
All Respondents	7*	\$69,833	\$89,852	\$110,993
Revenue Agent 2				
Private Sector, In-State	2	--	--	--
Public Sector, In-State	2	--	--	--
State Governments	7	\$40,052	\$53,994	\$67,936
All Respondents	11	\$43,049	\$55,477	\$67,906
Tax Information Specialist 1				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	4	--	--	--
State Governments	9	\$33,941	\$45,215	\$56,488
All Respondents	13	\$35,537	\$44,973	\$54,410

* October 2013 data from ERI's Salary Assessor is included

Health Care or Social Services/Assistance

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Adult Training Specialist 3				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	9	\$37,980	\$48,345	\$58,710
All Respondents	11*	\$42,429	\$51,770	\$61,373
Anesthesiology Technician 2				
Private Sector, In-State	7*	\$38,238	\$47,903	\$57,661
Public Sector, In-State	2*	--	--	--
All Respondents	9*	\$38,472	\$47,414	\$56,502
Attendant Counselor 2				
Private Sector, In-State	2	--	--	--
Public Sector, In-State	2*	--	--	--
State Governments	9	\$30,506	\$38,186	\$45,866
All Respondents	13*	\$34,720	\$41,989	\$49,437
Clinical Cytogenetic Technologist				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	2	--	--	--
All Respondents	5*	\$52,314	\$69,433	\$86,830
Clinical Embryologist				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	0	--	--	--
All Respondents	0	--	--	--
Clinical/Medical Technologist 2				
Private Sector, In-State	7*	\$51,848	\$64,282	\$76,897
Public Sector, In-State	1	--	--	--
State Governments	8	\$33,767	\$47,096	\$60,425
All Respondents	16*	\$42,705	\$55,758	\$68,890
Dental Hygienist 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	3*	--	--	--
State Governments	7	\$37,337	\$47,654	\$57,970
All Respondents	13*	\$49,212	\$58,678	\$68,384

Health Care or Social Services/Assistance

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Dentist				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	2	--	--	--
State Governments	9	\$85,165	\$116,899	\$148,632
All Respondents	14*	\$98,736	\$127,031	\$155,802
Diagnostic Medical Sonographer				
Private Sector, In-State	8*	\$66,014	\$82,057	\$98,237
Public Sector, In-State	1	--	--	--
All Respondents	9*	\$65,597	\$81,948	\$98,422
Dietitian 1				
Private Sector, In-State	7*	\$50,900	\$64,651	\$78,528
Public Sector, In-State	3	--	--	--
All Respondents	10*	\$52,107	\$64,600	\$77,183
Electrocardiograph Technician 2				
Private Sector, In-State	4*	\$47,805	\$58,245	\$68,857
Public Sector, In-State	1	--	--	--
All Respondents	5*	\$45,166	\$55,072	\$65,116
Epidemiologist 1				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	4*	\$66,569	\$75,068	\$84,073
State Governments	10	\$45,674	\$60,261	\$74,847
All Respondents	16*	\$54,848	\$67,597	\$80,600
Health Services Consultant 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	1	--	--	--
State Governments	9	\$43,315	\$57,594	\$71,873
All Respondents	13*	\$47,835	\$61,005	\$74,279
Histotechnologist				
Private Sector, In-State	4*	\$46,446	\$56,904	\$67,659
Public Sector, In-State	0	--	--	--
All Respondents	4*	\$46,446	\$56,904	\$67,659

Health Care or Social Services/Assistance

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Hospital Central Services Technician 1				
Private Sector, In-State	8*	\$31,639	\$39,193	\$46,830
Public Sector, In-State	1	--	--	--
All Respondents	9*	\$31,512	\$39,016	\$46,596
Imaging Technologist 2				
Private Sector, In-State	6*	\$52,237	\$65,517	\$78,990
Public Sector, In-State	1	--	--	--
All Respondents	7*	\$51,719	\$65,201	\$78,849
Laboratory Technician 3				
Private Sector, In-State	4*	\$43,029	\$52,049	\$61,319
Public Sector, In-State	3*	--	--	--
State Governments	9	\$30,013	\$37,578	\$45,143
All Respondents	16*	\$35,456	\$42,822	\$50,314
Licensed Practical Nurse 2				
Private Sector, In-State	8*	\$40,158	\$50,226	\$60,397
Public Sector, In-State	5	\$44,857	\$52,340	\$59,824
All Respondents	13*	\$41,965	\$51,039	\$60,177
Medical Transcriptionist 2				
Private Sector, In-State	9*	\$36,010	\$42,600	\$49,262
Public Sector, In-State	2	--	--	--
All Respondents	11*	\$36,348	\$42,927	\$49,565
Mental Health Practitioner				
Private Sector, In-State	5*	\$59,681	\$71,303	\$83,398
Public Sector, In-State	3*	--	--	--
State Governments	9	\$45,564	\$61,573	\$77,582
All Respondents	17*	\$54,185	\$68,804	\$83,701
Nuclear Medicine Technologist 2				
Private Sector, In-State	8*	\$66,243	\$82,377	\$98,689
Public Sector, In-State	1	--	--	--
All Respondents	9*	\$65,733	\$82,149	\$98,722

* October 2013 data from ERI's Salary Assessor is included

Health Care or Social Services/Assistance

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Nursing Assistant				
Private Sector, In-State	10*	\$31,075	\$37,974	\$44,958
Public Sector, In-State	3*	--	--	--
All Respondents	13*	\$31,701	\$38,193	\$44,818
Occupational Therapist 3				
Private Sector, In-State	8*	\$68,117	\$81,523	\$95,132
Public Sector, In-State	1	--	--	--
State Governments	10	\$48,782	\$63,638	\$78,495
All Respondents	19*	\$57,682	\$71,893	\$86,190
Optician, Licensed - Dispensing				
Private Sector, In-State	2	--	--	--
Public Sector, In-State	1*	--	--	--
All Respondents	3*	--	--	--
Orthopaedic Technician 1				
Private Sector, In-State	6*	\$35,818	\$45,288	\$54,895
Public Sector, In-State	1*	--	--	--
All Respondents	7*	\$35,345	\$43,890	\$52,669
Patient Services Coordinator				
Private Sector, In-State	9	\$31,685	\$40,096	\$48,507
Public Sector, In-State	1	--	--	--
All Respondents	10	\$31,651	\$39,922	\$48,193
Pharmacist 2				
Private Sector, In-State	9*	\$100,850	\$117,814	\$135,041
Public Sector, In-State	4*	\$98,461	\$112,106	\$126,342
All Respondents	13*	\$100,115	\$116,058	\$132,365
Pharmacy Technician 2				
Private Sector, In-State	9*	\$35,641	\$44,558	\$53,552
Public Sector, In-State	4*	\$37,135	\$42,523	\$48,087
All Respondents	13*	\$36,101	\$43,932	\$51,871
Phlebotomist				
Private Sector, In-State	7*	\$31,691	\$38,428	\$45,239
Public Sector, In-State	1	--	--	--
State Governments	1	--	--	--
All Respondents	9*	\$31,856	\$39,118	\$46,438

Health Care or Social Services/Assistance

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Physical Therapist 2				
Private Sector, In-State	9*	\$66,694	\$80,534	\$94,571
Public Sector, In-State	2*	--	--	--
State Governments	9	\$51,423	\$67,223	\$83,022
All Respondents	20*	\$59,817	\$74,188	\$88,737
Physical Therapy Assistant 2				
Private Sector, In-State	9*	\$42,182	\$50,527	\$58,976
Public Sector, In-State	2*	--	--	--
All Respondents	11*	\$43,013	\$51,087	\$59,330
Physician 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	3*	--	--	--
State Governments	10	\$103,357	\$143,093	\$182,828
All Respondents	16*	\$120,402	\$155,549	\$191,406
Physician Assistant Certified/Advanced Registered Nurse Practitioner Lead				
Private Sector, In-State	10	\$82,600	\$117,774	\$152,948
Public Sector, In-State	4	--	--	--
All Respondents	14	\$81,201	\$111,370	\$141,539
Polysomnographic Technologist				
Private Sector, In-State	7*	\$53,442	\$65,994	\$78,740
Public Sector, In-State	1	--	--	--
All Respondents	8*	\$53,478	\$65,970	\$78,632
Psychiatric Child Care Counselor 1				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	9	\$45,074	\$61,352	\$77,630
All Respondents	12*	\$46,484	\$60,232	\$74,191
Psychiatrist 3				
Private Sector, In-State	5*	\$167,629	\$211,495	\$256,863
Public Sector, In-State	2	--	--	--
State Governments	10	\$126,661	\$167,220	\$207,779
All Respondents	17*	\$141,580	\$180,717	\$220,297

* October 2013 data from ERI's Salary Assessor is included

Health Care or Social Services/Assistance

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Psychology Associate				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	7	\$52,954	\$72,297	\$91,639
All Respondents	7	\$52,954	\$72,297	\$91,639
Psychometrist 2				
Private Sector, In-State	2	--	--	--
Public Sector, In-State	1*	--	--	--
All Respondents	3*	--	--	--
Public Health Advisor 2				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	1	--	--	--
State Governments	9	\$51,979	\$68,737	\$85,496
All Respondents	11*	\$55,955	\$71,272	\$86,713
Radiation Therapy Dosimetrist				
Private Sector, In-State	7*	\$94,450	\$115,339	\$136,545
Public Sector, In-State	1	--	--	--
All Respondents	8*	\$95,108	\$116,179	\$137,526
Registered Nurse 2				
Private Sector, In-State	10	\$57,945	\$79,317	\$100,689
Public Sector, In-State	8*	\$60,564	\$71,599	\$82,816
All Respondents	18*	\$59,109	\$75,887	\$92,745
Research Technologist 2				
Private Sector, In-State	4*	\$46,842	\$57,594	\$68,640
Public Sector, In-State	1*	--	--	--
All Respondents	5*	\$46,391	\$55,746	\$65,572
Residential Rehabilitation Counselor 2				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	5	\$34,059	\$42,713	\$51,367
All Respondents	7*	\$33,888	\$40,834	\$47,963

* October 2013 data from ERI's Salary Assessor is included

Health Care or Social Services/Assistance

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Respiratory Care Practitioner				
Private Sector, In-State	8*	\$51,529	\$64,715	\$78,051
Public Sector, In-State	1	--	--	--
All Respondents	9*	\$51,218	\$64,580	\$78,075
Safety & Health Specialist 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	9*	\$56,059	\$67,060	\$78,216
State Governments	8	\$41,248	\$52,946	\$64,644
All Respondents	20*	\$51,110	\$62,854	\$74,737
Social Service Specialist 3				
Private Sector, In-State	4*	\$53,762	\$64,834	\$76,168
Public Sector, In-State	7*	\$50,014	\$58,022	\$66,180
All Respondents	11*	\$51,377	\$60,499	\$69,812
Social Worker 2 - Academic Medical Centers				
Private Sector, In-State	5*	\$52,985	\$65,871	\$78,950
Public Sector, In-State	1*	--	--	--
All Respondents	6*	\$52,140	\$63,423	\$75,026
Speech Pathologist/Audiologist Specialist 1				
Private Sector, In-State	8*	\$65,196	\$78,885	\$92,761
Public Sector, In-State	1	--	--	--
State Governments	7	\$46,970	\$62,347	\$77,723
All Respondents	16*	\$57,098	\$71,557	\$86,109
Support Enforcement Officer 2				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	6	\$39,567	\$49,588	\$59,609
All Respondents	7*	\$42,433	\$53,812	\$66,107
Toxicologist 2				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	2*	--	--	--
State Governments	6	\$58,968	\$76,666	\$94,363
All Respondents	9*	\$56,287	\$73,328	\$90,750

* October 2013 data from ERI's Salary Assessor is included

Health Care or Social Services/Assistance

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Vocational Rehabilitation Counselor 2				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	10	\$37,620	\$48,455	\$59,290
All Respondents	11	\$36,352	\$46,675	\$56,998

* October 2013 data from ERI's Salary Assessor is included

Hospitality, Accommodation, Food Services, Personal Services

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Cook 2				
Private Sector, In-State	8*	\$29,745	\$36,809	\$43,946
Public Sector, In-State	8*	\$34,342	\$38,773	\$43,278
All Respondents	16*	\$32,044	\$37,791	\$43,612
Food Service Manager 2				
Private Sector, In-State	4*	\$59,489	\$73,926	\$88,707
Public Sector, In-State	4*	\$52,511	\$55,517	\$58,867
All Respondents	8*	\$56,000	\$64,722	\$73,787
Laundry Worker 1				
Private Sector, In-State	6*	\$26,141	\$31,443	\$36,844
Public Sector, In-State	1*	--	--	--
All Respondents	7*	\$25,798	\$30,488	\$35,346

* October 2013 data from ERI's Salary Assessor is included

Information, IT Services, Media, Communications

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Communications Consultant 3				
Private Sector, In-State	14	\$58,620	\$71,002	\$83,384
Public Sector, In-State	20	\$63,137	\$74,575	\$86,013
All Respondents	34	\$61,277	\$73,104	\$84,931
Communications Officer 1				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	8	\$44,030	\$49,880	\$55,730
All Respondents	8	\$44,030	\$49,880	\$55,730
Communications Systems Designer				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	6*	\$65,297	\$73,802	\$82,670
All Respondents	7*	\$67,171	\$75,538	\$84,528
Community Outreach & Environmental Education Specialist 2				
Private Sector, In-State	2	--	--	--
Public Sector, In-State	10	\$57,586	\$69,595	\$81,604
All Respondents	12	\$57,835	\$70,312	\$82,789
Electronic Media Producer				
Private Sector, In-State	5	\$69,046	\$84,408	\$100,331
Public Sector, In-State	5*	\$64,395	\$74,833	\$85,833
All Respondents	10*	\$66,721	\$79,621	\$93,082
Information Technology Specialist 3				
Private Sector, In-State	17	\$58,146	\$73,153	\$88,160
Public Sector, In-State	25	\$56,481	\$67,022	\$77,562
All Respondents	42	\$57,155	\$69,504	\$81,852
Information Technology-Computer Operator 2				
Private Sector, In-State	10*	\$43,540	\$53,556	\$63,697
Public Sector, In-State	12	\$46,436	\$54,996	\$63,557
All Respondents	22*	\$45,120	\$54,342	\$63,620
Law Enforcement Equipment Technician 2				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	3*	--	--	--
All Respondents	4*	\$46,493	\$51,281	\$56,696

Information, IT Services, Media, Communications

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Media Engineer B				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	1*	--	--	--
All Respondents	2*	--	--	--
Offset Printer Operator				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	4*	\$39,935	\$44,163	\$48,612
All Respondents	7*	\$38,400	\$43,881	\$49,616
Photographer 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	3*	--	--	--
State Governments	6	\$30,978	\$39,995	\$49,012
All Respondents	12*	\$40,054	\$48,658	\$57,451
Printing & Duplication Specialist 2				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	6*	\$34,702	\$39,766	\$44,949
All Respondents	8*	\$35,381	\$40,865	\$46,528
State Enterprise Architect				
Private Sector, In-State	4*	\$92,210	\$112,526	\$133,622
Public Sector, In-State	11	\$73,766	\$87,475	\$101,185
State Governments	9	\$55,340	\$77,196	\$99,053
All Respondents	24*	\$69,930	\$87,796	\$105,792

