

**Douglas County Compensation Plan**

**Fiscal Year 2013-2014**

<b>Job Code</b>	<b>Description</b>	<b>Min</b>	<b>Max</b>
2870	Accountability Support Srv Mgr	38,355.00	55,931.00
1290	Accountant	45,718.00	66,560.00
1210	Accounting Clerk 1	22,713.00	33,009.00
1230	Accounting Clerk 2	25,480.00	37,148.00
1250	Accounting Technician 1	28,662.00	41,766.00
1270	Accounting Technician 2	32,198.00	46,924.00
1251	Acct Tech 1 (PS)	31,532.00	45,947.00
1911	Admin Assistant (PS)	31,532.00	45,947.00
1910	Administrative Assistant	28,662.00	41,766.00
2610	Animal Control Deputy	36,608.00	46,779.00
4535	Assessment Database Technician	32,198.00	46,924.00
2010	Assessment Manager	36,171.00	52,769.00
4520	Assessment Technician 1	24,024.00	34,964.00
4525	Assessment Technician 2	27,060.00	39,374.00
9010	Assessor	62,795.00	62,795.00
1830	Assistant County Counsel	54,433.00	79,310.00
1790	Assistant District Attorney	77,958.00	113,547.00
2940	Asst Juv Dept Director	61,193.00	89,190.00
2885	Asst Juv Det/Shelter Mgr	43,118.00	62,857.00
1360	Auditor	48,464.00	70,553.00
8170	Bldg Facilities and Park Direc	64,958.00	94,598.00
6690	Bldg Facilities Project Coord	45,718.00	66,560.00
6680	Bldg Maintenance Supervisor	38,355.00	55,931.00
1980	Board Assistant	32,198.00	46,924.00
5480	Body & Paint Worker	32,531.00	41,579.00
3330	Branch Librarian	28,662.00	41,766.00
5140	Bridge Carpenter	30,243.00	38,584.00
4110	Bridge Engineer	48,464.00	70,553.00
5150	Bridge Equipment Operator	31,699.00	40,580.00
5160	Bridge Welder	32,531.00	41,579.00
5170	Bridge/Special Projects Mgr	43,118.00	62,857.00
2035	Budget & Tax Supervisor	45,718.00	66,560.00
8190	Building Facilities Director	48,464.00	70,553.00
3140	Building Inspection Supervisor	43,118.00	62,857.00

**Douglas County Compensation Plan**

**Fiscal Year 2013-2014**

<b>Job Code</b>	<b>Description</b>	<b>Min</b>	<b>Max</b>
3110	Building Inspector	34,091.00	66,789.00
6640	Building Maintenance Tech 1	27,060.00	39,374.00
6650	Building Maintenance Tech 2	30,409.00	44,262.00
6660	Building Maintenance Tech 3	34,112.00	49,691.00
6670	Building Maintenance Tech 4	36,171.00	52,769.00
8080	Building Official	57,740.00	84,094.00
3105	Building Permit Technician	32,198.00	46,924.00
1975	Bus Srv Div Dir	54,433.00	79,310.00
1930	Business Systems Analyst	36,171.00	52,769.00
4390	Cartographic Supervisor	34,112.00	49,691.00
4370	Cartographic/GIS Technician 1	27,060.00	39,374.00
4380	Cartographic/GIS Technician 2	30,409.00	44,262.00
7110	CH Healthy Start Supervisor	32,198.00	46,924.00
4580	Chf Dep Assessor/Chf Appraiser	45,718.00	66,560.00
2170	Chief Deputy Medical Examiner	48,755.00	62,005.00
2050	Chief Deputy/Director of Elect	38,355.00	55,931.00
8010	Chief Financial Officer	77,916.00	114,212.00
8050	Children & Families Commsn Dir	54,433.00	79,310.00
2330	Civil Clerk	33,717.00	42,973.00
2320	Civil Deputy	41,870.00	53,456.00
7190	Com Health Division Director	54,433.00	79,310.00
9020	Commissioner	75,940.00	75,940.00
2650	Communication Supvsr-Basic	40,414.00	58,843.00
2638	Communications Call Taker-Adv	32,344.00	41,184.00
2634	Communications Call Taker-Int	32,344.00	41,184.00
2630	Communications Call Tker-Basic	32,344.00	41,184.00
8280	Communications Director	65,644.00	65,644.00
2648	Communications Officer-Adv	38,355.00	49,088.00
2640	Communications Officer-Basic	38,355.00	49,088.00
2644	Communications Officer-Inter	38,355.00	49,088.00
2658	Communications Supervisor-Adv	40,414.00	58,843.00
2654	Communications Supervisor-Int	40,414.00	58,843.00
7080	Community Health Assistant	22,713.00	33,009.00
7090	Community Health Coordinator	30,409.00	44,262.00

