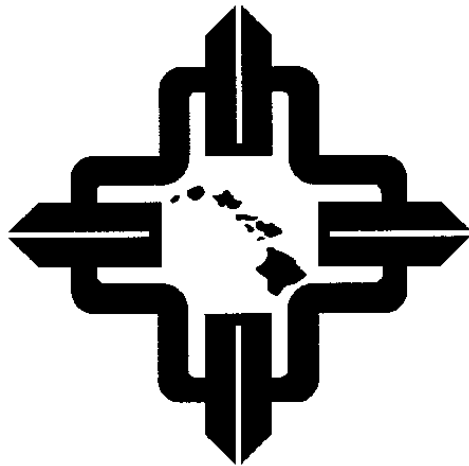


HAWAII HEALTH SYSTEMS CORPORATION

COMPENSATION PLANS



“Quality Healthcare For All”

July 1, 2025

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TABLE OF PAY GROUPS AND BARGAINING UNIT CODES

BU	PAY GROUP**	BARGAINING UNIT (BU) CODES*				
		Included Codes		Excluded Codes***		
		Non-Supvry	Supvry	Non-Supvry	Supvry	Mgrl
01	Blue Collar, Non-Supervisory	01	--	61	--	--
02	Blue Collar, Supervisory	--	02	--	82	30
03	White Collar, Non-Supervisory	03	--	63	--	--
04	White Collar, Supervisory	--	04	--	84	31
09	Registered Professional Nurse	09	29	79	99	32
10	Health Workers	10	20	70	90	33
13	Professional & Scientific	13	23	73	93	35

*BU Code: Refers to the code numbers used for transaction and recordkeeping purposes.

**PAY Group: Refers to the salary schedule of pay rates applicable.

***For administrative convenience, classes with excluded designation codes are placed alongside their BU counterparts.

REASONS FOR EXCLUSION FROM COLLECTIVE BARGAINING

Code

- A Elected Official
- B Appointed Official
- C Member of a Board or Commission
- D Director or Chief of Department or Agency
- E Assistant Director or Chief of Department or Agency
- F Chief of Major Division or Department
- G Assistant Chief of Major Division
- H Top Level Managerial and Administrative Personnel
- J Confidential Employee in Employee-Employer Relations
- K Part-Time Employee: Less than 20 Hours Per Week
- L Temporary Employee of 3 Months Duration or Less
- M Commissioned or Enlisted Personnel of Hawaii National Guard
- N Staff of the Legislative Branch of the State, City & County of Honolulu or Counties of Hawaii, Maui, and Kauai
- O Employee of the Executive Office of the Governor, Lt. Governor or Mayor
- P Household Employee at Washington Place
- Q Inmate, Patient, Ward or Student of a State Institution
- R Student Helper
- S Chief Staff Officer
- T Director, Attached Agency
- U Assistant Director, Attached Agency
- V Secretary to Excluded Manager
- W Legal Counsel

EXPLANATORY REMARKS

I. **BARGAINING UNIT DESIGNATIONS** (BU Column)

Departments responsible for processing position and employee actions should refer to the official bargaining unit (BU) designation code posted on the individual position description for the proper bargaining unit code to use in processing actions. The BU designation of a class and other BU information contained in the compensation plans should be used only as a general guide.

The number in the BU column indicates the BU designation most commonly used for the positions in the class.

II. **EQUAL EMPLOYMENT OPPORTUNITY JOB CATEGORY CODES** (EEO Column)

A	Official and Administrator
B	Professional
C	Technician
D	Protective Service Worker
E	Paraprofessional
F	Office and Clerical
G	Skilled Craft Worker
H	Service/Maintenance

III. **FLSA DESIGNATIONS** (FLSA Column)

Fair Labor Standards Act (FLSA) provisions apply specifically to employees and not to classes. However, for administrative convenience, we have reviewed the classes in our compensation plans, and based on general application of FLSA guidelines, have coded the classes to indicate whether positions in the class are exempt (E) or non-exempt (N) from minimum wage and overtime provisions of the FLSA. Additionally, a number of classes do not readily lend themselves to blanket FLSA designations. These classes have been coded 'R' (review); the FLSA status of employees in these classes of work must be determined on an individual basis.

Any employee in a position which is an exception to the class bargaining unit designation, or any employee in a position whose duties are not a true reflection of the concept of the class to which it is allocated, may also be an exception to the FLSA designation for the class. Employees in such positions must therefore be reviewed individually to determine whether they are FLSA exempt.

The FLSA designation of a class contained in the compensation plans should be used only as a general guide. Regions are urged to exercise prudence in determining whether an employee is covered or not covered by FLSA provisions.

More information on federal FLSA compliance can be found on the U.S. Department of Labor web page: <http://www.dol.gov/whd/flsa/>.

PART I

WHITE COLLAR PLAN

HAWAII HEALTH SYSTEMS CORPORATION
COMPENSATION PLAN
CLASSIFIED
AS OF 7/01/2025

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
I. <u>CLERICAL AND ALLIED</u>						
A. GENERAL CLERICAL						
1.006	CLERK II	SR 06	03		F	N
1.007	CLERK III	SR 08	03		F	N
1.008	CLERK IV	SR 10	03		F	N
1.009	CLERK V	SR 12	03		F	N
1.011	CLERICAL SUPERVISOR I	SR 10	04		F	R
1.012	CLERICAL SUPERVISOR II	SR 12	04		F	E
1.013	CLERICAL SUPERVISOR III	SR 14	04		F	E
1.014	CLERICAL SUPERVISOR IV	SR 16	04		F	E
1.016	PATIENT ACCESS REP I	SR 11	03		F	N
1.017	PATIENT ACCESS REP II	SR 13	03		F	N
1.018	PATIENT ACCESS REP III	SR 15	03		F	N
1.019	PATIENT ACCESS REP IV	SR 17	03		F	N
1.020	PATIENT ACCESS REP V	SR 19	03		F	N
1.021	HEALTH UNIT COORDINATOR I	SR 11	03		F	N
1.022	HEALTH UNIT COORDINATOR II	SR 13	03		F	N
1.026	OFFICE ASSISTANT II	SR 06	03		F	N
1.027	OFFICE ASSISTANT III	SR 08	03		F	N
1.028	OFFICE ASSISTANT IV	SR 10	03		F	N
1.029	OFFICE ASSISTANT V	SR 12	03		F	N
1.035	CLINIC RECEPTIONIST I	SR 11	03		F	N
1.037	CLINIC RECEPTIONIST II	SR 12	03		F	N
1.038	CLINIC RECEPTIONIST III	SR 13	03		F	N
B. TYPEWRITING						
1.044	MEDICAL TRANSCRIPTIONIST I	SR 10	03		F	N
1.045	MEDICAL TRANSCRIPTIONIST II	SR 12	03		F	N
1.046	MEDICAL TRANSCRIPTIONIST III	SR 14	03		F	N
1.047	MEDICAL TRANSCRIPTIONIST IV	SR 16	03		F	N
1.048	MEDICAL TRANSCRIPTIONIST V	SR 18	04		F	N
D. SECRETARIAL						
1.147	SECRETARY I	SR 12	03		F	N
1.149	SECRETARY II	SR 14	03		F	N
1.150	SECRETARY III	SR 16	63	J	F	R
1.151	SECRETARY IV	SR 18	63	J	F	R
E. OFFICE MACHINE OPERATION						
1.275	INFO TECHNOLOGY SUPPT TECH I	SR 13	03		C	N
1.276	INFO TECHNOLOGY SUPPT TECH II	SR 15	03		C	N

