HO-CHUNK NATION GOVERNMENT

WAGE CLASSIFICATION AND COMPENSATION PLAN

JOB TITLE/POSITION	GRADE	CODE	E/NE	F/NF	EEO	HOURLY BASE	HOURLY MAXIMUM
Accountant	7	ACCT	N	N	6	$ 12.00	$ 21.46
Accountant - Headstart	7	ACCF	N	N	6	$ 12.00	$ 21.46
Accountant - Treasury	13	ACCA	N	N	2	$ 18.00	$ 30.34
Accounting System Administrator	18	ACSA	E	F	2	$ 23.00	$ 37.75
Administrative Assistant (A)	3	ADMA	N	N	6	$ 8.00	$ 14.80
Administrator - General Council	11	ADMC	N	N	6	$ 16.00	$ 27.38
Adolescent Aftercare Specialist	4	ADAS	N	N	5	$ 9.00	$ 16.28
ADPS Group Home Director	6	ADGH	N	N	5	$ 11.00	$ 19.24
Aquatic Biologist	14	AQUA	N	N	2	$ 19.00	$ 31.82
Archeologist I	7	ARC1	N	N	2	$ 12.00	$ 21.46
Archivist	4	ARHV	N	N	3	$ 9.00	$ 16.28
Assistant Compliance Director	7	ASCD	N	N	2	$ 12.00	$ 21.46
Assistant Director - Social Services	11	ASDS	E	F	2	$ 16.00	$ 27.38
Assistant Director Tribal Aging Unit	7	ATAU	N	N	1	$ 12.00	$ 21.46
Assistant Legislative Secretary	7	ASLS	N	N	6	$ 12.00	$ 21.46
Assistant Real Estate Manager	7	AREM	N	N	2	$ 12.00	$ 21.46
Associate Judge of the Trial Court**	26	ATJD	E	F	2	$ 31.00	$ 51.20
At-Large Health Management/Insurance Coordinator	7	ATHM	N	N	5	$ 12.00	$ 21.46
Audio Viual/Multi-Media Specialist	11	AVMS	N	N	3	$ 16.00	$ 27.38
Bailiff/Process Server	7	BAPS	N	N	6	$ 12.00	$ 21.46
Benefits Specialist (A)	9	BENF	N	N	6	$ 14.00	$ 24.42
BIA Construction III	4	BIAC	N	N	7	$ 9.00	$ 16.28
BIA Heavy Equipment Operating Engineer	10	BIAH	N	N	7	$ 15.00	$ 25.90
BIA Roads Surveyor	17	BIAR	N	N	3	$ 22.00	$ 36.26
Billing Clerk	5	BILL	N	N	5	$ 10.00	$ 17.76
Billing/Receiving Clerk	6	BRCK	N	N	5	$ 11.00	$ 19.24
Bison Project Administrator II	9	BPA2	N	N	2	$ 14.00	$ 24.42

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Bookkeeper	4	BKKP	N	N	6	$	
Branch Office Coordinator	7	BROC	N	N	5	$ 12.00	$ 21.46
Bus Driver	4	BUSD	N	N	8	$ 9.00	$ 16.28
Business Application Specialist	16	BASP	E	F	3	$ 21.00	$ 34.78
Camera Operator	3	MICO	N	N	3	$ 8.00	$ 14.80
Cardiovascular Risk Reduction Coordinator	17	CRRC	E	F	2	$ 22.00	$ 36.26
Carpenter	7	CARQ	N	N	7	$ 12.00	$ 21.46
Case Management Aide	5	CAMA	N	N	8	$ 10.00	$ 17.76
Case Manager	5	CASM	N	N	6	$ 10.00	$ 17.76
Casino Safety Coordinator	5	CSAF	N	N	5	$ 10.00	$ 17.76
Center Director	7	CENT	N	N	2	$ 12.00	$ 21.46
Certified Alcohol/Drug Counselor II	12	CDC2	E	F	5	$ 17.00	$ 28.86
Certified Medical Assistant	5	CEMA	N	N	5	$ 10.00	$ 17.76
Chief Judge of the Trial Courts**	28	CFJC	E	F	1	$ 35.00	$ 59.21
