

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
TRM010	Mgr, Air Transport Admin	Bachelor's degree from an accredited college or university AND One year of management training and experience in aviation operations and multi-aircraft flight commander functions OR Two years of experience at the lower level Pilot Spv (TRP013) or position equivalent. Note: Meets agency specific flight hour requirements. Holds appropriate FAA certification for agency specific missions and aircraft types.	Bachelor's degree from an accredited college or university and one (1) year of management training and experience in aviation operations and multi-aircraft flight commander functions, which includes one (1) year in a managerial or supervisory role; or Two (2) years of experience at the lower level Pilot Spv (TRP013) or position equivalent. Note: Meets agency specific flight hour requirements. Holds appropriate FAA certification for agency specific missions and aircraft types.	M	\$53,310.72	\$70,677.24	\$88,043.76
TRM011	Sr Mgr, Air Transport Admin	Bachelor's degree from an accredited college or university AND Two years of management training and experience in aviation operations and multi-aircraft flight commander functions. Note: Meets agency specific flight hour requirements. Holds appropriate FAA certification for agency specific missions and aircraft types.	Bachelor's degree from an accredited college or university and two (2) years of management training and experience in aviation operations and multi-aircraft flight commander functions. Note: Must meet agency-specific flight hour requirements and hold appropriate FAA certification for agency-specific missions and aircraft types. Note: Any agency-specified certification/training that may be required.	N	\$59,331.12	\$78,955.29	\$98,579.45
TRM012	Dir, Air Transport Admin	Bachelor's degree from an accredited college or university AND Five years of management training and experience in aviation operations and multi-aircraft flight commander functions. Note: Meets agency specific flight hour requirements. Holds appropriate FAA certification for agency specific missions and aircraft types.	Bachelor's degree from an accredited college or university and four (4) years of management training and experience in aviation operations and multi-aircraft flight commander functions; or Two (2) years of experience at the lower level Mgr, Air Transport Admin (TRM011) or equivalent position. Note: Must meet agency-specific flight hour requirements and hold appropriate FAA certification for agency-specific missions and aircraft types. Note: Any agency-specified certification/training that may be required.	O	\$66,134.16	\$88,309.47	\$110,484.78
TRM020	Mgr, Intermodal Prgm	Bachelor's degree from an accredited college or university in a related field AND Two years of related experience OR One year at the lower level (TRP053) or position equivalent. Demonstrated experience in a lead worker or supervisory role.	Bachelor's degree from an accredited college or university in a related field and two (2) years of job-related experience, which includes one (1) year in a managerial or supervisory role; or One (1) year at the lower level (TRP053) or position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76
TRM021	Sr. Mgr, Intermodal Prgm	Bachelor's degree from an accredited college or university in a related field AND Three years of related experience OR One year at the lower level (TRM020) or position equivalent.	Bachelor's degree from an accredited college or university in a related field and three (3) years of job-related experience, which includes two (2) years in a managerial role; or One (1) year at the lower level Mgr, Intermodal Prgm (TRM020) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
TRM022	Dir, Intermodal Prgm	Bachelor's degree from an accredited college or university in a related field AND Four years of related experience OR Two years at the lower level (TRM021) or position equivalent.	Bachelor's degree from an accredited college or university in a related field and four (4) years of job-related experience, which includes three (3) years in a managerial role; or Two (2) years at the lower level Sr. Mgr, Intermodal Prgm (TRM021) or position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
TRM030	Mgr 1, Transport Specialist	Bachelor's degree in a related field and experience in a lead worker or supervisory role OR Associate degree and experience in a lead worker or supervisory role OR One year at position equivalent.	Associate degree and experience in a lead worker, team leader, or supervisory role; or One (1) year at position equivalent.	P	\$73,821.60	\$98,879.70	\$123,937.80
