



COMPENSATION PLAN FOR THE COUNTY OF HAWAI'I

Compensation Plan as of
July 1, 2025

County of Hawai'i
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EXHIBIT A-2

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COMPENSATION PLAN - EXPLANATION OF COLUMN HEADINGS

| | | |
|--------------------------------|---|---|
| SR/PO/BC/WS/ FI/FII/FIII/EM | — | refers to the pay grade assigned to the class. |
| MED | — | refers to the Physical Effort Grouping assigned to the class ("L" – Light, "H" – Heavy, "S" – Special). |
| BU | — | refers to the bargaining unit designation of positions in the class. |
| EEO | — | refers to the Equal Employment Opportunity job category codes. |

COMPENSATION PLAN - EQUAL EMPLOYMENT OPPORTUNITY (EEO)
JOB CATEGORY CODES

1 – Officials and Administrators

2 – Professionals

3 – Technicians

4 – Protective Service Workers

5 – Paraprofessionals

6 – Administrative Support
(including Office and Clerical)

7 – Skilled Craft Workers

8 – Service and Maintenance

COMPENSATION PLAN – EXPLANATION OF EEO JOB CATEGORIES

1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis.
2. Professionals: Occupations which require specialized and theoretical Knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.
3. Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.
4. Protective Service Sworn: Occupations in which workers are entrusted with public safety, security, and protection from destructive forces.
5. Para-professionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.
6. Administrative Support (including Office and Clerical): Occupations in which workers are responsible for internal and external communication, recording, and retrieval of data and/or information and other paperwork required in an office.
7. Skilled Craft Workers: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.
8. Service/Maintenance: Occupations in which workers perform duties which result in or contribute of the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery.

COUNTY OF HAWAI'I
DEPARTMENT OF HUMAN RESOURCES
HILO, HAWAI'I 96720

COMPENSATION PLAN

WHITE COLLAR

7/1/25

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|--|---------------------------------|-----|-------|-----|----|-----|
| I. CLERICAL AND ALLIED OCCUPATIONS | | | | | | |
| A. General Clerical Classes | | | | | | |
| 1.010 | Election Clerk I | SR | 7 | L | 3 | 6 |
| 1.011 | Election Clerk II | SR | 10 | L | 3 | 6 |
| 1.012 | Election Clerk III | SR | 12 | L | 3 | 6 |
| 1.015 | Senior Election Clerk | SR | 12 | L | 3 | 6 |
| 1.020 | Elections Assistant | SR | 15 | L | 3 | 6 |
| 1.023 | Assistant Clerical Supervisor | SR | 12 | L | 3 | 6 |
| 1.024 | Clerical Services Supervisor I | SR | 14 | L | 4 | 6 |
| 1.025 | Clerical Services Supervisor II | SR | 16 | L | 4 | 6 |
| 1.030 | Clerk I | SR | 6 | L | 3 | 6 |
| 1.035 | Clerk II | SR | 8 | L | 3 | 6 |
| 1.036 | Clerk III | SR | 10 | L | 3 | 6 |
| B. Stenographic and Secretarial Classes | | | | | | |
| 1.055 | Clerk-Stenographer | SR | 9 | L | 3 | 6 |
| 1.060 | Senior Clerk-Stenographer | SR | 11 | L | 3 | 6 |
| 1.063 | Legal Clerk I | SR | 10 | L | 3 | 6 |
| 1.064 | Legal Clerk II | SR | 12 | L | 3 | 6 |
| 1.065 | Legal Clerk III | SR | 14 | L | 3 | 6 |

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|---|--|------------|--------------|------------|-----------|------------|
| 1.070 | Legal Clerk IV | SR 16 | L | 3 | 6 | |
| 1.072 | Supervising Legal Clerk I | SR 18 | L | 4 | 6 | |
| 1.073 | Supervising Legal Clerk II | SR 20 | L | 4 | 6 | |
| 1.075 | Clerk-Reporter | SR 14 | L | 3 | 6 | |
| 1.076 | Hearings Reporter | SR 14 | L | 3 | 6 | |
| 1.080 | Secretary-Reporter | SR 20 | L | 3 | 6 | |
| 1.105 | Secretary | SR 16 | L | 3 | 6 | |
| 1.110 | Private Secretary | SR 20 | L | 3 | 6 | |
| 1.112 | Private Secretary to the Managing Director | SR 22 | L | 3 | 6 | |
| 1.114 | Private Secretary to the Mayor | SR 26 | L | 3 | 6 | |
| 1.120 | Secretary to the Chief of Police | SR 20 | L | 3 | 6 | |
| 1.126 | Secretary to Boards/Commissions | SR 18 | L | 3 | 6 | |
| 1.127 | Real Property Appeals Board Clerk | SR 14 | L | 3 | 6 | |
| 1.130 | Administrative Specialist | SR 16 | L | 3 | 6 | |
| 1.134 | Council Services Coordinator | SR 18 | L | 3 | 6 | |
| 1.136 | Council Services Supervisor | SR 19 | L | 4 | 6 | |
| 1.137 | Council Administrative Services Supervisor | SR 22 | L | 4 | 6 | |
| 1.139 | Council Services Assistant I | SR 14 | L | 3 | 6 | |
| 1.140 | Council Services Assistant II | SR 17 | L | 3 | 6 | |
| 1.141 | Council Services Assistant III | SR 19 | L | 3 | 6 | |
| C. Account Recordkeeping Classes | | | | | | |
| 1.145 | Assistant Account Clerk | SR 8 | L | 3 | 6 | |
| 1.150 | Account Clerk | SR 11 | L | 3 | 6 | |

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|---|--|------------|--------------|------------|-----------|------------|
| 1.155 | Senior Account Clerk | SR 13 | L | 3 | 6 | |
| 1.175 | Pre-Audit Clerk I | SR 13 | L | 3 | 6 | |
| 1.176 | Pre-Audit Clerk II | SR 15 | L | 3 | 6 | |
| 1.180 | Accounts Payable Supervisor | SR 17 | L | 3 | 5 | |
| D. Taxation and Allied | | | | | | |
| 1.215 | Real Property Appraiser Assistant | SR 14 | L | 3 | 6 | |
| 1.225 | Real Property Tax Clerk | SR 12 | L | 3 | 6 | |
| 1.230 | Supervising Real Property Tax Clerk I | SR 15 | L | 4 | 6 | |
| 1.232 | Supervising Real Property Tax Clerk II | SR 18 | L | 4 | 6 | |
| 1.235 | Tax Collection Assistant | SR 15 | L | 3 | 6 | |
| 1.246 | Abstracting Assistant I | SR 11 | L | 3 | 6 | |
| 1.247 | Abstracting Assistant II | SR 13 | L | 3 | 6 | |
| 1.248 | Abstractor I | SR 15 | L | 3 | 6 | |
| 1.250 | Abstractor II | SR 17 | L | 4 | 6 | |
| E. Personnel Clerical Classes | | | | | | |
| 1.259 | Employee Development Assistant | SR 13 | L | 3 | 6 | |
| 1.300 | Human Resources Assistant | SR 13 | L | 3 | 6 | |
| 1.304 | Human Resources Technician I | SR 15 | L | 3 | 5 | |
| 1.305 | Human Resources Technician II | SR 17 | L | 3 | 5 | |
| F. Cashiering and Collecting Classes | | | | | | |
| 1.400 | Cashier I | SR 10 | L | 3 | 6 | |
| 1.405 | Cashier II | SR 12 | L | 3 | 6 | |
| 1.410 | Driver License Clerk I | SR 11 | L | 3 | 6 | |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|--|--|------------|--------------|------------|-----------|------------|
| 1.411 | Driver License Clerk II | SR | 12 | L | 3 | 6 |
| 1.423 | Supervising Motor Vehicle Registration Clerk | SR | 17 | L | 4 | 6 |
| 1.426 | Vehicle Registration and Licensing Clerk | SR | 13 | L | 3 | 6 |
| 1.428 | Supervising Vehicle Registration and Licensing Clerk | SR | 17 | L | 4 | 6 |
| G. Property and Supply Classes | | | | | | |
| 1.453 | Storeroom Clerk | SR | 8 | H | 3 | 6 |
| 1.455 | Storekeeper | SR | 11 | H | 3 | 6 |
| 1.456 | Automotive Storekeeper | SR | 11 | H | 3 | 6 |
| 1.458 | Transit Storekeeper | SR | 11 | H | 3 | 6 |
| 1.460 | Purchasing Clerk | SR | 10 | L | 3 | 6 |
| 1.465 | Buyer-Purchasing Clerk | SR | 14 | L | 3 | 6 |
| 1.470 | Contracts Clerk | SR | 12 | L | 3 | 6 |
| 1.472 | Departmental Contracts Assistant | SR | 15 | L | 3 | 3 |
| 1.473 | Contracts Technician | SR | 15 | L | 3 | 3 |
| 1.474 | Supervising Contracts Technician | SR | 17 | L | 4 | 3 |
| 1.480 | Buyer I | SR | 15 | L | 3 | 6 |
| 1.485 | Buyer II | SR | 18 | L | 3 | 6 |
| 1.490 | Buyer III | SR | 21 | L | 3 | 6 |
| H. Office Machine and Equipment Operating Classes | | | | | | |
| 1.525 | Support Services Clerk I | SR | 8 | H | 3 | 6 |
| 1.526 | Support Services Clerk II | SR | 11 | H | 3 | 6 |
| 1.527 | Support Services Supervisor | SR | 13 | H | 4 | 6 |

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|--------------------------------|---|------------|--------------|------------|-----------|------------|
| 1.535 | Data Entry Operator | SR | 8 | L | 3 | 6 |
| 1.540 | Data Processing Clerk | SR | 10 | L | 3 | 6 |
| 1.545 | Computer Operator I | SR | 15 | L | 3 | 3 |
| 1.550 | Computer Operator II | SR | 17 | L | 3 | 3 |
| 1.554 | Permit System Coordinator | SR | 18 | L | 3 | 3 |
| 1.555 | Departmental Data Processing Coordinator I | SR | 12 | L | 3 | 6 |
| 1.557 | Departmental Data Processing Coordinator II | SR | 14 | L | 3 | 6 |
| 1.558 | Information Systems Support Tech I | SR | 13 | L | 3 | 3 |
| 1.559 | Information Systems Support Tech II | SR | 15 | L | 3 | 3 |
| 1.560 | Information Systems Support Tech III | SR | 17 | L | 3 | 3 |
| I. Other Allied Classes | | | | | | |
| 1.568 | Clerk-Meter Reader | SR | 10 | L | 3 | 6 |
| 1.570 | Meter Reader I | SR | 10 | L | 3 | 6 |
| 1.575 | Meter Reader II | SR | 12 | L | 3 | 6 |
| 1.585 | Police Records Analyst | SR | 15 | L | 3 | 6 |
| 1.590 | Building Permit Clerk | SR | 13 | L | 3 | 6 |
| 1.595 | Supervising Building Permit Clerk | SR | 15 | L | 4 | 6 |
| 1.597 | Engineering Permit Clerk | SR | 12 | L | 3 | 6 |
| 1.599 | Supervising Engineering Permit Clerk | SR | 14 | L | 3 | 6 |
| 1.603 | Assistant Golf Course Starter | SR | 9 | L | 3 | 6 |
| 1.605 | Golf Course Starter | SR | 12 | L | 3 | 6 |
| 1.607 | Golf Course Operations Assistant | SR | 14 | L | 3 | 6 |
| 1.620 | Customer Service Representative I | SR | 11 | L | 3 | 6 |

