

## Communications Pay Scale 2016-2017

TITLE	Communications Specialist						
LEVEL	TRAINEE	CS-1/PT-1	CS-2/PT-2	CS-3	CS-4	CS-5	CS-6
Hourly	\$15.00	\$15.91	\$16.82	\$17.72	\$18.62	\$19.52	\$20.42
Monthly	\$2,600	\$2,758	\$2,915	\$3,071	\$3,227	\$3,383	\$3,539
Annually	\$31,200	\$33,093	\$34,986	\$36,858	\$38,730	\$40,602	\$42,474
Requirements for Advancement*	Successful Completion of Hiring Process	Successful Completion of Training Program	Minimum 12 months of experience at the CS-1 level & Basic TCOLE License	Minimum 12 months of experience at the CS-2 level	Minimum 12 months of experience at the CS-3 level & Intermediate TCOLE License	Minimum 12 months of experience at the CS-4 level	Minimum 12 months of experience at the CS-5 level

\* In addition to meeting the minimum months of service requirements, all advancements require a positive performance evaluation from the employee's Supervisor who will make a recommendation to the Executive Director. After 12 months at the CS-6 level or 18 months at the SUP-3 level, employees that hold an Advanced Certification will be eligible to receive an annual merit increase. Part time employees will be paid at the CS-1 or CS-2 level based on the level of their TCOLE license. An employee may be denied advancement and may be reduced to a lower pay level upon sufficient grounds to indicate a failure to maintain a proper level of performance, attendance, or any other violation of established policies and procedures. Final approval for advancement rests with the Executive Director.

TITLE	Communications Supervisor		
LEVEL	SUP-1	SUP-2	SUP-3
Hourly	\$22.15	\$23.69	\$25.24
Monthly	\$3,839	\$4,106	\$4,375
Annually	\$46,072	\$49,275	\$52,499
Requirements for Advancement*	Appointment by Executive Director	Minimum 18 months of experience at the SUP-1 level	Minimum 18 months of experience at the SUP-2 level