TRM031	Mgr 2, Transport Specialist	Bachelor's degree in a related field and supervisory experience OR Associate degree and supervisory experience OR One year at position equivalent.	Associate degree and managerial or supervisory role; or One (1) year at the lower level Mgr 1, Transport Specialist (TRM030) or position equivalent.	Q	\$82,508.41	\$110,824.07	\$139,139.72
TRM032	Mgr 3, Transport Specialist	Bachelor's degree in a related field and related leadership experience OR Associate degree in a related field leadership experience OR One year at position equivalent.	Associate degree in a related field managerial or supervisory role; or One (1) year at the lower level Mgr 2, Transport Specialist (TRM031) or position equivalent.	R	\$92,324.50	\$124,321.19	\$156,317.88
TRM033	Sr Mgr 1, Transport Specialist	.Bachelor's degree in a related field and leadership experience OR Associate degree in a related field and leadership experience OR One year at position equivalent.	Associate degree in a related field managerial role; or One (1) year at the lower level Mgr 3, Transport Specialist (TRM032) or at position equivalent.	S	\$103,416.69	\$139,572.95	\$175,729.21

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TRM034	Sr Mgr 2, Transport Specialist	Bachelor's degree in a related field and leadership experience OR Associate degree in a related field leadership experience OR One year at position equivalent.	Associate degree in a related field managerial role; or One (1) year at the lower level Sr Mgr 1, Transport Specialist (TRM033) or at position equivalent.	T	\$115,950.86	\$156,807.43	\$197,664.00
TRM040	HERO Manager	Bachelor's degree in a related field from an accredited college or university AND Three years of related experience OR Associate's degree from an accredited college or university AND Four years of related experience OR One year of experience required at the lower level HERO Assistant Manager (TRP023) or position equivalent. Demonstrated experience in a lead worker or supervisory role.	Bachelor's degree in a related field from an accredited college or university and three (3) years of job-related experience; or Associate degree from an accredited college or university and four (4) years of job-related experience; or One (1) year of experience required at the lower level HERO Assistant Manager (TRP023) or position equivalent. Demonstrated experience in a lead worker or supervisory role.	N	\$59,331.12	\$78,955.29	\$98,579.45
TRM063	Mgr 1, Planning Group Ldr	Bachelor's degree from an accredited college or university AND Two years of related experience, One year of which in a lead or supervisory role OR Associate's degree from an accredited college or university AND Four years of related experience, One year of which in a lead or supervisory OR One year of experience at the lower level (TRP063) or position equivalent. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	Associate degree from an accredited college or university and four (4) years of job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or One (1) year of experience at the lower level (TRP063) or position equivalent. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	N	\$59,331.12	\$78,955.29	\$98,579.45
TRM064	Sr.Mgr1,Planning Ast Off Head	Bachelor's degree from an accredited college or university AND Three years of related experience, OR Associate's degree from an accredited college or university AND Five years of related experience OR One year of experience at the lower level (TRM063) or position equivalent.	Associate degree from an accredited college or university and five (5) years of job-related experience, which includes two (2) years in a managerial role; or One (1) year of experience at the lower level Mgr 1, Planning Group Ldr (TRM063) or position equivalent.	P	\$73,821.60	\$98,879.70	\$123,937.80
TRM065	Sr Mgr 2,Planning Office Head	Bachelor's degree from an accredited college or university AND Four years of related experience OR Associate's degree from an accredited college or university AND Six years of related experience OR One year of experience at the lower level, (TRM064) or position equivalent.	Associate degree from an accredited college or university and six (6) years of job-related experience, which includes three (3) years in a managerial role; or One (1) year of experience at the lower level (TRM064) or position equivalent.	Q	\$82,508.41	\$110,824.07	\$139,139.72
TRP010	Pilot 1	High school diploma or GED AND commercial pilot's license, instrument rating, and 500 hours of flight time.	High school diploma/GED and commercial pilot's license, instrument rating, and 500 hours of flight time.	K	\$43,268.09	\$56,868.62	\$70,469.15