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|-----------------|---|------------|--------------|------------|-----------|------------|
| 1.621 | Customer Service Representative II | SR | 13 | L | 3 | 6 |
| 1.622 | Assistant Water Service Program Supervisor | SR | 18 | L | 4 | 6 |
| 1.624 | Water Service Program Supervisor | SR | 20 | L | 4 | 6 |
| 1.637 | Police Operations Clerk | SR | 13 | L | 3 | 6 |
| 1.639 | Clerk-Dispatcher I | SR | 12 | L | 3 | 6 |
| 1.641 | Clerk-Dispatcher II | SR | 14 | L | 3 | 6 |
| 1.643 | Police Investigative Operations Clerk | SR | 14 | L | 3 | 6 |
| 1.644 | Motor Vehicle Financial Responsibility Clerk I | SR | 13 | L | 3 | 6 |
| 1.646 | Supervising Driver License & Financial Responsibility Clerk | SR | 15 | L | 3 | 6 |
| 1.647 | Police Evidence Custodian | SR | 14 | L | 3 | 6 |
| 1.648.1 | Police Reports Reviewer I | SR | 12 | L | 3 | 6 |
| 1.648.2 | Police Reports Reviewer II | SR | 15 | L | 3 | 6 |
| 1.648.3 | Police Reports Reviewer III | SR | 17 | L | 3 | 6 |
| 1.649 | Police Records Section Supervisor | SR | 20 | L | 4 | 6 |
| 1.650 | Fingerprint Technician | SR | 17 | L | 3 | 3 |
| 1.651 | Police District Operations Assistant | SR | 15 | L | 3 | 6 |
| 1.652 | Police Records Clerk | SR | 11 | L | 3 | 6 |
| 1.653 | Senior Police Records Clerk | SR | 13 | L | 3 | 6 |
| 1.654 | Police Documents Clerk | SR | 11 | L | 3 | 6 |
| 1.655 | Data Processing Control Clerk I | SR | 12 | L | 3 | 6 |
| 1.656 | Data Processing Control Clerk II | SR | 14 | L | 3 | 6 |
| 1.657 | Data Processing Support Coordinator | SR | 17 | L | 3 | 5 |
| 1.668 | Parking Control Officer | SR | 10 | L | 3 | 3 |

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|-----------------|--|------------|--------------|------------|-----------|------------|
| 1.669 | Para-Legal Assistant | SR | 18 | L | 3 | 5 |
| 1.670 | Legal Technician I | SR | 16 | L | 3 | 5 |
| 1.671 | Legal Technician II | SR | 18 | L | 3 | 5 |
| 1.672 | Supervising Legal Technician | SR | 20 | L | 4 | 5 |
| 1.675 | Budget Assistant | SR | 15 | L | 3 | 6 |
| 1.685 | Derelict/Abandoned Vehicle Coordinator | SR | 14 | L | 3 | 6 |
| 1.687 | Fingerprint Classifier I | SR | 12 | L | 3 | 6 |
| 1.688 | Fingerprint Classifier II | SR | 14 | L | 3 | 6 |
| 1.693 | Subdivision Applications Clerk | SR | 11 | L | 3 | 6 |
| 1.695 | Legislative Information and Reference Technician | SR | 14 | L | 3 | 6 |
| 1.697 | Elections Information and Services Technician | SR | 14 | L | 3 | 6 |
| 1.700 | Scale Attendant | SR | 8 | L | 3 | 6 |
| 1.701 | Supervising Scale Attendant | SR | 10 | L | 3 | 6 |
| 1.705 | Clerical Services Assistant | SR | 11 | L | 3 | 6 |
| 1.706 | Clerical Services Staff Assistant | SR | 13 | L | 3 | 6 |
| 1.707 | Executive Assistant Aide | SR | 14 | L | 3 | 6 |
| 1.720 | Firearms Registration Clerk | SR | 12 | L | 3 | 6 |
| 1.721 | Senior Firearms Registration Clerk | SR | 14 | L | 3 | 6 |
| 1.725 | Information and Assistance Clerk | SR | 11 | L | 3 | 6 |
| 1.727 | Administrative Assistant | SR | 13 | L | 3 | 6 |
| 1.800 | Credit and Collection Clerk I | SR | 13 | L | 3 | 6 |
| 1.801 | Credit and Collection Clerk II | SR | 15 | L | 3 | 6 |
| 1.805 | Liquor Licensing Clerk | SR | 12 | L | 3 | 6 |

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-----------------|--|------------|--------------|------------|-----------|------------|
| 1.810 | Victims Services Assistant | SR | 13 | L | 3 | 6 |
| 1.815 | Mass Transit Assistant | SR | 12 | L | 3 | 6 |
| 1.817 | Transit Operations Assistant | SR | 15 | L | 3 | 6 |
| 1.820 | Program Support Technician | SR | 13 | L | 3 | 6 |
| 1.830 | Economic Development Technician | SR | 15 | L | 3 | 6 |
| 1.824 | Property Management Technician | SR | 14 | L | 3 | 6 |
| 1.826 | Planning Commission Support Technician | SR | 14 | L | 3 | 6 |
| 1.832 | Professional Development Trainee | SR | 15 | L | 3 | 6 |

II. PUBLIC ADMINISTRATION AND ALLIED OCCUPATIONS

A. Personnel Management Classes

| | | | | | | |
|-------|--|----|----|---|----|---|
| 2.001 | Human Resources Specialist I | SR | 20 | L | 13 | 2 |
| 2.002 | Human Resources Specialist II | SR | 22 | L | 13 | 2 |
| 2.003 | Human Resources Program Specialist | SR | 24 | L | 13 | 2 |
| 2.005 | Employee Development Specialist | SR | 24 | L | 13 | 2 |
| 2.007 | Administrative Services Program Specialist | SR | 24 | L | 13 | 2 |

B. Fiscal Administration Classes

| | | | | | | |
|-------|---------------------------|----|----|---|----|---|
| 2.030 | Accountant I | SR | 18 | L | 13 | 2 |
| 2.035 | Accountant II | SR | 20 | L | 13 | 2 |
| 2.040 | Accountant III | SR | 22 | L | 13 | 2 |
| 2.045 | Accountant IV | SR | 24 | L | 13 | 2 |
| 2.047 | Accountant V | SR | 26 | L | 13 | 2 |
| 2.049 | Financial Systems Analyst | SR | 26 | L | 13 | 2 |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|--|---|------------|--------------|------------|-----------|------------|
| 2.075 | Budget Specialist | SR 24 | L | 13 | 2 | |
| 2.100 | Payroll Specialist I | SR 18 | L | 13 | 2 | |
| 2.102 | Payroll Specialist II | SR 20 | L | 13 | 2 | |
| C. Property Management & Allied Classes | | | | | | |
| 2.155 | Waterworks Purchasing Agent | SR 22 | L | 13 | 2 | |
| 2.165 | Procurement and Specifications Specialist | SR 22 | L | 13 | 2 | |
| 2.182 | Real Property Appraiser I | SR 16 | L | 13 | 2 | |
| 2.183 | Real Property Appraiser II | SR 18 | L | 13 | 2 | |
| 2.184 | Real Property Appraiser III | SR 20 | L | 13 | 2 | |
| 2.185 | Real Property Appraiser IV | SR 22 | L | 13 | 2 | |
| 2.186 | Real Property Appraiser V | SR 24 | L | 13 | 2 | |
| 2.188 | Real Property Appraiser VI | SR 26 | L | 13 | 2 | |
| 2.190 | Real Property Valuation Analyst I | SR 20 | L | 13 | 2 | |
| 2.191 | Real Property Valuation Analyst II | SR 22 | L | 13 | 2 | |
| 2.192 | Real Property Valuation Analyst III | SR 24 | L | 13 | 2 | |
| 2.200 | Property Management Specialist | SR 24 | L | 13 | 2 | |
| 2.205 | Real Property Technical Officer | SR 26 | L | 13 | 2 | |
| D. Planning and Allied Classes | | | | | | |
| 2.210 | Planner I | SR 16 | L | 13 | 2 | |
| 2.215 | Planner II | SR 18 | L | 13 | 2 | |
| 2.220 | Planner III | SR 20 | L | 13 | 2 | |
| 2.225 | Planner IV | SR 22 | L | 13 | 2 | |
| 2.230 | Planner V | SR 24 | L | 13 | 2 | |

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|---|--|------------|--------------|------------|-----------|------------|
| 2.235 | Planner VI | SR | 26 | L | 13 | 2 |
| 2.236 | Environmental Management Planner | SR | 24 | L | 13 | 2 |
| E. General Administration and Allied Classes | | | | | | |
| 2.240 | Professional Trainee I | SR | 16 | L | 13 | 2 |
| 2.241 | Professional Trainee II | SR | 18 | L | 13 | 2 |
| 2.246 | Executive Aide to the Prosecuting Attorney | SR | 26 | L | 13 | 2 |
| 2.248 | Mayor's Administrative Aide | SR | 24 | L | 13 | 2 |
| 2.250 | Administrative Services Assistant I | SR | 22 | L | 13 | 2 |
| 2.252 | Office Manager | SR | 20 | L | 13 | 2 |
| 2.253 | Public Relations Specialist | SR | 24 | L | 13 | 2 |
| 2.254 | Public Relations Officer | SR | 26 | L | 13 | 2 |
| 2.255 | Information and Education Specialist I | SR | 22 | L | 13 | 2 |
| 2.256 | Information and Education Specialist II | SR | 24 | L | 13 | 2 |
| 2.261 | Elections Program Administrator | SR | 26 | L | 13 | 2 |
| 2.262 | Elections Program Specialist I | SR | 18 | L | 13 | 2 |
| 2.263 | Elections Program Specialist II | SR | 20 | L | 13 | 2 |
| 2.270 | Program Manager | SR | 24 | L | 13 | 2 |
| 2.276 | Civil Defense Staff Officer | SR | 24 | H | 13 | 2 |
| 2.285 | Civil Defense Plans and Operations Officer | SR | 24 | L | 13 | 2 |
| 2.300 | Grants Specialist | SR | 18 | L | 13 | 2 |
| 2.303 | Grant Coordinator | SR | 24 | L | 13 | 2 |
| 2.305 | CDBG Internal Auditor | SR | 24 | L | 13 | 2 |
| 2.314 | Resource Materials Specialist | SR | 22 | L | 13 | 2 |