Child and Family Services Director	11	CFDR	E	F	2	$ 16.00	$ 27.38
Child Care Food Service Worker	3	CCDW	N	N	8	$ 8.00	$ 14.80
Child Care Provider	5	CCPR	N	N	6	$ 10.00	$ 17.76
Child Protection Worker	7	CHPW	N	N	5	$ 12.00	$ 21.46
Child Support Specialist I	7	CSS1	N	N	5	$ 12.00	$ 21.46
Children Projects Coordinator	5	CHPC	N	N	5	$ 10.00	$ 17.76
CHN/Early Childhood Health Promotion Project Coordinator	17	CHNC	N	F	2	$ 22.00	$ 36.26
Clinic Office Manager	7	CLOM	N	N	6	$ 12.00	$ 21.46
Clinic Physician/Medical Director	31	CPMD	E	F	2	$ 50.00	$ 75.49
Clinic Registered Nurse/Nurse Educator	17	CRNE	E	F	2	$ 22.00	$ 36.26
Clinical Supervisor	12	CLSP	E	F	2	$ 17.00	$ 28.86
Coach/Shuttle Driver	4	CMAD	N	N	8	$ 9.00	$ 16.28
Cognitive Intervention Behavior Counselor	19	CIBC	E	F	2	$ 24.00	$ 39.23

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Commercial Construction Administrator	22	CMCA	E	F	2	$ 27.00	$ 43.67
Commercial Graphic Artist	7	CMAR	N	N	3	$ 12.00	$ 21.46
Community Elder Representative	3	CMER	N	N	5	$ 8.00	$ 14.80
Community Health Nurse Specialist	17	CMSN	N	F	2	$ 22.00	$ 36.26
Community Health Office Manager	7	CMOM	N	N	6	$ 12.00	$ 21.46
Community Health Representative Supervisor	7	CMRS	E	F	5	$ 12.00	$ 21.46
Community Outreach/Office Manager(Chic, Med.,St Paul,Tomah)	7	COOM	N	N	5	$ 12.00	$ 21.46
Community Services Coordinator	7	CMCD	N	N	6	$ 12.00	$ 21.46
Compliance Agent	6	COMA	N	N	5	$ 11.00	$ 19.24
Compliance Director	15	COMD	E	F	2	$ 20.00	$ 33.30
Compliance Investigator	8	COMI	N	N	5	$ 13.00	$ 22.94
Computer Programmer I-VB/ASP.NET	14	CP1V	E	F	3	$ 19.00	$ 31.82
Computer Programmer II-VB/ASP.NET	17	CP2V	E	F	3	$ 22.00	$ 36.26
Computer Purchasing Specialist	11	COPS	N	F	3	$ 16.00	$ 27.38
Construction I	15	CON1	E	F	2	$ 20.00	$ 33.30
Construction III	4	CON3	N	N	7	$ 9.00	$ 16.28
Contract Health Service Administrator	12	CNHA	E	F	5	$ 17.00	$ 28.86
Counseling Psychologist	19	CUPY	N	N	2	$ 24.00	$ 39.23
Courier	4	COUR	N	N	4	$ 9.00	$ 16.28
Culture Coordinator	10	CUCO	E	F	2	$ 15.00	$ 25.90
Custodian (A)	3	CUST	N	N	8	$ 8.00	$ 14.80
Database Administrator I/SQL	18	DB1S	E	F	3	$ 23.00	$ 37.75
Data Coordinator	3	DATC	N	N	6	$ 8.00	$ 14.80
Data Entry Clerk	3	DATE	N	N	6	$ 8.00	$ 14.80
Day Care Director	7	DACD	N	N	2	$ 12.00	$ 21.46
Deli Cook	3	DELC	N	N	8	$ 8.00	$ 14.80
Dental Assistant I	5	DENA	N	N	3	$ 10.00	$ 17.76
Dentist	30	DENT	E	F	2	$ 45.00	$ 74.01

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Design Director / Graphic Artist	7	DESD	N	N	3	$ 12.00	$ 21.46