* October 2013 data from ERI's Salary Assessor is included

Professional, Scientific or Technical Services

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Architect 1				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	4*	\$68,028	\$77,574	\$87,550
All Respondents	7*	\$61,203	\$72,497	\$84,284
Automotive Mechanic				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	18	\$55,156	\$58,822	\$62,489
All Respondents	21*	\$55,639	\$59,612	\$63,650
Cartographer 3				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	10	\$55,010	\$62,200	\$69,390
All Respondents	12*	\$55,268	\$62,745	\$70,381
Chemist 2				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	6*	\$54,002	\$66,510	\$79,295
State Governments	8	\$39,839	\$52,864	\$65,890
All Respondents	16*	\$46,328	\$62,385	\$78,650
Civil Engineer 3				
Private Sector, In-State	9*	\$76,642	\$92,432	\$108,479
Public Sector, In-State	14	\$75,536	\$87,264	\$98,992
All Respondents	23*	\$75,969	\$89,286	\$102,704
Claims Officer 2 - DSHS				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	1*	--	--	--
All Respondents	2*	--	--	--
Drafting Technician 2				
Private Sector, In-State	8*	\$41,192	\$50,337	\$59,640
Public Sector, In-State	9*	\$47,554	\$54,832	\$62,250
All Respondents	17*	\$44,560	\$52,717	\$61,022
Electrical Engineer 3				
Private Sector, In-State	10*	\$82,154	\$98,763	\$115,646
Public Sector, In-State	6*	\$86,248	\$100,478	\$115,165
All Respondents	16*	\$83,689	\$99,406	\$115,465

Professional, Scientific or Technical Services

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Electronics Technician 2				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	9*	\$58,611	\$64,029	\$69,590
All Respondents	11*	\$57,088	\$62,357	\$67,860
Engineering Technician 2				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	12	\$52,393	\$58,691	\$64,990
All Respondents	13*	\$51,902	\$58,017	\$64,224
Environmental Control Technician 2				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	3*	--	--	--
All Respondents	4*	\$44,651	\$50,044	\$55,786
Equipment Technician 3				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	16	\$54,740	\$59,488	\$64,236
All Respondents	19*	\$55,461	\$60,392	\$65,395
Facilities Engineer 2				
Private Sector, In-State	2	--	--	--
Public Sector, In-State	9*	\$57,515	\$65,470	\$73,651
All Respondents	11*	\$60,281	\$69,830	\$79,748
Fish and Wildlife Biologist 3				
Private Sector, In-State	4*	\$49,794	\$75,300	\$101,290
Public Sector, In-State	7*	\$61,790	\$75,021	\$88,527
State Governments	8	\$41,831	\$56,071	\$70,312
All Respondents	19*	\$50,861	\$67,101	\$83,544
Forensic Scientist 3				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	5*	\$49,522	\$55,139	\$61,048
State Governments	8	\$43,121	\$60,460	\$77,800
All Respondents	14*	\$46,180	\$58,428	\$70,885
Hearings Examiner 2				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	3	--	--	--
State Governments	9	\$48,897	\$69,128	\$89,360
All Respondents	12	\$56,279	\$74,008	\$91,737

Professional, Scientific or Technical Services

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Hydrogeologist 3				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	6*	\$61,165	\$74,849	\$88,864
State Governments	8	\$48,224	\$64,680	\$81,136
All Respondents	17*	\$54,742	\$72,954	\$91,400
Industrial Hygienist 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	4*	\$68,885	\$77,135	\$85,938
All Respondents	7*	\$63,235	\$72,424	\$82,246
Instrument Maker 2				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	4*	\$55,465	\$58,676	\$62,180
State Governments	7	\$34,632	\$43,796	\$52,960
All Respondents	12*	\$42,464	\$49,202	\$56,135
Labor Relations Adjudicator/Mediator 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	5*	\$71,584	\$91,357	\$111,529
State Governments	4	--	--	--
All Respondents	12*	\$70,380	\$91,120	\$112,192
Land Surveyor 3				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	7*	\$58,600	\$67,695	\$76,977
All Respondents	10*	\$55,440	\$66,293	\$77,410
Legal Secretary 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	13	\$41,375	\$48,684	\$55,993
All Respondents	16*	\$43,471	\$50,209	\$57,034
Locksmith				
Private Sector, In-State	4*	\$53,934	\$58,644	\$63,590
Public Sector, In-State	2*	--	--	--
State Governments	7	\$29,710	\$37,800	\$45,890
All Respondents	13*	\$39,990	\$46,210	\$52,577

* October 2013 data from ERI's Salary Assessor is included

Professional, Scientific or Technical Services

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Microbiologist 2				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	7*	\$56,504	\$63,528	\$70,816
State Governments	10	\$40,314	\$53,522	\$66,730
All Respondents	18*	\$47,947	\$58,357	\$68,971
Natural Resource Scientist 2				
Private Sector, In-State	4*	\$50,275	\$82,623	\$115,441
Public Sector, In-State	4*	\$57,417	\$74,279	\$91,610
All Respondents	8*	\$53,846	\$78,451	\$103,526
Natural Resource Specialist 2				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	3*	--	--	--
State Governments	9	\$40,153	\$54,154	\$68,155
All Respondents	14*	\$46,062	\$57,988	\$70,119
Natural Resource Technician 2				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	3*	--	--	--
State Governments	7	\$28,987	\$38,808	\$48,629
All Respondents	11*	\$37,141	\$45,389	\$53,859
Paralegal 2				
Private Sector, In-State	8*	\$52,082	\$65,107	\$78,326
Public Sector, In-State	14	\$48,234	\$55,642	\$63,050
All Respondents	22*	\$49,633	\$59,084	\$68,605
Property and Evidence Custodian				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	7	\$46,368	\$51,756	\$57,144
All Respondents	7	\$46,368	\$51,756	\$57,144
Radiation Health Physicist 3				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	0	--	--	--
All Respondents	1	--	--	--
Research Analyst 2				
Private Sector, In-State	5*	\$56,365	\$67,694	\$79,423
Public Sector, In-State	4*	\$59,394	\$68,897	\$78,900
All Respondents	9*	\$57,711	\$68,229	\$79,191

* October 2013 data from ERI's Salary Assessor is included

Professional, Scientific or Technical Services

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Scientific Technician 2				
Private Sector, In-State	4*	\$39,737	\$48,258	\$57,031
Public Sector, In-State	4*	\$43,095	\$49,254	\$55,664
All Respondents	8*	\$41,416	\$48,756	\$56,347
State Archaeologist				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	6	\$45,318	\$62,844	\$80,371
All Respondents	10*	\$51,427	\$70,338	\$89,599
Transportation Specialist 2				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	5	\$58,504	\$67,580	\$76,657
State Governments	6	\$41,407	\$54,225	\$67,044
All Respondents	12	\$48,855	\$59,992	\$71,129
Veterinary Specialist 2				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	3*	--	--	--
All Respondents	4*	\$35,668	\$39,529	\$43,812

* October 2013 data from ERI's Salary Assessor is included

Public Administration

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Campus Police Officer				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	10	\$57,497	\$66,900	\$76,304
All Respondents	10	\$57,497	\$66,900	\$76,304
Commerce Specialist 2				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	6*	\$62,261	\$69,572	\$77,117
All Respondents	7*	\$62,212	\$69,145	\$76,479
Consumer Program Specialist 2 - UTC				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	7	\$43,603	\$59,033	\$74,464
All Respondents	9*	\$50,347	\$63,816	\$77,705
Elevator Inspector 1				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	7	\$43,326	\$56,345	\$69,364
All Respondents	9*	\$47,158	\$58,567	\$70,350
Emergency Management Program Specialist 2				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	10	\$60,799	\$75,185	\$89,571
State Governments	7	\$40,574	\$54,685	\$68,796
All Respondents	18	\$52,324	\$66,411	\$80,499
Employment Security Program Coordinator 2				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	7	\$36,488	\$48,360	\$60,232
All Respondents	7	\$36,488	\$48,360	\$60,232
Fire Chief				
Private Sector, In-State	1	--	--	--
Public Sector, In-State	7	\$124,244	\$136,759	\$149,274
All Respondents	8	\$118,589	\$133,164	\$147,740

* October 2013 data from ERI's Salary Assessor is included

Public Administration

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Investigator 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	2*	--	--	--
State Governments	9	\$40,142	\$52,377	\$64,611
All Respondents	14*	\$44,230	\$55,846	\$67,656
Licensing Services Representative 2				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	2	--	--	--
State Governments	10	\$29,229	\$37,310	\$45,391
All Respondents	12	\$29,733	\$37,273	\$44,812
Regulatory Analyst 2				
Private Sector, In-State	2	--	--	--
Public Sector, In-State	2*	--	--	--
All Respondents	4*	\$64,080	\$77,483	\$91,638
Retirement Services Analyst 2				
Private Sector, In-State	3*	--	--	--
Public Sector, In-State	3*	--	--	--
State Governments	5	\$42,471	\$56,565	\$70,660
All Respondents	11*	\$44,174	\$54,670	\$65,378
Security Guard 2				
Private Sector, In-State	7*	\$32,309	\$40,591	\$48,962
Public Sector, In-State	9*	\$37,762	\$41,203	\$44,712
All Respondents	16*	\$35,376	\$40,935	\$46,571
Weights & Measures Inspector 2				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	9	\$33,055	\$42,216	\$51,377
All Respondents	9	\$33,055	\$42,216	\$51,377
Workers' Compensation Adjudicator 2				
Private Sector, In-State	4*	\$48,338	\$61,062	\$76,629
Public Sector, In-State	4	--	--	--
State Governments	4	--	--	--
All Respondents	12*	\$47,180	\$57,614	\$68,996

* October 2013 data from ERI's Salary Assessor is included

Public Administration

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Worksource Specialist 2				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	10	\$33,110	\$42,883	\$52,655
All Respondents	10	\$33,110	\$42,883	\$52,655

Real Estate

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Property & Acquisition Specialist 3				
Private Sector, In-State	2	--	--	--
Public Sector, In-State	9	\$67,589	\$77,314	\$87,040
All Respondents	11	\$68,970	\$80,485	\$92,001

Retail Trade

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Lottery District Sales Representative				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	5	\$36,467	\$50,509	\$64,552
All Respondents	7*	\$40,000	\$51,131	\$62,600
Retail Clerk 2				
Private Sector, In-State	5*	\$24,455	\$29,390	\$34,438
Public Sector, In-State	4*	\$26,371	\$31,456	\$36,682
All Respondents	9*	\$25,307	\$30,308	\$35,435

* October 2013 data from ERI's Salary Assessor is included

Transportation or Warehousing

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Aircraft Mechanic				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	2*	--	--	--
State Governments	5	\$39,894	\$51,306	\$62,718
All Respondents	8*	\$43,805	\$53,917	\$64,423
Aircraft Pilot 2				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	1*	--	--	--
State Governments	7	\$43,506	\$63,257	\$83,008
All Respondents	10*	\$54,572	\$69,839	\$85,517
Commercial Vehicle Enforcement Officer 1				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	0	--	--	--
State Governments	6	\$35,670	\$47,130	\$58,590
All Respondents	6	\$35,670	\$47,130	\$58,590
Environmental Engineer 4				
Private Sector, In-State	4*	\$75,609	\$108,947	\$142,853
Public Sector, In-State	4*	\$69,740	\$77,300	\$85,427
All Respondents	8*	\$72,674	\$93,123	\$114,140
Ferry Operator				
Private Sector, In-State	1*	--	--	--
Public Sector, In-State	3	--	--	--
State Governments	3	--	--	--
All Respondents	7*	\$58,895	\$68,158	\$78,024
Marine Engineer				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	2*	--	--	--
State Governments	1	--	--	--
All Respondents	5*	\$82,755	\$102,036	\$122,230
Mechanical Engineer Senior				
Private Sector, In-State	7*	\$88,287	\$112,100	\$136,260
Public Sector, In-State	5*	\$82,476	\$94,291	\$106,591
All Respondents	12*	\$85,866	\$104,679	\$123,898

Transportation or Warehousing

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Traffic Safety Systems Operator 3				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	0	--	--	--
All Respondents	0	--	--	--
Transportation Planning Specialist 3				
Private Sector, In-State	3	--	--	--
Public Sector, In-State	8	\$61,864	\$71,522	\$81,181
All Respondents	11	\$59,962	\$76,984	\$94,007
Truck Driver 2				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	9*	\$44,225	\$48,545	\$52,942
All Respondents	11*	\$41,750	\$45,705	\$49,786
Warehouse Operator 2				
Private Sector, In-State	10*	\$36,869	\$40,809	\$44,820
Public Sector, In-State	10	\$44,730	\$50,401	\$56,072
All Respondents	20*	\$40,800	\$45,605	\$50,446

* October 2013 data from ERI's Salary Assessor is included

Utilities

Benchmark Job Title	# of Orgs	Average Minimum	Average Midpoint	Average Maximum
Energy/Utilities Engineer 2				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	5*	\$73,900	\$82,506	\$91,554
State Governments	5	\$49,628	\$62,402	\$75,177
All Respondents	12*	\$63,145	\$73,944	\$85,112
Nuclear Engineer				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	2*	--	--	--
State Governments	3	--	--	--
All Respondents	7*	\$68,761	\$91,421	\$114,769
Plant Manager 2				
Private Sector, In-State	2	--	--	--
Public Sector, In-State	10*	\$86,342	\$99,442	\$112,911
All Respondents	12*	\$88,219	\$101,767	\$115,930
Stationary Engineer 2				
Private Sector, In-State	2*	--	--	--
Public Sector, In-State	3*	--	--	--
All Respondents	5*	\$49,493	\$55,451	\$61,908
Utility Worker 2				
Private Sector, In-State	2	--	--	--
Public Sector, In-State	9*	\$41,737	\$46,756	\$51,844
All Respondents	11*	\$40,220	\$45,654	\$51,201
Wastewater Treatment Plant Operator 2				
Private Sector, In-State	0	--	--	--
Public Sector, In-State	11	\$54,993	\$60,717	\$66,440
All Respondents	11	\$54,993	\$60,717	\$66,440

* October 2013 data from ERI's Salary Assessor is included

Appendix A – List of Survey Participants

Private Sector, In-State Participants

AmericanWest Bank
Avista Utilities
Berschauer Phillips Construction Company
Bill & Melinda Gates Foundation
Coffman Engineers, Inc.
Community Health Center of Snohomish County
Cutter & Buck
Emeritus Senior Living
Energy Market Innovations Inc.
Esterline Technologies
Group Health Cooperative
Harborstone Credit Union
Harrison Medical Center
HDR, Inc.
Honeywell Electronic Materials
Howard S. Wright, a Balfour Beatty Company
Inland Power & Light Company
Jacobs Engineering
Laboratory Corporation of America
Longview Fibre Paper and Packaging, Inc.
MultiCare Health System - Auburn
MultiCare Health System - Puyallup
Olympic Physical Therapy
Overlake Medical Center
Parametrix, Inc.
Parsons Brinckerhoff
Perkins Coie LLP
Puget Sound Energy
Seattle Children's Hospital
Seattle University
Simpson Investment Company
Simpson Tacoma Kraft Company
Swedish Health Services
Tetra Tech Inc.
The Boeing Company
TriPak Inc.
Washington Trust Bank
Weyerhaeuser Company
Whitman College

