

Communications Pay Scale 2018-2019

| TITLE | Communications Specialist | | | | | | | | | | | |
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| LEVEL | TRAINEE | CS-1/PT-1 | CS-2 | CS-3/PT-2 | CS-4 | CS-5 | CS-6 | CS-7 | CS-8 | CS-9 | CS-10 | CS-M |
| Hourly | \$16.00 | \$16.75 | \$17.50 | \$18.25 | \$19.00 | \$19.75 | \$20.50 | \$21.25 | \$22.00 | \$22.75 | \$23.50 | CS-10 Plus Merit |
| Monthly | \$2,773 | \$2,903 | \$3,033 | \$3,163 | \$3,293 | \$3,423 | \$3,553 | \$3,683 | \$3,813 | \$3,943 | \$4,073 | |
| Annually | \$33,280 | \$34,840 | \$36,400 | \$37,960 | \$39,520 | \$41,080 | \$42,640 | \$44,200 | \$45,760 | \$47,320 | \$48,880 | |

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| 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 & Advanced TCOLE License | Minimum 12 months of experience at the CS-6 level | Minimum 12 months of experience at the CS-7 level | Minimum 12 months of experience at the CS-8 level | Minimum 12 months of experience at the CS-9 level & Master TCOLE License | Minimum 12 months of experience at the CS-10 |
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| TITLE | Communications Supervisor | | | |
|----------|---------------------------|----------|----------|-----------------------------|
| LEVEL | SUP-1 | SUP-2 | SUP-3 | SUP-M |
| Hourly | \$24.00 | \$25.50 | \$27.00 | SUP-3 Plus Merit |
| Monthly | \$4,160 | \$4,420 | \$4,680 | |
| Annually | \$49,920 | \$53,040 | \$56,160 | |

* 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. Part time employees with a Basic TCOLE License will be paid at the CS-1 level (or CS-3 level with an Intermediate License or higher). 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.

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| Requirements for Advancement* | Intermediate TCOLE License & Appointment by Executive Director | Minimum 18 months of experience at the SUP-1 level & Advanced TCOLE License | Minimum 18 months of experience at the SUP-2 level | Minimum 18 months of experience at the SUP-3 level & Master TCOLE License |
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