## HO-CHUNK NATION GOVERNMENT

## WAGE CLASSIFICATION AND COMPENSATION PLAN

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Social Worker - Grade C | 10 | SOCC | E | F | 2 | $ 15.00 | $ 25.90 |
| Social Worker - Grade E | 13 | SOCE | E | F | 2 | $ 18.00 | $ 30.34 |
| Software Application Trainer | 9 | SOFW | N | F | 3 | $ 14.00 | $ 24.42 |
| Special Projects Bookkeeper | 5 | SPBK | N | N | 5 | $ 10.00 | $ 17.76 |
| Staff Internal Auditor | 8 | STAA | N | N | 2 | $ 13.00 | $ 22.94 |
| Summer Associate | 6 | SUMM | N | N | 5 | $ 11.00 | $ 19.24 |
| Supportive Care Worker | 3 | SUCW | N | N | 5 | $ 8.00 | $ 14.80 |
| Supreme Court Clerk | 5 | SUPK | N | N | 6 | $ 10.00 | $ 17.76 |
| Surveillance Agent | 6 | SURA | N | N | 4 | $ 11.00 | $ 19.24 |
| Surveillance Director | 10 | SURD | E | N | 2 | $ 15.00 | $ 25.90 |
| Surveillance Shift Supervisor | 8 | SVSS | N | N | 4 | $ 13.00 | $ 22.94 |
| Surveyor Assistant | 7 | SVRA | N | N | 5 | $ 12.00 | $ 21.46 |
| Systems Analyst I | 5 | SYS1 | N | F | 3 | $ 10.00 | $ 17.76 |
| Systems Engineer | 19 | SYSE | E | F | 3 | $ 24.00 | $ 39.23 |
| Teacher | 15 | TCHR | E | F | 2 | $ 20.00 | $ 33.30 |
| Telecommunications Systems Administrator | 11 | TELE | N | N | 3 | $ 16.00 | $ 27.38 |
| TERO Compliance Officer | 4 | TERO | N | N | 2 | $ 9.00 | $ 16.28 |
| TERO Investigator | 5 | TINV | N | N | 5 | $ 10.00 | $ 17.76 |
| TERO Placement Specialist | 4 | TERP | N | N | 5 | $ 9.00 | $ 16.28 |
| Transportation/Personal Aide | 3 | TRNA | N | N | 6 | $ 8.00 | $ 14.80 |
| Tribal Aging Unit(TAU) Assistant Cook | 3 | TAUC | N | N | 8 | $ 8.00 | $ 14.80 |
| Tribal Aging Unit(TAU) Director | 10 | TAUD | E | F | 2 | $ 15.00 | $ 25.90 |
| Tribal Aging Unit(TAU) Program Specialist | 4 | TAUP | N | N | 6 | $ 9.00 | $ 16.28 |
| Tribal Attorney | 26 | TRID | E | F | 2 | $ 31.00 | $ 51.20 |
| Tribal Inspector | 15 | TRII | E | F | 1 | $ 20.00 | $ 33.30 |
| Truck Driver | 7 | TRUK | N | N | 8 | $ 10.00 | $ 17.76 |
| Truck Driver Crew Leader | 8 | TRCL | N | N | 7 | $ 13.00 | $ 22.94 |
| Tutor/Trainer | 4 | TUTO | N | N | 6 | $ 8.00 | $ 14.80 |
| Unemployment Insurance Specialist | 7 | PERU | N | N | 5 | $ 12.00 | $ 21.46 |
| Utility Coordinator | 10 | UTLY | E | F | 5 | $ 15.00 | $ 25.90 |

## HO-CHUNK NATION GOVERNMENT

## WAGE CLASSIFICATION AND COMPENSATION PLAN

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Veterans Outreach Specialist | 7 | VETS | N | N | 2 | $ 12.00 | $ 21.46 |
| Veterans Office Manager | 8 | VETU | N | N | 6 | $ 13.00 | $ 22.94 |
| Vice President* | 27 | VICE | E | N | 1 | $ 32.00 | $ 51.81 |
| Warehouseman/Truck Driver - Food Distribution | 3 | WHST | N | N | 8 | $ 8.00 | $ 14.80 |
| Wildlife Technician | 10 | WLTN | N | N | 3 | $ 15.00 | $ 25.90 |