Public Sector, In-State Participants

Bellingham Technical College
Ben Franklin Transit
City of Everett
City of Olympia
City of Redmond
City of Renton
City of Seattle
City of Tacoma
City of Yakima
Clover Park Technical College
Energy Northwest
Evergreen Health
Intercity Transit
King County
King County Department of Public Health
Kitsap Regional Library
Pierce County
Port of Everett
Port of Seattle
Port of Tacoma
Sno-Isle Libraries
Sound Transit
Spokane County
Spokane Transit
Tacoma Public Library
Thurston County
U.S. Environmental Protection Agency Region 10
U.S. Fish & Wildlife Service, Department of the Interior
Yakima County

State Government Participants

Commonwealth of Massachusetts
Commonwealth of Virginia
State of Arizona
State of Colorado
State of Indiana
State of Michigan
State of Missouri
State of North Carolina
State of Tennessee
State of Wisconsin

Appendix B – Benchmark Job Summaries

#	Title	Job Summary
Administrative and Other Support Services		
1	SECRETARY SENIOR	Provides complex support services and assistance; establishes office procedures, standards, priorities, and deadlines; coordinates office operations; keeps supervisors and/or staff members calendar(s); monitors and evaluates budget(s) and initiates corrections; develops, modifies, and/or maintains data base management, office record keeping, or filing system(s); prepares documents as needed. May provide work guidance or direction, but does not assign, instruct, and check the work of others on a regular and ongoing basis. Excludes supervisors and leads. Typically requires high school graduation or equivalent and two years keyboarding/typing experience.
2	PBX & TELEPHONE OPERATOR	Receives and routes incoming calls through private branch telephone exchange (PBX) or other telephone switching system(s). Receives and transmits information concerning security, safety, medical or behavioral situations requiring immediate investigative or corrective action. Exercises independent judgment when dealing with emergent situations not specifically covered by procedure, usual methods of solution, or instructions by the supervisor. Typically requires graduation from high school or equivalent and one year of relevant experience.
3	CUSTOMER SERVICES SPECIALIST 2	Independently resolves client/customer problems by identifying issues, determining procedural steps necessary to bring resolution, working with program staff to implement resolution, and communicating results to the client/customer; creates and manages customer profiles; and maintains integrity of the data and information while delivering specialized services. Typically requires a Bachelor's degree; or an Associate's degree and two years of experience providing assistance to customers regarding inquiries, complaints or problems; or equivalent experience providing assistance to customers regarding inquiries, complaints, or problems.
4	ADMINISTRATIVE ASSISTANT 3	In support of executive/administrative or second-line supervisory staff, performs higher-level administrative support duties or is responsible for one or more major program activities. Duties are of a substantive nature and have been delegated to the administrative assistant such as participating in budget preparation and developing estimates, office space management, coordinating personnel issues, records management, equipment and supply purchases, report preparation, and/or is the primary contact in an assigned program. Typically requires high school graduation and three years of relevant progressively responsible experience or equivalent.

#	Title	Job Summary
5	PROGRAM SPECIALIST 2	Plans, organizes, directs and coordinates operations for programs such as the business enterprises, volunteer services, community resources, recreational education and safety, and elections administration. Oversees day-to-day program operations; functions as the program representative and resource; works with program participants and outside entities, and resolves problems within a delegated area of authority. Typically requires a Bachelor's degree or equivalent education/experience.
6	MANAGEMENT ANALYST 3	Conducts complex, multi-dimensional research and analysis, formulates recommendations, and coordinates implementation and ongoing evaluation of programs and strategic and long-range planning activities. Provides consultation to management, resolves complex management problems, and functions as a specialist and/or lead for projects impacting multiple programs, departments, and/or jurisdictions. Typically requires a Bachelor's degree in a related field and two to three years of experience.
7	EVENTS COORDINATOR 3	Plans, arranges, and coordinates a wide variety of support services for events such as complex conferences, seminars, and workshops requiring complicated planning and coordination of details. Contacts speakers, compiles conference materials, coordinates registration, makes facility arrangements, negotiates services and costs, develops conference budgets, and processes billing. Typically requires high school graduation and four years of relevant progressively responsible work experience.
8	FORMS & RECORDS ANALYST 2	Analyzes manual, electronic and/or automated forms; designs and coordinates forms production; coordinates records retention, migration, transfer and disposition; provides consultation on forms or records management programs; conducts record inventories; assists with record retention schedules; and coordinates, retrieves information, and responds to public records requests. Typically requires an Associate's degree or equivalent and three years of relevant experience. When assigned to health care: reviews resident and/or patient records for completeness and accuracy, assigns diagnoses and operative procedures codes, extracts pertinent data from treatment and/or medical records, and acts as information resource for authorized personnel requesting records information; may monitor patient's length of stay, severity of illness, and intensity of services and length of stay. Requires certification as a Registered Health Information Technician (RHIT) or as a Registered Health Information Administrator (RHIA).
9	MAIL CARRIER - DRIVER	Performs routine mail services such as delivering, collecting and sorting United States or other vendor mail, parcel post packages, and campus mail, and provides routine customer information. When handling mail, occasionally may lift up to 70 pounds. When delivering and collecting mail, operates motorized vehicles such as passenger cars, station wagons, pickup trucks, vans, or light panel delivery trucks. Typically requires high school graduation or equivalent. Possession of a valid unrestricted motor vehicle operator's license is

#	Title	Job Summary
		required.
10	PROCUREMENT & SUPPLY SPECIALIST 3	Responsible for procurement of services, supplies, materials, parts and equipment for an agency, institution or facility or on behalf of client agencies, institutions, colleges and universities in accordance with laws and requirements; performs supply management functions including receipt, storage, issue, and transfer of materials and property. Has authority to modify procedures or processes for specialized or unusual acquisitions; develops original contract terms, evaluation criteria and procedures to assess and ensure contract performance and compliance. Typically requires a Bachelor's degree in a related field and one year of relevant experience or equivalent education/experience.
11	HUMAN RESOURCE CONSULTANT 2	Independently performs professional-level human resource assignments in one or more areas such as classification, compensation, benefits, recruitment and selection, affirmative action and equal employment opportunity, reasonable accommodation, training, organizational development, and/or labor relations. Consults with and provides assistance to managers, staff, and the public regarding human resource issues. Typically requires a Bachelor's degree with focus on business, human resources, or related field and one year of professional human resource experience or equivalent education/experience.
12	INDUSTRIAL RELATIONS AGENT 2	Enforces the Industrial Welfare Act, Public Works Act, Farm Labor Contractors Act and the Minimum Wage and Overtime Act, the Wage Payment Act, and other related statutes. Investigates routine wage disputes. Provides assistance to higher level positions on more complex investigations and/or disputes; issues notices of violation, notices of infraction, and citations and assessments; mediates and/or negotiates settlements between employers and employees on issues of a routine nature. Typically requires a Bachelor's degree and two years of relevant experience.
13	GRANT & CONTRACT COORDINATOR	Negotiates with funding agencies to establish terms and conditions of grant and contract awards; conducts preliminary review of proposals; provides technical advice regarding alternative formats, sources of funding, and policies to investigators and administrators involved in proposal preparation. Typically requires a Bachelor's degree in business administration or allied field and two years of experience in grant or contract administration or equivalent experience.
14	CUSTODIAN 2	Performs various housekeeping, custodial, and maintenance related tasks to ensure proper cleanliness of facilities, institutions and surrounding areas. Maintains and orders cleaning supplies and equipment; paints small offices and rooms; moves furniture and equipment; repairs and replaces various items such as light fixtures, switches, doors, hardware, windows, locks, etc. Typically requires six months to one year of experience in custodial, general or building maintenance, grounds keeping, or semi-skilled carpentry, electrical and/or plumbing repair work.

#	Title	Job Summary
Agriculture or Forest Services/Products		
15	FOREST CRUISER & CRAFTS TECHNICIAN	Preliminary cruising on all timber types. Determines and plans best sampling method; cruises the area by examining each tree in sample; marks and measures and/or examines each tree to be removed in a thinning sale; determines species, height, gross volume, log grades, extent of defect and net volume for each tree cruised. Typically requires three years of experience performing timber cruising.
16	FOREST NURSERY LABORER	Lifts seedlings, plants, and trees for transplanting; assists in setting up and operating irrigation equipment as directed; sorts, plants seed and seedlings with feeder on mechanical planter or hand-powered planting machine; load and unload bundles of seedlings from trucks for warehousing; Wets beds of seedling trees by hand; counts trees in sample plots; hand thins seedlings with pruning shears; maintains buildings, grounds, and equipment. Requires the ability to: perform physical labor, follow highly repetitive procedures; perform close, tedious work requiring good manual dexterity; and use hand, farm, and garden tools safely and efficiently.
17	FOREST CREW SUPERVISOR 1	Directs a crew (typically 5 to 10 individuals) performing natural resource management activities such as maintaining roads, trails, rehabilitating streams or fighting fires. Typically requires six months of experience supervising a crew performing outdoor physical labor.
18	HORTICULTURIST	Performs professional horticultural research and provides advice on plant selection, erosion control, cultural practices, plant grades and standards and other horticultural procedures; directs the development and execution of horticultural studies related to edaphic, topographic and meteorological effects on plant survival; makes site investigations and advises Landscape Architects statewide on selection of soil amendments and seed mixtures to satisfy local environmental conditions for the successful establishment of turf and erosion control grasses. Requires knowledge of plant materials, soils, drainage, plant ecology, fertilization, pesticides, and State and Federal regulations for horticultural material and A B.S. degree in Horticulture and two years' experience in the field of horticulture, nursery management, plant propagation, agronomy, or plant pathology, one year of which must have been in a research capacity.
19	AGRICULTURAL INSPECTOR 2	Performs inspections and grading in the field or plant of seed fields, harvest equipment, eggs, fresh fruits and/or vegetables and other agricultural commodities; assists in surveillance and audits of certified feedlots; stops shipments of agricultural commodities for noncompliance with transport laws; issues warning and arrest citations; makes cooperative investigations. Typically requires graduation from high school or GED and two years of experience in production, storage, or sale of shell eggs or a Bachelor's degree with major study in agronomy or closely related field and one year of experience performing inspections in the field or plant of seed fields, harvest equipment, and seed conditioning facilities for approval to handle certified seed.

#	Title	Job Summary
20	GROUNDS & NURSERY SERVICES SPECIALIST 2	Performs skilled gardening work in the maintenance of grounds, landscapes, nurseries, and/or greenhouses. Prepares soil, plants flowers and shrubs, applies pesticides. Mows, fertilizes and maintains lawns. Uses and repairs a variety of manual, power, and motorized equipment/tools. Typically requires one year of experience or training involving grounds maintenance, gardening, plant care, cultivation and landscape installation.
Arts, Entertainment, or Recreation		
21	GRAPHIC DESIGNER	Designs and prepares original artwork for a variety of communication purposes; provides recommendations and advice to clients on graphic design, selection of paper stock, type-style, ink colors, photography. Determines the most appropriate technique for designing and producing illustrative materials and publications targeted for a specific audience. Typically requires two years of college-level training in graphic arts, illustration, drafting or closely allied field and one year of experience as a graphics assistant.
22	PRESERVATION & MUSEUM SPECIALIST 3	Researches, develops, and implements site interpretive master plans and programs; identifies, preserves, catalogues and makes recommendations for restoration of specimens, art objects, or records. Typically requires a Bachelor's degree in history, anthropology, archaeology, museum studies, fine arts, education or closely related field and two years' experience as a museum curator or equivalent.
23	RECREATION & ATHLETICS SPECIALIST 2	Implements, organizes, schedules, and conducts group and/or individual recreational activities as part of a larger recreational/sports program system; or participates/assists in recreational therapy for clients such as patients, students, offenders, or other residents of a state institution/facility. Plans and monitors expenses to help ensure that program budget is maintained; assists with management of a facility; plans and directs on and/or off-campus intramural and extramural recreational revenue/nonrevenue-producing sports activities in coordination with student committees, sports clubs and social agencies. Typically requires a Bachelor's degree involving major study in either (a) recreation or therapeutic recreation, (b) music, drama, or physical education or (c) psychology, sociology, or education with a minor in recreation, physical education, music or drama and one year of professional recreation experience.
24	SPORTS EQUIPMENT TECHNICIAN	Inspects, modifies, repairs, and maintains athletic equipment and clothing including sewing, riveting, painting, stringing, etc.; fits athletes with uniforms and equipment; issues and receives equipment; maintains required health, safety, and security practices in locker room and games areas; maintains records of equipment purchases and utilization; assists in training student managers in equipment maintenance; may operate washers, extractors, and dryers. Typically requires high school graduation and two years' experience or vocational school education in equipment repair and maintenance.

#	Title	Job Summary
Construction		
25	CONSTRUCTION PROJECT COORDINATOR 2	Coordinates the construction phase of building and utility projects, including general, mechanical, and electrical work, from contract award through warranty; acts as the representative and primary contract administrator for projects; evaluates and directs the work of consultants and contractors; reviews and develops design/construction standards; approves materials submittals, shop drawings, change orders and other contract documents; prepares cost estimates relative to all facets of real property construction including site development, building structures and building systems. Typically requires a Bachelor's degree in architecture, naval architecture, engineering or building construction, or marine engineering and one year of relevant professional experience or equivalent education/experience.
26	CONSTRUCTION AND MAINTENANCE SUPERINTENDENT 2	Supervises field operations on construction and maintenance projects for a specified program. Coordinates use of equipment, materials, and crews; analyzes specifications and bids on materials and equipment to be purchased for construction; prepares preliminary and final cost estimates; Reviews daily reports; inspects projects for conformance to plans and specifications and assists project foremen or superintendents with construction or maintenance problems. Typically requires six years' construction experience including two years equivalent to a construction superintendent. College training involving major study in engineering or architecture may be substituted for non-supervisory experience.
27	MAINTENANCE TECHNICIAN 2	Performs skilled highway maintenance work and operates a variety of highway equipment and tools. Operates all sizes of dump trucks with sanders and snow plow attachments, front end loaders up to two cubic yards, pavement rollers, self-propelled brooms, power mowing equipment, and power augers. Clears rock, snow, and ice from roadways; uses explosives for breaking rock, cutting ditches, and clearing rights of way; replaces bridge deck planks and guard rails; drives piling; rebuilds approaches; cleaning catch basins and coverts; patrols roads to identify needed maintenance and patching asphalt. Typically requires three years of highway maintenance experience.
28	CARPENTER	Performs rough and finished carpentry in the maintenance, repair, alteration, and construction of buildings, offices, shops, and furnishings. Prepares concrete forms; constructs cabinets and shelving; hangs doors and installs locks and sashes; estimates time and materials; operates power equipment. Completion of a recognized apprenticeship as a carpenter or full journey status as a carpenter in a union or four years of applicable work experience. Vocational training may be substituted for work experience.