TRP011	Pilot 2	High school diploma or GED. Meets agency specific flight hour requirements. Holds appropriate FAA certification for agency specific missions and aircraft types.	High school diploma/GED. Meets agency-specific flight hour requirements. Holds appropriate FAA certification for agency-specific missions and aircraft types; or One (1) year of experience at the lower level Pilot 1 (TRP010) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
TRP012	Pilot 3	High school diploma or GED. Meets agency specific flight hour requirements. Holds appropriate FAA certification for agency specific missions and aircraft types.	High school diploma/GED. Meets agency-specific flight hour requirements. Holds appropriate FAA certification for agency-specific missions and aircraft types; or One (1) year of experience at the lower level Pilot 2 (TRP011) or position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76
TRP013	Pilot Spv	High school diploma or GED. Meets agency specific flight hour requirements. Holds appropriate FAA certification for agency specific missions and aircraft types OR experience at the lower level Pilot 3 (TRP012) or position equivalent.	High school diploma/GED. Meets agency-specific flight hour requirements. Holds appropriate FAA certification for agency-specific missions and aircraft types, which includes one (1) year in a lead worker, team leader, or supervisory role or One (1) year of experience at the lower level Pilot 3 (TRP012) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
TRP023	HERO Assistant Manager	High school diploma or GED AND Two years of supervisory or lead worker experience in highway incident management OR One year of experience required at the lower level HERO Tech Spv (TRT023) or position equivalent.	High school diploma/GED and two (2) years of supervisory or lead worker experience in highway incident management; or One (1) year of experience required at the lower level HERO Tech Spv (TRT023) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
TRP030	Fleet Ops Spec 1	Bachelor's degree from an accredited college or university AND One year of experience in risk or fleet management OR One year of inventory and/or office management functions. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	Bachelor's degree from an accredited college or university and one (1) year of experience in risk or fleet management; or One (1) year of inventory and/or office management functions. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	E	\$27,472.39	\$34,637.73	\$41,803.06

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TRP031	Fleet Ops Spec 2	Bachelor's degree from an accredited college or university AND Two years of experience in risk or fleet management OR Two years of inventory and/or office management functions. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	Bachelor's degree from an accredited college or university and two (2) years of experience in risk or fleet management; or Two (2) years of inventory and/or office management functions; or One (1) year of experience required at the lower level Fleet Ops Spec 1 (TRP030) or position equivalent. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	F	\$29,519.63	\$37,401.50	\$45,283.37
TRP032	Fleet Ops Spec 3	Bachelor's degree from an accredited college or university AND Three years of experience in risk or fleet management OR Four years of inventory and/or office management functions OR One year of experience required at the lower level Fleet Ops Spec 2 (TRP031) or position equivalent.	Bachelor's degree from an accredited college or university and three (3) years of experience in risk or fleet management; or Four (4) years of inventory and/or office management functions; or One (1) year of experience required at the lower level Fleet Ops Spec 2 (TRP031) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29
TRP033	Fleet Ops Spec Spv	Bachelor's degree from an accredited college or university AND Five years of experience in transportation delivery systems, Two years of which in a lead or supervisory role.	High School diploma/GED and five (5) years of transportation job-related experience which includes two (2) years in a lead worker, team leader, or supervisory role; or an Associate degree in a related field from an accredited college or university and three (3) years of transportation job-related experience which includes two (2) years in a lead worker, team leader, or supervisory role; or Three (3) years of experience at the lower level Fleet Ops Spec 4 (TRP032) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
TRP040	Vessel Captain 1	High School diploma or GED, United States Coast Guard 100-Ton Master Captain License, Six months experience operating a vessel > 15 tons, and must obtain a Third Class Radio Operators License.	High school diploma/GED, United States Coast Guard 100-Ton Master Captain License, six (6) months experience operating a vessel > 15 tons, and must obtain a Third Class Radio Operators License.	I	\$36,973.63	\$48,213.74	\$59,453.85