Nov. April 21, aff. May 7, 1995

# HO-CHUNK NATION ADMIN-PROGRAMS
## WAGE CLASSIFICATION AND COMPENSATION

| JOB TITLE/POSITION | CODE | E/NE | F/NF | EEO | BASE | HIGH |
|---|---|---|---|---|---|---|
| Accountant | ACCT | N | N | 6 | 12.00 | 17.76 |
| Accountant - Education | ACCE | E | F | 2 | 12.00 | 17.76 |
| Accountant - Headstart | ACCF | N | N | 6 | 12.30 | 18.21 |
| Accountant - Housing | ACCH | N | N | 6 | 12.00 | 17.76 |
| Accountant - Treasury | ACCA | N | N | 2 | 18.78 | 27.80 |
| Accounting Manager | ACCM | E | F | 2 | 24.50 | 36.26 |
| Accounting System Administrator | ACSA | E | F | 2 | 23.00 | 34.04 |
| Accounts Receivable Clerk | ACRC | N | N | 6 | 10.00 | 14.80 |
| Administrative Assistant (A) | ADMA | N | N | 6 | 8.00 | 11.84 |
| Administrative Assistant / Bus Driver | ADMD | N | N | 5 | 9.50 | 14.06 |
| Administrator - General Council | ADMC | N | N | 6 | 16.82 | 24.90 |
| Administrator of the Office of Public Advocacy | ADMI | N | N | 6 | 10.00 | 14.80 |
| Adolescent Aftercare Specialist | ADAS | N | N | 5 | 9.00 | 13.32 |
| ADPS Director | ADPD | E | F | 2 | 25.00 | 37.01 |
| ADPS Group Home Director | ADGH | N | N | 5 | 11.00 | 16.28 |
| Advertising Sales Person | ADSP | N | N | 6 | 9.00 | 13.32 |
| Aquatic Biologist | AQUA | N | N | 2 | 19.50 | 28.86 |
| Archeologist | ARCH | N | N | 2 | 17.78 | 26.32 |
| Archeologist I | ARC1 | N | N | 2 | 12.00 | 17.76 |
| Archeology Researcher | ARCR | N | N | 7 | 14.00 | 20.72 |
| Archivist | ARHV | N | N | 3 | 9.00 | 13.32 |
| Assistant ChildCare Site Coordinator | ACCC | N | N | 6 | 9.00 | 13.32 |
| Assistant Compliance Director | ASCD | N | N | 2 | 12.00 | 17.76 |
| Assistant Court Clerk | TRIA | N | N | 6 | 12.50 | 18.50 |
| Assistant Director - Social Services | ASDS | E | F | 2 | 16.00 | 23.68 |
| Assistant Director - Youth Services (Assigned to Center Director) | ADYS | N | N | 2 | 12.00 | 17.76 |
| Assistant Director Tribal Aging Unit | ATAU | N | N | 1 | 12.50 | 18.50 |
| Assistant General Manager - Facilities | ASMF | E | F | 5 | 15.00 | 22.20 |
| Assistant Legislative Secretary | ASLS | N | N | 6 | 12.00 | 17.76 |
| Assistant Property Manager | ASPM | N | N | 5 | 10.00 | 14.80 |
| Assistant Real Estate Manager | AREM | N | N | 2 | 12.50 | 18.50 |
| Assistant Veterans Service Officer | VETW | N | N | 5 | 17.00 | 25.16 |
| Associate Judge of the Trial Court** | ATJD | E | F | 2 | | |
| Associate Justice of the Supreme Court* | AJSC | E | F | 2 | | |
| At-Large Health Management/Insurance Coordinator | ATHM | N | N | 5 | 12.50 | 18.50 |
| Attorney General ** | ATYG | E | F | 1 | | |
| Audio Viual/Multi-Media Specialist | AVMS | N | N | 3 | 16.38 | 24.25 |
| Audio Visual Specialist | AUVS | N | N | 3 | 12.50 | 18.50 |
| Bailiff/Process Server | BAPS | N | N | 6 | 12.50 | 18.50 |
| Benefits Coordinator/Advocate | BECD | N | N | 5 | 10.00 | 14.80 |
| Benefits Specialist (A) | BENF | N | N | 6 | 14.00 | 20.72 |