#	Title	Job Summary
29	ELECTRICIAN	Installs, maintains, and repairs work on low voltage electrical equipment and systems of 750 volts or less such as interior wiring and cables, connections for electric machines, switches and controls, fuse boxes, breaker panels, distribution and instrument panels, buzzer and bell circuits, hearing and power circuits, and distribution systems. Requires completion of a recognized apprenticeship as an electrician or full journey status as an electrician in a union or four years' applicable work experience. Vocational training may be substituted for work experience on a year-for-year basis.
30	EQUIPMENT OPERATOR 2	Operates construction and earth moving equipment, trucks, crawler tractors, power cranes, shovels, graders, and related equipment. Operates bulldozer equipment in clearing land, logging, digging ditches, and building roadbeds; operates acetylene and arc welding equipment; power, foot, and hand shears; hand brake; drill press; power punch, portable and bench buffers, grinders, and sanders, pneumatic hammers, and electric drills; operates 10-12 yard dump trucks with tilt bed trailers, load trucks; operates equipment to demolish and remove debris on construction and alteration projects; removes snow from streets, roads and parking lots; operates road watering, oiling and rolling equipment. Typically requires three years of experience in the operation and maintenance of heavy equipment.
31	PAINTER	Performs skilled painting work. Prepares and cleans surfaces; makes minor repairs in plaster, sheetrock, metal, wood and masonry surfaces by filling with putty, caulks, fiberglass, resin, etc.; Mixes paints and allied products; matches colors; performs glazing, paper hanging, stencil lettering; tape, texture and patch wall coverings using trowels, taping knives, texture machines; repairs plaster, sheetrock, cement and marble; stripes parking lots and crosswalks using striping machine. Requires journey-level standing as a painter by completion of recognized apprenticeship or full journey-level status in painters' union or four years' experience for a journey-level painter.
32	PLUMBER/PIPEFITTER/STEAMFITTER	Performs skilled plumbing and/or steamfitting work. Installs, maintains and repairs pipes, storm sewers, septic tanks, sewage mains and laterals, valves, drains, basins, tubs, faucets, lavatories, sinks, gates, hydrants, water coolers, and dishwashers; repairs fixtures; inspects water mains, fixtures, sewer lines, valves, and septic tanks for maintenance and repair needs. Requires completion of recognized apprenticeship in plumbing or steamfitting, or full journey-status in Plumbers and Pipefitters' Union, or four years' experience in State service as a full-time helper to a journey-level plumber or steamfitter.

#	Title	Job Summary
33	REFRIGERATION MECHANIC	Performs skilled work in the installation, maintenance, and repair of refrigeration, air-conditioning, and chilled water equipment, systems, and controls. Diagnose, inspect, trouble shoot, and overhaul electrical control circuits, temperature and pressure controls, and all related refrigeration components using manuals, blueprints, and equipment knowledge. Requires journeyman standing as a Refrigeration Mechanic as attested by: Completion of recognized apprenticeship; or full journeyman status in Plumbers and Pipefitters' Union; or five years of experience as full-time helper to a journeyman Refrigeration Mechanic.
34	ROOFER	Installs, maintains, and repairs all types of roofing and related work. Checks roof areas, roof drains and gutters to determine serviceability and repair needs. Cleans debris, prepares sub-roofing; operates power and hand tools including power hoists. Requires completion of a recognized apprenticeship as a roofer; or full journey status as a roofer in a union; or 4 years' applicable work experience.
35	MAINTENANCE MECHANIC 2	Performs skilled work in the operation, maintenance, repair, remodeling and construction of buildings, grounds, machinery, mechanical facilities and equipment, and hospital facilities, systems and equipment. Typically requires high school graduation and four years of general work experience in building and equipment maintenance, construction or repair work or completion of a recognized apprenticeship in a skilled mechanic trade.
36	WELDER - FABRICATOR	Performs skilled oxyacetylene, arc, and other types of welding and burning work. Sets up and welds such items as piping manifolds, metal stairways, machinery guards, brackets, braces, and heavy construction equipment; welds and makes minor repairs on farm machinery, hand tools, hospital beds, laundry and cooking equipment, automobiles, and other metal equipment; operates equipment such as hand or electric pipe threaders, grinding wheels, buffers, and drill presses. Requires completion of a recognized welder apprenticeship or course at welder's training school or four years of experience in welding trade.

#	Title	Job Summary
Educational or Library Services		
37	CAREER PLANNING AND PLACEMENT OFFICER	Coordinates the operation of career planning and placement services. Assists in the development and implementation of policies and procedures for career planning and placement. Provides individual and group advising. Typically requires a Bachelor's degree in counseling or related field or equivalent education/experience.
38	INSTRUCTION & CLASSROOM SUPPORT TECHNICIAN 3	Coordinates instructional support activities, designs/develops instructional support programs or designs and constructs equipment. Provides support to courses requiring an emphasis in complex design and development tasks such as developing experiments/demonstrations where only general theoretical concepts are identified, designing instructional support applications based on current research findings. Typically requires a Bachelor's degree with major study in a basic applied science and two years of full-time experience as an Instruction & Classroom Support Technician 2 or equivalent; or equivalent education/experience.
39	EARLY CHILDHOOD PROGRAM SPECIALIST 2	Directs educational activities of children including presenting basic developmental materials, provides child development information to parents as necessary, and performs clerical procedures. Typically, requires one year experience in an early childhood program, and 30 quarter credit hours in early childhood development/education/special education; or equivalent education/experience.
40	DEAF INTERPRETER 3	Interprets for deaf students from the most difficult college-level technical lectures and classroom discussions using sign and mouth communication simultaneously; provides tutoring in selected subjects. Typically requires two years of college-level course work and two years of experience interpreting for the deaf of which one year must have been in a classroom setting or equivalent; and, Comprehensive Skills Certification through evaluation by the Registry of Interpreters for the Deaf.
41	INSTITUTION TEACHER 3	As certified teacher, develops instructional strategies and lesson plans; and provides academic, recreational, and other educational services to children and adults at residential schools or adult correctional institutions. Typically requires a Bachelor's degree and 60 semester hours of college course work in education or subjects directly related to teaching assignment, valid teaching certificate.
42	LIBRARY & ARCHIVAL PROFESSIONAL 2	As a librarian or archivist, provides consultative support to user groups on the capabilities and uses of library's specific products and services; writes user manuals, technical bulletins and training information; provides reference services; makes recommendations or decisions on acquisition of library resource materials; catalogs records materials into bibliographic databases; translates, formulates, and organizes bibliographic information according to prescribed professional library cataloging codes. Typically requires a Master's degree in library science from an American Library Association accredited program and certification by the State Librarian or equivalent.

#	Title	Job Summary
Finance or Insurance		
43	CONTRACTS SPECIALIST 2	Drafts and negotiates contracts for purchase or sale of goods or services. Performs analysis of proposals for technical requirements and cost factors; negotiates with parties on terms and conditions establishing reasonable cost levels, equitable fees and profits; coordinates the evaluation of bids and proposals, termination of agreements, contracts, etc.; assures compliance with the terms of contracts and resolves problems concerning the obligations of either the State or private concerns; settles contractor claims. Typically requires a Bachelor's degree involving major study in public administration, business administration, business law, commerce, economics, or closely allied field and two years of contract administration experience.
44	BUDGET ANALYST 2	Performs a wide range of responsibilities within the budget division or office in program planning, management methods, and budget analysis; reviews program allotment requests and position actions; recommends program approval, modifications, or disallowance based on established program plans, fiscal, or policy considerations; monitors budget control procedures for compliance with established policies. Typically requires a Bachelor's degree in business, public administration, accounting, economics, or statistics and four to five years of professional experience in budgets, management, or program analysis.
45	FISCAL TECHNICIAN 2	Provides support in fiscal, budget, or financial business areas. Applies established procedures in recording, summarizing, and reporting fiscal activities in a variety of work areas such as recordkeeping, auditing, analysis, budgeting, payroll, travel, purchasing, and other types of fiscal operations. Prepares and maintains fiscal records while compiling and ensuring the accuracy of reports. Typically requires high school graduation or equivalent.
46	CASHIER 2	Uses established guidelines and independent judgment in assigned tasks such as receiving and disbursing funds, preparing receipts, making adjustments to funds, maintaining records, and preparing bank deposits. Typically requires high school graduation or equivalent and 18 months of fiscal-related work such as bank teller or retail sales clerk.
47	AUDITOR 2	Audits financial records and prepares audit reports for fiscal activities or performs field audits of employer payroll and fiscal records to ensure compliance with laws and regulations. May conduct audits of financial records for compliance with laws, policies and procedures as they relate to vehicle and vessel revenue collections. Typically requires a Bachelor's degree which includes at least 18 quarter or 12 semester hours of accounting or auditing, and two to three years of professional accounting or auditing experience.

#	Title	Job Summary
48	AUDIT SPECIALIST - DOT 2	Plans and conducts risk based audits and audits private organizations, local governments, or non-profits. Conducts work in accordance with applicable professional standards including the Institute of Internal Audit Standards and Government Auditing Standards, federal and state laws, and regulations. Typically requires a Bachelor's degree in accounting, business or public administration, economics, computer science, or other related field that includes 10 semester or 15 quarter hours of college level accounting and one year of professional experience in accounting, auditing, finance, banking, investigation, retail management, or other related fields.
49	FINANCIAL EXAMINER 3	Plans, conducts, and leads complex financial examinations and/or analysis of regulated entities and/or independently conducts comprehensive analysis or portions of a complex analysis of a complex regulated entity involving difficult and advanced legal, technical, and factual issues. Typically requires a Bachelor's degree with major study in finance, business administration, economics, or accounting including at least 12 semester or 20 quarter hours of accounting, finance, or economics and three years of professional experience in one of the following: accounting or auditing; analyzing or examining regulated entities; working for a regulated entity in advanced positions in the areas of lending, operations, analysis of loan or securities portfolios, auditing, reinsurance, investments, information system reviews; or, any combination of the above.
50	FINANCIAL SERVICES SPECIALIST 3	Analyzes claims or requests for benefits, determines initial and on-going eligibility for services and benefits, and brokers referrals to other resources to assist individuals and families toward achieving self-sufficiency. Typically requires nine months of experience in financial assistance programs; or equivalent and satisfactory completion of the position specific training program.
51	TAX INFORMATION SPECIALIST 1	Provides in person and/or telephone assistance to taxpayers, tax practitioners and the public in determining the taxability of complex business transactions and reporting instructions for past, current, and future tax liabilities. Provides authoritative information to taxpayers and employees on tax policy changes, new legislation, and industry specific targeted education. Typically requires a Bachelor's degree in business or public administration, accounting, public finance or related field and one year of professional experience in tax administration, tax auditing or tax collection.
52	REVENUE AGENT 2	Performs collection activities such as seizures, successor ships, revocations, delinquent accounts, tax discovery investigations, compliance corporate officer liability assessments, corporate officer liability compliance assessments, and prime contractor liability. Typically requires a Bachelor's degree in business administration, accounting, public administration, police science, economics, criminal justice, sociology, psychology, law, or related field; and one year of experience in personal or corporate finance, law enforcement, adjustment of claims, collection of civil debts, or other related field.

#	Title	Job Summary
53	FINANCIAL LEGAL EXAMINER 2	Performs professional legal work under the laws regulating financial institutions and financial services' companies or issuers. Performs intermediate analysis and/or examinations of regulated entities. Typically requires graduation from an accredited law school and membership in the State Bar Association.
54	INDUSTRIAL INSURANCE APPEALS JUDGE 3	Schedules and presides over pre-hearing conferences and hearings of appealed claims for industrial insurance disability benefits, occupational safety appeals, rate assessment appeals, medical provider and ergonomic appeals. Writes decisions, including findings of fact and conclusions of law, to determine the claimants' eligibility for compensation, and the duration/degree of disability on which compensation will be based. Issues subpoenas, orders medical and psychiatric examinations, evaluates testimony of expert witnesses, and questions witnesses when necessary. Hearings are adversary proceedings by attorneys in accordance with the rules of evidence and Superior Court civil rules. Proposed decisions become legally binding unless further appealed within prescribed time limit. Positions require active or judicial membership in the Washington State Bar Association; and three years of experience in trial practice or three years presiding over cases, following rules of evidence.
55	ACTUARY 2	Performs actuarial analyses and interprets calculations for rate-making, reserving, management reporting, and special studies. Actuarial analyses includes estimating liabilities, rate-making, loss adjustment, underwriting expenses, performance analysis of insured groups, rate level of funds, and financial analysis of insurance entities which involve forecasting, cash flow analysis, and asset liability matching; resolves complex actuarial problems; researches, develops and designs new and alternative actuarial methods for use by staff. Some positions manage the department's actuarial unit, supervising and directing actuarial staff. Typically requires a Bachelor's degree and must be an associate (ACAS) of the Casualty Actuarial Society (CAS); or, an associate (ASA) of the Society of Actuaries (SOA); and four years of actuarial experience in their appropriate specialties.

#	Title	Job Summary
Health Care or Social Services		
56	SUPPORT ENFORCEMENT OFFICER 2	Initiates and authorizes the establishment, collection, distribution, and/or modification and enforcement of financial, medical, interstate and other child support obligations. Interprets court and/or administrative orders, determines appropriate enforcement actions, ensures compliance with Federal standards as well as State laws and regulations. Initiates, prepares, signs and serves support enforcement administrative and legal actions and makes child support debt and distribution determinations. Typically requires one year as a support enforcement officer and completion of required training program.
57	MEDICAL TRANSCRIPTIONIST 2	Transcribes, proofreads and edits complex technical medical reports for a broad range of clinical specialties and departments using digital or machine dictation and word processing equipment. Typically requires completion of a two-year college or vocational medical secretary program, or an accredited medical transcriptionist program or equivalent.
58	HEALTH SERVICES CONSULTANT 2	Provides technical consultation and assistance to local health departments, clinics, community and other health services providers by performing one or more of the following functions: Disease prevention, health promotion, health education and training of providers and/or public, nutrition services, and health program policy; assisting management in the review, analysis and impact of health legislation, health policy, rule development, and fiscal management; conducting assessment and/or data surveillance activities. Typically requires a Master's degree in public health, health care administration, public or business administration, or allied field and one years of professional management or consultative experience in a health services program or equivalent.
59	PUBLIC HEALTH ADVISOR 2	Advises and consults with local health departmental personnel and other governmental officials, state institutional care officials, health and residential care providers, other health care professionals, and the public on public health issues and practices; and/or conducts field surveys of health or residential care facilities, correctional facilities, or other sites and evaluates them according to public health program requirements and initiates corrective and enforcement action at the site. Typically requires a Master's degree in public health, environmental health, or allied science with a minimum of 30 semesters or 45 quarter hours in a natural or physical science and two years of professional experience in public health or equivalent.
60	PATIENT SERVICES COORDINATOR	Coordinates the daily patient flow in patient care areas and provides support services such as triaging patient telephone calls to medical staff, scheduling appointments, registering patients, maintaining patient records and assembling patient charts, and initiating and processing patient charge documents. Typically requires high school graduation or equivalent and three years of general office experience or two years of office or customer service experience in a healthcare

