HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

JOB TITLE/POSITION	CODE	EXE	EXP	EEO	BASE	HIGH
Family Nurse Practitioner/Nurse Supervisor	FNPS	E	F	2	24.03	35.57
Family Support Specialist	FAMS	N	N	5	10.00	14.80
Federal Programs Director	FEDD	E	F	2	13.50	19.98
File Clerk (A)	FILE	N	N	5	8.58	9.62
Finance Director - Admin/Programs	FIND	E	F	2	32.00	47.36
Financial Liaison Officer	FINL	N	N	2	15.00	22.20
Financial Aid Officer	FINO	E	F	5	15.00	22.20
Financial Division Manager	FDEM	E	F	2	20.00	29.60
Financial Aid Specialist	FINS	N	N	5	12.50	18.50
Fiscal Project Manager	FISC	N	N	2	16.82	24.90
Fitness & Recreation Director	FITD	E	F	2	16.82	24.90
Fitness Specialist	FITS	N	N	5	11.00	16.28
Fleet Manager	FLET	N	N	2	9.00	13.32
Food Distribution Director	FDDD	E	F	5	12.00	17.76
Food Service Worker/Maintenance	FDSW	N	N	5	8.72	12.91
Forester	FORE	N	N	7	12.50	18.50
Forestry Technician I	FRR1	N	N	8	10.00	14.80
Forestry Technician I-Trainee	FRRT	N	N	8	8.00	11.84
Gaming Commissioner**	GAME	E	F	1	Nego	tiable
Gaming Paralegal	GAMP	N	N	5	12.50	18.50
Geneologist	GENE	N	N	3	14.00	20.72
General Laborer	GNLB	N	N	7	12.00	17.76
General Laborer - Administration	GNLA	N	N	8	7.00	10.36
General Laborer - DNR	GNLC	N	N	8	12.00	17.76
General Manager - Facilities	GNMF	E	F	1	17.50	25.90
Geographic Information Systems (GIS) Coordinator	GISC	E	F	2	20.00	29.60
Geographic Information Systems (GIS) Specialist	GISS	N	N	5	17.00	25.16
Geographic Information Systems (GIS) Trainee	GIST	N	N	6	7.50	11.10
Geographic Information Systems Supervisor	GISP	N	N	3	13.50	19.98
Government Services Auditor	GSAR	E	F	2	17.00	25.16
GPR Operator	GPRO	N	N	3	10.00	14.80
Grants Fiscal Manager	GFMR	E	F	5	16.82	24.90
Grants Program Manager	GPMR	E	F	5	16.82	24.90
Grantswriter I	GRN1	N	N	2	12.50	18.50
Grantswriter II	GRN2	N	N	2	14.42	21.34
Groundskeeper	GRKP	N	N	8	8.00	11.84
Groundskeeper & Maintenance	GRND	N	N	8	8.00	11.84
H.O.M.E. Coordinator	HOME	N	N	5	10.50	15.54
Head Archivist/Cataloguer	HARC	E	F	2	15.00	22.20
Health Benefits Specialist	HBSP	N	N	5	12.00	17.76
Head Lifeguard	HEAL	N	N	7	10.00	14.80

* ELECTED
** APPOINTED

HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

JOB TITLE/POSITION	CODE	EXE	FAC	TECH	BASE	HIGH
Health & Social Services Finance Director	HEFD	E	F	2	23.00	34.04
Health Administrative Officer	HAOR	N	N	5	19.23	28.46
Health Equipment Manager	HEAQ	N	N	2	13.00	19.24
Health Information System Manager	HISM	E	F	2	18.78	27.80
Heavy Equipment Operating Engineer	HEVO	N	N	7	15.00	22.20
Heavy Equipment Operator / CDL Driver	HEVC	N	N	7	21.00	31.08
Higher Ed / Adult Ed Coordinator	HIGH	N	N	5	12.50	18.50
Hocak Linguist	HOCK	N	N	2	18.00	26.64
Ho-Chunk Elder Insurance Liaison	HCEI	N	N	6	10.00	14.80
Ho-Chunk Language Instructor I	HCLJ	N	N	5	15.00	22.20
Ho-Chunk Language Instructor III	HCLL	N	N	5	17.00	25.16
Ho-Chunk Researcher/Project Coordinator	HOCP	N	N	5	16.50	24.42
Home School Coordinator	HOMC	N	N	6	12.50	18.50
Housing Case Manager	HOUC	N	N	6	9.00	13.32
Housing Worker	HOUW	N	N	8	8.00	11.84
HVAC Journeyman Technician	HVJT	N	N	7	25.00	37.01
Indian Child Welfare (ICW) Coordinator	INDN	N	N	2	12.50	18.50
Information - Election Specialist	ELCT	N	N	6	12.00	17.76
Information Specialist	INFO	N	N	2	12.00	17.76
Information Systems Analyst I	INF1	N	N	3	10.00	14.80
Information Systems Analyst II	INF2	N	N	3	12.50	18.50
Information Systems Technician	INFS	N	N	3	10.00	14.80
In-Home Family Based Counselor	INHO	N	N	5	10.00	14.80