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-----------------|---|------------|--------------|------------|-----------|------------|
| 2.318 | Research Statistician | SR 20 | L | 13 | 2 | |
| 2.322 | Economic Development Specialist I | SR 20 | L | 13 | 2 | |
| 2.323 | Economic Development Specialist II | SR 22 | L | 13 | 2 | |
| 2.324 | Economic Development Specialist III | SR 24 | L | 13 | 2 | |
| 2.324.1 | Economic Development Specialist IV | SR 26 | L | 13 | 2 | |
| 2.325 | Economist I | SR 22 | L | 13 | 2 | |
| 2.326 | Economist II | SR 24 | L | 13 | 2 | |
| 2.327 | Economic Development Manager | SR 26 | L | 13 | 2 | |
| 2.329 | Management Analyst | SR 22 | L | 13 | 2 | |
| 2.330 | Legislative Analyst I | SR 18 | L | 13 | 2 | |
| 2.335 | Legislative Analyst II | SR 20 | L | 13 | 2 | |
| 2.336 | Legislative Analyst III | SR 22 | L | 13 | 2 | |
| 2.338 | Pana`ewa Recreational Complex Administrator | SR 26 | L | 13 | 2 | |
| 2.340 | Band Director | SR 24 | L | 13 | 2 | |
| 2.344 | Golf Course Administrator | SR 26 | L | 13 | 2 | |
| 2.346 | Culture and Education Administrator | SR 26 | L | 13 | 2 | |
| 2.348 | Database Analyst | SR 20 | L | 13 | 2 | |
| 2.350.1 | Geographic Information Systems Analyst I | SR 16 | L | 13 | 2 | |
| 2.350.2 | Geographic Information Systems Analyst II | SR 18 | L | 13 | 2 | |
| 2.350.3 | Geographic Information Systems Analyst III | SR 20 | L | 13 | 2 | |
| 2.350.4 | Geographic Information Systems Analyst IV | SR 22 | L | 13 | 2 | |
| 2.350.5 | Geographic Information Systems Analyst V | SR 24 | L | 13 | 2 | |
| 2.352 | Geographic Information Systems Manager | SR 26 | L | 13 | 2 | |

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-----------------|---|------------|--------------|------------|-----------|------------|
| 2.353.1 | Information Systems Analyst I | SR 16 | L | 13 | 2 | |
| 2.353.2 | Information Systems Analyst II | SR 18 | L | 13 | 2 | |
| 2.353.3 | Information Systems Analyst III | SR 20 | L | 13 | 2 | |
| 2.353.4 | Information Systems Analyst IV | SR 22 | L | 13 | 2 | |
| 2.353.5 | Information Systems Analyst V | SR 24 | L | 13 | 2 | |
| 2.353.6 | Information Systems Analyst VI | SR 26 | L | 13 | 2 | |
| 2.354 | Fire Technical Services Analyst | SR 24 | L | 13 | 2 | |
| 2.355 | Workers' Compensation Claims Specialist I | SR 18 | L | 13 | 2 | |
| 2.356 | Workers' Compensation Claims Specialist II | SR 20 | L | 13 | 2 | |
| 2.357 | Workers' Compensation Claims Specialist III | SR 22 | L | 13 | 2 | |
| 2.357.1 | Workers' Compensation Claims Specialist IV | SR 24 | L | 13 | 2 | |
| 2.359 | Victim/Witness Counselor I | SR 20 | L | 13 | 2 | |
| 2.360 | Victim/Witness Counselor II | SR 22 | L | 13 | 2 | |
| 2.360.1 | Victim/Witness Counselor III | SR 24 | L | 13 | 2 | |
| 2.362 | Program Director I (Older Adults) | SR 16 | L | 13 | 2 | |
| 2.363 | Program Director II (Older Adults) | SR 18 | L | 13 | 2 | |
| 2.364 | Program Director III (Older Adults) | SR 20 | L | 13 | 2 | |
| 2.365 | Program Director IV (Older Adults) | SR 22 | L | 13 | 2 | |
| 2.366 | Caregiver Program Specialist | SR 24 | L | 13 | 2 | |
| 2.367 | Aging Program Planner I | SR 20 | L | 13 | 2 | |
| 2.368 | Aging Program Planner II | SR 22 | L | 13 | 2 | |
| 2.369 | Aging Program Planner III | SR 24 | L | 13 | 2 | |
| 2.370 | Senior Employment Counselor | SR 18 | L | 13 | 2 | |

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|-----------------|---|------------|--------------|------------|-----------|------------|
| 2.372 | Legal Assistant I | SR 18 | L | 13 | 2 | |
| 2.373 | Legal Assistant II | SR 20 | L | 13 | 2 | |
| 2.375 | Aging and Disability Services Specialist I | SR 18 | L | 13 | 2 | |
| 2.376 | Aging and Disability Services Specialist II | SR 20 | L | 13 | 2 | |
| 2.378 | Aging and Disability Services Manager | SR 24 | L | 13 | 2 | |
| 2.379 | Recycling Coordinator | SR 26 | L | 13 | 2 | |
| 2.381 | Recycling Specialist I | SR 18 | L | 13 | 2 | |
| 2.382 | Recycling Specialist II | SR 20 | L | 13 | 2 | |
| 2.383 | Recycling Specialist III | SR 22 | L | 13 | 2 | |
| 2.384 | Immigration Information Specialist | SR 22 | L | 13 | 2 | |
| 2.385 | Traffic Safety Coordinator | SR 20 | L | 13 | 2 | |
| 2.386 | Special Projects Coordinator | SR 20 | L | 13 | 2 | |
| 2.387 | Volunteer Services Coordinator | SR 20 | L | 13 | 2 | |
| 2.388 | Mass Transit Specialist I | SR 16 | L | 13 | 2 | |
| 2.389 | Mass Transit Specialist II | SR 18 | L | 13 | 2 | |
| 2.391 | Transit Program Manager | SR 24 | L | 13 | 2 | |
| 2.400 | Safety and Driver Improvement Coordinator | SR 21 | L | 3 | 3 | |
| 2.401 | Safety and Driver Improvement Supervisor | SR 22 | L | 4 | 3 | |
| 2.404 | Safety Specialist I | SR 20 | L | 13 | 2 | |
| 2.405 | Safety Specialist II | SR 22 | L | 13 | 2 | |
| 2.408 | Fire Safety Specialist | SR 22 | L | 13 | 2 | |
| 2.500 | Homeless Program Specialist | SR 22 | L | 13 | 2 | |
| 2.503 | Animal Transfer & Outreach Coordinator | SR 22 | L | 13 | 2 | |

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|----------------------------------|---|------------|--------------|------------|-----------|------------|
| 2.505 | Animal Control and Protection Specialist | SR 22 | L | 13 | 2 | |
| 2.506 | Derelict/Abandoned Vehicle Specialist | SR 22 | L | 13 | 2 | |
| 2.508 | Public Safety Counselor | SR 26 | L | 13 | 2 | |
| F. Superintending Classes | | | | | | |
| 2.900 | Superintendent of Wastewater Treatment and Disposal | SR 28 | L | 13 | 2 | |
| 2.904 | Wastewater Operations Superintendent | SR 24 | L | 4 | 7 | |
| 2.910 | Wastewater Plant Maintenance Manager | SR 26 | L | 4 | 1 | |
| 2.924 | Solid Waste Superintendent | SR 24 | L | 4 | 1 | |
| 2.940 | Parks District Superintendent | SR 21 | L | 4 | 8 | |
| 2.950 | General Services Superintendent | SR 21 | L | 4 | 8 | |
| 2.955 | Transit Fleet and Facilities Manager | SR 24 | L | 13 | 2 | |

III. RECREATION AND ALLIED OCCUPATIONS

A. Recreation Classes

| | | | | | | |
|-------|----------------------------------|-------|---|----|---|--|
| 3.001 | Recreation Aid | SR 7 | L | 3 | 5 | |
| 3.002 | Recreation Technician I | SR 9 | L | 3 | 5 | |
| 3.003 | Recreation Technician II | SR 11 | L | 3 | 5 | |
| 3.004 | Recreation Technician III | SR 13 | L | 3 | 5 | |
| 3.006 | Recreation Instructor | SR 9 | L | 3 | 5 | |
| 3.010 | Park Interpretive Technician | SR 13 | L | 3 | 5 | |
| 3.015 | Culture and Education Technician | SR 13 | L | 3 | 5 | |
| 3.020 | Swimming Instructor | SR 10 | L | 3 | 5 | |
| 3.021 | Recreation Specialist I | SR 20 | L | 13 | 2 | |

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|--------------------------------|--|------------|--------------|------------|-----------|------------|
| 3.022 | Recreation Specialist II | SR 22 | L | 13 | 2 | |
| 3.024 | Recreation Director I | SR 16 | L | 13 | 2 | |
| 3.026 | Recreation Director II | SR 18 | L | 13 | 2 | |
| 3.028 | Recreation Director III | SR 20 | L | 13 | 2 | |
| 3.030 | Recreation Director IV | SR 22 | L | 13 | 2 | |
| 3.040 | Zoo Information/Education Specialist I | SR 20 | L | 13 | 2 | |
| 3.045 | Aquatic Recreation Specialist | SR 22 | L | 13 | 2 | |
| B. Music Classes | | | | | | |
| 3.150 | Musician I | SR 11 | L | 3 | 2 | |
| 3.152 | Musician II | SR 13 | L | 3 | 2 | |
| 3.154 | Musician III | SR 15 | L | 3 | 2 | |
| 3.156 | Musician IV | SR 17 | L | 3 | 2 | |
| 3.158 | Musician V | SR 19 | L | 3 | 2 | |
| 3.160 | Assistant Band Director | SR 21 | L | 4 | 2 | |
| C. Other Allied Classes | | | | | | |
| 3.212.1 | Community Service Worker I | SR 7 | L | 3 | 5 | |
| 3.213 | Community Service Worker II | SR 9 | L | 3 | 5 | |
| 3.215 | Community Service Worker III | SR 11 | L | 3 | 5 | |
| 3.217 | Community Service Program Assistant I | SR 13 | L | 3 | 5 | |
| 3.218 | Community Service Program Assistant II | SR 15 | L | 3 | 5 | |