#	Title	Job Summary
		setting.
61	REGISTERED NURSE 2	Provides professional nursing care services to patients that include planning, assessing, diagnosing, implementing, evaluating nursing care, and providing staff direction. Prepares and revises nursing care plans for individual patients; records and administers or oversees the administration of medicine and treatments; assists the physician with physical examinations; records physical and mental condition of patients; may serve as the unit charge nurse for an assigned shift. Requires licensure by the State of Washington as a Registered Nurse and a minimum of one year of nursing experience. Exclude specialty nurses if they receive additional pay for specialty skills, Public Health Nurses who make home nursing evaluations or function as school nurses, and supervisors of other Registered Nurses.
62	LICENSED PRACTICAL NURSE 2	Provides prescribed patient care under the direction of higher-level nursing personnel. Administers oral and intramuscular medicine; cleanses and dresses wounds; performs post-surgery irrigation; inserts and removes catheters; observes and records patient information, including vital signs; draws blood samples. Requires State licensure as a Practical Nurse and one year of practical experience in a hospital setting.
63	NURSING ASSISTANT	Under general supervision, assists the medical and nursing staff with tasks involving direct patient care and treatment; takes patients' temperature, pulse, and respiration; applies simple dressings and bandages; gives enemas; collects specimens for laboratory study and performs simple laboratory tests; changes bed linens; cleans patient areas; serves food trays and assists patients in eating; sterilizes equipment; maintains bedside charts and transfers information to permanent charts; assists in observation of symptoms and reports changes in patient's condition. Requires at least one year of direct patient care experience or, completion of an approved course for Medical Assistants and a Washington State license to practice as a "Nursing Assistant-Certified."
64	DENTIST	Performs professional dental work such as diagnosing and treating diseases, injuries, and malformations of teeth and gums, and related oral structures. Requires a Doctor's degree from an accredited school of dentistry, a valid State license to practice dentistry, and two years of dentistry experience.
65	PHYSICIAN 2	Diagnoses and treats patients in a state residential institution or hospital. In a public medical assistance program, reviews clinical work-ups and other evidence submitted by private physicians to substantiate the need for elective surgery, non-formulary drugs, and prostheses. Authorizes or denies payment according to his or her professional evaluation of the need and examines other medical claims for proper justification and propriety of treatment proposed or given. Or, as the only physician in a small institution, recommends the scope of the medical treatment program and is responsible for its operation. Requires a valid license to practice medicine and surgery

#	Title	Job Summary
		and typically requires four years of experience in the practice of medicine.
66	PSYCHIATRIST 3	As staff psychiatrist administers psychiatric treatment to mentally ill patients. Requires a valid state license to practice medicine and eligibility for certification by the American Board of Psychiatry and Neurology.
67	PHYSICIAN ASSISTANT CERTIFIED/ADVANCED REGISTERED NURSE PRACTITIONER LEAD	Provide primary health care services to hospital and clinic patients such as performing examinations, performing or ordering diagnostic tests, establishing diagnosis, prescribing medications, instructing patients and family members on continuing care. May lead or direct others. Requires Washington state licensure as an ARNP; a Master's Degree in a related field and 1 year experience in the medical field; or equivalent.
68	DENTAL HYGIENIST 2	Assists the dentist with oral health care patients by cleaning, scaling, polishing teeth, and taking and processing x-rays. Records evaluations of mouth condition and extent of prophylaxis on dental chart to provide dentist with information for more complete diagnosis and subsequent treatment. Instructs and advises patients on proper diet for good dental health and on proper dental care. Requires a valid state license as a Dental Hygienist and two years' experience as a Dental Hygienist.
69	PHARMACIST 2	Dispenses pharmaceuticals and provides drug information to nurses, physicians, and patients. Professional responsibilities include: compounding, manufacturing, labeling and dispensing drugs and pharmaceutical preparations; filling prescriptions for drugs and pharmaceuticals; evaluating prescribers' orders; and keeping records and inventory of all drugs and supplies. Requires a valid State license to practice pharmacy and one year of experience in pharmacy practice, or equivalent.
70	PHARMACY TECHNICIAN 2	Performs a variety of technical pharmaceutical tasks such as compounding medications, preparing prescriptions, preparing intravenous admixtures, and performing order entry of prescriptions into the computer. Responsibilities include preparing prescriptions from physician orders; charging and/or billing functions; monitoring and performing batch preparation of pharmaceuticals; assisting in the training of pharmacy assistants, interns, and students. Requires state Pharmacy Technician certification and six months of pharmacy experience.
71	POLYSOMNOGRAPHIC TECHNOLOGIST	Performs diagnostic tests to determine origin of sleep related disorders; connects patients to monitoring devices and sensors (such as EEG electrodes, respiratory movement sensors, etc.) for the purpose of collecting sleep disorder data; tabulates and interprets data. Requires graduation from an AMA-approved school of respiratory care, electroencephalogram diagnostics or polysomnography; and three years' experience conducting sleep studies in a patient care setting with one year scoring sleep studies; and CPR certification and registration with the Board of Registered Polysomnographic Technologist (BRPT).

#	Title	Job Summary
72	NUCLEAR MEDICINE TECHNOLOGIST 2	Performs complex nuclear medicine tests for medical diagnoses. These may include scans of the brain, salivary glands, thyroid, parathyroid, lungs, bones, liver, spleen, etc. Requires certification by the Nuclear Medicine Technology Certification Board or registration by the American Registry of Radiologic Technologist in Nuclear Medicine and two years of experience as a Nuclear Medicine Technologist.
73	IMAGING TECHNOLOGIST 2	Performs a variety of routine invasive and non-invasive diagnostic and interventional imaging procedures such as fluoroscopy in a clinical setting. Requires satisfactory completion of formal radiologic technology training in an AMA approved school and registration by the American Registry of Radiologic Technologist (ARRT) or one year of technical imaging experience.
74	DIAGNOSTIC MEDICAL SONOGRAPHER	Performs complex diagnostic ultrasound and/or physiologic examinations and assessments by direct application of high frequency ultrasound instruments to adult, adolescent, geriatric, and pregnant female patients. Requires completion of diagnostic ultrasound program accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP) and registration in abdominal and obstetrical ultrasound.
75	RADIATION THERAPY DOSIMETRIST	Performs radiation therapy planning procedures for courses of radiation therapy; performs tumor localizations, dose calculations, and treatment simulations. Typically requires a Bachelor's degree in the physical or biological sciences or, registration in radiation therapy technology by the American Registry of Radiological Technologist (or equivalent organization); and two years' experience in radiation technology and completion of a one year program in medical dosimetry recognized by the American Association of Medical Dosimetrists.
76	TOXICOLOGIST 2	Evaluates research studies and other technical information on experimental and regulatory toxicology, human clinical toxicology, toxic kinetics, environmental fate/transport to determine potential adverse health and/or ecological effects of exposure to environmental chemicals. Requires a Ph.D. in toxicology or in a health or ecological related science with a major emphasis in toxicology and 1 year toxicology experience or equivalent.
77	EPIDEMIOLOGIST 1	Perform epidemiological investigations of human morbidity and mortality. In addition, compiles, maintains, and analyzes health data and reports; identifies causative agents resulting in adverse health conditions and purposes corrective actions; provides public health information and consultative services. Typically requires a Master's degree in epidemiology or equivalent.

#	Title	Job Summary
78	OCCUPATIONAL THERAPIST 3	Provides occupational therapy services to patients which includes assessment, treatment, program planning and implementation, and related documentation as prescribed by a physician; evaluates and treats patients with a variety of physical and mental disabilities using specialized skills such as driver training or employment capacity evaluation; assists in directing and coordinating occupational therapy programs; instructs occupational therapy assistants and students in occupational therapy procedures. Requires a valid license to practice occupational therapy, successful completion of American Occupational Therapy Association certification examination, and three years of professional experience as an occupational therapist.
79	PHYSICAL THERAPIST 2	Performs initial assessments of patient condition, plans and administers physical therapy, and evaluates treatment goals and patient progress. Requires completion of a Physical Therapy Program and a current State license to practice as a physical therapist. Exclude: supervisors, program directors or the only therapist in a hospital or company, attendants, and assistants.
80	SPEECH PATHOLOGIST/AUDIOLOGIST SPECIALIST 1	Provides professional speech, language, and/or audiology services to individuals with communicative disabilities such as language or articulation disorders, hearing loss or impairments, cerebral palsy, cleft palate, stuttering or voice disorders, neurological speech disorders, or delay/disordered articulation and language. Typically requires a Master's in speech pathology/audiology or communicative disorders or equivalent degree approved by the American Speech/Language and Hearing Association and a Certificate of Clinical Competence from the American Speech/Language and Hearing Association.
81	RESPIRATORY CARE PRACTITIONER	Performs advanced respiratory care procedures as ordered by physician in intensive care units, general care areas, clinics, and emergency services. Requires Washington State license as a respiratory care practitioner and completion of a respiratory care program approved by the Department of Health.
82	PHYSICAL THERAPY ASSISTANT 2	Performs physical therapy treatments for patients with complex medical problems, assist the physical therapist with tests and measurements, and assist in the clinical education activities of the physical therapy department. Typically requires an Associate of Science degree in physical therapy from an accredited program that includes patient treatment affiliation and physical ability to move patients and equipment.
83	ORTHOPAEDIC TECHNICIAN 1	Performs basic orthopedic activities such as applying, mending, and removing casts, splints and dressings; fits, maintains, and repairs appliances; and instructs patients in orthopedic treatment and devices. Typically requires completion of a Medical Assistant course accredited by the American Association of Medical Assistants or the committee on Allied Health Education and Accreditation (CAHEA) and 1 year experience of direct patient care.

#	Title	Job Summary
84	DIETITIAN 1	Performs nutritional assessment, management and education; screens and evaluates all aspects of nutrition care; formulates modified and/or therapeutic diet menus based on physician's recommendation for patients; trains and/or instructs cooks, food service aides, patients or students in preparation of special diets; coordinates and evaluates food production, distribution, and service systems; develops, organizes, implements and evaluates nutrition education for patients. Typically requires registration as a "Dietitian" by the American Dietetic Association.
85	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	Responsible for receiving, decontaminating, assembling, sterilizing, and storing instruments, operating room basin sets, utensils, equipment and supplies according to procedures and techniques in a hospital central services unit and/or materials management stockroom. Typically requires completion of a recognized Central Supply Technician course.
86	HISTOTECHNOLOGIST	Performs complex procedures in all anatomic laboratories such as flow cytometry and immunocytochemistry and assists in the technical operation of a laboratory. Typically requires certification as a histotechnologist by the American Society of Clinical Pathologists.
87	CLINICAL CYTOGENETIC TECHNOLOGIST	Performs cytogenetic laboratory procedures that lead to diagnostic reports using the International System for Cytogenetic Nomenclature. Establishes cultures from peripheral blood, bone marrow, amniotic fluid, and tissue biopsies; prepares stain and analyzes chromosomes to present recommended diagnosis. Typically requires a Bachelor's degree, certification as a clinical laboratory scientist, and two years' experience in a cytogenetic laboratory.
88	CLINICAL EMBRYOLOGIST	Reviews and evaluates viability of human gametes; prepares and inseminates human eggs; cultures, evaluates and prepares eggs for transfer; records and summarizes data in support of research. Typically requires a Bachelor's degree in a scientific field and one year experience as a clinical embryologist trainee or equivalent.
89	OPTICIAN, LICENSED - DISPENSING	Provides direct optical services including measuring, dispensing, and adjusting eyeglasses, contact lenses, and other optical devices as prescribed. Requires a Washington State Dispensing Optician License.
90	ANESTHESIOLOGY TECHNICIAN 2	Prepares, operates, and maintains anesthesia equipment such as ventilator, patient monitor, blood gas analyzer, and centrifuge; assists medical staff with technical problems related to patient anesthesia delivery; sets-up monitors and troubleshoots monitor malfunctions. Typically requires an Associate of Arts degree in biomedical electronics or related field.
91	PHLEBOTOMIST	Collects blood specimens and performs simple laboratory procedures, following established standards and practices. Instructs patients in the proper collection of specimens. Typically requires high school graduation and completion of a phlebotomy course.

#	Title	Job Summary
92	ELECTROCARDIOGRAPH TECHNICIAN 2	Performs non-invasive cardiac testing such as treadmill tests, ECGs, vector cardiograph, etc. for inpatient and ambulatory populations. Typically requires high school graduation, one year experience as an ECG Technician, certification in cardiopulmonary resuscitation, and certification by the National Alliance of Cardiovascular Technologists.
93	RESEARCH TECHNOLOGIST 2	Assists in determining most suitable methods to be used in scientific research; performs scientific investigative procedures requiring application of professional judgment; interprets results and determines whether they are consistent with experimental goals; reviews literature; modifies experimental procedure or technique to obtain optimal experimental results; assists in the assembly, organization and interpretation of data. Typically requires Bachelor's degree in an appropriate field of technology or science and one year of research experience; or, one year of full-time post-baccalaureate college in an appropriate field of science or technology. Professional level experience may substitute year-for-year for the formal academic degree.
94	PSYCHOMETRIST 2	Administers and scores psychological tests and measures; analyzes test results; determines most suitable testing procedures used; and assesses client responses to test conditions, adapting procedures as needed. Typically requires a Master's degree with major study in psychology or closely related field with emphasis in tests and measurement; or a Bachelor's degree in a behavioral or social science and two years' experience in psychological testing.
95	ATTENDANT COUNSELOR 2	Provides therapeutic instruction and support services for children and/or adults with developmental disabilities to learn activities of daily living (ADLs); implements Individualized program plans and services that are designed to teach new and maintain skills, and facilitate independence. Typically requires high school graduation or GED and one year of experience working with clients with developmental disabilities.
96	ADULT TRAINING SPECIALIST 3	Writes and implements vocational, educational, behavioral, therapy, motor, social, or community living skill training programs for residents. These staff are expected to help train and give direction to other adult training specialists; are shift charges; and/or are assigned specialized responsibilities. Requires high school graduation (or GED) and completion of 30 specific job related college credit hours, or an Associate or Bachelor's degree in a human services field and two years as a vocational trainer of persons with disabilities in a community employment program or sheltered workshop; or two years as a teacher's aide in a special education classroom.
97	RESIDENTIAL REHABILITATION COUNSELOR 2	Provides for the specialized care and security of violent adult sexual predators. Participates as a team member in behavioral treatment programs for the residents. Carries out specific security/safety duties; testifies at administrative review hearings and court proceedings; applies behavior management procedures when a resident is violent, suicidal, or has behavior difficulties. Requires high school graduation or equivalent and two years of experience in the care of psychiatric

#	Title	Job Summary
		patients, residents or inmates in behavioral management programs.
98	PSYCHIATRIC CHILD CARE COUNSELOR 1	Provides treatment counseling and supervision for severely emotionally, behaviorally and psychologically disturbed children and adolescents in a psychiatric hospital setting serving mental health and forensic admissions. Requires a Bachelor's degree with emphasis in social sciences, education, recreation, psychology or related field; or two years of college with emphasis in social sciences, education, recreation, psychology, or related field and two years of social service experience.
99	SOCIAL WORKER 2 - ACADEMIC MEDICAL CENTERS	As a member of a health care team, provides professional social work services in specialized areas such as Geriatrics, Sexually Transmitted Disease Center, Women's and Children's Program, Emergency Trauma Center, and the Intensive Care Unit focusing on providing direct client/patient care and/or research and/or teaching. Requires a Master of Social Work Degree from a program accredited by the Council on Social Work Education and two years of full-time professional social work experience in a health-care setting eligible to begin social work practicum instruction for the School of Social Work.
100	SOCIAL SERVICE SPECIALIST 3	Responsible for the full scope of social services: licensing, risk assessment intake, case management. Typically requires a Master's degree or higher in social work, a health or social science, public administration or a related field, and two years of professional experience in planning, administering, developing, or delivering social, financial, health or chemical dependency treatment services programs.
101	MENTAL HEALTH PRACTITIONER	Provides mental health diagnostic evaluation, treatment, rehabilitation, and case management services in a multi-disciplinary outpatient setting, and consultation and education to other mental health and health care professionals. Requires a Master's degree in behavioral sciences, such as psychology, psychiatric nursing, occupational therapy, vocational or educational counseling, or social work.
102	VOCATIONAL REHABILITATION COUNSELOR 2	Provides case management of a client caseload consisting of varying degrees of disabling conditions. Incumbents determine their own work methods within Federal and agency policies and provide needed vocational rehabilitation services. Positions provide professional vocational rehabilitation counseling and guidance to assist clients in the planning and selection of vocational goals and services. Requires a Master's degree in rehabilitative counseling or certification by the Commission on Rehabilitation Counselor Certification, or a Master's degree in any field plus 18 credit or 12 semester hours in specified rehabilitation counseling coursework at the graduate level and two years of paid vocational rehabilitation counseling experience or equivalent.