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HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

JOB TITLE/POSITION	CODE	E/NE	F/NE	FEO	BASE	HIGH
Injury Prevention Project Coordinator	IPPC	N	N	5	14.50	21.46
Instructional Aide	INSA	N	N	5	12.50	18.50
Instructor/Coordinator	INCD	N	N	2	15.50	22.94
Insurance/Billing Specialist	INSB	N	N	6	13.00	19.24
Insurance Manager	INSM	E	F	5	17.00	25.16
Intake Specialist	INTS	N	F	5	11.00	16.28
Intake Specialist - ICW	INTK	N	N	6	8.50	12.58
Intake Worker / Information Analyst	INTW	N	N	6	9.00	13.32
Inventory Clerk (A)	INVC	N	N	6	7.50	11.10
Inventory Control Assistant	INVA	N	N	6	7.00	10.36
Inventory Control Coordinator	INVD	N	N	6	7.50	11.10
Inventory Specialist	INVS	N	N	6	8.00	11.84
Investigator	INVG	E	F	5	13.50	19.98
Investment Officer	INVO	N	N	2	15.50	22.94
IT Director	ITDR	E	F	3	31.00	45.89
IT Supervisor	ITSP	E	F	3	26.00	38.49
Johnson O'Malley (JOM) Coordinator	JOMC	N	N	6	12.50	18.50
Lands Coordinator	LAND	N	N	2	12.50	18.50
Lands Records Manager	LANM	N	N	2	16.82	24.90
Lands Specialist	LANP	N	N	5	11.50	17.02
Lands Specialist II	LAN2	N	N	5	10.00	14.80
Lands Supervisor	LANS	N	N	5	15.00	18.50
Language Support Specialist	LANG	N	N	5	15.00	22.20
Layout Artist	LAYA	N	N	3	8.00	11.84
Lead Bookkeeper	LDBK	N	N	5	12.00	17.76
Lead Courier	LDCR	N	N	5	10.00	14.80
Lead Maintenance	LDMT	N	N	5	10.00	14.80
Lead Recreation Aide	LERA	N	N	2	12.00	17.76
Lease Specialist	LEAS	N	N	5	11.50	16.37
Legal Assistant	LEGA	N	N	6	12.00	17.76
Legislative Aide	LGAD	N	N	6	10.00	14.80
Legislative Assistant	LGAN	N	N	5	10.00	14.80
Legislative Attorney	LGAT	E	F	1		
Legislative Auditor	LGDR	N	N	2	15.00	22.20
Legislative Counsel	LGVC	E	F	1		
Legislative Liaison/Information Representative**	LGLN	E	N	2	15.30	
Legislative Secretary	LGSY	E	F	1	12.50	18.50
Legislator *	LGLR	E	N	1	31.98	
Lifeguard	LIFE	N	N	7	8.00	11.84
Loan Officer	LOAN	N	N	2	15.00	22.20
Loan Processor	LOPR	N	N	5	10.00	14.80

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HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