IV. BIOLOGICAL, MEDICAL, PHYSICAL SCIENCE AND ALLIED OCCUPATIONS

A. Microbiology

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|--------------------------------|---|------------|--------------|------------|-----------|------------|
| 4.000 | Water Microbiologist I | SR 18 | L | 13 | 2 | |
| 4.002 | Water Microbiologist II | SR 20 | L | 13 | 2 | |
| 4.004 | Water Microbiologist III | SR 22 | L | 13 | 2 | |
| 4.006 | Water Microbiologist IV | SR 24 | L | 13 | 2 | |
| B. Medical | | | | | | |
| 4.050 | Sexual Assault Forensic Nurse Coordinator | SR 24 | L | 9 | 2 | |
| C. Chemistry | | | | | | |
| 4.070 | Laboratory Technician I | SR 11 | L | 3 | 3 | |
| 4.072 | Laboratory Technician II | SR 13 | L | 3 | 3 | |
| 4.080 | Chemist I | SR 18 | L | 13 | 2 | |
| 4.081 | Chemist II | SR 20 | L | 13 | 2 | |
| 4.082 | Chemist III | SR 22 | L | 13 | 2 | |
| 4.083 | Chemist IV | SR 24 | L | 13 | 2 | |
| 4.093 | Sanitary Chemist I | SR 18 | L | 13 | 2 | |
| 4.094 | Sanitary Chemist II | SR 20 | L | 13 | 2 | |
| 4.095 | Sanitary Chemist III | SR 22 | L | 13 | 2 | |
| D. Other Allied Classes | | | | | | |
| 4.100 | Criminalist I | SR 20 | L | 13 | 2 | |
| 4.102 | Criminalist II | SR 22 | L | 13 | 2 | |
| 4.105 | Criminalist III | SR 24 | L | 13 | 2 | |
| 4.110 | Police Evidence Specialist I | SR 18 | L | 13 | 2 | |
| 4.112 | Police Evidence Specialist II | SR 20 | L | 13 | 2 | |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|--|-------------------------|-------|-------|-----|----|-----|
| V. ENGINEERING AND ALLIED OCCUPATIONS | | | | | | |
| A. Civil Engineering Classes | | | | | | |
| 5.000 | Civil Engineer I | EN 18 | L | 13 | 2 | |
| 5.005 | Civil Engineer II | EN 20 | L | 13 | 2 | |
| 5.010 | Civil Engineer III | EN 22 | L | 13 | 2 | |
| 5.015 | Civil Engineer IV | EN 24 | L | 13 | 2 | |
| 5.020 | Civil Engineer V | EN 26 | L | 13 | 2 | |
| 5.024 | Structural Engineer | EN 24 | L | 13 | 2 | |
| B. Architectural Engineering Classes | | | | | | |
| 5.030 | Architect I | EN 22 | L | 13 | 2 | |
| 5.032 | Architect II | EN 24 | L | 13 | 2 | |
| C. Electrical Engineering Classes | | | | | | |
| 5.042 | Electrical Engineer I | EN 22 | L | 13 | 2 | |
| 5.043 | Electrical Engineer II | EN 24 | L | 13 | 2 | |
| D. Land Surveying Classes | | | | | | |
| 5.050 | Land Surveyor I | SR 18 | L | 13 | 3 | |
| 5.055 | Land Surveyor II | SR 20 | L | 13 | 3 | |
| 5.060 | Land Surveyor III | SR 22 | L | 13 | 3 | |
| 5.065 | Land Surveyor IV | SR 26 | L | 13 | 3 | |
| E. Mechanical Engineering | | | | | | |
| 5.070 | Mechanical Engineer I | EN 18 | L | 13 | 2 | |
| 5.071 | Mechanical Engineer II | EN 20 | L | 13 | 2 | |
| 5.072 | Mechanical Engineer III | EN 22 | L | 13 | 2 | |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|---|--------------------------------------|------------|--------------|------------|-----------|------------|
| 5.073 | Mechanical Engineer IV | EN 24 | L | 13 | 2 | |
| 5.074 | Mechanical Engineer V | EN 26 | L | 13 | 2 | |
| F. Engineering, Surveying and Drafting Classes | | | | | | |
| 5.080 | Engineering Aid I | SR 7 | L | 3 | 3 | |
| 5.085 | Engineering Aid II | SR 11 | L | 3 | 3 | |
| 5.090 | Engineering Aid III | SR 15 | L | 3 | 3 | |
| 5.095 | Engineering Aid IV | SR 17 | L | 3 | 3 | |
| 5.096 | Engineering Aid V | SR 19 | L | 3 | 3 | |
| 5.100 | Engineering Drafting Technician I | SR 9 | L | 3 | 3 | |
| 5.103 | Engineering Drafting Technician II | SR 11 | L | 3 | 3 | |
| 5.105 | Engineering Drafting Technician III | SR 13 | L | 3 | 3 | |
| 5.107 | Engineering Drafting Technician IV | SR 15 | L | 3 | 3 | |
| 5.110 | Engineering Drafting Technician V | SR 17 | L | 3 | 3 | |
| 5.111 | Engineering Drafting Technician VI | SR 19 | L | 3 | 3 | |
| 5.115 | Planning Drafting Technician I | SR 17 | L | 3 | 3 | |
| 5.116 | Planning Drafting Technician II | SR 19 | L | 3 | 3 | |
| 5.120 | Architectural Drafting Technician I | SR 17 | L | 3 | 3 | |
| 5.125 | Architectural Drafting Technician II | SR 19 | L | 3 | 3 | |
| 5.128 | Engineering Support Technician I | SR 11 | L | 3 | 3 | |
| 5.129 | Engineering Support Technician II | SR 15 | L | 3 | 3 | |
| 5.131 | Engineering Support Technician III | SR 17 | L | 3 | 3 | |
| 5.132 | Engineering Support Technician IV | SR 19 | L | 3 | 3 | |

G. Miscellaneous Engineering Classes

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|--------------------------------|---------------------------------------|------------|--------------|------------|-----------|------------|
| 5.141 | Environmental Management Engineer I | EN 18 | L | 13 | 2 | |
| 5.142 | Environmental Management Engineer II | EN 20 | L | 13 | 2 | |
| 5.143 | Environmental Management Engineer III | EN 22 | L | 13 | 2 | |
| 5.144 | Environmental Management Engineer IV | EN 24 | L | 13 | 2 | |
| 5.150 | Plans Examining Manager | SR 26 | L | 13 | 2 | |
| H. Other Allied Classes | | | | | | |
| 5.155 | Traffic Operations Supervisor | SR 24 | L | 13 | 2 | |
| 5.165 | Code Enforcement Coordinator | SR 24 | L | 13 | 2 | |
| 5.169 | Radio Technician I | SR 19 | H | 3 | 3 | |
| 5.170 | Radio Technician II | SR 24 | H | 4 | 3 | |
| 5.174 | Tax Maps & Records Supervisor I | SR 20 | L | 3 | 3 | |
| 5.175 | Tax Maps & Records Supervisor II | SR 22 | L | 4 | 3 | |
| 5.176 | Tax Maps & Records Technician I | SR 13 | L | 3 | 3 | |
| 5.177 | Tax Maps & Records Technician II | SR 15 | L | 3 | 3 | |
| 5.178 | Tax Maps & Records Technician III | SR 17 | L | 3 | 3 | |
| 5.185 | Traffic Technician I | SR 13 | L | 3 | 3 | |
| 5.186 | Traffic Technician II | SR 15 | L | 3 | 3 | |
| 5.187 | Traffic Technician III | SR 17 | L | 3 | 3 | |
| 5.188 | Traffic Technician IV | SR 19 | L | 3 | 3 | |
| 5.189 | Supervising Traffic Technician | SR 21 | L | 4 | 3 | |
| 5.190 | Cartographic Drafting Technician I | SR 13 | L | 3 | 3 | |
| 5.191 | Cartographic Drafting Technician II | SR 15 | L | 3 | 3 | |
| 5.192 | Cartographic Drafting Technician III | SR 17 | L | 3 | 3 | |

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-----------------|--------------------------------|------------|--------------|------------|-----------|------------|
| 5.199 | Facilities Manager | SR 28 | L | 13 | 2 | |
| 5.200 | Projects Coordinator | SR 24 | L | 13 | 2 | |
| 5.201 | Building Projects Manager | SR 26 | L | 13 | 2 | |
| 5.202 | Wastewater Project Manager | SR 24 | L | 13 | 2 | |
| 5.203 | Park Projects Manager | SR 24 | L | 13 | 2 | |
| 5.205 | Highways Support Technician I | SR 17 | L | 3 | 3 | |
| 5.206 | Highways Support Technician II | SR 19 | L | 3 | 3 | |
| 5.400 | Energy Management Analyst | SR 24 | L | 13 | 2 | |

VI. PUBLIC SAFETY AND ALLIED OCCUPATIONS

A. Fire Protection Classes

| | | | | | | |
|-------|-------------------------------------|-------|---|----|---|--|
| 6.000 | Fire Fighter Recruit | SR 15 | S | 11 | 4 | |
| 6.001 | Fire Fighter | SR 17 | S | 11 | 4 | |
| 6.005 | Fire Rescue Specialist | SR 19 | S | 11 | 4 | |
| 6.006 | Fire/Hazardous Materials Specialist | SR 19 | S | 11 | 4 | |
| 6.008 | Fire Training Specialist | SR 19 | S | 11 | 4 | |
| 6.010 | Fire Equipment Operator | SR 21 | S | 11 | 4 | |
| 6.011 | Fire/EMS Recruit | SR 15 | S | 11 | 4 | |
| 6.012 | Fire/EMS Specialist I | SR 21 | S | 11 | 4 | |
| 6.013 | Fire/EMS Specialist II | SR 23 | S | 11 | 4 | |
| 6.014 | Fire/EMS Specialist III | SR 25 | S | 11 | 2 | |
| 6.025 | Fire Captain | SR 25 | S | 11 | 2 | |
| 6.035 | Fire Prevention Inspector I | SR 21 | S | 11 | 3 | |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-------------------------------------|------------------------------|------------|--------------|------------|-----------|------------|
| 6.040 | Fire Prevention Inspector II | SR | 23 | S | 11 | 3 |
| 6.047 | Fire Helicopter Pilot | SR | 26 | H | 11 | 4 |
| 6.048 | Lead Fire Helicopter Pilot | SR | 27 | H | 11 | 4 |
| B. Police Protection Classes | | | | | | |
| 6.050 | Police Cadet | PO | 1 | S | 12 | 4 |
| 6.052 | Police Cadet Recruit | PO | 3 | S | 12 | 4 |
| 6.053 | Police Services Officer | PO | 1 | L | 12 | 4 |
| 6.055 | Police Officer I | PO | 5 | S | 12 | 4 |
| 6.060 | Police Officer II | PO | 7 | S | 12 | 4 |
| 6.061 | Police Officer III | PO | 9 | S | 12 | 4 |
| 6.065 | Detective | PO | 11 | H | 12 | 4 |
| 6.070 | Police Sergeant | PO | 11 | H | 12 | 3 |
| 6.075 | Police Lieutenant | PO | 13 | L | 12 | 2 |
| C. Water Safety Classes | | | | | | |
| 6.194 | Pool Lifeguard Trainee | SR | 11 | S | 3 | 4 |
| 6.195 | Pool Lifeguard | SR | 13 | S | 3 | 4 |
| 6.205 | Senior Pool Lifeguard | SR | 15 | S | 3 | 4 |
| 6.208 | Water Safety Officer I | SR | 15 | S | 15 | 4 |
| 6.209 | Water Safety Officer II | SR | 17 | S | 15 | 4 |
| 6.210 | Water Safety Officer III | SR | 19 | S | 15 | 4 |
| 6.211 | Water Safety Officer IV | SR | 21 | S | 15 | 4 |
| 6.212 | Water Safety Officer V | SR | 26 | S | 15 | 2 |