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
1.277	INFO TECHNOLOGY SUPPT TECH III	SR 17	03		C	N
F. FISCAL, RECORD KEEPING AND ALLIED						
1.336	ACCOUNT CLERK I	SR 06	03		F	N
1.337	ACCOUNT CLERK II	SR 08	03		F	N
1.338	ACCOUNT CLERK III	SR 11	03		F	N
1.339	ACCOUNT CLERK IV	SR 13	03		F	N
1.341	ACCOUNT CLERK V	SR 15	03		F	N
1.349	PATIENT FINANCIAL COUNSELOR	SR 15	03		F	N
1.350	PATIENT ACCOUNT REP I	SR 11	03		F	N
1.351	PATIENT ACCOUNT REP II	SR 13	03		F	N
1.352	PATIENT ACCOUNT REP III	SR 15	03		F	N
1.353	PATIENT ACCOUNT REP IV	SR 17	03		F	N
1.354	PATIENT ACCOUNT REP V	SR 19	03		F	N
1.366	CASHIER CLERK	SR 08	03		F	N
1.370	CASHIER I	SR 10	03		F	N
1.375	CASHIER II	SR 12	03		F	N
1.405	PAYROLL CLERK	SR 10	03		F	N
1.407	PRE AUDIT CLERK I	SR 11	03		F	N
1.409	PRE AUDIT CLERK II	SR 13	03		F	N
1.411	PRE AUDIT CLERK III	SR 15	03		F	N
1.412	PRE AUDIT CLERK IV	SR 17	04		F	E
1.415	RESIDENT FINANCIAL COUNSELOR	SR 15	03		F	N
G. RESEARCH AND STATISTICS						
1.424	STATISTICS CLK I	SR 10	03		F	N
1.425	STATISTICS CLK II	SR 12	03		F	N
H. PERSONNEL						
1.515	HUMAN RESOURCES CLERK II	SR 07	63	J	F	N
1.517	HUMAN RESOURCES CLERK III	SR 09	63	J	F	N
1.519	HUMAN RESOURCES CLERK IV	SR 11	63	J	F	N
1.521	HUMAN RESOURCES CLERK V	SR 13	63	J	F	N
1.523	HUMAN RESOURCES TECHNICIAN VI	SR 15	63	J	F	N
1.524	HUMAN RESOURCES TECHNICIAN VII	SR 17	63	J	F	R
I. PURCHASING, PROPERTY RECORDS AND ALLIED						
1.571	PURCHASING TECHNICIAN I	SR 11	03		F	N
1.572	PURCHASING TECHNICIAN II	SR 13	03		F	N
1.609	CONTRACTS ASSISTANT I	SR 13	03		F	N
1.610	CONTRACTS ASSISTANT II	SR 15	03		F	N
1.635	MATERIALS & SUPPLIES SUPVR	SR 15	04		F	E
1.641	STORES CLERK I	SR 06	03		F	N
1.643	STORES CLERK II	SR 08	03		F	N
1.645	STOREKEEPER I	SR 11	03		F	N
1.647	STOREKEEPER II	SR 13	04		F	E

CLASS CODE	C L A S S T I T L E	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
J.	MISCELLANEOUS					
1.701	CLINIC SUPERVISOR	SR 17	04		C	R
1.704	STERILE PROCESSING SUPVR I	SR 15	04		C	R
1.705	STERILE PROCESSING SUPVR II	SR 17	04		C	R