#	Title	Job Summary
103	PSYCHOLOGY ASSOCIATE	Serves as the psychology specialist for an institutional training, reception/admissions, pre-vocational/vocational, violent geriatric behavior modification program, or to a multidisciplinary team. Has responsibility for a program, project or system within an institution. Subject to supervision and consultation of a licensed psychologist. Incumbents may provide direct psychological services to clients in addition to coordinating, monitoring and managing the assigned program, project or system. Requires a doctoral degree in psychology from an accredited school.
104	SAFETY & HEALTH SPECIALIST 2	Maintains occupational safety and health program. Conducts enforcement inspections and investigations; exercises compliance authority in issuing citations including orders and notices of immediate restraint; conducts workplace consultations and advises employers on compliance with safety and health standards, rules, regulations, policies and procedures; evaluates anticipated hazardous conditions and makes decisions regarding personal safety; interviews complainants, employers, and witnesses; prepares reports. Typically requires a Bachelor's degree in physics, chemistry, biology, physiology, statistics, industrial hygiene and toxicology, design of engineering hazard controls, fire protection, ergonomics, or other related fields and two years of experience as a safety and health manager, occupational safety consultant, occupational safety inspector, or related experience.
105	CLINICAL/MEDICAL TECHNOLOGIST 2	Conducts biochemical and microscopic examinations of spinal fluid, smears, blood, sputum, gastric contents, tissue and excreta; prepares staining materials; prepares slides from sample tissues and body cells during surgical operations; secures specimens of blood from patients; determines blood coagulation time and sedimentation rates; makes solutions, and maintains growth and virulence of cultures; makes bacteriological examinations; uses laboratory equipment; makes electrocardiographs, X ray and basal metabolism tests; makes and records readings of test results; keeps clinical laboratory records. Requires a Bachelor's Degree in Medical Technology with a curriculum accredited by the Committee on Allied Health Education and Accreditation of the American Medical Association and certification with the American Society of Clinical Pathologists or equivalent.
106	LABORATORY TECHNICIAN 3	Independently performs complex laboratory procedures and findings. Work is performed in two or more sub-disciplines such as radiation or water chemistry, metabolics, media preparation, parasitology or serology without regular supervisory review. Typically requires five years of clinical, chemical, public health or related laboratory experience. College education involving major study in a laboratory science may be substituted, year for year, for the required general experience. Completion of a course for laboratory assistants, approved by the American Society of Clinical Pathologists, may be substituted for two years of the required general experience.

#	Title	Job Summary
Hospitality, Accommodation, Food Services, or Personal Services		
107	COOK 2	Performs skilled cooking duties and supervises/leads food preparation. Prepares food items according to standard menus, recipes, and verbal instructions; inspects food being prepared to ensure proper quantity, quality, and handling. Typically requires two years' cooking experience in a large-scale food service or culinary operation. Completion of course in large-scale cooking may be substituted for one year of experience.
108	FOOD SERVICE MANAGER 2	Manages the food service department where 12,000 to 30,000 meals are prepared each month. Supervises others engaged in planning menus, ordering, storing, and maintaining inventories of foods and supplies, preparing and serving meals, and planning and preparing modified diets and menus to conform to medical care programs. Typically requires three years of supervisory or lead work experience in large-scale food operations involving work in the planning, organization, and production of meals, food procurement, storage, and preparation or equivalent related work.
109	LAUNDRY WORKER 1	Operates washing machines, extractors, mangles, and presses; prepares bleaching, starching, bluing, and sterilizing solutions; adds starches, bleaches, and disinfectants; washes, dries, irons, and presses institution clothing and linens; receives, counts, marks, sorts, folds, bundles, and ties laundry; arranges for distribution of laundry; oils, cleans, and makes adjustments and minor repairs to laundry equipment. Typically must successfully complete training in laundry operations within six months of employment.

#	Title	Job Summary
Information, IT Services, Media, or Communications		
110	COMMUNICATIONS CONSULTANT 3	Plans, organizes, and determines need for informational and/or public relations activities; consults with and advises departments on most efficient and most suitable means of producing work. Gathers information, writes, edits, lays out, and proofreads materials for major communication projects such as reports, newsletters, magazines, news releases, speeches, websites, and radio and television announcements. Typically requires a Bachelor's degree in English, Communications, Journalism, Humanities, Public Relations, or related field and three years of writing/editing experience or equivalent education/experience.
111	ELECTRONIC MEDIA PRODUCER	Designs, produces and edits recorded or live digital multimedia or audio-video/television programs; directs crew and cast during rehearsal and performance of live or recorded television programs; participates in planning for production of television and audio-video materials which may include assisting in developing content by providing information on production requirements and capabilities and developing production scripts from concepts and content outlines provided by resource people; organizes and directs phases of the production process such as rehearsing and directing performers and production crews; coordinates digital multimedia works, audio work, scenes, music, timing, graphics, camera work, and script. Typically requires a Bachelor's degree in television production or related field and one year of experience in television production or related field.
112	MEDIA ENGINEER B	Responsible for technical planning, design, procurement, construction, and installation of digital multimedia and audio-visual electronic media systems. May coordinate or direct the work of technical personnel and assistants in engineering operations and maintenance. Requires knowledge of Federal Communications Commission regulations and state and local laws relating to closed-circuit telecommunications. Typically requires four years of college or technical school training in radio, television, electrical, electronics, or related engineering field and two years of experience in electronics work including one year of closed-circuit television experience.
113	PHOTOGRAPHER 2	Performs a variety of technical photographic tasks. Takes still pictures of medical, scientific and/or other technically difficult and fragile subjects such as biochemical gels and anatomical specimens. Takes still pictures of art work, rare maps, books, archival specimens and clinical and surgical procedures. Typically requires three years of experience in still photography.
114	PRINTING & DUPLICATION SPECIALIST 2	Operates offset duplicating or bindery machines; performs repairs of machinery. Works independently in determining the scope or level of service. May supervise and train lower level operators, interns or others as needed. Typically requires high school graduation or equivalent and one year of experience operating offset duplicating, or bindery machines.

#	Title	Job Summary
115	OFFSET PRINTER OPERATOR	Operates one or more lithographic presses or systems duplicators, up to and including double-head systems presses, to do one or two-color printing; makes all operating adjustments and performs routine operating maintenance on presses; prepares disposable and metal master plates, which may include the use of press-related camera equipment and exposure frames for metal plates from photo negatives. Typically requires completion of an offset reprographics/printer course and one year full-time experience in operating offset printing equipment with at least 11 X 18 inch plates or two years of full-time experience in operating offset printers with at least 11 X 18 inch plates.
116	COMMUNITY OUTREACH & ENVIRONMENTAL EDUCATION SPECIALIST 2	Coordinates and implements environmental/conservation education and community outreach programs; determines the need for information; researches and selects appropriate educational/outreach materials; makes presentations to students, the public, and/or governmental employees; plans workshops, conferences, seminars, meetings, and/or hearings for a specific program; prepares educational and/or community outreach surveys or reports. Typically requires a Bachelor's degree involving major study in environmental, physical, or natural science, education, communications or closely related field and one year of professional experience involving environmental analysis or control, environmental planning, environmental education, community outreach, or communications activities; or equivalent education/experience.
117	COMMUNICATIONS OFFICER 1	Serves as a senior operator in a communications center, public safety or law enforcement station, emergency system network and mobile unit, or rescue and fire protection agency. Positions transmit, receive, and relay information concerning public safety and law enforcement activities to, from, and between mobile units and stations, other state, county, and federal law enforcement agencies, and the public by means of radio, multiline telephone systems, computer terminals, private line intercom systems, and other telecommunications devices. One year of equivalent experience as a public safety emergency service dispatcher for a police, fire, or emergency medical services (EMS) in a city, county, or federal governmental agency. Excludes: dispatching for tow truck and wrecker companies, private ambulances, cabs, UPS, etc.
118	COMMUNICATIONS SYSTEMS DESIGNER	Performs professional design, development and testing of highly complex and technical electronic systems to support the operations and maintenance of a statewide information and data microwave/fiber optic network. Researches, compiles and interprets data; develops design criteria and standards for all types of systems, including highly technical communications control, test and data transmission; writes and originates instructions, test procedures and technical and maintenance data for service support manuals for the guidance of technical and operational personnel. Typically requires a Bachelor's degree in engineering, mathematics or physics and four years of experience in highly technical, solid-state circuit design within the

#	Title	Job Summary
		past six years involving audio frequencies, radio frequencies (VHF and UHF), control circuits, logic design and display systems.
119	INFORMATION TECHNOLOGY SPECIALIST 3	Supports information systems and users in an assigned area of responsibility. Independently performs consulting, designing, programming, installation, maintenance, quality assurance, troubleshooting and/or technical support for applications, hardware and software products, databases, database management systems, support products, network infrastructure equipment, or telecommunications infrastructure, software or hardware. Consults with higher level technical staff to resolve complex problems. Typically requires four years of information technology experience.
120	STATE ENTERPRISE ARCHITECT Alternate Title: ENTERPRISE ARCHITECT	Incumbents have advanced specialized knowledge of enterprise-wide infrastructure technologies to include engineering, architecture, strategic design, integration, and operations. Decisions made by incumbents directly affect long-range strategic planning, design, implementation and modification to the enterprise which services mission critical applications of the organization. Typically requires a Bachelor's degree in computer science or related degree and six years of consultative, administrative, or supervisory experience in information technology analysis, system maintenance, problem resolution, analyzing, designing, or programming computer systems applications or databases.
121	INFORMATION TECHNOLOGY-COMPUTER OPERATOR 2	Operates computers and peripheral equipment including set-up and adjustments according to operating instructions; maintains operating records of programs, machine malfunctions, corrective actions taken, program documentation and related production backup materials; receives, stores and maintains an inventory of computer supplies; operates computer-related equipment such as graphic plotters, remote job entry stations. May perform tape library functions. Typically requires one year of experience performing routine tasks related to computer operations, such as I/O functions, cleaning tapes, disks, operating computers or computer-related equipment (e.g., graphic plotters, optical scanners), or equivalent.
122	LAW ENFORCEMENT EQUIPMENT TECHNICIAN 2	Performs work in the layout, installation and/or removal of two-way radio systems, sirens, citizen band and communications equipment, electronic, and safety equipment in vehicles, boats and aircraft. Provides training and quality control. Assists technicians in construction of electronic equipment and modification of communications equipment and devices; operates hand and power tools in construction of chassis, control panels, cabinets and mounting devices for radio and testing equipment. Typically requires graduation from high school or GED and four years of experience in the installation and removal of any two of the following types of equipment: radio systems, sirens, citizen band, electronic or safety. A valid General Radiotelephone Operator license issued by the Federal Communications Commission will substitute for two years of experience.

#	Title	Job Summary
Professional, Scientific or Technical Services		
123	STATE ARCHAEOLOGIST	Provides professional and technical assessments within the field of archaeology concerning compliance with pertinent State and Federal laws protecting archaeological properties. Works with government officials, cultural resource professionals, and property owners to mitigate project impacts to archaeological resources; or administers the archaeological compliance program for an agency. Typically requires a Ph.D. in anthropology with specialization in archaeology or equivalent.
124	INDUSTRIAL HYGIENIST 2	Maintains the Federally approved state occupational safety and health program to meet requirements of the Industrial Safety and Health laws and regulations. Conducts enforcement inspections and/or investigations of workplaces to assess existing and potential health hazards; determines compliance with standards; exercises compliance authority in issuing citations including orders and notices of immediate restraint. Typically requires a Bachelor's degree involving major study in occupational safety or related field and one year of experience as an industrial hygienist or equivalent.
125	ENVIRONMENTAL CONTROL TECHNICIAN 2	Performs complex technical duties in hazardous chemical disposal, fire protection, general safety, vector control, and environmental sanitation; interprets results of field inspections; evaluates and recommends proper practices in compliance with standards and regulations including emergency situations; collects, transports, and disposes of hazardous chemical waste. Typically requires a Bachelor's degree in science, engineering, or related field and two years of experience as an environmental control technician or equivalent.
126	RADIATION HEALTH PHYSICIST 3	Responsible for the activities of a specific program and is designated the program lead for one of the following programs: X-Ray Inspections, Radioactive Materials Inspections, Radioactive Materials Licensing, Uranium Mills, Radwaste, Environmental Assessment, Trojan Fixed Nuclear Facility Emergency Response; and, is a member of a radiation emergency response team. Typically requires a master's degree in radiological health, radiation safety, health physics or closely related field and two years' professional experience in an official radiation control program or equivalent.
127	LABOR RELATIONS ADJUDICATOR/MEDIATOR 2	Serves as presiding officer, mediator, and arbitrator to implement statutory procedures for resolution of complex and sensitive labor disputes involving employers and unions throughout the state. Cases involve media interest, threat of disruption to public services, controversial issues, and the absence of controlling precedents. Typically requires a law degree and five years' experience in collective bargaining with major work assignments in negotiations, contract administration or related work as a neutral, union or management representative, mediator, hearing officer or examiner, arbitrator or educator in the above areas or equivalent.