JOB TITLE/POSITION	CODE	EXE	EXT	GRD	BASE	HIGH
Mail/Copy Room Supervisor	MARS	N	N	5	10.00	14.80
Mailroom Clerk	MAIL	N	N	8	8.00	11.84
Maintenance Supervisor (A)	MTSP	N	N	4	13.00	17.76
Maintenance Worker I	MWR1	N	N	8	8.00	11.84
Maintenance Worker II	MWR2	N	N	8	8.00	11.84
Marketing Coordinator (A)	MKCD	N	N	2	16.82	24.90
Masonry Foreman	MASF	E	F	5	24.00	37.08
Master Mechanic	MASM	N	N	7	14.42	21.34
Master Software Application Trainer	MAST	N	N	3	16.00	23.68
Mechanic	MECS	N	N	7	11.00	16.28
Medical Laboratory Supervisor	MLTS	N	N	5	12.50	18.50
Medical Laboratory Technician	MLTC	N	N	3	13.50	19.98
Medical Laboratory Technician Intern	MLTI	N	N	8	8.00	11.84
Medical Records Clerk	MEDR	N	N	6	10.00	14.80
Medical Records Supervisor	MEDS	E	F	2	12.00	17.76
Medical Services Coordinator	MDSC	E	F	2	25.00	37.01
Medical Technologist	MEDG	E	F	2	17.00	25.16
Medical Transcriptionist I	MED1	N	N	6	10.00	14.80
Medical Transcriptionist II	MED2	N	N	6	11.00	16.28
Medical Transcriptionist Intern	MED3	N	N	5	8.00	11.84
Mental Health Clinician	MENC	N	N	2	20.00	29.60
Mental Health Manager	MEND	E	F	1	24.03	35.57
Mental Health Services Treatment Specialist	MENS	N	N	5	10.00	14.80
Micrographic Manager	MICM	N	N	5	9.00	13.32
Micrographic Prep Assistant	MICP	N	N	6	6.50	9.62
Multimedia Operation Manager	MMOM	E	F	2	15.42	22.82
Network Systems Engineer	NETE	N	F	3	20.00	29.60
Newsletter Editor	NEWE	E	F	5	15.00	22.20
Nutrition Education Assistant	NUTA	N	N	6	9.00	13.32
Nutrition Services Director	NUTD	E	F	2	18.50	27.38
Nutritionist/Pediatric	NUTP	E	F	2	16.00	23.68
Occupational Health Nurse	OCCN	N	F	2	12.50	18.50
Occupational Safety & Health Officer	OSHO	N	N	2	15.00	22.20
Office Manager	OFFM	N	N	6	9.00	13.32
Office Manager - Enrollment	OMEN	N	N	6	9.00	13.32
Office/Layout Technician	OFFT	N	N	3	10.50	15.54
Optometrist	OPTS	E	F	2	30.50	45.15
Optometry Technician	OPTT	N	N	3	10.50	15.54
Outreach Worker/Driver	OUTR	N	N	8	8.00	11.84
Paralegal	PARA	N	N	5	12.50	18.50
Paralegal I	PAR1	N	N	5	12.50	18.50

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HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