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
<u>II. MANAGEMENT, STAFF AND ALLIED</u>						
A. GENERAL ADMINISTRATION						
2.105	INSTITUTION FACILITIES SUPT I	SR 21	04		G	E
2.106	INSTITUTION FACILITIES SUPT II	SR 24	04		G	E
2.108	ENVIRON SVCS SUPT I	SR 21	04		G	E
2.109	ENVIRON SVCS SUPT II	SR 24	04		G	E
2.111	PATIENT FIN SVCS MGR I	SR 24	13		B	E
2.112	PATIENT FIN SVCS MGR II	SR 26	13		B	E
2.114	PATIENT ACCESS MGR I	SR 24	13		B	E
2.115	PATIENT ACCESS MGR II	SR 26	13		B	E
2.125	CONTRACTS MANAGER I	SR 24	13		B	E
2.126	CONTRACTS MANAGER II	SR 26	13		B	E
2.130	REGIONAL COMPL & PRIVACY OFCR	SR 24	13		B	R
2.131	COMPLIANCE & PRIVACY SPCLT I	SR 16	13		B	N
2.132	COMPLIANCE & PRIVACY SPCLT II	SR 18	13		B	N
2.133	COMPLIANCE & PRIVACY SPCLT III	SR 20	13		B	N
2.134	COMPLIANCE & PRIVACY SPCLT IV	SR 22	13		B	N
2.135	CONTRACT VALUATION MGR	SR 26	13		B	R
2.145	MEDICAL STAFF SVCS COORD	SR 24	13		B	E
2.146	MEDICAL STAFF SVCS DIR	SR 26	13		B	E
2.150	CLINIC MANAGER	SR 20	13		B	R
2.155	PATIENT ADVOCATE	SR 20	13		B	N
2.160	PATIENT NAVIGATOR I	SR 16	13		B	N
2.161	PATIENT NAVIGATOR II	SR 18	13		B	N
2.162	PATIENT NAVIGATOR III	SR 20	13		B	N
B. FISCAL, ACCOUNTING AND ALLIED						
2.311	ACCOUNTANT I	SR 16	13		B	N
2.313	ACCOUNTANT II	SR 18	13		B	N
2.316	ACCOUNTANT III	SR 20	13		B	E
2.318	ACCOUNTANT IV	SR 22	13		B	E
2.320	ACCOUNTANT V	SR 24	13		B	E
2.322	ACCOUNTANT VI	SR 26	23		B	E
2.324	REIMBURSEMENT ANALYST I	SR 16	13		B	N
2.325	REIMBURSEMENT ANALYST II	SR 18	13		B	N
2.326	REIMBURSEMENT ANALYST III	SR 20	13		B	N
2.327	REIMBURSEMENT ANALYST IV	SR 22	13		B	N
2.328	REIMBURSEMENT ANALYST V	SR 24	13		B	N
2.329	SENIOR REIMBURSEMENT ANALYST	SR 26	13		B	R
2.330	FISCAL OFFICER I	SR 26	93	HJ	B	E
2.335	PAYROLL SPECIALIST III	SR 20	13		B	E
2.336	PAYROLL SPECIALIST IV	SR 22	13		B	E
2.337	PAYROLL SPECIALIST V	SR 24	13		B	E
2.340	CHARGEMASTER COORDINATOR I	SR 16	13		B	N
2.341	CHARGEMASTER COORDINATOR II	SR 18	13		B	N
2.342	CHARGEMASTER COORDINATOR III	SR 20	13		B	N
2.343	CHARGEMASTER COORDINATOR IV	SR 22	13		B	N

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
2.344	CHARGEMASTER COORDINATOR V	SR 24	13		B	N
2.345	CHARGEMASTER MANAGER	SR 26	13		B	R
2.360	HOSP REV RECOVERY COORD I	SR 16	13		B	N
2.361	HOSP REV RECOVERY COORD II	SR 18	13		B	N
2.362	HOSP REV RECOVERY COORD III	SR 20	13		B	N
2.363	HOSP REV RECOVERY COORD IV	SR 22	13		B	N
E. PROPERTY MANAGEMENT AND ALLIED						
2.600	HOSP RISK MGT OFCR I	SR 24	73		B	E
2.601	HOSP RISK MGT OFCR II	SR 26	93		B	E
2.605	FACILITIES OPERATIONS MANAGER	SR 26	23		B	R
2.609	PROCUREMENT & SUPPLY SPCLT I	SR 16	13		B	N
2.610	PROCUREMENT & SUPPLY SPCLT II	SR 18	13		B	N
2.611	PROCUREMENT & SUPPLY SPCLT III	SR 20	13		B	E
2.612	PROCUREMENT & SUPPLY SPCLT IV	SR 22	13		B	E
2.615	MATERIALS MGT SPCLT III	SR 20	13		B	E
2.616	MATERIALS MGT SPCLT IV	SR 22	13		B	E
2.617	MATERIALS MGT SPCLT V	SR 24	13		B	E
2.620	HOSP ENVIR/SAFETY OFCR I	SR 16	13		B	N
2.621	HOSP ENVIR/SAFETY OFCR II	SR 18	13		B	N
2.622	HOSP ENVIR/SAFETY OFCR III	SR 20	13		B	R
2.623	HOSP ENVIR/SAFETY OFCR IV	SR 22	13		B	R
2.624	HOSP ENVIR/SAFETY OFCR V	SR 24	13		B	R
F. RESEARCH, PLANNING, STATISTICS AND ALLIED						
2.806	RESEARCH STATISTICIAN I	SR 16	13		B	N
2.807	RESEARCH STATISTICIAN II	SR 18	13		B	N
2.808	RESEARCH STATISTICIAN III	SR 20	13		B	N
2.809	RESEARCH STATISTICIAN IV	SR 22	13		B	N
2.810	RESEARCH STATISTICIAN V	SR 24	23		B	E
2.811	RESEARCH STATISTICIAN VI	SR 26	23		B	E
G. PERSONNEL AND TRAINING						
2.862	HUMAN RESOURCES SPECIALIST I	SR 16	73	J	B	N
2.864	HUMAN RESOURCES SPECIALIST II	SR 18	73	J	B	N
2.865	HUMAN RESOURCES SPECIALIST III	SR 20	73	J	B	E
2.867	HUMAN RESOURCES SPECIALIST IV	SR 22	73	J	B	E
2.868	HUMAN RESOURCES SPECIALIST V	SR 24	73	J	B	E
2.871	HUMAN RESOURCES SPECIALIST VI	SR 26	93	J	B	E
2.875	TRAINING & DEV COORD III	SR 20	13		B	E
2.876	TRAINING & DEV COORD IV	SR 22	13		B	E
H. MANAGEMENT ANALYSIS						
2.901	MANAGEMENT ANALYST I	SR 16	13		B	N
2.902	MANAGEMENT ANALYST II	SR 18	13		B	N
2.904	MANAGEMENT ANALYST III	SR 20	13		B	E
2.906	MANAGEMENT ANALYST IV	SR 22	13		B	E
2.907	MANAGEMENT ANALYST V	SR 24	13		B	E

CLASS CODE	C L A S S T I T L E	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
2.909	MANAGEMENT ANALYST VI	SR 26	13		B	E
2.935	INFO TECHNOLOGY SPECIALIST I	SR 16	13		B	N
2.936	INFO TECHNOLOGY SPECIALIST II	SR 18	13		B	N
2.937	INFO TECHNOLOGY SPECIALIST III	SR 20	13		B	E
2.938	INFO TECHNOLOGY SPECIALIST IV	SR 22	13		B	E
2.939	INFO TECHNOLOGY SPECIALIST V	SR 24	13		B	E
2.940	INFO TECHNOLOGY SPECIALIST VI	SR 26	23		B	E
2.947	REVENUE CYCLE ANALYST II	SR 18	13		B	N
2.948	REVENUE CYCLE ANALYST III	SR 20	13		B	N
2.949	REVENUE CYCLE ANALYST IV	SR 22	13		B	N
2.950	REVENUE CYCLE ANALYST V	SR 24	13		B	N
2.951	SENIOR REVENUE CYCLE ANALYST	SR 26	13		B	R
I. INFORMATION AND PUBLICATION						
2.979	COMMUNITY RELATIONS COORD	SR 24	13		B	N
2.980	COMMUNITY RELATIONS & PROG MGR	SR 26	13		B	R