* ELECTED
** APPOINTED

HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

| JOB TITLE/POSITION | CODE | EXE | DEP | GRADE | BASE | HIGH |
|---|---|---|---|---|---|---|
| BIA Accounting Clerk/Inventory Clerk | BIAA | N | N | 5 | 14.00 | 20.72 |
| BIA Construction III | BIAC | N | N | 7 | 9.00 | 13.32 |
| BIA Engineering Equipment Operations Manager | BIAE | E | F | 2 | 26.00 | 39.60 |
| BIA Heavy Equipment Operating Engineer | BIAH | N | N | 7 | 15.00 | 22.20 |
| BIA Property Coordinator | BIAP | N | N | 7 | 12.00 | 17.76 |
| BIA Roads Surveyor | BIAR | N | N | 3 | 22.50 | 33.30 |
| BIA Truck Driver | BIAT | N | N | 8 | 12.00 | 17.76 |
| Billing Clerk | BILL | N | N | 5 | 10.00 | 14.80 |
| Billing Clerk/Medical Coder | BCMC | N | N | 5 | 16.00 | 23.68 |
| Billing/Receiving Clerk | BRCK | N | N | 5 | 11.00 | 16.28 |
| Bison Project Administrator I | BPA1 | N | N | 2 | 15.00 | 22.20 |
| Bison Project Administrator II | BPA2 | N | N | 2 | 14.42 | 21.34 |
| Bison Project Manager | BISM | E | F | 1 | 18.00 | 26.64 |
| Bookkeeper | BKKP | N | N | 6 | 9.00 | 13.32 |
| Bookkeeping Supervisor | BKKS | E | F | 5 | 15.00 | 22.20 |
| Branch Office Coordinator | BROC | N | N | 5 | 12.50 | 18.50 |
| Bus Coordinator | BUSC | N | N | 8 | 11.25 | 16.65 |
| Bus Driver | BUSD | N | N | 8 | 9.23 | 13.66 |
| Bus Driver/Trainer | BUST | N | N | 8 | 10.50 | 15.54 |
| Business Application Specialist | BASP | E | F | 3 | 21.50 | 31.82 |
| Business Services Auditor | BSSA | E | F | 2 | 17.00 | 25.16 |
| Camera Operator | MICO | N | N | 3 | 8.00 | 11.84 |
| Career Educator | CANE | N | N | 5 | 10.00 | 14.80 |
| Cardiovascular Risk Reduction Coordinator | CRRC | E | F | 2 | 22.50 | 33.30 |
| Career Counselor | CARC | N | N | 5 | 9.00 | 13.32 |
| Carpenter | CARQ | N | N | 7 | 12.00 | 17.76 |
| Carpentry Foreman | FORC | E | F | 5 | 21.00 | 31.08 |
| Case Management Aide | CAMA | N | N | 8 | 10.00 | 14.80 |
| Case Management Coordinator | CASC | E | F | 2 | 12.50 | 18.50 |
| Case Manager | CASM | N | N | 6 | 10.50 | 15.54 |
| Cash Receipts Supervisor | CASR | N | N | 6 | 12.50 | 18.50 |
| Casino Safety Coordinator | CSAF | N | N | 5 | 10.00 | 14.80 |
| Census Specialist | CENS | N | N | 8 | 10.00 | 14.80 |
| Center Director | CENT | N | N | 2 | 12.00 | 17.76 |
| Center Director/Lead Teacher | CDTR | N | N | 5 | 11.79 | 17.45 |
| Certified Alcohol/Drug Counselor II | CDC2 | E | F | 5 | 17.00 | 25.16 |
| Certified Alcohol/Drug Counselor III | CDC3 | E | F | 5 | 18.00 | 26.64 |
| Certified Medical Assistant | CEMA | N | N | 5 | 10.00 | 14.80 |
| Certified Pharmacy Technician | PHAT | N | N | 5 | 12.00 | 17.76 |
| Chief Judge of the Trial Courts** | CFJC | E | F | 1 | 36.00 | 53.29 |
| Chief Justice of the Supreme Court** | CFJD | E | F | 1 | | |