D. Animal Control and Protection Classes

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|--|---|------------|--------------|------------|-----------|------------|
| 6.213 | Animal Control and Protection Officer I | SR 14 | H | 3 | 4 | |
| 6.214 | Animal Control and Protection Officer II | SR 16 | H | 3 | 4 | |
| 6.215 | Animal Control and Protection Officer III | SR 18 | H | 3 | 4 | |
| 6.216 | Animal Control and Protection Officer IV | SR 21 | H | 3 | 4 | |
| E. Building Construction Inspection Classes | | | | | | |
| 6.220 | Building Inspector Aid | SR 14 | L | 3 | 3 | |
| 6.223 | Assistant Building Inspector | SR 16 | L | 3 | 3 | |
| 6.225 | Building Inspector | SR 19 | L | 3 | 3 | |
| 6.230 | Senior Building Inspector | SR 21 | L | 3 | 3 | |
| 6.235 | Supervising Building Inspector | SR 23 | L | 4 | 3 | |
| F. Electrical Inspection Classes | | | | | | |
| 6.245 | Traffic Signal & Street Light Inspector | SR 19 | L | 3 | 3 | |
| 6.250 | Assistant Electrical Inspector | SR 16 | L | 3 | 3 | |
| 6.255 | Electrical Inspector | SR 19 | L | 3 | 3 | |
| 6.260 | Senior Electrical Inspector | SR 21 | L | 3 | 3 | |
| 6.265 | Supervising Electrical Inspector | SR 23 | L | 4 | 3 | |
| G. Plumbing Inspection Classes | | | | | | |
| 6.269 | Assistant Plumbing Inspector | SR 16 | L | 3 | 3 | |
| 6.270 | Plumbing Inspector | SR 19 | L | 3 | 3 | |
| 6.275 | Senior Plumbing Inspector | SR 21 | L | 3 | 3 | |
| 6.280 | Supervising Plumbing Inspector | SR 23 | L | 4 | 3 | |
| H. General Construction Inspection Classes | | | | | | |
| 6.290 | Construction Inspector Aid | SR 14 | L | 3 | 3 | |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|--|---|------------|--------------|------------|-----------|------------|
| 6.294 | Assistant Construction Inspector | SR 16 | L | 3 | 3 | |
| 6.295 | Construction Inspector | SR 19 | L | 3 | 3 | |
| 6.296 | Senior Construction Inspector | SR 21 | L | 3 | 3 | |
| 6.300 | Project Construction Inspector | SR 19 | L | 3 | 3 | |
| 6.301 | Senior Project Construction Inspector | SR 21 | L | 3 | 3 | |
| 6.302 | Supervising Project Construction Inspector | SR 23 | L | 4 | 3 | |
| 6.305 | Waterworks Construction Project Inspector I | SR 16 | L | 3 | 3 | |
| 6.306 | Waterworks Construction Project Inspector II | SR 19 | L | 3 | 3 | |
| 6.307 | Waterworks Construction Project Inspector III | SR 21 | L | 3 | 3 | |
| 6.308 | Supervising Waterworks Construction Project Inspector | SR 23 | L | 4 | 3 | |
| I. Liquor Law Enforcement Classes | | | | | | |
| 6.312 | Liquor Control Investigator Trainee | SR 14 | L | 3 | 4 | |
| 6.315 | Liquor Control Investigator I | SR 16 | L | 3 | 4 | |
| 6.320 | Liquor Control Investigator II | SR 18 | L | 3 | 4 | |
| 6.325 | Liquor Control Investigator III | SR 21 | L | 3 | 4 | |
| 6.326 | Liquor Control Licensing Officer | SR 21 | L | 3 | 4 | |
| 6.327 | Liquor Control Licensing Technician I | SR 16 | L | 3 | 4 | |
| 6.328 | Liquor Control Licensing Technician II | SR 18 | L | 3 | 4 | |
| 6.330 | Supervising Liquor Control Investigator | SR 24 | L | 4 | 4 | |
| J. Other Allied Classes | | | | | | |
| 6.335 | Fire Communications Officer I | SR 17 | L | 3 | 6 | |
| 6.336 | Fire Communications Officer II | SR 19 | L | 3 | 6 | |
| 6.337 | Fire Communications Officer III | SR 21 | L | 3 | 6 | |

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-----------------|---|------------|--------------|------------|-----------|------------|
| 6.338 | Supervising Fire Communications Officer | SR 24 | L | 4 | 3 | |
| 6.340 | Police Communications Officer I | SR 17 | L | 3 | 6 | |
| 6.341 | Police Communications Officer II | SR 19 | L | 3 | 6 | |
| 6.342 | Police Communications Officer III | SR 21 | L | 3 | 6 | |
| 6.343 | Supervising Police Communications Officer | SR 24 | L | 4 | 3 | |
| 6.355 | School Crossing Guard | SR 5 | L | 3 | 4 | |
| 6.381 | Investigator I | SR 16 | L | 13 | 2 | |
| 6.382 | Investigator II | SR 18 | L | 13 | 2 | |
| 6.383 | Investigator III | SR 20 | L | 13 | 2 | |
| 6.384 | Investigator IV | SR 22 | L | 13 | 2 | |
| 6.385 | Investigator V | SR 24 | L | 13 | 2 | |
| 6.385.1 | Investigator VI | SR 26 | L | 13 | 2 | |
| 6.385.2 | Investigator VII | SR 28 | L | 13 | 2 | |
| 6.386 | Claims Investigator-Adjustor | SR 23 | L | 13 | 2 | |
| 6.388 | Driver License Examiner I | SR 16 | L | 3 | 3 | |
| 6.389 | Driver License Examiner II | SR 17 | L | 3 | 3 | |
| 6.389.1 | Driver License Examiner III | SR 18 | L | 3 | 3 | |
| 6.390 | Supervising Driver License Examiner | SR 20 | L | 4 | 3 | |
| 6.391 | Polygraph Examiner | SR 21 | L | 3 | 3 | |
| 6.392 | Planning Inspector I | SR 16 | L | 3 | 3 | |
| 6.393 | Planning Inspector II | SR 19 | L | 3 | 3 | |
| 6.394 | Planning Inspector III | SR 21 | L | 3 | 3 | |
| 6.400 | Equipment Operations Instructor | SR 17 | L | 3 | 3 | |

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| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-----------------|--|------------|--------------|------------|-----------|------------|
| 6.405 | Water Service Investigator I | SR | 12 | L | 3 | 3 |
| 6.408 | Water Service Investigator II | SR | 14 | L | 3 | 3 |
| 6.415 | Supervising Water Service Investigator | SR | 20 | L | 4 | 3 |
| 6.420 | Motor Vehicle Control Inspector I | SR | 18 | L | 3 | 3 |
| 6.422 | Motor Vehicle Control Inspector II | SR | 19 | L | 3 | 3 |
| 6.430 | Cross-Connection Technician I | SR | 13 | L | 3 | 3 |
| 6.431 | Cross-Connection Technician II | SR | 15 | L | 3 | 3 |
| 6.432 | Cross-Connection Technician III | SR | 17 | L | 3 | 3 |
| 6.433 | Cross-Connection Technician IV | SR | 20 | L | 4 | 3 |
| 6.435 | Land Use Plans Checker I | SR | 11 | L | 3 | 3 |
| 6.436 | Land Use Plans Checker II | SR | 13 | L | 3 | 3 |
| 6.437 | Land Use Plans Checker III | SR | 15 | L | 3 | 3 |
| 6.438 | Land Use Plans Checker IV | SR | 17 | L | 3 | 3 |
| 6.440.1 | Building Plans Examiner I | SR | 11 | L | 3 | 3 |
| 6.440.2 | Building Plans Examiner II | SR | 13 | L | 3 | 3 |
| 6.440.3 | Building Plans Examiner III | SR | 15 | L | 3 | 3 |
| 6.440.4 | Building Plans Examiner IV | SR | 19 | L | 3 | 3 |
| 6.440.5 | Building Plans Examiner V | SR | 21 | L | 3 | 3 |
| 6.445 | Environmental Compliance Specialist | SR | 24 | L | 13 | 3 |

COUNTY OF HAWAI'I
DEPARTMENT OF HUMAN RESOURCES
HILO, HAWAI'I 96720

COMPENSATION PLAN

BLUE COLLAR

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|---|---|-----|-------|-----|----|-----|
| VII. LABOR, CUSTODIAL, DOMESTIC AND ALLIED OCCUPATIONS | | | | | | |
| A. General Labor | | | | | | |
| 7.000 | Laborer I | BC | 2 | H | 1 | 8 |
| 7.005 | Laborer II | BC | 3 | H | 1 | 8 |
| 7.010 | Laborer III | WS | 3 | H | 1 | 8 |
| 7.015 | Street Cleaning Supervisor | WS | 9 | L | 1 | 7 |
| B. Grounds Maintenance | | | | | | |
| 7.025 | Groundskeeper I | BC | 2 | H | 1 | 8 |
| 7.030 | Groundskeeper II | WS | 2 | H | 1 | 8 |
| 7.032 | Groundskeeping Supervisor | FI | 3 | L | 2 | 8 |
| 7.040 | Park Caretaker I | BC | 2 | H | 1 | 8 |
| 7.045 | Park Caretaker II | WS | 2 | H | 1 | 8 |
| 7.047 | Park Caretaker III | WS | 3 | H | 1 | 8 |
| 7.048 | Veterans Cemetery Caretaker | BC | 3 | H | 1 | 8 |
| 7.049 | Supervising Veterans Cemetery Caretaker | WS | 3 | H | 1 | 8 |
| 7.055 | Park Maintenance Supervisor I | FI | 3 | H | 2 | 8 |
| 7.056 | Park Maintenance Supervisor II | FI | 4 | H | 2 | 8 |
| 7.059 | Park Maintenance Supervisor III | FII | 3 | L | 2 | 8 |
| 7.060 | Park Maintenance Supervisor IV | FII | 4 | L | 2 | 8 |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|------------------------|--|------------|--------------|------------|-----------|------------|
| 7.061 | Park Building and Grounds Maintenance Supervisor | FI | 5 | H | 2 | 8 |
| 7.062 | Park Maintenance Supervisor V | FII | 5 | L | 2 | 8 |
| 7.063 | Park Maintenance Supervisor VI | FII | 7 | L | 2 | 8 |
| 7.064 | Park Construction and Maintenance Supervisor I | FI | 9 | L | 2 | 8 |
| 7.064.1 | Park Construction and Maintenance Supervisor II | FII | 9 | L | 2 | 8 |
| 7.065 | Golf Course Groundskeeper I | BC | 3 | H | 1 | 8 |
| 7.070 | Golf Course Groundskeeper II | BC | 4 | H | 1 | 8 |
| 7.074 | Golf Course Groundskeeper III | WS | 4 | H | 1 | 8 |
| 7.076 | Golf Course Maintenance Supervisor | FII | 7 | L | 2 | 8 |
| 7.080 | Tree Trimmer | BC | 4 | H | 1 | 8 |
| 7.085 | Nursery Worker I | BC | 5 | L | 1 | 8 |
| 7.087 | Nursery Worker II | WS | 5 | L | 1 | 8 |
| C. Custodial | | | | | | |
| 7.150 | Custodian/Groundskeeper I | BC | 2 | H | 1 | 8 |
| 7.152 | Custodian/Groundskeeper II | WS | 2 | H | 1 | 8 |
| 7.154 | Supervising Custodian/Groundskeeper | FI | 2 | H | 2 | 8 |
| 7.156 | General Services Supervisor | FII | 2 | L | 2 | 8 |
| D. Other Allied | | | | | | |
| 7.201 | Home Delivered Meals Worker | BC | 2 | L | 1 | 8 |
| 7.207 | Election Warehouse Worker I | BC | 4 | H | 1 | 8 |
| 7.209 | Election Warehouse Worker II | WS | 4 | H | 1 | 8 |
| 7.210 | Solid Waste Facility Attendant | BC | 5 | H | 1 | 8 |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-----------------|---|------------|--------------|------------|-----------|------------|
| 7.211 | Lead Solid Waste Transfer Station Attendant | WS | 5 | H | 1 | 8 |
| 7.212 | Solid Waste Working Supervisor | WS | 10 | H | 1 | 7 |
| 7.213 | Solid Waste Supervisor | FI | 10 | L | 2 | 7 |
| 7.214 | Solid Waste Supervisor II | FII | 10 | L | 2 | 7 |
| 7.215 | Zoo Animal Keeper I | BC | 5 | H | 1 | 8 |
| 7.220 | Zoo Animal Keeper II | BC | 7 | H | 1 | 8 |
| 7.221 | Zoo Animal Keeper III | WS | 7 | H | 1 | 8 |
| 7.222 | Pana`ewa Recreation Complex Supervisor | FI | 7 | H | 2 | 8 |
| 7.230 | Swimming Pool Custodian | BC | 5 | H | 1 | 8 |
| 7.240 | Facilities Maintenance & Service Worker I | BC | 3 | H | 1 | 8 |
| 7.245 | Facilities Maintenance & Service Worker II | WS | 3 | H | 1 | 8 |
| 7.250 | Park Facilities Refuse Collector | BC | 4 | H | 1 | 8 |
| 7.255 | Park Facilities Refuse Collector-Driver | BC | 6 | H | 1 | 8 |
| 7.300 | Vector Control Worker I | BC | 3 | H | 1 | 8 |
| 7.302 | Vector Control Worker II | BC | 5 | H | 1 | 8 |
| 7.305 | Kennel Technician | BC | 7 | H | 1 | 8 |
| 7.306 | Lead Kennel Technician | WS | 7 | H | 1 | 8 |