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
<u>III. SOCIAL SERVICES, PUBLIC EMPLOYMENT AND ALLIED</u>						
A. SOCIAL WORK AND ALLIED						
3.075	SOCIAL SVC ASST IV	SR 11	03		E	N
3.076	SOCIAL SVC ASST V	SR 13	03		E	N
3.102	SOCIAL WORKER II	SR 18	13		B	R
3.103	SOCIAL WORKER III	SR 20	13		B	E
3.104	SOCIAL WORKER IV	SR 22	13		B	E
3.105	SOCIAL WORKER V	SR 24	23		B	E
3.106	SOCIAL WORKER VI	SR 26	23		B	E
3.107	SOCIAL WORKER VII	SR 28	23		B	E
B. MISCELLANEOUS SOCIAL SERVICES AND ALLIED						
3.300	REHABILITATION SVCS MGR	SR 26	13		B	R
3.320	HEALTHCARE SVCS SPCLT II	SR 18	13		B	N
3.321	HEALTHCARE SVCS SPCLT III	SR 20	13		B	N
3.391	PROGRAM SPECIALIST (AGING) III	SR 20	13		B	N
3.392	PROGRAM SPECIALIST (AGING) IV	SR 22	13		B	R
3.393	PROGRAM SPECIALIST (AGING) V	SR 24	13		B	R
3.394	PROGRAM SPECIALIST (AGING) VI	SR 26	13		B	R
D. RECREATION, INSTRUCTION AND ALLIED						
3.490	VOLUNTEER SERVICES COORDINATOR	SR 20	13		B	N

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
<u>IV. LIBRARIAN</u>						
B. MEDICAL RECORDS						
4.115	HEALTH INFORMATION CLK I	SR 08	03		F	N
4.116	HEALTH INFORMATION CLK II	SR 10	03		F	N
4.120	HEALTH INFORMATION TECH I	SR 11	03		C	N
4.121	HEALTH INFORMATION TECH II	SR 13	03		C	N
4.122	HEALTH INFORMATION TECH III	SR 15	03		C	N
4.123	HEALTH INFORMATION TECH IV	SR 17	04		C	R
4.125	CODER I	SR 13	03		C	N
4.126	CODER II	SR 15	03		C	N
4.127	CODER III	SR 17	03		C	N
4.128	CODER IV	SR 19	03		C	R
4.130	HEALTH INFO MGT SPCLT II	SR 18	13		B	E
4.131	HEALTH INFO MGT SPCLT III	SR 20	13		B	E
4.132	HEALTH INFO MGT SPCLT IV	SR 22	23		B	E
4.133	HEALTH INFO MGT ADMR	SR 24	23		B	E
4.160	TRAUMA DATA QUAL TECH I	SR 10	03		C	N
4.161	TRAUMA DATA QUAL TECH II	SR 12	03		C	N
4.163	TRAUMA DATA QUAL ANALYST I	SR 16	13		B	N
4.164	TRAUMA DATA QUAL ANALYST II	SR 18	13		B	N
4.165	TRAUMA DATA QUAL ANALYST III	SR 20	13		B	E
4.170	TUMOR REGISTRAR TECHNICIAN I	SR 10	03		C	N
4.171	TUMOR REGISTRAR TECHNICIAN II	SR 12	03		C	N
4.172	TUMOR REGISTRAR SPECIALIST I	SR 16	13		B	N
4.173	TUMOR REGISTRAR SPECIALIST II	SR 18	13		B	N
4.174	TUMOR REGISTRAR SPECIALIST III	SR 20	13		B	E
4.175	TUMOR REGISTRAR SPECIALIST IV	SR 22	13		B	E

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
<u>V. BIOLOGICAL AND PHYSICAL SCIENCES</u>						
A. LABORATORY AND ALLIED SERVICES						
5.470	LABORATORY ASSISTANT I	SR 06	03		E	N
5.473	LABORATORY ASSISTANT II	SR 08	03		E	N
5.476	LABORATORY ASSISTANT III	SR 10	03		E	N
5.479	LABORATORY ASSISTANT IV	SR 12	03		E	N
5.490	MEDICAL TECHNOLOGIST II	SR 18	13		B	N
5.494	MEDICAL TECHNOLOGIST III	SR 20	13		B	E
5.498	MEDICAL TECHNOLOGIST IV	SR 22	13		B	E
5.502	MEDICAL TECHNOLOGIST V	SR 24	23		B	E
5.666	GRADUATE PHARMACIST	SR 20	13		B	N
5.668	PHARMACIST I	SR 22	13		B	E
5.670	PHARMACIST II	SR 24	13		B	E
5.672	PHARMACIST III	SR 26	23		B	E
5.705	IMAGING TECHNOLOGIST	SR 16	03		C	N
5.735	RIS/PAC SPECIALIST	SR 24	13		B	N
5.800	IMAGING SPECIALIST I	SR 16	13		B	N
5.801	IMAGING SPECIALIST II	SR 18	13		B	N
5.802	IMAGING SPECIALIST III	SR 20	13		B	N
5.803	IMAGING SPECIALIST IV	SR 22	13		B	N
5.804	IMAGING SPECIALIST V	SR 24	13		B	N
5.805	IMAGING SPECIALIST VI	SR 26	13		B	R
5.821	IMAGING MULTI SPECIALIST	SR 23	13		B	N
5.825	IMAGING CLINICAL NAVIGATOR	SR 22	13		B	N