JOB TITLE/POSITION	CODE	EXE	EXC	GRD	BASE	HIGH
Paralegal II	PAR2	N	N	5	16.00	23.68
Paralegal II - Legislature	PAR3	N	N	5	16.00	23.68
Patient Registration Coordinator	PATC	N	N	6	8.00	11.84
Patient Registration Manager	PATM	E	F	3	15.00	22.20
Patient Registration/Receptionist	PATR	N	N	6	10.00	14.80
Patient Registration/Scheduling Coordinator	PATS	N	N	6	8.00	11.84
Patient Services Coordinator	PTSC	N	N	6	10.00	14.80
Payroll Clerk (A)	PAYC	N	N	6	8.00	11.84
Payroll Manager	PAYM	E	F	2	16.82	24.90
Payroll Specialist	PAYS	N	N	6	12.00	17.76
Pediatric Fitness Director	PEDF	N	N	2	14.42	21.34
Personal Care Worker	PECW	N	N	5	9.00	13.32
Personnel Manager	PERM	E	F	2	16.00	23.68
Personnel Specialist I	PERS	N	N	5	11.50	16.92
Personnel Specialist II	PER2	N	F	5	14.00	20.72
Personnel Training Manager	PERT	E	N	2	14.42	21.34
Pharmacist	PHAR	E	F	2	31.25	46.26
Pharmacy Technician Intern	PHAY	N	N	5	8.00	11.84
Physician Assistant/Medical Director	PHYD	E	F	2	24.03	35.57
Planner I	PLN1	N	N	2	12.50	18.50
Planner II	PLN2	N	N	2	14.42	21.34
Plumber (A)	PLUM	N	N	7	21.00	31.08
Podiatric Assistant	PDAT	N	N	5	9.00	13.32
Podiatric Surgeon	PDSG	E	F	2	51.00	75.49
Podiatrist	PODS	E	F	2	40.87	60.50
Policy Analyst	POLA	E	F	2	18.50	27.38
President - Ho-Chunk Nation *	PRES	E	N	1	33.48	
Presidential Aide**	PREA	E	N	6	12.75	
Program Manager	PROG	E	F	2	16.00	23.68
Project Architect	PRJA	N	N	1	21.60	31.97
Project Manager	PRJM	N	N	6	15.00	22.20
Projects Coordinator	PRJC	N	N	5	12.00	17.76
Property Management Administrator/Housing Inspector	PROB	E	F	8	19.00	28.12
Public Relations Officer **	PLMO	E	N	1	27.54	
Public Relations Specialist	PRSP	N	N	5	13.00	19.24
Purchasing Clerk	PURC	N	N	6	8.00	11.84
Radiology Technologist I	RADS	N	N	3	14.50	21.46
Radiology Technologist II	RADT	N	N	3	15.50	22.94
Radiology Technologist Intern	RADI	N	N	5	8.00	11.84
Reading Specialist	READ	E	F	2	23.00	34.04
Real Estate Manager	REAL	E	F	2	19.00	28.12

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HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

JOB TITLE/POSITION	CODE	EXE	EXT	LEVEL	BASE	HIGH
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Receptionist	RCPT	N	N	6	6.50	9.62
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Records Clerk I	RECN	N	N	7	8.00	11.84
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Records Management Department Trainee	RECT	N	N	6	7.00	10.36
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Records Manager Assistant	RECM	N	N	2	12.00	17.76
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Recreation Coordinator	RECV	N	N	2	14.00	20.72
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Recreation/Therapeutic Program Assistant	RECP	N	N	5	12.00	17.76
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Registered Dental Hygienist	REGD	N	N	3	23.00	34.04
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Relapse Prevention/Adult Aftercare Specialist	RPAS	N	N	5	12.00	17.76
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Reporter 2	REP2	N	N	5	13.00	19.24
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Residential Construction Inspector I	RSI1	N	N	5	12.00	17.76
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Residential Construction Supervisor	RESC	E	F	5	20.00	29.60
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Respite Worker Coordinator	RESP	N	N	5	11.50	17.02
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Sanitarian Facilities Coordinator	SANC	N	N	5	12.00	17.76
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Sanitarian I (w/ sanitarian license)	SAN1	E	F	5	17.00	25.16
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Secretary I (A)	SEC1	N	N	6	7.00	10.36
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Secretary III (A)	SEC3	N	N	6	8.00	11.84
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Security Administrator	SECA	E	F	3	25.00	37.01
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Security & Maintenance Supervisor	SECM	E	F	4	15.00	22.20
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Security Supervisor	SECR	N	N	4	12.00	17.76
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Senior Special Projects Supervisor	SRPS	E	F	2	16.82	24.90

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HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