TRP041	Vessel Captain 2	High School diploma or GED, United States Coast Guard 100-Ton Master Captain License, Two years of experience operating a vessel > 35 tons, and must obtain a Third Class Radio Operators License OR Two years as a Vessel Captain 1 (TRP040) Note: Applicants for positions in the Wildlife Resources Division must have two years of operating a vessel > 60 tons.	High school diploma/GED, United States Coast Guard 100-Ton Master Captain License, two (2) years of experience operating a vessel > 35 tons, and must obtain a Third Class Radio Operators License; or Two (2) years as a Vessel Captain 1 (TRP040). Note: Applicants for positions in the Wildlife Resources Division must have two (2) years of operating a vessel > 60 tons.	J	\$39,970.99	\$52,335.11	\$64,699.23
TRP042	Vessel Captain 3	High School diploma or GED, United States Coast Guard 100-Ton Master Captain License, Five years of experience operating a vessel > 35 tons, and must obtain a Third Class Radio Operators License OR Three years as a Vessel Captain 2 (TRP041) Note: Applicants for positions in the Wildlife Resources Division must have five years of operating a vessel > 60 tons.	High school diploma/GED, United States Coast Guard 100-Ton Master Captain License, five (5) years of experience operating a vessel > 35 tons, and must obtain a Third Class Radio Operators License; or Three (3) years as a Vessel Captain 2 (TRP041). Note: Applicants for positions in the Wildlife Resources Division must have five (5) years of operating a vessel > 60 tons.	K	\$43,268.09	\$56,868.62	\$70,469.15
TRP043	Vessel Captain Spv	High School diploma or GED, United States Coast Guard 100-Ton Master Captain License, Seven years of experience operating a vessel > 35 tons, and must obtain a Third Class Radio Operators License OR Three years as a Vessel Captain 2 (TRP041) or Vessel Captain 3 (TRP042) Note: Applicants for positions in the Wildlife Resources Division must have seven years of operating a vessel > 60 tons.	High school diploma/GED, United States Coast Guard 100-Ton Master Captain License, seven (7) years of experience operating a vessel > 35 tons, and must obtain a Third Class Radio Operators License, which includes two (2) years in a managerial or supervisory role; or Three (3) years as a Vessel Captain 2 (TRP041) or Vessel Captain 3 (TRP042). Note: Applicants for positions in the Wildlife Resources Division must have seven (7) years of operating a vessel > 60 tons.	L	\$47,982.94	\$63,351.55	\$78,720.15
TRP050	Transportation Specialist 1	Bachelor's degree in a related field OR Associate's degree in a related field OR One year of experience at position equivalent.	Bachelor's degree in a related field; or an Associate degree in a related field, or One (1) year of experience at position equivalent.	K	\$43,268.09	\$56,868.62	\$70,469.15
TRP051	Transportation Specialist 2	Bachelor's degree in a related field and Six months of related experience OR Associate's degree in a related field and One year of experience OR One year of at position equivalent.	Bachelor's degree in a related field and six (6) months of job-related experience; or an Associate degree in a related field and one (1) year of experience; or One (1) year of at position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
TRP052	Transportation Specialist 3	Bachelor's degree in a related field and One year of related experience OR Associate's degree in a related field from an accredited college or university and Two years of related experience OR One year of experience at position equivalent.	Bachelor's degree in a related field and one (1) year of job-related experience; or an Associate degree in a related field from an accredited college or university and two (2) years of job-related experience; or One (1) year of experience at position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76

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TRP053	Transportation Specialist 4	Bachelor's degree in a related field and Two years of related experience OR Associate's degree in a related field and Three years of related experience OR One year of experience at position equivalent.	Bachelor's degree in a related field and two (2) years of job-related experience; or an Associate degree in a related field and three (3) years of job-related experience; or One (1) year of experience at position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