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
<u>VI. PUBLIC HEALTH AND MEDICAL CARE</u>						
B. THERAPY SERVICE						
6.260	OCCUP THERAPY AIDE - ENTRY	HE 04	10		E	N
6.262	OCCUP THERAPY AIDE - FP	HE 06	10		C	N
6.264	OCCUP THERAPY ASST - ENTRY	HE 08	10		C	N
6.266	OCCUP THERAPY ASST - FP	HE 10	20		C	R
6.286	OCCUP THERAPIST III	SR 20	13		B	E
6.287	OCCUP THERAPIST IV	SR 22	13		B	E
6.298	OCCUP THERAPIST V	SR 24	23		B	E
6.309	HEALTH CARE AIDE - ENTRY	HE 04	10		E	N
6.310	HEALTH CARE AIDE - FP	HE 06	10		C	N
6.314	PHYSICAL THERAPIST ASST-ENTRY	HE 08	10		C	N
6.315	PHYSICAL THERAPIST ASST - FP	HE 10	10		C	N
6.321	PHYSICAL THERAPIST III	SR 20	13		B	E
6.322	PHYSICAL THERAPIST IV	SR 22	13		B	E
6.332	PHYSICAL THERAPIST V	SR 24	23		B	E
6.336	RESPIRATORY THERAPIST II	SR 18	13		B	N
6.337	RESPIRATORY THERAPIST III	SR 20	13		B	N
6.338	RESPIRATORY THERAPIST IV	SR 22	13		B	R
6.339	RESPIRATORY THERAPIST V	SR 24	23		B	E
6.348	SPEECH PATHOLOGIST III	SR 20	13		B	E
6.349	SPEECH PATHOLOGIST IV	SR 22	13		B	E
6.350	SPEECH PATHOLOGIST V	SR 24	13		B	E
6.371	RECREATIONAL AIDE - ENTRY	HE 04	10		E	N
6.372	RECREATIONAL AIDE - FP	HE 06	10		C	N
6.375	RECREATIONAL THERAPIST I	SR 16	13		B	N
6.376	RECREATIONAL THERAPIST II	SR 18	13		B	N
6.377	RECREATIONAL THERAPIST III	SR 20	13		B	N
6.378	RECREATIONAL THERAPIST IV	SR 22	13		B	R
6.379	RECREATIONAL THERAPIST V	SR 24	23		B	E
6.381	EXERCISE PHYSIOLOGIST II	SR 18	13		B	N
6.382	EXERCISE PHYSIOLOGIST III	SR 20	13		B	N
C. NURSING SERVICE						
6.400	GRADUATE NURSE I	SR 16	79		B	N
6.401	GRADUATE NURSE II	SR 17	79		B	N
6.452	REGISTERED PROF NURSE II	SR 18	09		B	N
6.453	REGISTERED PROF NURSE III	SR 20	09		B	R
6.454	REGISTERED PROF NURSE IV	SR 22	09		B	R
6.455	REGISTERED PROF NURSE V	SR 23	09		B	R
6.456	REGISTERED PROF NURSE VI	SR 24	09		B	R
6.457	REGISTERED PROF NURSE VII	SR 25	09		B	R
6.458	REGISTERED PROF NURSE VIII	SR 26	29		B	R
6.460	NURSE PRACTITIONER I	SR 26	09		B	R
6.461	NURSE PRACTITIONER II	SR 28	09		B	R
6.471	CERT REG NURSE ANESTHETIST I	SR 24	09		B	E
6.472	CERT REG NURSE ANESTHETIST II	SR 26	29		B	E

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
D. DIETARY SERVICE						
6.652	DIETITIAN II	SR 18	13		B	N
6.654	DIETITIAN III	SR 20	13		B	E
6.655	DIETITIAN IV	SR 22	23		B	E
6.656	DIETITIAN V	SR 24	23		B	E
6.660	DIETETIC TECHNICIAN	SR 15	03		C	N
E. MEDICAL SUPPORT SERVICE						
6.730	ANESTHESIA AIDE - ENTRY	HE 04	10		E	N
6.731	ANESTHESIA AIDE - FP	HE 06	10		C	N
6.732	ANESTHESIA TECH - ENTRY	HE 06	10		C	N
6.733	ANESTHESIA TECH - FP	HE 08	10		C	N
6.742	PATIENT CARE TECH - ENTRY	HE 04	10		E	N
6.743	PATIENT CARE TECH - FP	HE 06	10		C	N
6.745	CERTIFIED NURSE AIDE - ENTRY	HE 02	10		E	N
6.746	CERTIFIED NURSE AIDE - FP	HE 04	10		E	N
6.748	ADULT DAY HEALTH AIDE- FP	HE 06	10		C	N
6.749	RESTORATIVE NURSE AIDE - FP	HE 04	10		E	N
6.753	NURSE AIDE - ENTRY	HE 02	10		E	N
6.755	NURSE AIDE - FP	HE 04	10		E	N
6.761	OPERATING ROOM ASST - ENTRY	HE 04	10		C	N
6.762	OPERATING ROOM ASST - FP	HE 06	10		C	N
6.763	SURGICAL TECHNICIAN LEAD	HE 10	10		C	N
6.765	SURGICAL TECH - ENTRY	HE 06	10		C	N
6.766	SURGICAL TECH - FP	HE 08	10		C	N
6.767	PSYCHIATRIC AIDE - ENTRY	HE 04	10		E	N
6.768	PSYCHIATRIC AIDE - FP	HE 06	10		C	N
6.769	TRANSPORTER	HE 02	10		E	N
6.773	LICENSED PRAC NURSE - ENTRY	HE 06	10		C	N
6.774	LICENSED PRACTICAL NURSE III	HE 10	10		C	N
6.775	LICENSED PRAC NURSE - FP	HE 08	10		C	N
6.780	CENTRAL SUPPLY AIDE I	SR 06	03		E	N
6.781	CENTRAL SUPPLY AIDE II	SR 08	03		C	N
6.782	CENTRAL SUPPLY AIDE III	SR 10	03		C	N
6.784	CENTRAL SUPPLY TECHNICIAN I	SR 12	03		C	N
6.785	CENTRAL SUPPLY TECHNICIAN II	SR 14	04		C	E
6.786	EMERGENCY ROOM ASST - ENTRY	HE 06	10		C	N
6.787	EMERGENCY ROOM ASST - FP	HE 08	10		C	N
6.789	RESP THERAPY AIDE - ENTRY	HE 04	10		E	N
6.790	RESP THERAPY AIDE - FP	HE 06	10		C	N
6.796	PHARMACY TECHNICIAN - ENTRY	HE 04	10		E	N
6.797	PHARMACY TECHNICIAN - FP	HE 06	10		C	N
6.798	OPERATING ROOM AIDE - ENTRY	HE 02	10		E	N
6.799	OPERATING ROOM AIDE - FP	HE 04	10		E	N
6.806	ACTIVITIES COORD - ENTRY	HE 08	10		C	N
6.807	ACTIVITIES COORD - FP	HE 10	20		C	N
6.812	ECG TECHNICIAN - ENTRY	HE 06	10		C	N
6.813	ECG TECHNICIAN - FP	HE 08	10		C	N