Diabetes/Cardiovascular Risk Reduction Coordinator	17	DCRR	E	F	2	$ 22.00	$ 36.26
Director - Division of Comm. Health/Asst. Health Director	11	ASHD	E	F	2	$ 16.00	$ 27.38
Director - Division of Executive Facilities	11	DIRE	E	F	2	$ 16.00	$ 27.38
Director - Domestic Abuse Shelter Program	11	DIRS	E	F	2	$ 16.00	$ 27.38
Director of Geographic Information Systems (GIS)	7	GISD	N	N	2	$ 12.00	
Director of Planning & Development	16	DIRP	E	F	1	$ 21.00	$ 34.78
Dishwasher (A)	3	DSWS	N	N	8	$ 8.00	$ 14.80
Distance Learning Coordinator	9	DILC	N	N	3	$ 14.00	$ 24.42
Division Manager - Cultural Resources	11	DIVC	E	F		$ 16.00	$ 27.38
Division Manager - Johnson O'Malley	10	DIVJ	E	F	6	$ 15.00	$ 25.90
Division Manager - Natural Resources	11	DIVN	E	F	2	$ 16.00	$ 27.38
Division of Health Administrator	16	DIHA	E	F	1		$ 34.78
Division of Social Services Administrator	16	DISA	E	F	1	$ 21.00	$ 34.78
Documentation Project Coordinator	7	DOCM	N	N	5	$ 12.00	$ 21.46
Drug Enforcement Agent	5	DEAG	N	N	5	$ 10.00	$ 17.76
DSS Legal Assistant	10	DLGA	N	N	5	$ 15.00	$ 25.90
Education Planning Specialist	10	EDPS	E	F	8	$ 15.00	$ 25.90
Elder Housing Advocate	7	ELDR	N	N	5	$ 12.00	$ 21.46
Election Board Chairman**	7	TRIH	N	N	1	$ 12.00	$ 21.46
Electrician	16	ELEC	E	F	7	$ 21.00	$ 34.78
Eligibility Operations Manager	10	EOPM	E	F	5	$ 15.00	$ 25.90
Emergency Management Coordinator	15	EMMC	E	F	2	$ 20.00	$ 33.30
Employee Assistance Program (EAP) Lead Counselor	5	EAPL	N	N	2	$ 10.00	$ 17.76
Employee Assistance Program (EAP) Manager	9	EAPM	N	N	2	$ 14.00	$ 24.42
Employee Relations Act (ERA) Compliance Officer	11	ERAO	E	F	5	$ 16.00	$ 27.38
Employment & Training Specialist	4	EMPL	N	N	5	$ 9.00	$ 16.28
Engineering Equipment Operations Manager	15	ENGR	E	F	2	$ 20.00	$ 33.30

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Enrollment Assistant	4	ENRL	N	N	5	$ 9.00	$ 16.28
Enrollment Specialist	4	ENRS	N	N	8	$ 9.00	$ 16.28
Environmental Specialist	10	ESNT	N	N	5	$ 15.00	$ 25.90
Estimator	9	ESTM	N	N	7	$ 14.00	$ 24.42
Executive Administrative Assistant	5	EADM	N	N	6	$ 10.00	$ 17.76
Executive Administrative Officer **	22	EADO	E	N	1	$ 27.00	$ 43.67
Executive Director of Administration**	16	EXAD	E	F	1	$ 21.00	$ 34.78
Executive Director of Education**	16	EXED	E	F	1	$ 21.00	$ 34.78
Executive Director of Heritage Preservation**	16	EXHP	E	F	1	$ 21.00	$ 34.78
Executive Director of Labor**	16	EXLB	E	F	1	$ 21.00	$ 34.78
Executive Director of Veteran Affairs**	16	EXPM	E	F	1	$ 21.00	$ 34.78