* ELECTED
** APPOINTED

HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

| JOB TITLE/POSITION | CODE | E/NE | F/NF | EEO | BASE | HIGH |
|---|---|---|---|---|---|---|
| Child and Family Services Director | CFDR | E | F | 2 | 16.42 | 24.30 |
| Child Care Assistant Food Services Worker | CCAF | N | N | 8 | 6.50 | 9.62 |
| Child Care Food Service Worker | CCDW | N | N | 8 | 7.00 | 10.36 |
| Child Care Project Division Supportive Services Director | CCPD | E | F | 2 | 15.00 | 22.20 |
| Child Care Provider | CCPR | N | N | 6 | 10.00 | 14.80 |
| Child Care Site Coordinator | CCSC | N | N | 5 | 10.00 | 14.80 |
| Child Protection Worker | CHPW | N | N | 5 | 12.00 | 17.76 |
| Child Support Program Manager | CSPM | E | F | 2 | 16.00 | 23.68 |
| Child Support Specialist I | CSS1 | N | N | 5 | 12.00 | 17.76 |
| Child Support Specialist II | CSS2 | N | N | 5 | 14.00 | 20.72 |
| Children Projects Coordinator | CHPC | N | N | 5 | 10.50 | 15.54 |
| CHN Supervisor HIV/AIDS Specialist | CHNS | E | F | 2 | 25.00 | 37.01 |
| CHN/Early Childhood Health Promotion Project Coordinator | CHNC | N | F | 2 | 22.50 | 33.30 |
| Clinic Representative/Property Specialist | CRPS | N | N | 6 | 10.00 | 14.80 |
| Clinic Office Manager | CLOM | N | N | 6 | 12.25 | 18.13 |
| Clinic Physician | CLMD | E | F | 2 | 60.10 | 88.94 |
| Clinic Physician/Medical Director | CPMD | E | F | 2 | 60.10 | 88.94 |
| Clinic Registered Nurse | CRNS | N | F | 2 | 17.00 | 25.16 |
| Clinic Registered Nurse/Nurse Educator | CRNE | E | F | 2 | 22.50 | 33.30 |
| Clinic Social Worker Supervisor | CLIS | N | N | 2 | 18.00 | 26.64 |
| Clinical Supervisor | CLSP | E | F | 2 | 17.00 | 25.16 |
| Clinic Support Specialist | CLSS | N | N | 6 | 10.00 | 14.80 |
| Coach/Shuttle Driver | CMAD | N | N | 8 | 9.00 | 13.32 |
| Codes Development Coordinator | CODD | E | F | 2 | 15.50 | 22.94 |
| Cognitive Intervention Behavior Counselor | CIBC | E | F | 2 | 24.00 | 35.52 |
| Collection Agent | CMAG | N | N | 6 | 8.00 | 11.84 |
| Commercial Construction Administrator | CMCA | E | F | 2 | 27.44 | 40.62 |
| Commercial Construction Inspector | CMCI | N | N | 5 | 20.00 | 29.60 |
| Commercial Graphic Artist | CMAR | N | N | 3 | 12.50 | 18.50 |
| Commercial Graphic Design/Artist | CGDA | N | N | 3 | 18.78 | 27.80 |
| Community Elder Representative | CMER | N | N | 5 | 8.00 | 11.84 |
| Community Health Nurse (CHN) | CMHN | E | F | 2 | 22.50 | 33.30 |
| Community Health Nurse Specialist | CMSN | N | F | 2 | 22.50 | 33.30 |
| Community Health Nutritionist | CMNT | N | N | 2 | 15.38 | 22.77 |
| Community Health Office Manager | CMOM | N | N | 6 | 12.25 | 18.13 |
| Community Health Representative (CHR) | CMRP | N | N | 6 | 9.00 | 13.32 |
| Community Health Representative Supervisor | CMRS | E | F | 5 | 12.50 | 18.50 |
| Community Outreach/Office Manager(Dells, Rapids,Wittenberg) | COOF | N | N | 5 | 12.50 | 18.50 |
| Community Outreach/Office Manager(Chic, Mad.,St Paul,Tomah) | COOM | N | N | 5 | 12.50 | 18.50 |
| Community Relations Specialist | COMR | N | N | 5 | 10.00 | 14.80 |
| Community Services Coordinator | CMCD | N | N | 6 | 12.00 | 17.76 |