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
6.814	TELEMETRY TECH - ENTRY	HE 06	10		C	N
6.815	TELEMETRY TECH - FP	HE 08	10		C	N
6.816	EEG TECH - ENTRY	HE 06	10		C	N
6.817	EEG TECH - FP	HE 08	10		C	N
6.818	ICU ASSISTANT - ENTRY	HE 06	10		C	N
6.819	ICU ASSISTANT - FP	HE 08	10		C	N
6.820	RESP THERAPY TECH - ENTRY	HE 10	10		C	N
6.821	RESP THERAPY TECH - FP	HE 12	10		C	N
6.822	RESP THERAPY SUPVR	HE 13	20		C	R
6.825	DIALYSIS TECH - ENTRY	HE 06	10		C	N
6.826	DIALYSIS TECH - FP	HE 08	10		C	N
6.830	IMAGING ASST - ENTRY	HE 04	10		E	N
6.831	IMAGING ASST - FP	HE 06	10		C	N
6.834	RESP THERAPY ASST - ENTRY	HE 06	10		C	N
6.835	RESP THERAPY ASST - FP	HE 08	10		C	N
6.837	OUTPATIENT CLINICAL ASST-ENTRY	HE 04	10		C	N
6.838	OUTPATIENT CLINICAL ASST - FP	HE 06	10		C	N
6.840	GI ASSISTANT - ENTRY	HE 04	10		C	N
6.841	GI ASSISTANT - FP	HE 06	10		C	N
6.845	PHARMACY AIDE - ENTRY	HE 02	10		E	N
6.846	PHARMACY AIDE - FP	HE 04	10		E	N
6.847	PHARM COMPOUNDING QC-ENTRY	HE 08	10		C	N
6.848	PHARM COMPOUNDING QC-FP	HE 10	10		C	N
6.849	STERILE PROCESSING AIDE ENTRY	HE 02	10		C	N
6.850	STERILE PROCESSING AIDE FP	HE 04	10		C	N
6.851	HOME CARE AIDE - FP	HE 06	10		C	N
6.852	STERILE PROCESSING TECH-ENTRY	HE 04	10		C	N
6.853	STERILE PROCESSING TECH - FP	HE 06	10		C	N
6.854	STERILE PROCESSING TECH - LEAD	HE 08	10		C	N
6.855	MEDICAL ASSISTANT - ENTRY	HE 05	10		C	N
6.856	MEDICAL ASSISTANT - FP	HE 07	10		C	N

CLASS CODE	C L A S S T I T L E	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
<u>VII. REGULATORY, ENFORCEMENT AND PUBLIC SAFETY</u>						
B. EMERGENCY/DISASTER AND ALLIED						
8.703	HOSP HAZ MTRLS SPCLT IV	SR 22	13		B	N
8.704	HOSP HAZ MTRLS SPCLT V	SR 24	13		B	N

PART II

BLUE COLLAR PLAN

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
<u>VIII. LABOR, CUSTODIAL AND DOMESTIC SERVICES</u>						
A. GENERAL LABORING, GROUNDS MAINTENANCE AND ALLIED						
9.005	GENERAL LABORER I	BC 02	01		H	N
9.010	GENERAL LABORER II	BC 03	01		H	N
9.015	GENERAL LABORER III	WS 03	01		H	N
9.025	GENERAL LABOR SUPERVISOR	F1 03	02		H	R
9.035	GROUNDSKEEPER I	BC 02	01		H	N
9.040	GROUNDSKEEPER II	WS 02	01		H	N
B. JANITORIAL AND ALLIED						
9.315	ENVIRONMENTAL SVCS WKR II	BC 02	01		H	N
9.320	ENVIRONMENTAL SVCS WKR III	WS 02	01		H	N
9.325	ENVIRONMENTAL SVCS SUPVR I	F1 02	02		H	R
9.330	ENVIRONMENTAL SVCS SUPVR II	F2 02	02		H	E
9.346	UTILITY WORKER	BC 03	01		H	N
9.348	UTILITY CREW SUPERVISOR	F1 03	02		H	R
C. FOOD, LAUNDRY AND ALLIED SERVICES						
9.450	KITCHEN HELPER	BC 02	01		H	N
9.452	DINING ROOM ATTENDANT	WS 02	01		H	N
9.460	HOSPITAL ROOM SVC ATTENDANT	BC 03	01		H	N
9.463	DIETARY AIDE	BC 03	01		H	N
9.465	ASSISTANT TO THE DIETITIAN	BC 03	01		H	N
9.550	COOK I	BC 05	01		H	N
9.555	COOK II	BC 08	01		G	N
9.560	COOK III	WS 08	01		G	N
9.565	COOK IV	F1 08	02		G	R
9.601	INSTITUTION FOOD SVCS MGR I	WS 08	01		G	N
9.602	INSTITUTION FOOD SVCS MGR II	F1 08	02		G	R
9.603	INSTITUTION FOOD SVCS MGR III	F2 08	02		G	R
9.604	INSTITUTION FOOD SVCS MGR IV	F3 08	02		G	E
9.620	LAUNDRY HELPER I	BC 02	01		H	N
9.625	LAUNDRY HELPER II	WS 02	01		H	N
9.633	LAUNDRY WORKER I	BC 03	01		H	N
9.635	LAUNDRY WORKER II	WS 03	01		H	N
9.645	LAUNDRY MANAGER	F1 03	02		H	R