**Douglas County Compensation Plan**

**Fiscal Year 2013-2014**

<b>Job Code</b>	<b>Description</b>	<b>Min</b>	<b>Max</b>
7120	Community Health Nurse 1	34,112.00	49,691.00
7130	Community Health Nurse 2	38,355.00	55,931.00
7140	Community Health Nurse 3	40,664.00	59,321.00
7150	Community Health Nurse 4	45,718.00	66,560.00
6685	Complex Operations Manager	43,118.00	62,857.00
2410	Cook (Part-time/On-Call)	22,713.00	33,009.00
2150	Corporal	48,755.00	62,005.00
2158	Corporal - Advanced	48,755.00	62,005.00
2154	Corporal - Intermediate	48,755.00	62,005.00
2210	Corrections Captain	65,644.00	65,644.00
2310	Corrections Clerk	33,717.00	42,973.00
2420	Corrections Cook	23,233.00	29,619.00
2528	Corrections Deputy-Advanced	43,410.00	55,557.00
2520	Corrections Deputy-Basic	43,410.00	55,557.00
2524	Corrections Deputy-Intermediat	43,410.00	55,557.00
2510	Corrections Deputy-Noncert	40,581.00	51,896.00
2425	Corrections Medical Assistant	22,713.00	33,009.00
2450	Corrections Medical Spvsr (NP)	63,502.00	92,581.00
2440	Corrections Nurse/LPN	32,594.00	41,642.00
2430	Corrections Nurse/RN	45,386.00	57,782.00
9030	County Clerk	61,193.00	61,193.00
8030	County Counsel	77,916.00	114,212.00
7560	County Health Officer	132,932.00	132,932.00
2120	Court Security	25,522.00	25,522.00
5120	Culvert Flusher	31,699.00	40,580.00
6610	Custodian	19,052.00	27,788.00
6625	Custodian Foreman	25,480.00	37,148.00
6620	Custodian Leadworker	21,403.00	31,137.00
6630	Custodian Supervisor	28,662.00	41,766.00
7430	Day Treatment Supervisor	38,355.00	55,931.00
7505	DD Services Pgm Mgr	43,118.00	62,857.00
1010	Department Assistant 1	18,616.00	27,144.00
1020	Department Assistant 2	17,680.00	25,750.00
1030	Department Assistant 3	19,052.00	27,788.00

## Douglas County Compensation Plan

Fiscal Year 2013-2014

Job Code	Description	Min	Max
1040	Department Assistant 4	21,403.00	31,137.00
1031	Department Asst 3 (PS)	20,966.00	30,576.00
1041	Department Asst 4 (PS)	23,545.00	34,257.00
1720	Deputy District Attorney 1	46,030.00	67,080.00
1740	Deputy District Attorney 2	54,870.00	79,872.00
1760	Deputy District Attorney 3	65,312.00	95,201.00
1780	Deputy District Attorney 4	69,284.00	100,900.00
7240	Deputy Health Administrator	61,193.00	89,190.00
1310	Deputy Treasurer	32,198.00	46,924.00
2168	Detective - Advanced	48,755.00	62,005.00
2164	Detective - Intermediate	48,755.00	62,005.00
2160	Detectives	48,755.00	62,005.00
2750	Detention Shelter Counselor 1	32,198.00	46,924.00
2760	Detention Shelter Counselor 2	34,112.00	49,691.00
2770	Detention Shelter Counselor 3	38,355.00	55,931.00
2780	Detention Shelter Supervisor	43,118.00	62,857.00
7510	Dev Disabilities Division Dir	51,334.00	74,817.00
2260	DINT Intelligence Specialist	21,403.00	31,137.00
2370	DINT Investigation Spt Spec	39,790.00	58,073.00
2360	DINT Property Manager	27,060.00	39,374.00
9040	District Attorney	23,732.00	23,732.00
1670	District Attorney Office Mgr	34,403.00	50,128.00
1935	Division Business Coordinator	38,355.00	55,931.00
2875	Division Business Coordinator	38,355.00	55,931.00
1920	Division Business Manager	43,118.00	62,857.00
3150	Electrical Inspector	34,091.00	66,789.00
2350	Emergency Services Coordinator	44,075.00	64,272.00
4120	Eng & Const Division Engineer	51,334.00	74,817.00
4065	Eng Contract Administrator	45,718.00	66,560.00
4020	Engineering Assistant	20,196.00	29,452.00
4090	Engineering Srvy & Mp Supervis	45,718.00	66,560.00
4060	Engineering Systems Specialist	32,198.00	46,924.00
4080	Engineering Tech Srvs Supervis	48,464.00	70,553.00
4030	Engineering Technician 1	27,060.00	39,374.00