VIII. TRADES, CRAFTS, MECHANICAL AND ALLIED OCCUPATIONS

A. Building Construction & Maintenance

| | | | | | | |
|-------|-----------------------------------|----|---|---|---|---|
| 8.000 | Building & Grounds Utility Worker | BC | 5 | H | 1 | 8 |
| 8.003 | Fire Maintenance Worker | BC | 9 | H | 1 | 8 |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|----------------------|--|------------|--------------|------------|-----------|------------|
| 8.005 | Building Maintenance Helper | BC | 5 | H | 1 | 8 |
| 8.010 | Building Maintenance Worker | BC | 9 | H | 1 | 7 |
| 8.015 | Lead Building Maintenance Worker | WS | 9 | H | 1 | 7 |
| 8.020 | Building Maintenance Supervisor I | FI | 9 | L | 2 | 7 |
| 8.021 | Building Maintenance Supervisor II | FII | 9 | L | 2 | 7 |
| 8.022 | Building Repair & Maintenance Supervisor | FII | 10 | L | 2 | 7 |
| 8.025 | Ho`olulu Complex Maintenance Supervisor | FII | 9 | L | 2 | 7 |
| B. Carpentry | | | | | | |
| 8.035 | Carpenter Helper | BC | 5 | H | 1 | 8 |
| 8.040 | Carpenter | BC | 9 | H | 1 | 7 |
| 8.045 | Lead Carpenter | WS | 9 | H | 1 | 7 |
| 8.050 | Carpenter-Cabinet Maker | BC | 10 | H | 1 | 7 |
| 8.052 | Lead Carpenter-Cabinet Maker | WS | 10 | H | 1 | 7 |
| C. Electrical | | | | | | |
| 8.060 | Electrician-Electronic Equipment Repairer | BC | 11 | H | 1 | 7 |
| 8.061 | Lead Electrician-Electronic Equipment Repairer | WS | 11 | H | 1 | 7 |
| 8.064 | Electrician Helper | BC | 5 | H | 1 | 8 |
| 8.065 | Electrician | BC | 10 | H | 1 | 7 |
| 8.066 | Lead Electrician | WS | 10 | H | 1 | 7 |
| 8.067 | Plant Electrician/Electronics Repairer | BC | 12 | H | 1 | 7 |
| 8.068 | Lead Plant Electrician/Electronics Repairer | WS | 12 | H | 1 | 7 |
| 8.069 | Electronics Technician | BC | 15 | L | 1 | 7 |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|--------------------|---|------------|--------------|------------|-----------|------------|
| 8.070 | Maintenance Electrician | BC | 10 | H | 1 | 7 |
| 8.071 | Lead Maintenance Electrician | WS | 10 | H | 1 | 7 |
| 8.072 | Traffic Electrician | BC | 12 | H | 1 | 7 |
| 8.073 | Lead Traffic Electrician | WS | 12 | H | 1 | 7 |
| 8.074.1 | Traffic Electrician Supervisor I | FI | 12 | L | 2 | 7 |
| 8.074.2 | Traffic Electrician Supervisor II | FII | 12 | L | 2 | 7 |
| D. Masonry | | | | | | |
| 8.075 | Mason | BC | 10 | H | 1 | 7 |
| 8.080 | Lead Mason | WS | 10 | H | 1 | 7 |
| E. Painting | | | | | | |
| 8.085 | Painter Helper | BC | 5 | H | 1 | 8 |
| 8.090 | Painter | BC | 9 | H | 1 | 7 |
| 8.095 | Lead Painter | WS | 9 | H | 1 | 7 |
| 8.105 | Traffic Signs & Markings Helper | BC | 5 | H | 1 | 8 |
| 8.107 | Traffic Signs & Markings Installer | BC | 7 | H | 1 | 8 |
| 8.110 | Traffic Signs & Markings Painter | BC | 9 | H | 1 | 7 |
| 8.115 | Lead Traffic Signs & Markings Painter | WS | 9 | H | 1 | 7 |
| 8.120 | Traffic Signs & Markings Supervisor I | FI | 9 | L | 2 | 7 |
| 8.125 | Traffic Signs & Markings Supervisor II | FII | 9 | L | 2 | 7 |
| 8.126 | Traffic Signs & Markings Supervisor III | FIII | 9 | L | 2 | 7 |
| F. Plumbing | | | | | | |
| 8.130 | Plumber | BC | 10 | H | 1 | 7 |
| 8.135 | Lead Plumber | WS | 10 | H | 1 | 7 |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|--|--|------------|--------------|------------|-----------|------------|
| G. General Construction & Maintenance | | | | | | |
| H. Highway Construction & Maintenance | | | | | | |
| 8.160 | Road Construction & Maintenance Supervisor I | WS | 10 | H | 1 | 7 |
| 8.165 | Road Construction & Maintenance Supervisor II | FI | 10 | L | 2 | 7 |
| 8.166 | Road Construction & Maintenance Supervisor III | FII | 10 | L | 2 | 7 |
| 8.170 | District Road Overseer I | FII | 10 | L | 2 | 7 |
| 8.175 | District Road Overseer II | FIII | 10 | L | 2 | 7 |
| I. Sewer Construction & Maintenance | | | | | | |
| 8.200 | Sewer Maintenance Helper | BC | 5 | H | 1 | 8 |
| 8.205 | Sewer Maintenance Repairer | BC | 10 | H | 1 | 7 |
| 8.207 | Sewer Maintenance Working Supervisor | WS | 10 | H | 1 | 7 |
| 8.210 | Sewer Maintenance Supervisor I | FI | 10 | L | 2 | 7 |
| 8.211 | Sewer Maintenance Supervisor II | FII | 10 | L | 2 | 7 |
| J. Waterworks | | | | | | |
| 8.250 | Pipefitter Helper | BC | 5 | H | 1 | 8 |
| 8.255 | Pipefitter | BC | 9 | H | 1 | 7 |
| 8.260 | Lead Pipefitter | WS | 9 | H | 1 | 7 |
| 8.275 | Waterworks Helper | BC | 5 | H | 1 | 8 |
| 8.280 | Waterworks Keeper | WS | 5 | H | 1 | 7 |
| 8.282 | Water Service District Supervisor I | FI | 9 | L | 2 | 7 |
| 8.283 | Water Service District Supervisor II | FII | 9 | L | 2 | 7 |
| K. Mechanical & Automotive Repair & Maintenance | | | | | | |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-----------------|--|------------|--------------|------------|-----------|------------|
| 8.310 | Automotive Mechanic Helper | BC | 5 | H | 1 | 8 |
| 8.315 | Automotive Mechanic I | BC | 10 | H | 1 | 7 |
| 8.320 | Automotive Mechanic II | WS | 10 | H | 1 | 7 |
| 8.325 | Construction Equipment Mechanic | BC | 11 | H | 1 | 7 |
| 8.326 | Lead Construction Equipment Mechanic | WS | 11 | H | 1 | 7 |
| 8.330 | Garage Supervisor | FII | 10 | L | 2 | 7 |
| 8.331 | Construction Equipment Repair Supervisor I | FI | 11 | L | 2 | 7 |
| 8.332 | Construction Equipment Repair Supervisor II | FII | 11 | L | 2 | 7 |
| 8.334 | Fire Equipment Mechanic | BC | 11 | H | 1 | 7 |
| 8.334.1 | Lead Fire Equipment Mechanic | WS | 11 | H | 1 | 7 |
| 8.335 | Chief Mechanic, Hawaii Fire Department | FII | 11 | L | 2 | 7 |
| 8.337 | Helicopter Mechanic | BC | 15 | H | 1 | 7 |
| 8.338 | Transit Vehicle Mechanic I | BC | 11 | H | 1 | 7 |
| 8.339 | Transit Vehicle Mechanic II | WS | 11 | H | 1 | 7 |
| 8.350 | Mechanical Repair Helper | BC | 5 | H | 1 | 8 |
| 8.355 | Mechanical Repairer | BC | 9 | H | 1 | 7 |
| 8.356 | Lead Mechanical Repairer | WS | 9 | H | 1 | 7 |
| 8.357 | Mechanical Repair Supervisor | FI | 9 | L | 2 | 7 |
| 8.368 | Water Meter Mechanic Helper | BC | 5 | H | 1 | 8 |
| 8.370 | Water Meter Mechanic | BC | 9 | H | 1 | 7 |
| 8.371 | Lead Water Meter Mechanic | WS | 9 | H | 1 | 7 |
| 8.378 | Wastewater Plant Maintenance Mechanic Helper | BC | 5 | H | 1 | 8 |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|------------------------|---|------------|--------------|------------|-----------|------------|
| 8.380 | Wastewater Plant Maintenance Mechanic | BC | 12 | H | 1 | 7 |
| 8.381 | Lead Wastewater Plant Maintenance Mechanic | WS | 12 | H | 1 | 7 |
| 8.382 | Wastewater Plant Maintenance Mechanic Supervisor | FI | 12 | L | 2 | 7 |
| L. Metalworking | | | | | | |
| 8.395 | Welder | BC | 10 | H | 1 | 7 |
| 8.396 | Lead Welder | WS | 10 | H | 1 | 7 |
| M. Other Allied | | | | | | |
| 8.405 | Field Lubrication Worker | BC | 6 | H | 1 | 8 |
| 8.490 | Water Plant Electrician-Mechanic Helper | BC | 5 | H | 1 | 8 |
| 8.495 | Plant Electrician-Electronics Trainee I | BC | 5 | H | 1 | 8 |
| 8.496 | Plant Electrician-Electronics Trainee II | BC | 6 | H | 1 | 8 |
| 8.497 | Plant Electrician-Electronics Trainee III | BC | 7 | H | 1 | 8 |
| 8.498 | Plant Electrician-Electronics Trainee IV | BC | 8 | H | 1 | 8 |
| 8.499 | Plant Electrician-Electronics Trainee V | BC | 9 | H | 1 | 8 |
| 8.500 | Water Plant Electrician-Mechanic | BC | 11 | H | 1 | 7 |
| 8.501 | Water Plant Electrical/Electronic Equipment Repairer I | BC | 12 | H | 1 | 7 |
| 8.502 | Water Plant Electrical/Electronic Equipment Repairer II | WS | 12 | H | 1 | 7 |
| 8.503 | Water Plant Electrical/Electronics Supervisor | FII | 12 | L | 2 | 7 |
| 8.505 | Lead Water Plant Electrician-Mechanic | WS | 11 | H | 1 | 7 |
| 8.510 | Mechanical Repairer-Welder | BC | 10 | H | 1 | 7 |
| 8.512 | Mechanical Repair-Welding Supervisor | FI | 10 | L | 2 | 7 |
| 8.515 | Electrical Pump Mechanic-Electrician | BC | 10 | H | 1 | 7 |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-----------------|-------------------------|------------|--------------|------------|-----------|------------|
| 8.519 | Trades Helper | BC | 5 | H | 1 | 8 |
| 8.520 | Trades Apprentice I | BC | 5 | H | 1 | 8 |
| 8.521 | Trades Apprentice II | BC | 6 | H | 1 | 8 |
| 8.522 | Trades Apprentice III | BC | 7 | H | 1 | 8 |
| 8.523 | Trades Apprentice IV | BC | 8 | H | 1 | 8 |
| 8.526 | Highways Utility Worker | BC | 10 | H | 1 | 8 |