#	Title	Job Summary
128	HEARINGS EXAMINER 2	Conducts hearings of contested issues in which two or more parties are represented by counsel; makes independent determinations of procedure and admissibility of evidence. Responsible for the entire process of pre-hearing conferences, hearings, and issuance of findings and orders. Typically requires admission to practice law in the state or graduation from an accredited school of law and current admission to practice before the highest court of a state and one year of experience as hearings examiner in a governmental agency or two years of experience as an assistant attorney general or two years of trial practice.
129	CLAIMS OFFICER 2 - DSHS	Represents the department's interest in adjudicative or other legal proceedings. Conducts ongoing reviews of case law, laws and regulations governing establishment, and collection of child support or debts due the state; adjudicative proceedings regarding the establishment and collection of financial, health care, day care and special child-rearing expenses from parents; interpretation of superior court orders; distribution of child support payments; termination of support enforcement services; compliance of third parties regarding collection and enforcement orders. Negotiates with private attorneys and other representatives; drafts and prepares legal documents including subpoenas, motions memorandums, briefs, appeals, and response to appeals for adjudicative proceedings. Typically requires admission to practice law in the State.
130	LEGAL SECRETARY 2	Acts as liaison between attorney and opposing counsel, court and/or judicial department personnel. Drafts standard interrogatories, assists an attorney or paralegal in deposition summaries and case summaries; conducts basic legal research, drafts requests for production of documents and responses, organizes and prepares trial notebooks, pleadings and exhibits to be used at trial. Provides secretarial services to attorney, members of legal firm, or staff counsel for a corporation. Typically requires three years secretarial experience and/or training, including one year of legal secretarial experience.
131	PARALEGAL 2	Performs complex paralegal work which, absent the paralegal, would be performed by an attorney. Includes legal research in selected areas, shepardizing cases, analyzing case fact situations for legal issues identification and development of legal strategy. Typically requires graduation from an accredited two year paralegal program plus two years' experience as a paralegal or equivalent education/experience.
132	TRANSPORTATION SPECIALIST 2	Analyzes routine transportation regulatory issues. Researches effect of proposed changes on procedures and makes recommendations on strategies. Conducts general transportation projects and makes recommendations for implementation. Works with carriers, shippers, state agencies and the public in routine rate and authority matters; answers inquiries from carriers and the public regarding tariff and/or operating authority issues. Typically requires a Bachelor's degree in business administration, public administration, transportation or allied

#	Title	Job Summary
		field; and one year of experience. College level education in the above fields will be substituted, on a year-for-year basis, for experience.
133	RESEARCH ANALYST 2	Plans and conducts research and data and/or statistical analysis under the general direction of a higher-level research professional. Outlines, organizes, and executes non-routine technical data or statistical analysis; supervises the collection and analysis of data and preparation of periodic or special statistical and narrative reports. Typically requires a Bachelor's degree with coursework in statistics and one year of professional experience in research and/or statistical analysis.
134	FORENSIC SCIENTIST 3	Performs complex analyses of physical evidence in criminal cases submitted to the forensic laboratory; interprets analytical results, prepares written opinion reports, and testifies as experts in courts of law. Complex analysis involves casework where applied research, method modification, or a unique approach may be necessary. Typically requires a Bachelor's degree in forensic science or related field and three years of technical experience in a forensic science laboratory performing analyses of physical evidence.
135	PROPERTY AND EVIDENCE CUSTODIAN	Receives into custody evidence, seized vehicles, and recovered and abandoned property; disposes of evidence and property. Provides expert testimony in courts of law certifying to the chain of evidence; responds to incident scenes gathering evidence into custody. Typically requires high school graduation and three years' experience in a law enforcement agency in the collection, preservation, safeguarding, and disposal of evidence and property or two years of experience as a sworn law enforcement officer.
136	HYDROGEOLOGIST 3	Applies theories and practices of hydrogeology in review of major ground water and surface water development projects; hydrogeological research; complex investigations of water right conflicts. Develops and uses computer models to analyze site specific concerns, water quality and contamination problems, and administers the Water Code, Ground Water Quality Standards, Waste Regulations, or related State and Federal laws and regulations. Typically requires a Bachelor's degree in hydrogeology, hydrology, geology, or closely allied field and three years of professional experience as a hydrogeologist, hydrologist, geologist, or closely allied profession. Requires possession of a valid Washington State Geologist license. Some positions may require possession of a Washington State Engineering Geologist specialty license and/or a Washington State Hydrogeologist specialty license.
137	MICROBIOLOGIST 2	Performs assignments in one or more microbiological sub-disciplines such as bacteriology, mycology, mycobacteriology, milk and water bacteriology, enteric bacteriology, virology, or serology. Works in a laboratory which is used as a standards reference by other public or private laboratories, adapts, establishes, evaluates laboratory procedures for tests performed by their subordinates or themselves, and/or performs assignments in one or more of the above

#	Title	Job Summary
		microbiological sub-disciplines. Requires a Bachelor's degree with a major study in microbiology or similar and two years of professional experience in a microbiology laboratory.
138	CHEMIST 2	In a chemical or biochemical laboratory, selects appropriate procedures and conducts chemical testing and analyses on organic, inorganic, radiochemistry, or biochemical substances to determine compliance with regulations, suitability for consumption, use or exposure; documents and validates test data. Requires a Bachelor's degree with a major in chemistry or a Bachelor's degree with a minimum of 30 semester hours or 45 quarter hours of college level chemistry and two years of experience performing chemical analysis in an analytical laboratory.
139	NATURAL RESOURCE SCIENTIST 2Alternate Title: SCIENTIST ENVIRONMENTAL	Performs research to meet specific and limited objectives requiring the use of conventional techniques. Conducts surveys, analyzes and records field conditions; gathers and evaluates sample data; formulates and justifies conclusions and recommendations; writes reports. Natural resource science includes forestry, forest management, ecology, fish or wildlife biology, conservation biology, zoology, aquatic ecology, entomology, botany, horticulture, geology, engineering geology, or other related natural resource disciplines. Typically requires a Bachelor's degree and three years of professional research work will substitute for two years and a Ph.D. degree will substitute for all of the required experience, provided the field of major study was in the specific specialty.
140	NATURAL RESOURCE TECHNICIAN 2	Performs a variety of technical duties related to land management and development, soil conservation, pesticide laws and application, fish and wildlife habitat, general farming, silviculture practices, resource protection, and/or the repair and maintenance of equipment, buildings, and grounds; helps assess habitat needs for fish and wildlife; conducts fish and wildlife census counts and surveys; plants, fertilizes, and cultivates cover and feed crops; mows and rakes hay; harvests grain and seeds; sprays crops, trees, and weeds; plants, prunes, and trims trees and shrubs to provide better habitat; performs sub-journey work in the construction and repair of building and other structures, roadway, pathways, fences, marine docks and related facilities; may act as a project coordinator on construction and maintenance projects. Requires three years of experience maintaining and enhancing habitat areas including buildings and grounds.
141	SCIENTIFIC TECHNICIAN 2	Performs a variety of technical scientific duties in laboratory and/or field. In addition to collecting field data, incumbents also review, record, and tabulate data gathered by themselves and/or others. Incumbents assigned to a laboratory perform duties using established procedures that require or allow minimal modification. Typically requires graduation from high school or GED and two years of laboratory or field experience as an assistant to a biologist, chemist, or zoologist. College course work involving major study in biology,

#	Title	Job Summary
		zoology, fisheries, chemistry, natural sciences, or closely allied field will substitute, year for year, for experience.
142	FISH AND WILDLIFE BIOLOGIST 3	Independently conducts professional biological studies or research and provides analysis and assessment of fish, wildlife, lands, or habitat management data. Typically requires a Bachelor's degree in fisheries, wildlife management, natural resource science, or environmental science and one year of relevant professional experience.
143	NATURAL RESOURCE SPECIALIST 2	Independently plans, prioritizes, coordinates and implements forest eco-system programs (resource management and/or regulatory) or contract management and land development activities within agricultural, aquatic, and/or commercial lands program(s) in an assigned geographic area or district. Provides technical environmental advice regarding the use and impact of state and federal environmental protection laws and/or environmental education. Coordinates programs such as fire protection and prevention, emergency management, volunteers, or forest stewardship and environmental impact. Typically requires a Bachelor's degree in a related specialty area and two to three years of professional experience in that specialty.
144	VETERINARY SPECIALIST 2	Coordinates and performs skilled veterinary technical duties; assists in the evaluation and implementation of new techniques and equipment; assists in assessing the impact of new programs, operating procedures and requirements. Duties include monitoring and maintaining quality control and safety standards; overseeing records maintenance, routine equipment maintenance and ordering and maintenance of supplies; preparing and assisting in animal surgery; administering anesthetics and injections; performing radiology procedures and processing films. Typically requires an Associate degree from an accredited school of animal technology, or registration, certification or licensure in an animal or veterinary technician and one year of experience
145	LAND SURVEYOR 3	Coordinates unusually critical or complex projects; coordinates the work of several survey parties, survey contracts, and a technical office support staff in the accomplishment of control surveys, calculations, and related mapping and digital data entry into the GIS to establish and maintain property boundaries and corners; assists with development of long-range survey plans, budget needs, technical standards, procedures, and training needs; responsible for approving, writing and sealing legal descriptions for the purpose of land sales, exchanges, purchases and leases. Requires the incumbent be a licensed land surveyor.

#	Title	Job Summary
146	FACILITIES ENGINEER 2	Manages minor plant operations problems and/or minor construction repair or improvement of facilities and/or utilities systems or specific segments of larger projects or systems. Performs complex engineering assignments; e.g., identifying and resolving engineering problems related to area drainage, overloaded electrical distribution systems or components, inadequate ventilation systems, designing lighting systems, and facilities remodeling. Prepares complex designs and specifications for assigned projects. Typically requires a Bachelor's degree in engineering and two years of applicable experience.
147	CIVIL ENGINEER 3	Performs professional civil engineering work in charge of unit of other professional engineers, or as specialist. Conceives, lays out, designs, and supervises engineering projects, such as roads, dams, bridges, buildings, structures, stream improvements, and boat launching ramps; assigns and supervises professional and sub-professional engineers in completion of such projects. Requires registration as a professional engineer in the branch of civil engineering in the State of Washington or another state based on registration requirements equivalent to those in Washington
148	ELECTRICAL ENGINEER 3	Serves as a senior-level electrical engineering specialist who may direct other professional engineers. Supervises design, engineering, construction and/or maintenance projects; acts as electrical and mechanical expert in furnishing advice to professional engineers. Requires knowledge of engineering principles, practices and methods with emphasis on electrical and mechanical design; hydraulics and hydraulic structures; surveying and mapping and registration as a professional engineer in the branch of either electrical or mechanical engineering.
149	ENGINEERING TECHNICIAN 2	Designs, develops, modifies, constructs, installs, calibrates, tests, and repairs instruments, apparatus, and equipment within a scientific, instructional or engineering application. Working from specifications defined by investigators or scientists, designs various apparatus such as data-acquisition system interfaces, robotic and numerical control tooling, or other mechanical, electro-mechanical, agricultural, hydraulic, pneumatic, or electronic devices; design analog and/or digital interface(s) for pieces of equipment within the system; performs skilled and precision machine tool work and assembly skills to construct instruments, apparatus and equipment; determine materials requirements. Typically requires four years of experience as an engineering technician or equivalent education/experience.
150	ARCHITECT 1	Performs professional architectural work in the development of plans and designs for new state-owned or leased buildings, structures or facilities and the alteration of existing building structures or facilities. Requires registration as an architect in Washington State or in a state having reciprocity with Washington

#	Title	Job Summary
151	DRAFTING TECHNICIAN 2	Prepares design detail and assembly drawings for use in construction of various equipment and buildings; prepares graphs, charts, and drafting displays for publication and engineering journals; draws schematics, wiring, or block diagrams from sketches, parts, and instructions; produces working engineering drawings. Typically requires two years' experience at the drafting technician level or equivalent except when there are legal requirements, such as a license/certification/registration.
152	CARTOGRAPHER 3	Performs professional cartography projects and/or activities providing geographic products, services and/or information using conventional and/or computerized methods; produces custom maps or map/data products or develops procedures; designs, compiles and produces by hand or through computerized equipment new county, city, administrative and township maps utilizing field reports, engineer's plans and plats, aerial photographs, U.S.G.S. quadrangles, Coast and Geodetic charts and other reliable sources. Requires a Bachelor's degree in cartography, geography, photogrammetry, geographic information systems, computer sciences, remote sensing, land survey, civil engineering, natural resources or closely related field and one year of professional cartographic or geographic information systems production experience.
153	ELECTRONICS TECHNICIAN 2	Performs layout, construction and installation of radio communications, electronic systems, computerized security systems, and safety equipment. Troubleshoots and diagnosis malfunctions; maintains, repairs and tests analog, and/or digital electronic equipment. Delivers and installs equipment, calibrates test equipment, constructs electronic circuits and assemblies, punch block panels, or module or board swaps. Typically requires three years' experience as an electronics technician. Training in electrical engineering, electronics, physics, chemistry or closely related field may be substituted for up to two years of the required experience.
154	EQUIPMENT TECHNICIAN 3	Diagnoses equipment failures and performs preventive maintenance and repairs on medium and heavy diesel powered vehicles over 15,000 gross vehicle weight (GVW) and heavy diesel powered construction equipment. Responsibilities include: Overhauling heavy construction vehicles and accessories; Operating a variety of mechanical, electrical, and hydraulic diagnostic equipment. May lead or supervise and train other positions (e.g. truck drivers, utility workers, painters, maintenance mechanics, or electricians). High school graduation or possession of a GED certificate and three years of experience in the performance of preventative maintenance and repairs assisting a journey level mechanic, or equivalent.

#	Title	Job Summary
155	INSTRUMENT MAKER 2	Performs complex high precision work by setting up and operating precision manual and/or computer numerical controlled (CNC) machine tools such as lathes, mills, jig borers, horizontal boring mill, grinders, and drill presses to fabricate parts for research, academic and medical purposes. Performs limited design and project coordination duties of part fabrication such as designing basic jigs and fixtures, determining set-up and machine settings for manufacturing parts, and troubleshooting and repairing mechanical equipment. Works from computer-aided design (CAD), blueprints, sketches, diagrams; writes computer numerical control programs. Typically requires two years of experience or equivalent education.
156	LOCKSMITH	Perform skilled duties in mechanical and electronic locking systems including repair and installation work. Manages and maintains computerized master key control system/schedule of locks and keys. Repairs and maintains parking meters and time clocks. Inspects key and locking systems for buildings; duplicates keys; changes combinations of safes and vaults; performs emergency keying and opening services on locks and safes. Typically requires three years' experience as a locksmith helper/trainee, or journey-level standing as a locksmith.
157	AUTOMOTIVE MECHANIC	Performs service and repair on light and medium automobiles and motorized farm equipment, and occasionally heavy construction or related equipment such as power generators, hydraulic systems, and diesel engines. Diagnoses mechanical and electrical problems, develops working plans and cost estimates, overhauls, rebuilds, or repairs drive train components, frame, and chassis. Operates mechanical and electrical test and measurement equipment. Requires completion of a recognized apprenticeship as an automotive or motorized equipment mechanic, or four years of applicable work experience or equivalent.