**Douglas County Compensation Plan**

**Fiscal Year 2013-2014**

<b>Job Code</b>	<b>Description</b>	<b>Min</b>	<b>Max</b>
4040	Engineering Technician 2	30,409.00	44,262.00
4050	Engineering Technician 3	34,112.00	49,691.00
7550	Environ Health Div Director	48,464.00	70,553.00
7530	Environ Health Specialist 1	30,409.00	44,262.00
7540	Environ Health Specialist 2	36,171.00	52,769.00
7542	Environmental Health Prog Supv	40,664.00	59,321.00
3730	Environmental Inspection Spec	36,171.00	52,769.00
5280	Environmental Operations Mgr	43,118.00	62,857.00
6455	Event Development Coordinator	34,112.00	49,691.00
1915	Executive Admin. Asst.	32,198.00	46,924.00
6420	Fair Complex Groundskeepers	22,713.00	33,009.00
6470	Fair Finance Services Mgr	36,171.00	52,769.00
6450	Fair Food and Beverage Manager	32,198.00	46,924.00
6440	Fair Maintenance Technician	27,060.00	39,374.00
6430	Fair Maintenance Worker	22,713.00	33,009.00
6445	Fair Operations Assistant	22,713.00	33,009.00
6460	Fair Operations Manager	43,118.00	62,857.00
8270	Fairgrounds Manager	64,958.00	94,598.00
1350	Finance Services Manager	51,334.00	74,817.00
1320	Financial Analyst	38,355.00	55,931.00
5570	Fleet Maintenance Coordinator	34,112.00	49,691.00
5580	Fleet Maintenance Supervisor	38,355.00	55,931.00
5430	Fleet Services Assistant	17,264.00	22,027.00
8150	Fleet Services Director	54,433.00	79,310.00
5460	Fleet Services Technician	32,531.00	41,579.00
5410	Fleet Services Worker	16,889.00	21,528.00
5510	Fleet Svc Mechanic Assistant	27,435.00	34,985.00
5530	Fleet Srvcs Purchasing Cordntr	31,699.00	40,580.00
7010	Food Service Worker	18,616.00	27,144.00
4620	Forester	38,355.00	55,931.00
8250	Harbor Manager	64,958.00	94,598.00
8210	Health & Social Services Admin	77,916.00	114,212.00
7230	Health Ed Program Manager	38,355.00	55,931.00
7220	Health Educator	34,112.00	49,691.00