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** APPOINTED

HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

| JOB TITLE/POSITION | CODE | EXE | EXT | LEVEL | BASE | HIGH |
|---|---|---|---|---|---|---|
| Community Health Coordinator | CHCC | N | N | 6 | 7.50 | 11.10 |
| Compliance Agent | COMA | N | N | 5 | 11.00 | 16.28 |
| Compliance Data Coordinator | COMC | N | N | 6 | 7.50 | 11.10 |
| Compliance Director | COMD | E | F | 2 | 20.00 | 29.60 |
| Compliance Field Office Supervisor | COMO | N | N | 5 | 10.00 | 14.80 |
| Compliance Investigator | COMI | N | N | 5 | 13.50 | 19.98 |
| Computer Programmer I-ASP | CP1R | E | F | 3 | 19.00 | 28.12 |
| Computer Programmer I-VB/ASP.NET | CP1V | E | F | 3 | 19.00 | 28.12 |
| Computer Programmer II-ASP | CP2R | E | F | 3 | 22.50 | 33.30 |
| Computer Programmer II-VB/ASP.NET | CP2V | E | F | 3 | 22.50 | 33.30 |
| Computer Programming Supervisor | CP3V | E | F | 3 | 25.00 | 37.01 |
| Computer Purchasing Specialist | COPS | N | F | 3 | 16.00 | 23.68 |
| Construction Administrator | CNAD | E | F | 1 | 26.00 | 38.49 |
| Construction I | CON1 | E | F | 2 | 20.00 | 29.60 |
| Construction II | CON2 | N | N | 7 | 13.00 | 19.24 |
| Construction III | CON3 | N | N | 7 | 9.00 | 13.32 |
| Construction Inspector | CNIN | E | F | 5 | 12.00 | 17.76 |
| Contract Health Service Administrator | CNHA | E | F | 5 | 17.00 | 25.16 |
| Contract Health Service Assistant Administrator | CNHL | N | N | 6 | 13.00 | 19.24 |
| Counseling Psychologist | CUPY | N | N | 2 | 24.03 | 35.57 |
| Counselor Trainee Coordinator | CUTC | N | N | 5 | 14.00 | 20.72 |
| Courier | COUR | N | N | 4 | 9.00 | 13.32 |
| Court Administrator/ Clerk of Courts | CORT | E | F | 2 | 21.60 | 31.97 |
| Culture Coordinator | CUCO | E | F | 2 | 15.00 | 22.20 |
| Curriculum Developer | CUDV | N | N | 2 | 16.50 | 24.42 |
| Custodian (A) | CUST | N | N | 8 | 7.00 | 10.36 |
| Database Administrator I/Access | DA1I | E | F | 3 | 23.00 | 34.04 |
| Database Administrator I/SQL | DB1S | E | F | 3 | 23.00 | 34.04 |
| Database Administrator II | DBAS | E | F | 3 | 25.00 | 37.01 |
| Data Coordinator | DATC | N | N | 6 | 7.50 | 11.10 |
| Data Coordinator-Headstart | DATH | N | N | 6 | 8.00 | 11.84 |
| Data Entry Clerk | DATE | N | N | 6 | 7.50 | 11.10 |
| Data Entry Clerk/Billing Clerk | DATK | N | N | 6 | 7.50 | 11.10 |
| Day Care Director | DACD | N | N | 2 | 12.50 | 18.50 |
| Deli Clerk | DELR | N | N | 8 | 6.50 | 9.62 |
| Deli Cook | DELC | N | N | 8 | 8.00 | 11.84 |
| Deli Manager | DELM | N | N | 7 | 10.00 | 14.80 |
| Dental Assistant I | DENA | N | N | 3 | 10.00 | 14.80 |
| Dental Assistant II | DEN2 | N | N | 3 | 13.00 | 19.24 |
| Dentist | DENT | E | F | 2 | 48.08 | 71.17 |
| Deputy Finance Director | DEPY | E | F | 2 | 16.82 | 24.90 |