TRP054	Transportation Specialist 5	Bachelor's degree in a related field and Three years of related experience OR Associate's degree in a related field and Four years of related experience OR One year of experience at position equivalent.	Bachelor's degree in a related field and three (3) years of job-related experience; or an Associate degree in a related field and four (4) years of job-related experience; or One (1) year of experience at position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
TRP060	Transport Planning Spec 1	Bachelor's degree from an accredited college or university AND One year of experience in transportation-related work.	High School diploma/GED and two (2) years of job-related experience in the transportation industry.; or an Associate degree in transportation, logistics, or a related field from an accredited college or university.	H	\$34,248.75	\$44,467.04	\$54,685.32
TRP061	Transport Planning Spec 2	Bachelor's degree from an accredited college or university AND Two years of experience in transportation-related work OR One year of experience required at the lower level Transport Planning Spec 1 (TRP060) or position equivalent.	Bachelor's degree from an accredited college or university and two (2) years of experience in transportation-related work; or One (1) year of experience required at the lower level Transport Planning Spec 1 (TRP060) or position equivalent.	J	\$39,970.99	\$52,335.11	\$64,699.23
TRP062	Transport Planning Spec 3	Bachelor's degree from an accredited college or university AND Three years of experience in transportation-related work OR Two years of experience required at the lower level Transport Planning 2 (TRP061) or position equivalent.	Bachelor's degree from an accredited college or university and three (3) years of experience in transportation-related work; or Two (2) years of experience required at the lower level Transport Planning 2 (TRP061) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
TRP063	Transport Planning Spec 4	Bachelor's degree from an accredited college or university AND Four years of experience in transportation related work OR Three years of experience at the lower level (TRP062) or position equivalent.	Bachelor's degree from an accredited college or university and four (4) years of experience in transportation-related work; or Three (3) years of experience at the lower level (TRP062) or position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76
TRP070	Transport Environment Spec 1	Bachelor's degree from an accredited college or university.	Associate degree in a related field from an accredited college or university and two (2) years of job-related experience completing Environmental Assessments (EA), Categorical Exclusions (CE), Section 4(f) Evaluations, Environmental Effects Reports (EER), or other various reports.	G	\$31,771.59	\$41,060.94	\$50,350.29
TRP071	Transport Environment Spec 2	Bachelor's degree from an accredited college or university AND One year of required at the lower level Transport Environment Spec 1 (TRP070) or position equivalent.	Associate degree in a related field from an accredited college or university and three (3) years of experience at the lower level Transport Environment Spec 1 (TRP070) or equivalent position.	H	\$34,248.75	\$44,467.04	\$54,685.32
TRP072	Transport Environment Spec 3	Bachelor's degree from an accredited college or university AND Two years of required at the lower level Transport Environment Spec 2 (TRP071) or position equivalent.	Associate degree in a related field from an accredited college or university and three (3) years of experience at the lower level Transport Environment Spec 2 (TRP071) or equivalent position.	I	\$36,973.63	\$48,213.74	\$59,453.85
TRP073	Transport Environment Spec 4	Bachelor's degree from an accredited college or university AND Three years of required at the lower level Transport Environment Spec 3 (TRP072) or position equivalent.	Associate degree in a related field from an accredited college or university and three (3) years of experience at the lower level Transport Environment Spec 3 (TRP072) or equivalent position.	J	\$39,970.99	\$52,335.11	\$64,699.23
TRP074	Transport Environ Spec Spv	Bachelor's degree from an accredited college or university AND Five years of required at the lower level Transport Environment Spec 4 (TRP073) or position equivalent.	Associate degree in a related field from an accredited college or university and three (3) years of experience at the lower level Transport Environment Spec 4 (TRP073) or equivalent position.	K	\$43,268.09	\$56,868.62	\$70,469.15
TRS010	Ground Transp Worker 1	High school diploma or GED AND ability to operate heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment and heavy duty trucks AND valid driver's license with clean motor vehicle report.	High school diploma/GED and ability to operate heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks; valid driver's license with clean motor vehicle report.	B	\$23,000.00	\$27,689.50	\$32,379.00