IX. MECHANICAL EQUIPMENT AND ALLIED OCCUPATIONS

A. Equipment Operation

| | | | | | | |
|-------|--|-----|----|---|---|---|
| 9.000 | Power Mower Operator | BC | 3 | H | 1 | 8 |
| 9.005 | Tractor Mower Operator | BC | 4 | H | 1 | 8 |
| 9.008 | Veterans Cemetery Caretaker/Equipment Operator | BC | 4 | H | 1 | 8 |
| 9.010 | Equipment Operator I | BC | 6 | H | 1 | 8 |
| 9.015 | Equipment Operator II | BC | 9 | H | 1 | 8 |
| 9.020 | Equipment Operator III | BC | 10 | H | 1 | 7 |
| 9.030 | Street Sweeper Operator | BC | 9 | H | 1 | 8 |
| 9.036 | Tree Trimmer-Heavy Truck Driver | BC | 7 | H | 1 | 8 |
| 9.038 | Tree Trimmer-Equipment Operator II | BC | 9 | H | 1 | 8 |
| 9.039 | Tree Trimming Crew Supervisor | WS | 9 | H | 1 | 8 |
| 9.040 | Tree Trimming-Park Maintenance Supervisor | FII | 9 | L | 2 | 8 |
| 9.045 | Van Driver | BC | 5 | H | 1 | 8 |

B. Plant Operation

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-----------------|---|------------|--------------|------------|-----------|------------|
| 9.055 | Water Plant Operator | BC | 9 | H | 1 | 7 |
| 9.056 | Water Treatment Plant Operator Trainee | BC | 5 | H | 1 | 7 |
| 9.057 | Water Treatment Plant Operator I | BC | 10 | H | 1 | 7 |
| 9.058 | Water Treatment Plant Operator II | BC | 11 | H | 1 | 7 |
| 9.059 | Lead Water Treatment Plant Operator II | WS | 11 | H | 1 | 7 |
| 9.060 | Water Treatment Plant Operator IV | BC | 13 | H | 1 | 7 |
| 9.061 | Lead Water Treatment Plant Operator IV | WS | 13 | H | 1 | 7 |
| 9.069 | Assistant Wastewater Treatment Plant Operator | BC | 8 | H | 1 | 8 |
| 9.071 | Wastewater Treatment Plant Operator I | BC | 10 | H | 1 | 7 |
| 9.072 | Wastewater Treatment Plant Operator II | BC | 11 | H | 1 | 7 |
| 9.073 | Wastewater Treatment Plant Operator III | BC | 12 | H | 1 | 7 |
| 9.074 | Wastewater Treatment Plant Operator IV | BC | 13 | H | 1 | 7 |
| 9.076 | Wastewater Treatment Plant Supervisor II | FII | 11 | H | 2 | 7 |
| 9.077 | Wastewater Treatment Plant Supervisor III | FII | 12 | H | 2 | 7 |
| 9.078 | Wastewater Treatment Plant Supervisor IV | FII | 13 | H | 2 | 7 |
| 9.080 | Wastewater Pumping Plant Operator | BC | 10 | H | 1 | 7 |
| 9.085 | Wastewater Plant Working Supervisor III | WS | 12 | H | 1 | 7 |
| 9.086 | Wastewater Plant Working Supervisor IV | WS | 13 | H | 1 | 7 |

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EXCLUDED MANAGERIAL

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|---------------------------------|--|-----|-------|-----|----|-----|
| X. EXCLUDED MANAGERIAL | | | | | | |
| A. Public Administration | | | | | | |
| 15A2045 | Human Resources Manager I | EM | 1 | L | 13 | 2 |
| 15A2050 | Human Resources Manager II | EM | 3 | L | 13 | 2 |
| 15A2055 | Equal Opportunity Officer/ADA Coordinator | EM | 3 | L | 13 | 2 |
| 15A2060 | Administrative Services Officer I | EM | 1 | L | 13 | 2 |
| 15A2061 | Administrative Services Officer II | EM | 3 | L | 13 | 2 |
| 15A2070 | Assistant Waterworks Controller | EM | 3 | L | 13 | 1 |
| 15A2072 | Waterworks Controller | EM | 5 | L | 13 | 1 |
| 15A2075 | Business Administrator | EM | 3 | L | 13 | 2 |
| 15A2080 | Business Manager | EM | 3 | L | 13 | 2 |
| 15A2090 | Treasurer | EM | 5 | L | 13 | 1 |
| 15A2096 | Vehicle Registration and Licensing Administrator | EM | 5 | L | 13 | 1 |
| 15A2101 | Budget Administrator | EM | 5 | L | 13 | 1 |
| 15A2105 | Internal Control & TAT Manager | EM | 3 | L | 13 | 1 |
| 15A2109 | Assistant Controller | EM | 5 | L | 13 | 1 |
| 15A2110 | Controller | EM | 7 | L | 13 | 1 |
| 15A2115 | Risk Management Officer | EM | 5 | L | 13 | 1 |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-----------------|--|------------|--------------|------------|-----------|------------|
| 15A2117 | County Capital Improvement Plan Manager | EM | 5 | L | 13 | 1 |
| 15A2120 | Purchasing Agent | EM | 3 | L | 13 | 1 |
| 15A2123 | Executive Assistant I | EM | 1 | L | 13 | 2 |
| 15A2124 | Executive Assistant II | EM | 3 | L | 13 | 2 |
| 15A2125 | Executive Assistant III | EM | 5 | L | 13 | 1 |
| 15A2126 | Executive Assistant IV | EM | 7 | L | 13 | 1 |
| 15A2135 | Mass Transit Administrator | EM | 3 | L | 13 | 1 |
| 15A2136 | Assistant Mass Transit Administrator | EM | 1 | L | 13 | 1 |
| 15A2139 | Civil Defense Administrative Officer | EM | 3 | L | 13 | 1 |
| 15A2140 | Civil Defense Administrator | EM | 5 | L | 13 | 1 |
| 15A2141 | Radio Systems Manager | EM | 3 | L | 13 | 2 |
| 15A2150 | County Executive on Aging | EM | 3 | L | 13 | 1 |
| 15A2155 | Property Manager | EM | 3 | L | 13 | 1 |
| 15A2159 | Assistant County Real Property Tax Administrator | EM | 5 | L | 13 | 1 |
| 15A2160 | County Real Property Tax Administrator | EM | 7 | L | 13 | 1 |
| 15A2164 | Information Systems Program Manager | EM | 3 | L | 13 | 1 |
| 15A2166 | Information Technology Systems Manager | EM | 5 | L | 13 | 1 |
| 15A2167 | Waterworks Information Systems Manager | EM | 3 | L | 13 | 1 |
| 15A2168 | Water Communications Officer | EM | 1 | L | 13 | 1 |
| 15A2170 | Automotive Equipment Superintendent | EM | 3 | L | 4 | 1 |
| 15A2180 | Park Maintenance Manager | EM | 3 | L | 13 | 1 |
| 15A2188 | Highway Superintendent | EM | 3 | L | 4 | 1 |
| 15A2189 | Highway Division Chief | EM | 7 | L | 13 | 1 |

| Code No. | Class Title | PAY | GRADE | MED | BU | EEO |
|-------------------------|--|------------|--------------|------------|-----------|------------|
| 15A2191 | Solid Waste Operations Deputy Division Chief | EM | 5 | L | 13 | 1 |
| 15A2192 | Solid Waste Operations Division Chief | EM | 7 | L | 13 | 1 |
| 15A2194 | Planning Program Manager | EM | 5 | L | 13 | 1 |
| 15A2198 | Park Planner | EM | 3 | L | 13 | 1 |
| 15A2200 | Liquor Control Administrative Officer | EM | 3 | L | 13 | 1 |
| 15A2210 | Victim/Witness Program Director | EM | 3 | L | 13 | 1 |
| 15A2215 | Animal Control and Protection Administrator | EM | 3 | L | 13 | 1 |
| B. Recreation | | | | | | |
| 15B3050 | Elderly Activities Operations Director | EM | 3 | L | 13 | 1 |
| 15B3051 | Elderly Activities Operations Assistant Director | EM | 1 | L | 13 | 2 |
| 15B3060 | Recreation Administrator | EM | 3 | L | 13 | 1 |
| C. Engineering | | | | | | |
| 15C4030 | Civil Engineer VI | EM | 5 | L | 13 | 1 |
| 15C4035 | Deputy Building Chief | EM | 5 | L | 13 | 1 |
| 15C4036 | Building Chief | EM | 7 | L | 13 | 1 |
| 15C4050 | Civil Engineer VII | EM | 7 | L | 13 | 1 |
| 15C4055 | Chief of Operations | EM | 7 | L | 13 | 1 |
| 15C4057 | Water Operations Superintendent | EM | 3 | L | 4 | 1 |
| 15C4060 | Wastewater Deputy Division Chief | EM | 5 | L | 13 | 1 |
| D. Public Safety | | | | | | |
| 15D5050 | Battalion Chief | EM | 3 | L | 11 | 2 |
| 15D5057 | Assistant Fire Chief | EM | 5 | L | 11 | 1 |
| 15D5060 | Police Captain | EM | 3 | L | 12 | 2 |
| 15D5061 | Police Major | EM | 5 | L | 12 | 1 |
| 15D5063 | Assistant Police Chief | EM | 7 | L | 12 | 1 |

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CLASSIFICATION ABBREVIATIONS

| | |
|-----------------------------------|-----------------------------------|
| AA - AFFIRMATIVE ACTION | BUS - BUSINESS |
| ABANDND - ABANDONED | CABNT - CABINET |
| ACCNT - ACCOUNTANT | CAR - CAREER |
| ACCT - ACCOUNT | CARETKR - CARETAKER |
| ACCTS - ACCOUNTS | CCT - CROSS-CONNECTION TECHNICIAN |
| ACTIV - ACTIVITIES | CD - CIVIL DEFENSE |
| ADM - ADMINISTRATIVE | CE - CIVIL ENGINEER |
| ADMN - ADMINISTRATION | CERT - CERTIFICATION |
| ADMR - ADMINISTRATOR | CHF - CHIEF |
| ADV - ADVISORY | CHLDRN'S - CHILDREN'S |
| AERMED - AEROMEDICAL | CHRPRSN - CHAIRPERSON |
| AFF - AFFIRMATIVE | CLASSIF - CLASSIFICATIONS |
| AGCY - AGENCY | CLERCL - CLERICAL |
| AGCYS - AGENCIES | CLK - CLERK |
| AGRIC - AGRICULTURAL | CLMS - CLAIMS |
| ALLOC - ALLOCATION | CMDR - COMMANDER |
| ALT - ALTERNATIVE | CMLPX - COMPLEX |
| ANAL - ANALYST | CMPTR - COMPUTER |
| APPL - APPEAL | CMR - CLERK-METER READER |
| APPLCNS - APPLICATIONS | CMTRY - CEMETERY |
| APPLS - APPEALS | CNSLG - COUNSELING |
| APPR - APPRAISER | CNTRCTS - CONTRACTS |
| APPRNTSHIP - APPRENTICESHIP | CNTY - COUNTY |
| AQ - AQUATIC | COH - COUNTY OF HAWAII |
| AQ - AQUATICS | CO - COUNTY |
| ARCH - ARCHITECT | COLLCTN - COLLECTION |
| ARCHTL - ARCHITECTURAL | COM - COMMITTEE |
| ASSOC - ASSOCIATE | COMM - COMMISSION |
| ASST - ASSISTANT | COMN - COMMUNICATION |
| ASSUR - ASSURANCE | COMNS - COMMUNICATIONS |
| ATTNDT - ATTENDANT | COMP - COMPENSATION |
| ATTY - ATTORNEY | COMPL - COMPLIANCE |
| AUTH - AUTHORITY | COMPRHNSV - COMPREHENSIVE |
| AUTMTD - AUTOMATED | COMY - COMMUNITY |
| AUTO - AUTOMOTIVE | CONSTR - CONSTRUCTION |
| BD - BOARD | CONSVTN - CONSERVATION |
| BDGT - BUDGET | CONT - CONTROL |
| BDS - BOARDS | CONTR - CONTROLLER |
| BILLG - BILLING | COO - CHIEF OF OPERATIONS |
| BLDG - BUILDING | COORD - COORDINATOR |
| BMW - BUILDING MAINTENANCE WORKER | CR - CARE |
| BR - BRANCH | CRIM - CRIMINAL |