Exercise Physiologist	14	EXPH	E	F	2	$ 19.00	$ 31.82
Facility Manager-Community Outreach, Milwaukee	10	FMCO	E	F	2	$ 15.00	$ 25.90
Family & Community Partnership Coordinator	6	FAMC	N	N	6	$ 11.00	$ 19.24
Family Nurse Practitioner/Nurse Supervisor	19	FNPS	E	F	2	$ 24.00	$ 39.23
Federal Programs Director	8	FEDD	E	F	2	$ 13.00	$ 22.94
Finance Director - Admin/Programs	27	FIND	E	F	2	$ 32.00	$ 51.81
Financial Aid Officer	10	FINO	E	F	5	$ 15.00	$ 25.90
Financial Aid Specialist	7	FINS	N	N	5	$ 12.00	$ 21.46
Fitness & Recreation Director	11	FITD	E	F	2	$ 16.00	$ 27.38
Fleet Manager	4	FLET	N	N	2	$ 9.00	$ 16.28
Food Service Worker/Maintenance	3	FDSW	N	N	5	$ 8.00	$ 14.80
Forestry Technician I	5	FRR1	N	N	8	$ 10.00	$ 17.76
Gaming Commissioner**	23	GAME	E	F	1	$ 28.00	$ 45.15
Geneologist	9	GENE	N	N	3	$ 14.00	$ 24.42
General Laborer - Administration	3	GNLA	N	N	8	$ 8.00	$ 14.80
General Manager - Facilities	12	GNMF	E	F	1	$ 17.00	$ 28.86
Geographic Information Systems (GIS) Specialist	12	GISS	N	N	5	$ 17.00	$ 28.86

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Geographic Information Systems Supervisor	8	GISP	N	N	3	$ 13.00	$ 22.94
GPR Operator	5	GPRO	N	N	3	$ 10.00	$ 17.76
Grants Program Manager	12	GPMR	E	F	5	$ 17.00	$ 28.86
Grantswriter II	9	GRN2	N	N	2	$ 14.00	$ 24.42
Groundskeeper & Maintenance	3	GRND	N	N	8	$ 8.00	$ 14.80
Head Archivist/Cataloguer	10	HARC	E	F	2	$ 15.00	$ 25.90
Head Lifeguard	5	HEAL	N	N	7	$ 10.00	$ 17.76
Health & Social Services Finance Director	18	HEFD	E	F	2	$ 23.00	$ 37.75
Health Administrative Officer	14	HAOR	N	N	5	$ 19.00	$ 31.82
Health Equipment Manager	8	HEAQ	N	N	2	$ 13.00	$ 22.94
Health Information System Manager	13	HISM	E	F	2	$ 18.00	$ 30.34
Heavy Equipment Operating Engineer	10	HEVO	N	N	7	$ 15.00	$ 25.90
Heavy Equipment Operator / CDL Driver	16	HEVC	N	N	7	$ 21.00	$ 34.78
Higher Ed / Adult Ed Coordinator	7	HIGH	N	N	5	$ 12.00	$ 21.46
Hocak Linguist	13	HOCK	N	N	2	$ 18.00	$ 30.34
Ho-Chunk Elder Insurance Liaison	5	HCEI	N	N	6	$ 10.00	$ 17.76
Ho-Chunk Language Instructor I	10	HCLJ	N	N	5	$ 15.00	$ 25.90
Ho-Chunk Language Instructor III	12	HCLL	N	N	5	$ 17.00	$ 28.86
Ho-Chunk Researcher/Project Coordinator	11	HOCP	N	N	5	$ 16.00	$ 27.38
Home School Coordinator	7	HOMC	N	N	6	$ 12.00	$ 21.46
Housing Case Manager	4	HOUC	N	N	6	$ 9.00	$ 16.28
Housing Worker	3	HOUW	N	N	8	$ 8.00	$ 14.80
HVAC Journeyman Technician	20	HVJT	N	N	7	$ 25.00	$ 40.71
Indian Child Welfare (ICW) Coordinator	7	INDN	N	N	2	$ 12.00	$ 21.46