TRS011	Ground Transp Worker 2	High school diploma or GED AND Two years of experience in transportation AND valid driver's license with clean motor vehicle report OR One year of experience at the lower level Ground Transp Worker 1 (TRS010) or position equivalent. Note: Some positions may require one year of experience in the operation of heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment and heavy duty trucks.	High school diploma/GED and two (2) years of experience in transportation, valid driver's license with clean motor vehicle report, or One (1) year of experience at the lower level Ground Transp Worker 1 (TRS010) or position equivalent. Note: Some positions may require one year of experience operating heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks.	C	\$23,919.33	\$29,418.12	\$34,916.90

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TRS012	Ground Transp Worker 3	High school diploma or GED AND Four years of experience in transportation AND valid driver's license with clean motor vehicle report OR Two years of experience at the lower level Ground Transp Worker 2 (TRS011) or position equivalent. Note: Some positions may require two years of experience in the operation of heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment and heavy duty trucks.	High school diploma/GED and four (4) years of experience in transportation and valid driver's license with clean motor vehicle report; or Two (2) years of experience at the lower level Ground Transp Worker 2 (TRS011) or position equivalent. Note: Some positions may require two years of experience operating heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks.	D	\$25,611.26	\$32,125.21	\$38,639.15
TRS013	Ground Transp Worker Spv	High school diploma or GED AND Four years of experience in transportation, One year of which in a supervisory or lead role AND valid driver's license with clean motor vehicle report. Note: Some positions may require three years of experience in the operation of heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment and heavy duty trucks.	High school diploma/GED and four (4) years of experience in transportation, one (1) year of which in a lead worker, team leader, or supervisory role and valid driver's license with clean motor vehicle report. Note: Some positions may require three years of experience operating heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks.	E	\$27,472.39	\$34,637.73	\$41,803.06
TRS020	Equipment Operator 1	High school diploma or GED.	High school diploma/GED.	C	\$23,919.33	\$29,418.12	\$34,916.90
TRS021	Equipment Operator 2	High school diploma or GED AND One year of experience in the operation of various motorized equipment OR Nine months of experience required at the lower level Equipment Operator 1 (TRS020) or position equivalent. Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.	High school diploma/GED and one (1) year of experience operating various motorized equipment; or nine (9) months of experience required at the lower level Equipment Operator 1 (TRS020) or position equivalent. Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.	D	\$25,611.26	\$32,125.21	\$38,639.15
TRS022	Equipment Operator 3	High school diploma or GED AND Two years of experience in the operation of various motorized equipment OR Nine months of experience required at the lower level Equipment Operator 2 (TRS021) or position equivalent. Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.	High school diploma/GED and two (2) years of experience in operating various motorized equipment; or nine (9) months of experience required at the lower level Equipment Operator 2 (TRS021) or position equivalent. Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.	E	\$27,472.39	\$34,637.73	\$41,803.06
TRS023	Equipment Operator Spv	High school diploma or GED AND Three years of experience in the operation of various motorized equipment, One year of which as a lead worker OR One year of experience required at the lower level Equipment Operator 3 (TRS022) or position equivalent. Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.	High school diploma/GED and three (3) years of experience operating various motorized equipment, including one (1) year in a lead worker, team leader, or supervisory role; or One (1) year of experience required at the lower level Equipment Operator 3 (TRS022) or position equivalent. Note: A Commercial Driver's License (CDL) and applicable endorsements are only required for positions that operate commercial vehicles that legally require the operator to have them.	F	\$29,519.63	\$37,401.50	\$45,283.37