**Douglas County Compensation Plan**

**Fiscal Year 2013-2014**

<b>Job Code</b>	<b>Description</b>	<b>Min</b>	<b>Max</b>
7210	Health Outreach Worker	22,713.00	33,009.00
5060	Heavy Equipment Operator	31,699.00	40,580.00
5110	Herbicide Applicator	32,884.00	41,995.00
5090	Herbicide Truck Operator	28,870.00	36,836.00
1520	Human Resources Analyst	34,112.00	49,691.00
8020	Human Resources Director	64,958.00	94,598.00
1530	Human Resources Senior Analyst	43,118.00	62,857.00
8230	Information Systems Director	98,322.00	143,229.00
7710	Information Systems Tech	39,873.00	58,136.00
2910	Intake Division Manager	45,718.00	66,560.00
8235	IS and Building Facilities Dir	98,322.00	143,229.00
7770	IS Project Manager	70,886.00	103,251.00
7730	IS Support Services Manager	45,635.00	66,497.00
7740	IS Tech Support Analyst 1	43,035.00	62,774.00
7750	IS Tech Support Analyst 2	48,380.00	70,574.00
7760	IS Tech Support Analyst 3	56,555.00	82,409.00
7780	IS Technical Support Manager	64,771.00	94,390.00
7720	IS Telecommunications Spec	40,601.00	59,176.00
7722	IS Telecommunications Spec 2	45,635.00	66,497.00
9050	Justice of the Peace	39,478.00	39,478.00
2855	Juv Intensive Supervision Ofc	36,171.00	52,769.00
2930	Juv Srv Fac & Dev Mgr	51,334.00	74,817.00
2820	Juvenile Counselor 1	32,198.00	46,924.00
2830	Juvenile Counselor 2	34,112.00	49,691.00
2840	Juvenile Counselor 3	38,355.00	55,931.00
2850	Juvenile Detention Team Superv	36,171.00	52,769.00
2890	Juvenile Detention/Shelter Mgr	48,464.00	70,553.00
8060	Juvenile Director	68,972.00	100,443.00
2790	Juvenile Services Specialist 1	24,024.00	34,964.00
2810	Juvenile Services Specialist 2	27,060.00	39,374.00
2860	Juvenile Services Supervisor	43,118.00	62,857.00
7520	Laboratory Program Manager	36,171.00	52,769.00
8145	Land and Park Director	64,958.00	94,598.00
8140	Land Director	48,464.00	70,553.00

**Douglas County Compensation Plan**

**Fiscal Year 2013-2014**

<b>Job Code</b>	<b>Description</b>	<b>Min</b>	<b>Max</b>
4350	Land Surveyor	36,171.00	52,769.00
1611	Legal Assist 1 (PS)	24,980.00	36,316.00
1631	Legal Assist 3 (PS)	29,764.00	43,347.00
1610	Legal Assistant 1	22,713.00	33,009.00
1620	Legal Assistant 2	25,480.00	37,148.00
1630	Legal Assistant 3	27,060.00	39,374.00
1621	Legal Assistt 2 (PS)	28,038.00	40,892.00
3350	Librarian 1	32,198.00	46,924.00
3360	Librarian 2	36,171.00	52,769.00
3340	Library Circulation Supervisor	34,112.00	49,691.00
7705	Library Computer Spt Tech	28,662.00	41,766.00
8090	Library Director	54,433.00	79,310.00
3310	Library Technician 1	21,403.00	31,137.00
3320	Library Technician 2	24,024.00	34,964.00
2190	Lieutenant	63,502.00	92,581.00
5050	Light Equipment Operator	28,870.00	36,836.00
5070	Maintenance Blade Operator	31,699.00	40,580.00
1940	Management Analyst 1	34,112.00	49,691.00
1950	Management Analyst 2	36,171.00	52,769.00
1960	Management Analyst 3	40,664.00	59,321.00
6010	Marine Fuel Site Attendant	17,680.00	25,750.00
5550	Mechanic	32,531.00	41,579.00
5560	Mechanic Leadworker	34,652.00	45,718.00
7310	Mental Health Assistant	22,713.00	33,009.00
7470	Mental Health Division Dir	54,433.00	79,310.00
7490	Mental Health Medical Director	152,880.00	152,880.00
7235	Mental Health Operations Mgr	51,334.00	74,817.00
7330	Mental Health Specialist 1	30,409.00	44,262.00
7350	Mental Health Specialist 2	34,112.00	49,691.00
7370	Mental Health Specialist 3	40,664.00	59,321.00
7390	Mental Health Specialist 4	43,118.00	62,857.00
7410	Mental Health Specialist 5	48,464.00	70,553.00
7460	MH Clinical Manager	51,334.00	74,817.00
3510	Museum Curator	30,409.00	44,262.00