* ELECTED
** APPOINTED

## HO-CHUNK NATION ADMIN-PROGRAMS
## WAGE CLASSIFICATION AND COMPENSATION

| JOB TITLE/POSITION | CODE | E/NE | F/NE | FEO | BASE | HIGH |
|---|---|---|---|---|---|---|
| Design Director / Graphic Artist | DESD | N | N | 3 | 12.00 | 17.76 |
| Desktop Publisher / Graphic Specialist | DESK | E | F | 3 | 14.00 | 20.72 |
| Diabetes/Cardiovascular Risk Reduction Coordinator | DCRR | E | F | 2 | 22.50 | 33.30 |
| Dietician | DIET | E | F | 5 | 10.00 | 14.80 |
| Director - Division of Comm. Health/Asst. Health Director | ASHD | E | F | 2 | 16.00 | 23.68 |
| Director - Division of Health Information Systems | DHIS | E | F | 2 | 20.50 | 30.34 |
| Director - Division of Executive Facilities | DIRE | E | F | 2 | 16.00 | 23.68 |
| Director - Division of Transportation | DIRT | E | F | 2 | 15.50 | 22.94 |
| Director - Domestic Abuse Shelter Program | DIRS | E | F | 2 | 16.00 | 23.68 |
| Director - Medical Services Division | DIRJ | E | F | 2 | 14.42 | 21.34 |
| Director of Geographic Information Systems (GIS) | GISD | N | N | 2 | 12.50 | 18.50 |
| Director of Investigative Services | DIRH | E | F | 3 | 15.38 | 22.77 |
| Director of Planning & Development | DIRP | E | F | 1 | 21.60 | 31.97 |
| Disbursement Supervisor | DBSP | N | N | 5 | 12.50 | 18.50 |
| Dishwasher (A) | DSWS | N | N | 8 | 7.00 | 10.36 |
| Dispatcher | DISP | N | N | 6 | 7.00 | 10.36 |
| Distance Learning Coordinator | DILC | N | N | 3 | 14.00 | 20.72 |
| Division Manager - Archives | DIVA | E | F | 2 | 16.82 | 24.90 |
| Division Manager - Cultural Resources | DIVC | E | F | 2 | 16.82 | 24.90 |
| Division Manager - Higher Education | DIVH | E | F | 5 | 20.00 | 29.60 |
| Division Manager - Johnson O'Malley | DIVJ | E | F | 6 | 15.00 | 22.20 |
| Division Manager - Language | DIVL | E | F | 5 | 20.00 | 29.60 |
| Division Manager - Natural Resources | DIVN | E | F | 2 | 16.82 | 24.90 |
| Division Manager - Supportive Education | DIVS | E | F | 5 | 20.00 | 29.60 |
| Division of Health Administrator | DIHA | E | F | 1 | 21.60 | 31.97 |
| Division of Human Services Coordinator | DIVT | E | F | 2 | 15.00 | 22.20 |
| Division of Social Services Administrator | DISA | E | F | 1 | 21.60 | 31.97 |
| DNR Data Coordinator | DNRD | N | N | 6 | 10.50 | 15.54 |
| Documentation Project Coordinator | DOCM | N | N | 5 | 12.00 | 17.76 |
| Domestic Abuse Advocate | DOME | E | F | 5 | 12.50 | 18.50 |
| Drug Enforcement Agent | DEAG | N | N | 5 | 10.00 | 14.80 |
| Drug Enforcement Agent Supervisor | DEAS | N | N | 5 | 12.00 | 17.76 |
| DSS Legal Assistant | DLGA | N | N | 5 | 15.00 | 22.20 |
| Education Disability Coordinator | EDDC | N | N | 5 | 12.30 | 18.21 |
| Education Planning Specialist | EDPS | E | F | 8 | 15.50 | 22.94 |
| Elder Benefits Specialist | ELDB | N | N | 5 | 12.00 | 17.76 |
| Elder Housing Advocate | ELDR | N | N | 5 | 12.50 | 18.50 |
| Elder Projects Coordinator | ELDP | N | N | 5 | 9.00 | 13.32 |
| Election Board Chairman** | TRIH | N | N | 1 | 12.00 | 17.76 |
| Election Board Office Administrator | EBOA | N | N | 1 | 12.00 | 17.76 |
| Electrician | ELEC | E | F | 7 | 21.00 | 31.08 |