TRS030	Vessel Mate 1	High school diploma or GED AND any combination of training and experience which would have enabled the applicant to acquire the necessary knowledge, skills and abilities to perform manual task of a routine or repetitive nature, read, write, and follow oral and written directions.	High school diploma/GED and any combination of training and experience that would have enabled the applicant to acquire the necessary knowledge, skills, and abilities to perform manual tasks of a routine or repetitive nature, read, write, and follow oral and written directions.	E	\$27,472.39	\$34,637.73	\$41,803.06
TRS031	Vessel Mate 2	High school diploma or GED AND Two years of experience as a crew member on a research, commercial fishing, or a similar ocean going vessel of more than 15 gross tons. Note: Must possess or obtain a valid U.S. Coast Guard Motorboat Operator's license.	High school diploma/GED and two (2) years of experience as a crew member on a research, commercial fishing, or a similar ocean-going vessel of more than 15 gross tons. Note: Must possess or obtain a valid U.S. Coast Guard Motorboat Operator's license.	F	\$29,519.63	\$37,401.50	\$45,283.37

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
TRS032	Vessel Mate 3	High school diploma or GED AND Four years of experience as a crew member on a research, commercial fishing, or a similar ocean going vessel of more than 15 gross tons OR Two years of experience at the level equivalent to a Vessel Mate 2 (TRS031). Note: Must possess or obtain a valid U.S. Coast Guard Motorboat Operator's license.	High school diploma/GED and four (4) years of experience as a crew member on a research, commercial fishing, or a similar ocean-going vessel of more than 15 gross tons; or two (2) years of experience at the level equivalent to a Vessel Mate 2 (TRS031). Note: Must possess or obtain a valid U.S. Coast Guard Motorboat Operator's license.	G	\$31,771.59	\$41,060.94	\$50,350.29
TRS033	Vessel Mate Spv	High school diploma or GED AND Six years of experience as a crew member on a research, commercial fishing, or a similar ocean going vessel of more than 15 gross tons, Two years of which in a supervisory or lead role OR Two years of experience at the level equivalent to Vessel Mate 3 (TRS032). Note: Must possess or obtain a valid U.S. Coast Guard Motorboat Operator's license.	High school diploma/GED and six (6) years of experience as a crew member on a research, commercial fishing, or a similar ocean-going vessel of more than 15 gross tons, two (2) years of which in a lead worker, team leader, or supervisory role; or two (2) years of experience at the level equivalent to Vessel Mate 3 (TRS032). Note: Must possess or obtain a valid U.S. Coast Guard Motorboat Operator's license.	H	\$34,248.75	\$44,467.04	\$54,685.32
TRT010	Heavy Equipment Operator 1	High school diploma or GED AND Six months of experience in the operation of heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment and heavy duty trucks or position equivalent. Note: Some positions may require the possession of a CDL license.	High school diploma/GED and six (6) months of experience in the operation of heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks or position equivalent. Note: Some positions may require the possession of a CDL license.	E	\$27,472.39	\$34,637.73	\$41,803.06
TRT011	Heavy Equipment Operator 2	High school diploma or GED AND One year of experience in the operation of heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment and heavy duty trucks or position equivalent. Note: Some positions may require the possession of a CDL license.	High school diploma/GED and one (1) year of experience operating heavy equipment and large vehicles such as bulldozers, frontend loaders, ditchers, road graders, dump trucks, drilling equipment, and heavy-duty trucks or position equivalent. Note: Some positions may require the possession of a CDL license.	F	\$29,519.63	\$37,401.50	\$45,283.37
TRT012	Heavy Equipment Operator 3	High school diploma or GED AND Two years of experience in the operation of heavy equipment and large vehicles such as bulldozers, front end loaders, ditchers, road graders, dump trucks, drilling equipment and/or heavy duty trucks or position equivalent. Note: Positions require a CDL license.	High school diploma/GED and two (2) years of experience operating heavy equipment and large vehicles such as bulldozers, front-end loaders, ditchers, road graders, dump trucks, drilling equipment, and/or heavy-duty trucks or position equivalent. Note: Positions require a CDL license.	G	\$31,771.59	\$41,060.94	\$50,350.29