**Douglas County Compensation Plan**

**Fiscal Year 2013-2014**

<b>Job Code</b>	<b>Description</b>	<b>Min</b>	<b>Max</b>
8110	Museum Director	43,118.00	62,857.00
3540	Museum Educator	30,409.00	44,262.00
3530	Museum Operations Technician	30,409.00	44,262.00
3520	Museum Research Librarian	30,409.00	44,262.00
4160	Natural Resources Div Manager	48,464.00	70,553.00
4140	Natural Resources Technician	27,060.00	39,374.00
7160	Nurse Practitioner	51,334.00	74,817.00
7035	Nutrition and SS Prog Spvrs	34,112.00	49,691.00
7180	Nutrition Program Manager	43,118.00	62,857.00
7170	Nutritionist	34,112.00	49,691.00
5190	O & M Leadworker 2	34,652.00	45,718.00
5240	O&M Division Manager	51,334.00	74,817.00
5180	O&M Leadworker 1	32,760.00	43,118.00
5230	O&M Manager	43,118.00	62,857.00
5210	O&M Supervisor 1	36,171.00	52,769.00
5220	O&M Supervisor 2	38,355.00	55,931.00
1110	Office Manager 1	22,713.00	33,009.00
1120	Office Manager 2	25,480.00	37,148.00
1130	Office Manager 3	27,060.00	39,374.00
1121	Office Mgr 2 (PS)	26,374.00	38,480.00
1970	Operations Team Manager	48,464.00	70,553.00
5130	Paint Striper	31,699.00	40,580.00
1810	Paralegal	32,198.00	46,924.00
5820	Park Caretaker	18,616.00	18,990.00
8160	Park Director	54,433.00	79,310.00
5840	Park Groundskeeper	22,713.00	33,009.00
5880	Park Maintenance Supervisor	34,112.00	49,691.00
5870	Park Maintenance Tech 3	30,409.00	44,262.00
5850	Park Maintenance Technician 1	27,060.00	39,374.00
5860	Park Maintenance Technician 2	28,662.00	41,766.00
5890	Park Operations Supervisor	36,171.00	52,769.00
5830	Park Ranger	17,950.00	26,249.00
5910	Parks Manager	40,664.00	59,321.00
2220	Patrol Captain	54,433.00	79,310.00

## Douglas County Compensation Plan

Fiscal Year 2013-2014

Job Code	Description	Min	Max
2148	Patrol Deputy Sheriff-Adv	44,075.00	56,181.00
2140	Patrol Deputy Sheriff-Basic	44,075.00	56,181.00
2144	Patrol Deputy Sheriff-Intermed	44,075.00	56,181.00
2130	Patrol Deputy Sheriff-Recruit	41,870.00	53,456.00
4530	Personal Property Technician 2	27,060.00	39,374.00
3710	Planner 1	32,198.00	46,924.00
3720	Planner 2	36,171.00	52,769.00
3750	Planner 3	38,355.00	55,931.00
8120	Planning Director	68,972.00	100,443.00
3780	Planning Manager	51,334.00	74,817.00
3670	Planning Technical Manager	40,664.00	59,321.00
3610	Planning Technician 1	22,713.00	33,009.00
3630	Planning Technician 2	27,060.00	39,374.00
3650	Planning Technician 3	32,198.00	46,924.00
3130	Plans Examiner	34,091.00	66,789.00
3135	Plans Examiner Engineer	34,091.00	66,789.00
2270	Police Records Clerk	32,011.00	41,059.00
4130	Power Plant Operator/Hydrologi	43,118.00	62,857.00
1380	Printer	21,403.00	31,137.00
2920	Probation Division Manager	45,718.00	66,560.00
4540	Property Appraiser 1	27,060.00	39,374.00
4550	Property Appraiser 2	32,198.00	46,924.00
4560	Property Appraiser 3	36,171.00	52,769.00
4570	Property Appraiser 4	40,664.00	59,321.00
4510	Property Appraiser Trainee	24,024.00	34,964.00
2280	Property Manager	36,317.00	46,218.00
7450	Psychiatric Nurse Practioner	51,334.00	74,817.00
7480	Psychiatrist	152,880.00	152,880.00
8130	Public Works Director	77,916.00	114,212.00
5020	Public Works Maint Worker 1	23,732.00	30,243.00
5030	Public Works Maint Worker 2A	26,187.00	33,384.00
5040	Public Works Maint Worker 2B	27,435.00	34,985.00
5010	Public Works Temp	17,680.00	25,750.00
1340	Purchasing Manager	38,355.00	55,931.00