* ELECTED
** APPOINTED

HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

| JOB TITLE/POSITION | CODE | EXE | EXM | GRD | BASE | HIGH |
|---|---|---|---|---|---|---|
| Eligibility Coordinator | EOCO | N | N | 6 | 10.00 | 14.80 |
| Eligibility Operations Manager | EOPM | E | F | 5 | 15.00 | 22.20 |
| Emergency Assistance Coordinator | EMRC | N | N | 5 | 10.00 | 14.80 |
| Emergency Management Coordinator | EMMC | E | F | 2 | 20.00 | 29.60 |
| Employee Assistance Program (EAP) Coordinator | EAPC | N | N | 3 | 12.50 | 18.50 |
| Employee Assistance Program (EAP) Lead Counselor | EAPL | N | N | 2 | 10.50 | 15.54 |
| Employee Assistance Program (EAP) Liaison | EAPO | N | N | 5 | 12.50 | 18.50 |
| Employee Assistance Program (EAP) Manager | EAPM | N | N | 2 | 14.42 | 21.34 |
| Employee Assistance Program (EAP) Specialist | EAPS | N | N | 5 | 9.00 | 13.32 |
| Employee Realations Act (ERA) Compliance Officer | ERAO | E | F | 5 | 16.00 | 23.68 |
| Employee Relations Coordinator | EMRC | E | F | 2 | 16.00 | 23.68 |
| Employment & Training Specialist | EMPL | N | N | 5 | 9.00 | 13.32 |
| Engineering Equipment Operations Manager | ENGR | E | F | 2 | 20.00 | 29.60 |
| Enrollment Assistant | ENRL | N | N | 5 | 9.00 | 13.32 |
| Enrollment Officer | ENRO | E | F* | 2 | 15.00 | 22.20 |
| Enrollment Specialist | ENRS | N | N | 8 | 9.00 | 13.32 |
| Environmental Services Director | ESDR | E | F | 5 | 21.00 | 31.08 |
| Environmental Specialist | ESNT | N | N | 5 | 15.00 | 22.20 |
| Environmental Specialist II | ESN2 | N | N | 2 | 15.00 | 22.20 |
| Estimator | ESTM | N | N | 7 | 14.00 | 20.72 |
| Executive Accounts Manager** | EXAM | E | N | 1 | 27.54 | |
| Executive Administrative Assistant | EADM | N | N | 6 | 10.00 | 14.80 |
| Executive Administrative Assistant to the Office of General Counsel | EAOF | N | N | 6 | 10.00 | 14.80 |
| Executive Administrative Officer ** | EADO | E | N | 1 | 27.54 | |
| Executive Compliance Officer** | EXCO | E | N | 1 | 27.54 | |
| Executive Director of Administration** | EXAD | E | F | 1 | 21.60 | 31.97 |
| Executive Director of Business** | EXDB | E | F | 1 | 35.00 | 51.81 |
| Executive Director of Education** | EXED | E | F | 1 | 21.60 | 31.97 |
| Executive Director of Health & Social Services** | EXSH | E | F | 1 | 24.80 | 36.71 |
| Executive Director of Heritage Preservation** | EXHP | E | F | 1 | 21.60 | 31.97 |
| Executive Director of Housing** | EXHS | E | F | 1 | 21.60 | 31.97 |
| Executive Director of Labor** | EXLB | E | F | 1 | 21.60 | 31.97 |
| Executive Director of Personnel** | EXPL | E | F | 1 | 21.60 | 31.97 |
| Executive Director of Veteran Affairs** | EXPM | E | F | 1 | 21.60 | 31.97 |
| Executive Secretary to the President** | EXSC | E | N | 5 | 17.34 | |
| Exercise Physiologist | EXPH | E | F | 2 | 19.50 | 28.86 |
| Exercise Rehabilitation Manager | EXER | N | N | 1 | 14.42 | 21.34 |
| Facility Manager-Community Outreach, Milwaukee | FMCO | E | F | 2 | 15.00 | 21.43 |
| Facility Specialist | FACS | N | N | 7 | 11.00 | 16.28 |
| Family & Community Partnership Coordinator | FAMC | N | N | 6 | 11.79 | 17.45 |
| Family Nurse Practitioner/Certified Nurse Midwife | FNCM | E | F | 2 | 33.66 | 49.82 |



* ELECTED
** APPOINTED