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
<u>IX. TRADES, EQUIPMENT OPERATION AND ALLIED</u>						
A. CARPENTRY						
10.005	CARPENTER HELPER	BC 05	01		H	N
10.010	CARPENTER I	BC 09	01		G	N
10.015	CARPENTER II	WS 09	01		G	N
10.020	CARPENTER SUPERVISOR I	F1 09	02		G	R
10.021	CARPENTER SUPERVISOR II	F2 09	02		G	E
B. ELECTRICAL						
10.050	ELECTRICIAN HELPER	BC 05	01		H	N
10.055	ELECTRICIAN I	BC 10	01		G	N
10.060	ELECTRICIAN II	WS 10	01		G	N
10.065	ELECTRICIAN SUPERVISOR I	F1 10	02		G	R
10.066	ELECTRICIAN SUPERVISOR II	F2 10	02		G	E
10.070	BIOMED ENGINEERING TECH I	BC 05	01		C	N
10.071	BIOMED ENGINEERING TECH II	BC 11	01		C	N
10.072	BIOMED ENGINEERING TECH III	BC 14	01		C	N
10.073	BIOMED ENGINEERING TECH IV	WS 14	01		C	N
10.074	BIOMED ENGINEERING SUPVR	F2 14	02		C	R
C. PAINTING						
10.085	PAINTER HELPER	BC 05	01		H	N
10.090	PAINTER I	BC 09	01		G	N
10.095	PAINTER II	WS 09	01		G	N
10.100	PAINTER SUPERVISOR I	F1 09	02		G	R
10.101	PAINTER SUPERVISOR II	F2 09	02		G	E
D. PLUMBING						
10.125	PLUMBER HELPER	BC 05	01		H	N
10.130	PLUMBER I	BC 10	01		G	N
10.133	PLUMBER II	WS 10	01		G	N
10.135	PLUMBER SUPERVISOR	F1 10	02		G	R
E. GENERAL CONSTRUCTION AND MAINTENANCE						
10.201	CONSTRUCTION & MAINT WORKER I	BC 09	01		G	N
10.202	CONSTRUCTION & MAINT WORKER II	WS 10	01		G	N
10.205	BUILDING & GROUNDS SUPVR I	F1 09	02		G	R
10.207	BUILDING & GROUNDS SUPVR II	F2 09	02		G	E
10.215	GENERAL CONST & MAINT SUPVR I	F1 10	02		G	R
10.220	GENERAL CONST & MAINT SUPVR II	F2 10	02		G	E
F. BUILDING CONSTRUCTION AND MAINTENANCE						
10.235	BUILDING MAINTENANCE HELPER	BC 05	01		H	N
10.240	BUILDING MAINTENANCE WORKER I	BC 09	01		G	N
10.245	BUILDING MAINTENANCE WORKER II	WS 09	01		G	N

CLASS CODE	C L A S S T I T L E	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
10.250	BUILDING MAINTENANCE SUPVR I	F1 09	02		G	R
10.252	BUILDING MAINTENANCE SUPVR II	F2 09	02		G	E
10.255	BLDG CONSTR & MAINT SUPVR I	F1 10	02		G	R
10.260	BLDG CONSTR & MAINT SUPVR II	F2 10	02		G	E
10.268	BUILDING & GROUNDS UTILITY WKR	BC 05	01		H	N
G. AUTOMOTIVE EQUIPMENT MAINTENANCE AND ALLIED						
10.310	AUTOMOTIVE MECHANIC HELPER	BC 05	01		H	N
10.315	AUTOMOTIVE MECHANIC I	BC 10	01		G	N
10.320	AUTOMOTIVE MECHANIC II	WS 10	01		G	N
10.325	AUTOMOTIVE MECHANIC SUPVR I	F1 10	02		G	R
10.330	AUTOMOTIVE MECHANIC SUPVR II	F2 10	02		G	E
J. MISCELLANEOUS						
10.910	AIR CONDITIONING MECHANIC I	BC 10	01		G	N
10.911	AIR CONDITIONING MECHANIC II	WS 10	01		G	N
10.912	AIR CONDITIONING MECH SUPVR	F1 10	02		G	R

PART III

**EXCLUDED MANAGERIAL
COMPENSATION PLAN**

CLASS CODE	CLASS TITLE	SALARY RANGE	BU	REASON FOR EXCL	EEO	FLSA
<u>X. EXCLUDED MANAGERIAL</u>						
A. GENERAL ADMINISTRATIVE						
17.001	ADMINISTRATIVE SVCS OFFCR I	EM 01	35	HJ	B	E
17.002	ADMINISTRATIVE SVCS OFFCR II	EM 03	35	HJ	B	E
17.005	SENIOR CONTRACTS MANAGER	EM 05	35	HJ	A	E
B. BUDGET, PROGRAM SUPPORT, RESEARCH AND RELATED						
17.033	INFORMATION TECHNOLOGY MGR I	EM 03	35	HJ	A	E
17.035	INFORMATION TECHNOLOGY MGR II	EM 05	35	HJ	A	E
C. PERSONNEL MANAGEMENT AND RELATED						
17.073	HUMAN RESOURCES OFFICER	EM 03	35	HJ	B	E
17.074	HUMAN RESOURCES MANAGER	EM 05	35	HJ	A	E
17.076	HUMAN RESOURCES ADMR	EM 08	35	HJ	A	E
17.079	REG HUMAN RESOURCES DIR I	EM 01	35	HJ	A	E
17.080	REG HUMAN RESOURCES DIR II	EM 03	35	HJ	A	E
17.081	REG HUMAN RESOURCES DIR III	EM 05	35	HJ	A	E
17.082	REG HUMAN RESOURCES DIR IV	EM 07	35	HJ	A	E
D. FISCAL, SUPPLY AND RELATED						
17.100	PAYROLL SYSTEMS MGR	EM 03	35	HJ	B	E
17.118	FISCAL MANAGEMENT OFFICER	EM 05	35	HJ	A	E
17.120	REIMBURSEMENT MANAGER	EM 05	35	HJ	B	E
E. HOSP ADMINISTRATION AND ALLIED						
17.420	HOSPITAL MANAGEMENT OFFICER	EM 07	35	HJ	A	E
17.440	REG COMP & CORP QUAL ASSUR OFR	EM 05	35	HJ	A	E
F. BIOLOGICAL AND PHYSICAL SCIENCES						
17.500	DIR OF IMAGING (FACILITY)	EM 03	35	H	B	E
17.501	DIR OF IMAGING (REGION)	EM 05	35	H	B	E
17.510	DIR OF CARDIOVASCULAR SERVICES	EM 05	35	H	B	E
17.520	DIR OF PHARMACY (FACILITY)	EM 03	35	H	B	E
17.521	DIR OF PHARMACY (REGION)	EM 05	35	H	B	E
G. NURSING, MEDICAL, AND DENTAL SCIENCE						
17.680	ASST DIRECTOR OF NURSING	EM 03	32	HJ	A	E
H. PROPERTY MANAGEMENT AND RELATED						
17.700	PROJECT MANAGER	EM 05	35	HJ	A	E
I. MEDICAL RECORDS						
17.800	HEALTH INFO MGMT ADMR II	EM 05	35	HJ	A	E