#	Title	Job Summary
Public Administration		
158	RETIREMENT SERVICES ANALYST 2	Provides the complete range of complex retirement analysis, calculation, and education from initial enrollment to withdrawal, retirement, and post-retirement for clients of multiple retirement systems or deferred compensation programs. Services are provided for members, beneficiaries, and employers. Typically requires a Bachelor's degree in a business related field and one year of professional finance, auditing, accounting, management analysis, claims or tax experience in a retirement, unemployment, disability, insurance, financial or allied program area.
159	EMPLOYMENT SECURITY PROGRAM COORDINATOR 2	Provides policy analysis, program planning, training and assistance and/or monitors program compliance with federal and state standards. May also collect overpayments, negotiate and establish repayment contracts, investigate fraud and gather information for financial recovery or prosecution, or provide statewide quality assurance by conducting appraisals and validation of the unemployment insurance system. Typically requires a Bachelor's degree in public or business administration, political science or closely related field, and three years of professional or technical experience in employment and training or unemployment insurance programs.
160	WORKERS' COMPENSATION ADJUDICATOR 2	Adjudicates and manages a caseload of compensable industrial insurance or crime victims' claims; establishes rate of compensation; evaluates and authorizes requests for medical treatment and diagnostic studies; reviews decisions, claim files, and examines medical reports to determine permanent partial disability; determines need for vocational services and approves plans; resolves protests regarding entitlement to benefits. Typically requires a Bachelor's degree or 1 year of experience in adjudication of time loss payments in a worker's or crime victims' compensation insurance program.
161	COMMERCE SPECIALIST 2	Develops and implements program evaluation plans; develops and maintains program-specific data tracking systems; designs and analyzes surveys; analyzes data to measure service and impact; performs economic analysis and integrates results into overall evaluation reports. Exercises decision-making authority, resolves issues, represents the business within assigned program area and provides input into policy development. Provides program management related assistance, consultation, and training to clients. Typically requires a Bachelor's degree and two years of professional experience in community, trade or economic development.
162	WORKSOURCE SPECIALIST 2	Performs professional duties in the delivery of direct core services to customers. Conducts in-depth interviews and provides job referrals, placement services, and information regarding agency and partner programs. Works independently and provides a full range of services such as: interviewing job applicants to determine job readiness and/or making referrals to job openings, providing information, and answering questions on the full range of agency core services and

#	Title	Job Summary
		programs. Typically requires a Bachelor's degree and one year of professional experience in social or human resource services, public relations, or equivalent.
163	SECURITY GUARD 2	Provides protection, security, and safety for residents, staff, or visitors; inspects and patrols assigned areas by foot or vehicle; monitors arrival and departure of employees; directs visitors and others to parking areas and offices; provides information and assistance as necessary; monitors vehicles in parking areas; reports incidents to law enforcement; monitors closed circuit television receivers and alarm systems; may perform first aid. Exclude positions that are licensed and allowed to carry a firearm. Typically requires high school graduation or equivalent and one year experience as a security guard or correctional officer.
164	CAMPUS POLICE OFFICER	As a commissioned police officer, performs general duty police work to protect life and property. Enforces laws and ordinances, maintains order, and prevents and investigates crime; patrols areas; directs and regulates traffic; answers criminal and other complaints; serves warrants and makes arrests; transports prisoners; controls civil disturbances; prepares evidence for prosecution; testifies in court on occasion. Include only commissioned police officers. Typically requires two years of full-time college in police science or allied field, or one year of police or campus security experience.
165	ELEVATOR INSPECTOR 1	Inspects elevators and other lifting apparatus to determine and enforce compliance with State law and with American Standard Safety Code for elevators; issues permits for construction and alteration of such conveyances. Typically requires four years of journey level experience in repair and installation of elevators or as inspector of elevators or equivalent.
166	FIRE CHIEF	Directs the emergency response program for fire, medical aid, and hazardous materials emergencies 24-hours a day, seven days a week, protecting life and safety of staff, inmates and residents. Monitors a fire suppression-training program that meets or exceeds state and local requirements. Or, within state higher education, directs a shift of fire department personnel and functional operations. Typically requires four years' experience as a lieutenant or above at a fire department involved in fire suppression activities or equivalent.
167	EMERGENCY MANAGEMENT PROGRAM SPECIALIST 2	Responsible for the development, implementation, and/or delivery of emergency management services. Coordinates emergency management activities; develops, delivers, implements or evaluates emergency management plans, training and/or education activities; initiates and coordinates emergency response services. Typically requires a Bachelor's degree and two years of professional level experience in emergency management, financial management, training/education, public information/affairs, or related field.

#	Title	Job Summary
168	INVESTIGATOR 2	Conducts investigations for allegations of fraud, misconduct, discrimination, fraudulent and unfair business practices, or other claims. Investigates and resolves complex civil or criminal cases characterized by multiple claimants, internal personnel investigations, fraud or collusion among claimants, employers and providers, alleged violations within the vehicle/vessel industry, or allegations of welfare fraud. Typically requires 3 years experience as an investigator with a criminal justice agency or criminal investigative agency of the armed forces, or investigating personal backgrounds, unfair and deceptive business practices, insurance casualty claims, or equivalent field.
169	WEIGHTS & MEASURES INSPECTOR 2	Enforces laws and regulations through the inspection and testing of any weighing and measuring devices used in commercial transactions. Conducts price verification inspections and motor fuel quality sampling. Requires a valid license to operate a motor vehicle and three years of experience as a weights and measures inspector. Experience in the design, inspection, maintenance, repair and/or installation of weighing or measuring devices or college education with major course work in mathematics, chemistry, physics, engineering, electronics, criminal justice, business administration or allied fields will substitute on a two for one basis for a maximum of two years of the weights and measures inspector experience.
170	CONSUMER PROGRAM SPECIALIST 2 - UTC	Performs professional activities related to investigating and regulating privately owned public utilities or transportation companies. This includes organizing and managing consumer issues in a caseload of general rate cases; docketed tariff revisions; multi-tariff proposal notices; formal complaints; industry specific rule makings; and initial, recurring, and appealed informal consumer complaints. Typically requires a Bachelor's degree and three years of experience conducting professional level research, dispute resolution, investigation, claims adjustment, or equivalent education/experience.
171	REGULATORY ANALYST 2	Performs economic, financial, or policy analysis and provides technical assistance on complex regulatory matters. The work assigned is on legal, technical and/or factual issues, the analysis of several related and unrelated issues, and requires the incumbent to exercise independent judgment. Typically requires a Bachelor's degree involving major study in economics, accounting, business or public administration, finance, finance, social sciences, engineering, law or related field and three years of professional research or analysis experience with an institution engaged primarily in regulatory matter or equivalent.
172	LICENSING SERVICES REPRESENTATIVE 2	Approves and issues driver licenses and/or vehicle titles, registrations, tags and related permits to the public. Verifies authenticity of documents and examines documentation and applications for legality and compliance with the law. Conducts drive tests to determine an applicant's ability to safely operate a personal vehicle. Typically requires one year of direct customer service plus completion of a structured 12-month training program; or an Associate of Arts degree and two years of experience; or equivalent.

#	Title	Job Summary
Real Estate		
173	PROPERTY & ACQUISITION SPECIALIST 3	Performs complex duties relating to vacant, residential, commercial, agricultural, public utility, exempt, recreational, and/or industrial properties. Areas of responsibility include negotiations, acquisitions, relocation assistance, property management, title examination, leasing, appraisals, audits, disposal, inspections, and/or lands and access maintenance. Typically requires a Bachelor's degree in business or public administration, real estate, economics, accounting, wildlife management, or related field and two to three years of experience in activities such as acquisition, sales, leasing, appraisal, title examination, escrow closing, negotiations, property management, title examination, relocation assistance, or selling, leasing or buying commercial real estate, or auditing and/or appraising real or personal property for fair market value.
Retail Trade		
174	RETAIL CLERK 2	Performs ordering, receiving, sales, inventory, cash control, and/or customer service functions for a retail operation at a state institution or facility. Typically requires one year of experience in food counter work or retail selling.
175	LOTTERY DISTRICT SALES REPRESENTATIVE	Serves as a marketing and sales representative for an assigned geographic territory. Solicits new accounts and negotiates sales and placement of Lottery products with retail outlets. Develops, presents, implements, and evaluates marketing and sales strategies to determine best method to reach sales goals for individual retail outlets. Typically requires a bachelor's degree in business administration, public administration, marketing or closely allied field. And 1 year of direct sales and marketing experience.
Transportation or Warehousing		
176	WAREHOUSE OPERATOR 2	Performs warehouse functions in a major area within a large warehouse or independently operates a small or decentralized warehouse. Receives, records, stores, issues, ships stock and supplies, and disposes of surplus property. Typically requires high school graduation or GED Certificate and one year of clerical or technical experience in retail clerking, warehousing, stock keeping, shipping, or receiving and operation of material handling equipment.
177	TRAFFIC SAFETY SYSTEMS OPERATOR 3	A single operator or a lead shift operator of the electronic communications systems; receives, transmits, and coordinates roadway conditions and services requirements via multi-frequency base stations; accountable for all decisions and actions taken on a shift; monitors and operates freeway traffic control systems; operates computer enhanced information distribution systems on the roadway and for the media; monitors electronic, video, and computer systems; adjusts environmental control systems, tunnel fire detection, and fire suppression systems. Typically requires high school graduation or equivalent and two years of experience as a principal radio operator or dispatcher using multi-band, two-way radio equipment and

#	Title	Job Summary
		personal computers.
178	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 1	As an armed commercial vehicle enforcement officer with authority limited to commercial vehicles, enforces laws and regulations pertaining to weight, size, equipment safety, the transportation of hazardous materials, and licensing permit requirements of commercial vehicles, private carrier buses, and their operators by weighing and/or inspecting vehicles traveling on public highways; or performs vehicle driver inspections on commercial motor vehicles, and conducts terminal safety audits; provides security for commercial vehicle staff and facilities; conducts a comprehensive inspection program of all public transportation vehicles, as required by state law. Typically requires three years of experience enforcing rules and regulations relating to weight, license, equipment and other requirements on commercial vehicles, and/or conducting audits or investigations of transportation related matters. A valid driver's license is required.
179	MARINE ENGINEER	Performs professional marine engineering and project management functions; manages the development, preparation and review of environmental documentation, design documents, plans, specifications and estimates. Senior designer for civil engineering work that includes roadway, sanitary and drainage design; prepares master use plan. Requires professional registration as a Civil Engineer.
180	MECHANICAL ENGINEER SENIOR	Performs professional mechanical engineering as a registered mechanical engineer; reviews and checks mechanical plans and specifications for new construction, additions and remodeling of facilities; may direct other professional engineers. Requires registration as a professional engineer in the branch of mechanical engineering.
181	ENVIRONMENTAL ENGINEER 4	Serves as the designated area engineer coordinating the engineering activities within a Management Area or serves as a staff specialist for the planning, design, maintenance, and replacement of the road system (including bridges, culverts, retaining walls, and other structures) and/or timber harvest systems. Registration as a professional engineer in the branch of logging engineering.
182	TRANSPORTATION PLANNING SPECIALIST 3	Independently conducts complete planning assignments involving one or more transportation modes (rail, water, air, transit, bike, pedestrian) and/or one problem area and/or a single discipline (urban planning, fisheries, biology, transportation, landscape architecture, engineering, economics, social sciences). Project assignments include specific studies of service and facilities, or defined areas as a part of a statewide or region program such as air quality, economic development, roadside development and management. Typically requires a Bachelor's degree involving major study in transportation, landscape architecture, environmental or urban, regional or land use planning, engineering, public or business administration, economics or natural or physical sciences and three years' professional

#	Title	Job Summary
		transportation experience involving analysis and evaluation of transportation issues and problems.
183	AIRCRAFT MECHANIC	Repairs, rebuilds, maintains and inspects helicopter and fixed wing engines and equipment for maintenance conditions to meet agency or institution operations, transportation, reconnaissance and Federal and State Aviation Regulations. May design, manufacture and install specialized parts and equipment for helicopters, perform maintenance and inspection work on flight simulators accessories, and/or avionic testing equipment. Repairs aircraft to state and federal maintenance standards. Typically requires five years' experience as a journey-level, federally licensed airframe and power plant mechanic with two years performing unscheduled helicopter maintenance, troubleshooting, and systems installation. Must possess a current FAA Airframe and Power Plant License or FAA Aviation Maintenance Technician License.
184	TRUCK DRIVER 2	Operates trucks between 28,000 GVW & 60,000 GCW or vans in the transfer and delivery of freight items, warehouse supplies, building furnishings, and construction material or operates medium to large buses for transporting passengers. Loads and unloads vehicle; drives large vehicles such as flatbeds, dump trucks, and large delivery vans; services and makes minor repairs to equipment. Requires a valid driver's license, and one year experience working as a truck driver. Some positions may be required to have a Class A, B or C Commercial Driver's License (CDL) with appropriate endorsements as required by Federal law.
185	FERRY OPERATOR	Serves as master in operation of a ferry carrying vehicles, passengers and cargo and leads a crew. Typically requires a valid U.S. Coast Guard license for master of inland steam or motor vessels of not more than 100 gross tons.
186	AIRCRAFT PILOT 2	Serves as a Washington State pilot in command of multi-engine aircraft or amphibious seaplane aircraft on departmental operations, law enforcement missions or administrative business; pilot in command of helicopters in support of fire-fighting operations. Typically, requires: Fixed Wing Option: • 2,000 hours of turbo-prop and/or reciprocating engine logged flight time, including low level flight, below 500 feet, with 1500 hours Pilot- In-Command (PIC) and a minimum of 500 hours of time in multi-engine aircraft and a minimum of 100 hours of actual instrument time. A current Class II flight physical and a valid Federal Aviation Agency Commercial Certificate are required with an instrument rating and a rating in one or more of the following categories: A. Single engine land; B. Single engine sea; C. Multi-engine land; D. Multi-engine sea OR Helicopter Option: • 1,500 hours of Pilot-In-Command (PIC) time in turbine engine powered helicopters, including field operations with long line loads, vertical reference flying, and mountain flying. A current, valid Federal Aviation Agency Commercial Certificate is required with Rotorcraft rating and a current Class II flight physical.

#	Title	Job Summary
Utilities		
187	ENERGY/UTILITIES ENGINEER 2	Assists in field inspections and provides supporting data and analysis on practices or operations; conducts standard and specialized inspections of the operations of intrastate pipeline operators; determines if operational practices comply with state and federal pipeline rules; analyzes proposed construction plans for service and engineering feasibility; prepares and analyzes less complicated depreciation, valuation and cost studies; assists in the preparation and analysis of exhibits and data for formal hearings; assists in the investigation of procedures for compliance with laws and regulations; conducts site visits to assist supervisor in building design scoping meetings. Typically requires a Bachelor's degree with a major study in engineering and one year of professional level experience performing energy or utilities related work
188	NUCLEAR ENGINEER	Plans, directs and conducts radiological safety evaluations of the design, construction, operation and decommissioning of nuclear power plants and other nuclear facilities operated and licensed by the Federal government for conformance to safety standards and site certification conditions; reviews applications for permits and licenses for nuclear facilities; performs on-site evaluations and inspections of nuclear power plants and other major nuclear facilities. Requires a Master's degree in Nuclear Engineering and three years of experience in a nuclear power reactor program which includes evaluation of the radiological safety aspects of a nuclear power reactor.
189	UTILITY WORKER 2	Performs semi-skilled maintenance and construction on buildings, fixtures, equipment, grounds, walks, and driveways. Repairs and installs sanitary storm drains and sewers; builds and repairs parking lots and sidewalks; cleans roofs and gutters; maintains tunnel passages, sumps, and utility access holes; operates, cleans, services, adjusts, and makes repairs on power tools and equipment. Operates motorized equipment such as automobiles, trucks, forklifts, small tractors and front-end loaders, street cleaning equipment, trailers, trenchers and turf renovation equipment. Typically requires two years of related or equivalent education/experience.
190	PLANT MANAGER 2	Directs maintenance, repair, alteration, and construction of buildings, equipment, and grounds and operation of high-pressure heating plant at medium-sized institution or similar facility; supervises building trades' journey-level workers. Inspects buildings, grounds, and equipment; determines need for maintenance and repair. Typically requires three years of supervisory experience in operation and/or maintenance of physical plant in large industrial, commercial or public establishment.

#	Title	Job Summary
191	STATIONARY ENGINEER 2	Responsible for overall operation and maintenance of a high pressure heating plant consisting of one or more boilers up to 150 h.p. each or tends high pressure power boiler system consisting of two or more boilers over 150 h.p. each. Independent judgment and decisions concerning operations and safety activities of the steam heating plant. Typically requires three years of experience in the operation, maintenance and/or repair of stationary or marine high pressure boilers and heating systems.
192	WASTEWATER TREATMENT PLANT OPERATOR 2	Operates and maintains a Class 2 wastewater treatment plant or water distribution/treatment plant. Performs chemical tests and analyzes plant operation; investigates complaints concerning water service; operates a variety of equipment; performs basic pipe fitting work and installs meters, hydrants and valves; ensures compliance with safety regulations and applicable laws. Requires a valid State Certificate issued by the Department of Health as a Water Treatment Plant Operator 2 or Water Distribution Manager 2.