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CLASSIFICATION ABBREVIATIONS

| | |
|---------------------------------------|--------------------------------------|
| CRT - COURT | EMPL - EMPLOYMENT |
| CSR - CUSTOMER SERVICE REPRESENTATIVE | EMSS - EMERGENCY MED SVCS SYSTEM |
| CSS - CUSTOMER SERVICE SUPERVISOR | ENFC - ENFORCEMENT |
| CRTGPHC - CARTOGRAPHIC | ENGR - ENGINEER |
| CTL - CONTROL | ENGRG - ENGINEERING |
| CTR - CENTER | ENRGY - ENERGY |
| CUST - CUSTOMER | ENTRPRS - ENTERPRISE |
| CUSTODN - CUSTODIAN | ENVTL - ENVIRONMENTAL |
| DCS - DEPT. OF CIVIL SERVICE | EO - EQUIPMENT OPERATOR |
| DEF - DEFENDER | EQUIP - EQUIPMENT |
| DELVRD - DELIVERED | EST - ENGINEERING SUPPORT TECHNICIAN |
| DEMON - DEMONSTRATION | EVNTS - EVENTS |
| DEPT - DEPARTMENT | EXAMNR - EXAMINER |
| DEPTL - DEPARTMENTAL | EXEC - EXECUTIVE |
| DEP - DEPUTY | EXER - EXERCISE |
| DEV - DEVELOPMENT | EXPR - EXPERIENCE |
| DEVLPMTL - DEVELOPMENTAL | FAC - FACILITY |
| DFTG - DRAFTING | FACS - FACILITIES |
| DH - DIVISION HEAD | FAM - FAMILY |
| DIR - DIRECTOR | FIN - FINANCIAL |
| DIS - DISEASE | FINC - FINANCE |
| DISAB - DISABILITY | FINCG - FINANCING |
| DISABS - DISABILITIES | FIREFGHTNG - FIREFIGHTING |
| DISP - DISPOSAL | FNGPRNT - FINGERPRINT |
| DIST - DISTRICT | FTZ - FOREIGN TRADE ZONE |
| DIV - DIVISION | GEOGC - GEOGRAPHIC |
| DM - DEPUTY MANAGER | GIS - GEOGRAPHIC INFORMATION SYSTEM |
| DOC - DOCUMENT | GRNDS - GROUNDS |
| DP - DATA PROCESSING | GRNDSKPR - GROUNDSKEEPER |
| DRLCT - DERELICT | HAZ - HAZARDOUS |
| DRVR - DRIVER | HFD - HAWAII FIRE DEPARTMENT |
| DSPTCHR - DISPATCHER | HI - HAWAI'I |
| DWS - DEPT. OF WATER SUPPLY | HLCPTR - HELICOPTER |
| EA - ENGINEERING AID | HLPR - HELPER |
| ECON - ECONOMIC | HSG - HOUSING |
| EE - EMPLOYEE | HLTH - HEALTH |
| EEO - EQUAL EMPLOYMENT OPPORTUNITY | HPD - HAWAII POLICE DEPARTMENT |
| ELEC - ELECTRICIAN | HOSP - HOSPITAL |
| ELECL - ELECTRICAL | HRD - HUMAN RESOURCES DEVELOPMENT |
| ELECT - ELECTRONICS | HRNGS - HEARINGS |
| EMERG - EMERGENCY | HSG - HOUSING |

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CLASSIFICATION ABBREVIATIONS

| | |
|--------------------------|---------------------------------------|
| HUM - HUMAN | MOBILZTN - MOBILIZATION |
| HWY - HIGHWAY | MOT - MOTOR |
| ID - IDENTIFICATION | MRKGS - MARKINGS |
| IMPRVMT - IMPROVEMENT | MTNCE - MAINTENANCE |
| IND - INDUSTRY | MTR - METER |
| INDS - INDUSTRIES | MTRLS - MATERIALS |
| INFO - INFORMATION | MV - MOTOR VEHICLE |
| INSP - INSPECTOR | OCC - OCCUPATIONAL |
| INST - INSTITUTION | OFCR - OFFICER |
| INSTLR - INSTALLER | OIP - OFC OF INFO PRACTICES |
| INSTR - INSTRUCTOR | OPTNS - OPERATIONS |
| INSTS - INSTITUTIONS | OPTNY - OPPORTUNITY |
| INTL - INTERNATIONAL | OPTR - OPERATOR |
| INV - INVESTIGATIVE | OSH - OCCUPATIONAL SAF & HEALTH |
| INVGTR - INVESTIGATOR | PAYT - PAYMENT |
| INVSTGS - INVESTIGATIONS | PERS - PERSONNEL |
| INVSTMNT - INVESTMENT | PF - PIPEFITTER |
| KPR - KEEPER | PHY - PHYSICIAN |
| LAB - LABORATORY | PKG - PARKING |
| LD - LEAD | PLNG - PLANNING |
| LEGIS - LEGISLATIVE | PLNR - PLANNER |
| LIASN - LIAISON | PLT - PLANT |
| LIB - LIBRARY | PMS - PERSONNEL MANAGEMENT SPECIALIST |
| LIC - LICENSE | POL - POLICY |
| LICNG - LICENSING | POP - POPULATION |
| LIQ - LIQUOR | PPFTR - PIPEFITTER |
| LNDSCPG - LANDSCAPING | P & R - PARKS & RECREATION |
| LTG - LIGHTING | PRAC - PRACTICE |
| MACH - MACHINE | PRACS - PRACTICES |
| MD - MANAGING DIRECTOR | PREV - PREVENTION |
| ME - MECHANICAL ENGINEER | PRGM - PROGRAM |
| MECH - MECHANIC | PRGMS - PROGRAMS |
| MECHL - MECHANICAL | PROCSSG - PROCESSING |
| MED - MEDICAL | PROD - PRODUCTION |
| MEM - MEMBER | PROF - PROFESSIONAL |
| MGMT - MANAGEMENT | PROGMR - PROGRAMMER |
| MGR - MANAGER | PROJ - PROJECT |
| MICRO - MICROBIOLOGY | PROP - PROPERTY |
| MICROBT - MICROBIOLOGIST | PROT - PROTECTION |
| MISC - MISCELLANEOUS | PRSCTNG - PROSECUTING |
| MKR - MAKER | PRSNS - PERSONS |
| MKTG - MARKETING | PUB - PUBLIC |

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CLASSIFICATION ABBREVIATIONS

| | |
|------------------------------|--------------------------------|
| PVT - PRIVATE | SUPP - SUPPORT |
| QUAL - QUALITY | SUPT - SUPERINTENDENT |
| QUARAN - QUARANTINE | SUPVG - SUPERVISING |
| RD - ROAD | SUPVR - SUPERVISOR |
| RP - REAL PROPERTY | SVC - SERVICE |
| REALLOC - REALLOCATION | SVCS - SERVICES |
| REAPPRTNMT - REAPPORTIONMENT | SVYR - SURVEYOR |
| REC - RECREATION | SW - SOLID WASTE |
| RECVG - RECEIVING | SWBD - SWITCHBOARD |
| REGLTD - REGULATED | SWMG - SWIMMING |
| REGLTN - REGULATION | SYS - SYSTEM |
| REGLTRY - REGULATORY | SYSTS - SYSTEMS |
| REGTN - REGISTRATION | TDI - TEMPORARY DISABILITY INS |
| REP - REPRESENTATIVE | TECH - TECHNICIAN |
| REPR - REPAIRER | TECHNOL - TECHNOLOGY |
| REPRTG - REPORTING | TEL - TELEPHONE |
| RES - RESEARCH | TELECOMS - TELECOMMUNICATIONS |
| RESCS - RESOURCES | TELEPROC - TELEPROCESSING |
| RESPNSBLTY - RESPONSIBILITY | TEMP - TEMPORARY |
| RETIRE - RETIREMENT | TERM - TERMINAL |
| REV - REVIEW | TFR - TRANSFER |
| RLTNS - RELATIONS | TK - TRUCK |
| RPR - REPAIR | TR - TRAINEE |
| RTS - RIGHTS | TRAF - TRAFFIC |
| SAF - SAFETY | TRANSP - TRANSPORTATION |
| SANIT - SANITARY | TRANST - TRANSITION |
| SCH - SCHOOL | TRMG - TRIMMING |
| SECRTY - SECURITY | TRNG - TRAINING |
| SECT - SECTION | TRTMT - TREATMENT |
| SECY - SECRETARY | TV - TELEVISION |
| SLD - SOLID | TWR - TOWER |
| SOH - STATE OF HAWAII | TYP - TYPIST |
| SPCL - SPECIAL | UNI - UNIFORM |
| SPCLT - SPECIALIST | UT - UNIT |
| SPEC - SPECIFICATION | VAL - VALUATION |
| SPECS - SPECIFICATIONS | VEH - VEHICLE |
| SR - SENIOR | VEHS - VEHICLES |
| STA - STATION | VETS - VETERANS |
| STATS - STATISTICS | VOCATL - VOCATIONAL |
| STENO - STENOGRAPHER | VOL - VOLUNTEER |
| SUFF - SUFFICIENCY | WCPI - WATERWORKS CONSTRUCTION |
| SUP - SUPPORTIVE | WELF - WELFARE |

COUNTY OF HAWAI'I
DEPARTMENT OF HUMAN RESOURCES
HILO, HAWAI'I 96720

COMPENSATION PLAN

CLASSIFICATION ABBREVIATIONS

WIT - WITNESS
WKG - WORKING
WKR - WORKER
WKRS - WORKERS
WKSHP - WORKSHOP
WMN - WOMEN
WPEM - WATER PLANT ELECTRICIAN MECHANIC
WPO - WATER PLANT OPERATOR
WRHSE - WAREHOUSE
WSDS - WATER SERVICE DISTRICT SUPERVISOR
WSTE - WASTE
WW - WASTEWATER
WTPO - WATER TREATMENT PLANT OPERATOR
WTR - WATER
WWTW - WASTEWATER TREATMENT WORKS
WTRWKS - WATERWORKS