ABBREVIATIONS

ACCTS - ACCOUNTS	ECHO - ECHOCARDIOGRAPHY
ACTIV - ACTIVITIES	EMERG - EMERGENCY
ADH - ADULT DAY HEALTH	EMP - EMPLOYEE
ADMIN - ADMINISTRATIVE	EMPL - EMPLOYMENT
ADMR - ADMINISTRATOR	ENGR - ENGINEERING
AFFS - AFFAIRS	ENVRMNTL - ENVIRONMENTAL
ANGIO - ANGIOGRAPHY	EQUIP - EQUIPMENT
APPLCN - APPLICATION	EXEC - EXECUTIVE
ASSOC - ASSOCIATE	EXPR - EXPERIENCE
ASST - ASSISTANT	FAC - FACILITY
ASSUR - ASSURANCE	FACS - FACILITIES
AUTH - AUTHORITY	FIN - FINANCIAL
AUTO - AUTOMOTIVE	FINC - FINANCE
BD - BOARD	FINCG - FINANCING
BIOMED - BIOMEDICAL	FP - FULL PERFORMANCE
BLDG - BUILDING	GEN - GENERAL
BUS - BUSINESS	GI - GASTRO INTESTINAL
CAH - CRITICAL ACCESS HOSPITAL	GOVT - GOVERNMENT
CEO - CHIEF EXECUTIVE OFFICER	GRDS - GROUNDS
CERT - CERTIFIED	GRP - GROUP
CFO - CHIEF FINANCIAL OFFICER	HAZ - HAZARDOUS
CHF - CHIEF	HI - HAWAII
CLIN - CLINICAL	HLPR - HELPER
CLK - CLERK	HLTH - HEALTH
CMPD - COMPOUNDING	HOSP - HOSPITAL
CNTRCTS - CONTRACTS	ID - IDENTIFICATION
COLLN - COLLECTIONS	IMG - IMAGING
COM - COMMUNITY	INFO - INFORMATION
COMN - COMMUNICATION	INST - INSTITUTION/INSTITUTIONAL
COMPL - COMPLIANCE	INSTS - INSTITUTIONS
CONSTR - CONSTRUCTION	IT - INFORMATION TECHNOLOGY
CONTR - CONTROLLER	LAB - LABORATORY
COO - CHIEF OPERATING OFFICER	LIASN - LIAISON
COORD - COORDINATOR	LIB - LIBRARY
CORP - CORPORATION/CORPORATE	LIC - LICENSING
CT - COMPUTED TOMOGRAPHY	LPN - LICENSED PRACTICAL NURSE
CUST - CUSTOMER	LT - LONG TERM
DEPT - DEPARTMENT	LTC - LONG TERM CARE
DEPTL - DEPARTMENTAL	MAINT - MAINTENANCE
DEV - DEVELOPMENT	MAT - MATERIALS
DEVLPMTL - DEVELOPMENTAL	MEAS - MEASURES
DIR - DIRECTOR	MECH - MECHANIC
DIS - DISEASE	MED - MEDICAL
DP - DATA PROCESSING	MEDCD - MEDICAID
DPO - DEPARTMENTAL PERSONNEL OFFICER	MGR - MANAGER

ABBREVIATIONS

MGT - MANAGEMENT	RES - RESEARCH
MICRO - MICROBIOLOGY	RESID - RESIDENT
MISC - MISCELLANEOUS	RESP - RESPIRATORY
MKTG - MARKETING	RETIRE - RETIREMENT
MRI - MAGNETIC RESONANCE IMAGING	RM - ROOM
MTRLs - MATERIALS	RPN - REGISTERED PROFESSIONAL NURSE
NAT - NATURAL	SECY - SECRETARY
NRSNG - NURSING	SPCL - SPECIAL
OCCUP - OCCUPATIONAL	SPCLT - SPECIALIST
OFCR - OFFICER	SPEC - SPECIFICATION
OPER - OPERATING	SR - SENIOR
OPTNS - OPERATIONS	STATS - STATISTICS
OPTR - OPERATOR	STENO - STENOGRAPHER
PATH - PATHOLOGIST	SUPPT - SUPPORT
PERF - PERFORMANCE	SUPT - SUPERINTENDENT
PERS - PERSONNEL	SUPVG - SUPERVISING
PHYS - PHYSICAL	SUPVR - SUPERVISOR
PRGM - PROGRAM	SVC - SERVICE
PRGMR - PROGRAMMER	SVCS - SERVICES
PRIV - PRIVACY	SWBD - SWITCHBOARD
PROC - PROCEDURE	SYS - SYSTEM
PROCG - PROCESSING	SYSTS - SYSTEMS
PROCM - PROCUREMENT	TB - TUBERCULOSIS
PROJ - PROJECT	TDI - TEMPORARY DISABILITY INS
PSYCH - PSYCHOLOGIST/PSYCHIATRIC	TECH - TECHNICIAN/TECHNOLOGIST
QUAL - QUALITY	TEL - TELEPHONE
RAD - RADIOLOGY	TELECOMS - TELECOMMUNICATIONS
REC - RECREATIONAL	THER - THERAPY
RECP - RECEPTIONIST	TRANSCRIPT - TRANSCRIPTIONIST
RECV - RECOVERY	TRANSP - TRANSPORTATION
REG - REGION/REGIONAL	TRNG - TRAINING
REGIS - REGISTRATION	UT - UNIT
REGR - REGISTRAR	UTL - UTILITY
REHAB - REHABILITATION	VOL - VOLUNTEER
REIMB - REIMBURSEMENT	VP - VICE PRESIDENT
REL - RELATIONS	WKR - WORKER
REP - REPRESENTATIVE	