TRT013	Heavy Equipment Foreman 1	High school diploma or GED AND Two years of experience in the operation of heavy equipment and large vehicles such as bulldozers, front end loaders, ditchers, road graders, dump trucks, drilling equipment and/or heavy duty trucks AND previous experience as a lead worker or position equivalent. Note: Positions require a CDL license.	High school diploma/GED and two (2) years of experience operating heavy equipment and large vehicles such as bulldozers, front-end loaders, ditchers, road graders, dump trucks, drilling equipment, and/or heavy-duty trucks, and previous experience as a lead worker, team leader, or supervisory role. Note: Positions require a CDL license.	H	\$34,248.75	\$44,467.04	\$54,685.32
TRT014	Heavy Equipment Foreman 2	High school diploma or GED AND Two years of experience in the operation of heavy equipment and large vehicles such as bulldozers, front end loaders, ditchers, road graders, dump trucks, drilling equipment and/or heavy duty trucks AND previous experience in a supervisory role or position equivalent. Note: Positions require a CDL license.	High school diploma/GED and two (2) years of experience operating heavy equipment and large vehicles such as bulldozers, front-end loaders, ditchers, road graders, dump trucks, drilling equipment, and/or heavy-duty trucks, and previous experience in a lead worker, team leader, or supervisory role. Note: Positions require a CDL license.	I	\$36,973.63	\$48,213.74	\$59,453.85
TRT015	Heavy Equip Superintendent	High school diploma or GED AND Three years of experience in the operation of heavy equipment and large vehicles such as bulldozers, front end loaders, ditchers, road graders, dump trucks, drilling equipment and/or heavy duty trucks AND previous experience in a supervisory role or position equivalent. Note: Positions require a CDL license.	High school diploma/GED and three (3) years of experience operating heavy equipment and large vehicles such as bulldozers, front-end loaders, ditchers, road graders, dump trucks, drilling equipment, and/or heavy-duty trucks, and previous experience in a lead worker, team leader, or supervisory role. Note: Positions require a CDL license.	J	\$39,970.99	\$52,335.11	\$64,699.23
TRT020	HERO Tech 1	High school diploma or GED AND valid driver's license.	High school diploma/GED and valid driver's license.	E	\$27,472.39	\$34,637.73	\$41,803.06

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TRT021	HERO Tech 2	High school diploma or GED AND One year of experience in highway incident management AND valid driver's license OR completion of HERO certification AND valid driver's license OR One year of experience at the lower level (TRT020) or position equivalent.	High school diploma/GED and one (1) year of experience in highway incident management and valid driver's license; or completion of HERO certification and valid driver's license; or one (1) year of experience at the lower level HERO Tech 1 (TRT020) or position equivalent.	F	\$29,519.63	\$37,401.50	\$45,283.37
TRT022	HERO Tech 3	High School Diploma or GED and Two years of experience in highway incident management and a valid driver's license OR completion of HERO certification and a valid driver's license OR One year of experience at position equivalent.	High school diploma/GED and two (2) years of experience in highway incident management and a valid driver's license; or completion of HERO certification and a valid driver's license; or one (1) year of experience at the lower level HERO Tech 2 (TRT021) or position equivalent.	H	\$34,248.75	\$44,467.04	\$54,685.32
TRT023	HERO Tech Spv	High School Diploma or GED and Lead worker experience in highway incident management and a valid driver's license OR One year of experience at position equivalent and a valid driver's license.	High school diploma/GED and Lead worker experience in highway incident management and a valid driver's license; or one (1) year of experience at the lower level HERO Tech 3 (TRT022) or position equivalent and a valid driver's license.	I	\$36,973.63	\$48,213.74	\$59,453.85
TRT050	Transportation Tech 1	High school diploma or GED.	High school diploma/GED.	G	\$31,771.59	\$41,060.94	\$50,350.29
TRT051	Transportation Tech 2	High school diploma or GED AND Six months of experience at position equivalent.	High school diploma/GED and six (6) months of experience at position equivalent.	H	\$34,248.75	\$44,467.04	\$54,685.32
TRT052	Transportation Tech 3	High school diploma or GED AND One year of experience at position equivalent.	High school diploma/GED and one (1) year of experience at position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85
TRT053	Transportation Tech 4	High school diploma or GED AND 18 months of experience at position equivalent.	High school diploma/GED and eighteen (18) months of experience at position equivalent.	J	\$39,970.99	\$52,335.11	\$64,699.23