**Douglas County Compensation Plan**

**Fiscal Year 2013-2014**

<b>Job Code</b>	<b>Description</b>	<b>Min</b>	<b>Max</b>
7025	Quality Assurance Coordinator	34,112.00	49,691.00
7765	Radio Sys Communications Tech	48,380.00	70,574.00
4590	Real Property Officer	34,112.00	49,691.00
2335	Records & Civil Division Super	40,414.00	58,843.00
1050	Records and Elections Tech 1	21,403.00	31,137.00
1060	Records and Elections Tech 2	22,713.00	33,009.00
1180	Records Technician	24,024.00	34,964.00
3120	Regulation Specialist	34,091.00	66,789.00
5810	Relief/Temporary Caretaker	18,616.00	18,990.00
7785	Research and Development Mgr.	57,740.00	84,094.00
1535	Risk Manager	48,464.00	70,553.00
1540	Risk/Labor Relations Manager	54,433.00	79,310.00
6060	RV Resort Manager	43,118.00	62,857.00
5270	S/W Testing & Monitoring Spec	35,817.00	45,884.00
5260	S/W Truck Equipment Operator	31,699.00	40,580.00
1510	Safety Manager	34,112.00	49,691.00
6040	Salmon Harbor Project Manager	38,355.00	55,931.00
5845	Seasonal Park Maintenance Work	18,616.00	27,144.00
2340	Senior Civil Deputy	38,355.00	55,931.00
3370	Senior Librarian	40,664.00	59,321.00
3760	Senior Planner	43,118.00	62,857.00
7545	Senior Sanitarian	48,464.00	70,553.00
7020	Senior Services Coordinator	22,713.00	33,009.00
7040	Senior Services Program Mgr	40,664.00	59,321.00
1175	Senior Tax Clerk	28,662.00	41,766.00
2180	Sergeant	56,555.00	82,285.00
2530	Shelter Attendant	17,680.00	25,750.00
9060	Sheriff	94,536.00	94,536.00
2110	Sheriff Reserves	20,800.00	20,800.00
5250	Solid Waste Site Attendant	24,960.00	31,699.00
7030	Sr Services Case Manager	30,409.00	44,262.00
7050	Sr/Disab Srvc Div Director	54,433.00	79,310.00
1650	Support Enforcement Agent	29,764.00	43,347.00
1660	Support Enforcement Pgm Mgr	39,790.00	58,073.00

**Douglas County Compensation Plan**

**Fiscal Year 2013-2014**

<b>Job Code</b>	<b>Description</b>	<b>Min</b>	<b>Max</b>
5080	Surfacing Operator	31,699.00	40,580.00
4290	Survey Aide	21,403.00	31,137.00
4360	Survey Supervisor	40,664.00	59,321.00
4340	Survey Support Supervisor	30,409.00	44,262.00
4310	Survey Technician 1	22,713.00	33,009.00
4320	Survey Technician 2	28,662.00	41,766.00
4330	Survey Technician 3	30,409.00	44,262.00
9070	Surveyor	62,795.00	62,795.00
1170	Tax Clerk	24,024.00	34,964.00
2030	Tax Collection Deputy	34,112.00	49,691.00
4070	Technical Services Manager	48,464.00	70,553.00
6410	Temporary Fair Worker	18,616.00	27,144.00
7065	Trans Systems Manager	36,171.00	52,769.00
2950	Transfer Site Attdt 1	17,680.00	25,750.00
2960	Transfer Site Attdt 2	19,052.00	27,788.00
9080	Treasurer	61,193.00	61,193.00
2865	Treatment Services Manager	43,118.00	62,857.00
3515	Umpqua River Lighthouse/Curatr	30,409.00	44,262.00
2240	Undersheriff	64,418.00	93,891.00
1140	Veterans Claims Specialist	27,060.00	39,374.00
8040	Veterans Service Officer	38,355.00	55,931.00
1640	Victim Assistance Coordinator	28,038.00	40,892.00
7060	Volunteer Services Coordinator	28,662.00	41,766.00
7070	Volunteer Services Program Mgr	40,664.00	59,321.00
4010	Waste Reduction Manager	36,171.00	52,769.00
2680	Weighmaster	33,384.00	42,577.00
2980	Work Crew Leadworker	32,198.00	46,924.00
2990	Work Crew Manager	36,171.00	52,769.00
2970	Work Crew Supervisor	30,409.00	44,262.00
1645	Youth Program Coordinator	30,409.00	44,262.00
2880	Youth Resident Services Manage	48,464.00	70,553.00