Information - Election Specialist	7	ELCT	N	N	6	$ 12.00	$ 21.46
Information Systems Analyst I	5	INF1	N	N	3	$ 10.00	$ 17.76
Information Systems Technician	5	INFS	N	N	3	$ 10.00	$ 17.76

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Injury Prevention Project Coordinator	9	IPPC	N	N	5	$ 14.00	$ 24.42
Instructor/Coordinator	10	INCD	N	N	2	$ 15.00	$ 25.90
Insurance Manager	12	INSM	E	F	5	$ 17.00	$ 28.86
Intake Specialist - ICW	3	INTK	N	N	6	$ 8.00	$ 14.80
Inventory Clerk (A)	3	INVC	N	N	6	$ 8.00	$ 14.80
Inventory Control Coordinator	4	INVD	N	N	6	$ 9.00	$ 16.28
Investigator	8	INVG	E	F	5	$ 13.00	$ 22.94
IT Director	26	ITDR	E	F	3	$ 31.00	$ 51.20
Johnson O'Malley (JOM) Coordinator	7	JOMC	N	N	6	$ 12.00	$ 21.46
Lands Records Manager	11	LANM	N	N	2	$ 16.00	$ 27.38
Lands Specialist II	5	LAN2	N	N	5	$ 10.00	$ 17.76
Language Support Specialist	10	LANG	N	N	5	$ 15.00	$ 25.90
Lead Bookkeeper	7	LDBK	N	N	5	$ 12.00	$ 21.46
Lead Maintenance	5	LDMT	N	N	5	$ 10.00	$ 17.76
Lease Specialist	6	LEAS	N	N	5	$ 11.00	$ 19.24
Legislative Aide	5	LGAD	N	N	6	$ 10.00	$ 17.76
Legislative Attorney	26	LGAT	E	F	1	$ 31.00	$ 51.20
Legislative Counsel	28	LGVC	E	F	1	$ 35.00	$ 59.21
Legislative Secretary	7	LGSY	E	F	1	$ 12.00	$ 21.46
Lifeguard	3	LIFE	N	N	7	$ 8.00	$ 14.80
Loan Processor	5	LOPR	N	N	5	$ 10.00	$ 17.76
Mailroom Clerk	3	MAIL	N	N	8	$ 8.00	$ 14.80
Maintenance Worker I	3	MWR1	N	N	8	$ 8.00	$ 14.80
Marketing Coordinator (A)	11	MKCD	N	N	2	$ 16.00	$ 27.38
Master Mechanic	9	MASM	N	N	7	$ 14.00	$ 24.42
Mechanic	6	MECS	N	N	7	$ 11.00	$ 19.24
Medical Laboratory Technician	8	MLTC	N	N	3	$ 13.00	$ 22.94
Medical Records Clerk	5	MEDR	N	N	6	$ 10.00	$ 17.76

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Medical Services Coordinator	20	MDSC	E	F	2	$ 25.00	$ 40.71
Medical Transcriptionist I	5	MED1	N	N	6	$ 10.00	$ 17.76
Medical Transcriptionist Intern	3	MED3	N	N	5	$ 8.00	$ 14.80
Mental Health Manager	19	MEND	E	F	1	$ 24.00	$ 39.23
Micrographic Manager	4	MICM	N	N	5	$ 9.00	$ 16.28
Multimedia Operation Manager	10	MMOM	E	F	2	$ 15.00	$ 25.90
Newsletter Editor	10	NEWE	E	F	5	$ 15.00	$ 25.90
Nutrition Services Director	13	NUTD	E	F	2	$ 18.00	$ 30.34
Occupational Health Nurse	7	OCCN	N	F	2	$ 12.00	$ 21.46
Office Manager	4	OFFM	N	N	6	$ 9.00	$ 16.28
Office/Layout Technician	5	OFFT	N	N	3	$ 10.00	$ 17.76
Optometry Technician	5	OPTT	N	N	3	$ 10.00	$ 17.76
Paralegal	7	PARA	N	N	5	$ 12.00	$ 21.46
Paralegal II	11	PAR2	N	N	5	$ 16.00	$ 27.38
Patient Registration Coordinator	3	PATC	N	N	6	$ 8.00	$ 14.80