JOB TITLE/POSITION	CODE	EXE	FLSA	NEO	BASE	MAX
Social Worker - Grade A	SOCA	E	F	2	12.00	17.76
Social Worker - Grade B	SOCB	E	F	2	13.50	21.46
Social Worker - Grade C	SOCC	E	F	2	15.00	22.20
Social Worker - Grade D	SOCD	E	F	2	16.00	23.68
Social Worker - Grade E	SOCE	E	F	2	18.00	26.64
Social Worker - Grade F	SOCF	E	F	2	19.00	28.12
Software Application Trainer	SOFW	N	F	3	14.00	20.72
Special Projects Accountant	SPAC	N	N	3	15.00	22.20
Special Projects Bookkeeper	SPBK	N	N	5	10.00	14.80
Staff Attorney - Law Clerk	STAE	E	N	2	24.04	
Staff Internal Auditor	STAA	N	N	2	13.50	19.98
Student Career Coordinator	STUC	E	F	3	12.50	18.50
Summer Associate	SUMM	N	N	5	11.25	
Supply Chain Management	SUPM	N	N	6	8.00	11.84
Supportive Care Worker	SUCW	N	N	5	7.00	10.36
Supportive Education Specialist	SUPP	N	N	5	10.00	14.80
Supreme Court Clerk	SUPK	N	N	6	10.00	14.80
Surveillance Administrator	SURI	E	F	2	25.00	37.01
Surveillance Agent	SURA	N	N	4	11.00	16.28
Surveillance C.C.T.V. Technician	SURN	N	N	3	11.50	19.98
Surveillance Director	SURD	E	N	2	15.42	22.82
Surveillance Investigator	SURI	N	N	3	13.50	19.98
Surveillance Shift Supervisor	SVSS	N	N	4	13.50	19.98
Surveyor	SURV	E	F	3	15.00	22.20
Surveyor Assistant	SVRA	N	N	5	12.00	17.76
Systems Administrator	SYSA	E	F	3	21.50	31.82
Systems Analyst I	SYS1	N	F	3	10.00	14.80
Systems Analyst Network Administrator	SANA	N	N	3	15.42	22.82
Systems Engineer	SYSE	E	F	3	24.03	35.57
Systems Technician	SYST	N	F	3	18.65	27.61
Teacher	TCHR	E	F	2	20.00	29.60
Teacher Assistant	TEAH	N	N	5	10.77	15.94
Telecommunications Systems Administrator	TELE	N	N	3	16.00	23.68
TERO Case Manager	TCMG	N	N	6	10.50	15.54
TERO Compliance Officer	TERO	N	N	2	9.00	13.32
TERO Director	TERD	E	F	2	13.00	19.24
TERO Investigator	TINV	N	N	5	10.50	15.54
TERO Field Representative	TERF	N	N	6	8.00	11.84
TERO Placement Specialist	TERP	N	N	5	9.00	13.32
Transportation Planner	TRPL	E	F	1	17.78	26.32
Transportation/Personal Aide	TRNA	N	N	6	8.00	11.84

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HO-CHUNK NATION ADMIN-PROGRAMS
WAGE CLASSIFICATION AND COMPENSATION

JOB TITLE/POSITION	CODE	E/NE	F/NE	REQ	BASE	HIGH
Treasurer - Ho-Chunk Nation**	TREA	E	F	1	NEGO	TABLE
Tribal Aging Unit(TAU) Assistant Cook	TAUC	N	N	8	7.50	11.10
Tribal Aging Unit(TAU) Cook	TAUK	N	N	8	8.00	11.84
Tribal Aging Unit(TAU) Director	TAUD	E	F	2	15.00	22.20
Tribal Aging Unit Maintenance Supervisor	TAUM	E	F	8	15.00	22.20
Tribal Aging Unit(TAU) Program Specialist	TAUP	N	N	6	9.00	13.32
Tribal Counsel	TRIC	E	F	2		
Tribal Attorney	TRID	E	F	2		
Tribal Historic Preservation Officer	THPO	N	N	2	17.78	26.32
Tribal Inspector	TRII	E	F	1	20.00	29
Truck Driver	TRUK	N	N	8	12.00	17.76
Truck Driver Crew Leader	TRCL	N	N	7	13.00	19.24
Tutor/Driver	TUTO	N	N	6	8.50	12.58
Unemployment Insurance Specialist	PERU	N	N	5	12.50	18.50
Utility Coordinator	UTLY	E	F	5	15.00	22.20
Veterans Outreach Specialist	VETS	N	N	2	12.00	17.76
Veterans Affairs Secretary	VETT	N	N	6	10.00	14.80
Veterans Office Manager	VETU	N	N	6	13.50	19.98
Veterans Service Officer	VETV	E	F	1	21.60	31.97
Vice President*	VICE	E	N	1	32.98	
Warehouseman/Driver - Food Distribution	WHSE	N	N	8	9.00	13.32
Warehouseman/Truck Driver - Food Distribution	WHST	N	N	8	8.00	11.84
Water Operator	WATR	N	N	5	13.50	19.98
Wildlife Technician	WLTN	N	N	3	15.00	22.20
Youth Services Program Director	YOUH	E	F	6	16.00	23.68

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