Patient Registration/Receptionist	5	PATR	N	N	6	$ 10.00	$ 17.76
Patient Services Coordinator	5	PTSC	N	N	6	$ 10.00	$ 17.76
Payroll Manager	11	PAYM	E	F	2	$ 16.00	$ 27.38
Pediatric Fitness Director	9	PEDF	N	N	2	$ 14.00	$ 24.42
Personnel Manager	11	PERM	E	F	2	$ 16.00	$ 27.38
Personnel Specialist II	9	PER2	N	F	5	$ 14.00	$ 24.42
Pharmacist	26	PHAR	E	F	2	$ 31.00	$ 51.20
Physician Assistant/Medical Director	19	PHYD	E	F	2	$ 24.00	$ 39.23
Planner II	9	PLN2	N	N	2	$ 14.00	$ 24.42
Podiatric Assistant	4	PDAT	N	N	5	$ 9.00	$ 16.28
Podiatrist	29	PODS	E	F	2	$ 40.00	$ 66.16
President - Ho-Chunk Nation *	27	PRES	E	N	1	$ 32.00	$ 51.81

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Program Manager	11	PROG	E	F	2	$ 16.00	$ 27.38
Project Assistant	10	PRJA	N	N	6	$ 15.00	$ 25.90
Project Manager	10	PRJM	N	N	6	$ 15.00	$ 25.90
Property Management Administrator/Housing Inspector	14	PROB	E	F	8	$ 19.00	$ 31.82
Public Relations Specialist	8	PRSP	N	N	5	$ 13.00	$ 22.94
Radiology Technologist I	9	RADS	N	N	3	$ 14.00	$ 24.42
Radiology Technologist Intern	3	RADI	N	N	5	$ 8.00	$ 14.80
Real Estate Manager	14	REAL	E	F	2	$ 19.00	$ 31.82
Receptionist	3	RCPT	N	N	6	$ 8.00	$ 14.80
Records Clerk I	3	RECN	N	N	7	$ 8.00	$ 14.80
Records Management Department Trainee	3	RECT	N	N	6	$ 8.00	$ 14.80
Records Manager Assistant	7	RECM	N	N	2	$ 12.00	$ 21.46
Recreation Coordinator	9	RECV	N	N	2	$ 14.00	$ 24.42
Recreation/Therapeutic Program Assistant	7	RECP	N	N	5	$ 12.00	$ 21.46
Registered Dental Hygienist	18	REGD	N	N	3	$ 23.00	$ 37.75
Relapse Prevention/Adult Aftercare Specialist	7	RPAS	N	N	5	$ 12.00	$ 21.46
Reporter 2	8	REP2	N	N	5	$ 13.00	$ 22.94
Residential Construction Inspector I	7	RSI1	N	N	5	$ 12.00	$ 21.46
Residential Construction Supervisor	15	RESC	E	F	5	$ 20.00	$ 33.30
Respite Worker Coordinator	6	RESP	N	N	5	$ 11.00	$ 19.24
Sanitarian Facilities Coordinator	7	SANC	N	N	5	$ 12.00	$ 21.46
Sanitarian I (w/ sanitarian license)	12	SAN1	E	F	5	$ 17.00	$ 28.86
Secretary I (A)	3	SEC1	N	N	6	$ 8.00	$ 14.80
Secretary III (A)	3	SEC3	N	N	6	$ 8.00	$ 14.80
Security Administrator	20	SECA	E	F	3	$ 25.00	$ 40.71
Security & Maintenance Supervisor	10	SECM	E	F	4	$ 15.00	$ 25.90
Security Shift Supervisor (LT.) (A)	7	SSSR	N	N	4	$ 12.00	$ 21.46
Security Supervisor	7	SECR	N	N	4	$ 12.00	$ 21.46
Senior Billing & Health Accountant	7	SHEA	N	N	6	$ 12.00	$ 21.46
Senior Planner	12	SENR	N	N	2	$ 17.00	$ 28.86
Senior Special Projects Supervisor	11	SRPS	E	F	2	$ 16.00	$ 27.38
Social Worker - Grade A	7	SOCA	E	F	2	$ 12.00	$ 21.46