

Position Classification and Pay Plan

Effective November 10, 2018

| Position Title | Grade | Minimum | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Maximum |
|--|-------|---------|--------|--------|--------|--------|--------|---------|
| Certified Nursing Assistant I Nutrition Site Manager | 10 | 20,124 | 20,800 | 21,840 | 22,834 | 23,873 | 24,959 | 31,200 |
| Certified Nursing Assistant II Community Social Services Assistant Custodial Worker | 11 | 21,130 | 21,840 | 22,932 | 23,975 | 25,066 | 26,207 | 32,760 |
| MCTS Driver | 12 | 22,187 | 22,932 | 24,079 | 25,174 | 26,320 | 27,517 | 34,398 |
| Office Assistant III Processing Assistant III Secretary | 13 | 23,296 | 24,079 | 25,283 | 26,433 | 27,636 | 28,893 | 36,118 |
| Animal Shelter Attendant Billing & Collections Clerk I Lead Custodial Worker Medical Office Assistant Tax Assistant I | 14 | 24,461 | 25,283 | 26,547 | 27,755 | 29,017 | 30,338 | 37,924 |
| Administrative Secretary Accounting Clerk IV Library Technician Nutrition Coordinator Office Assistant IV Processing Assistant IV Transportation Office Coordinator Transportation Fleet & Route Coordinator | 15 | 25,684 | 26,547 | 27,874 | 29,142 | 30,468 | 31,855 | 39,820 |
| Billing & Collections Clerk II In-Home Services Supervisor Library Program Specialist Truck Driver Utility Field Services Technician Veterans Services Assistant Weigh Master | 16 | 26,968 | 27,874 | 29,268 | 30,599 | 31,992 | 33,447 | 41,811 |
| Accounting Clerk V Backflow and Cross Connection Specialist Master Control Room Operator Processing Assistant V Tax Assistant II Utility Maintenance Technician I Water Maintenance Technician I Water Pollution Control Plant Operator Trainee | 17 | 28,316 | 29,268 | 30,731 | 32,129 | 33,591 | 35,120 | 43,902 |
| Billing & Collections Clerk III EMT Basic Equipment Operator Family Caregiver Advisor Human Resources Technician I Income Maintenance Caseworker I Maintenance Technician Nutritionist I Personnel Technician I Property Assessment Specialist Public Health Educator I Tax Assistant III Utility Maintenance Technician II Veterinary Health Care Technician Water Maintenance Technician II Water System Operator I | 18 | 29,732 | 30,731 | 32,268 | 33,736 | 35,271 | 36,876 | 46,097 |

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|--|-------|---------|--------|--------|--------|--------|--------|---------|
| Water Pollution Control Plant Lab Technician | 18 | | | | | | | |
| Water Pollution Control Plant Operator I | 18 | | | | | | | |
| Administrative Assistant I | 19 | 31,219 | 32,268 | 33,881 | 35,423 | 37,034 | 38,719 | 48,401 |
| Assistant Veterans Services Officer | 19 | | | | | | | |
| Case Manager | 19 | | | | | | | |
| Deputy Register of Deeds II | 19 | | | | | | | |
| E911 Telecommunicator | 19 | | | | | | | |
| Electrical/Maintenance Technician | 19 | | | | | | | |
| Human Resources Placement Specialist | 19 | | | | | | | |
| Human Services Coordinator I | 19 | | | | | | | |
| Licensed Practical Nurse | 19 | | | | | | | |
| Medical Lab Tech I | 19 | | | | | | | |
| SEC Volunteer Program Manager | 19 | | | | | | | |
| Social Worker I | 19 | | | | | | | |
| Telecommunicator | 19 | | | | | | | |
| Utility Maintenance Tech III | 19 | | | | | | | |
| Water Maintenance Tech III | 19 | | | | | | | |
| Water System Operator II | 19 | | | | | | | |
| Water Pollution Control Plant Mechanic | 19 | | | | | | | |
| Water Pollution Control Plant Operator II | 19 | | | | | | | |
| Child Support Agent I | 20 | 32,780 | 33,881 | 35,575 | 37,194 | 38,886 | 40,655 | 50,822 |
| Custodial Supervisor | 20 | | | | | | | |
| Deputy Register of Deeds III | 20 | | | | | | | |
| Detention Officer | 20 | | | | | | | |
| Evidence Technician | 20 | | | | | | | |
| Fitness Coordinator | 20 | | | | | | | |
| Fleet Maintenance Mechanic | 20 | | | | | | | |
| Income Maintenance Caseworker II | 20 | | | | | | | |
| Income Maintenance Investigator I | 20 | | | | | | | |
| Nutrition/Transportation Manager | 20 | | | | | | | |
| SEC Program Coordinator | 20 | | | | | | | |
| Substance Abuse Counselor | 20 | | | | | | | |
| Water System Operator III | 20 | | | | | | | |
| Water Pollution Control Plant Operator III | 20 | | | | | | | |
| Accounting Specialist I | 21 | 34,419 | 35,575 | 37,354 | 39,053 | 40,830 | 42,688 | 53,363 |
| Administrative Assistant II | 21 | | | | | | | |
| Advanced EMT | 21 | | | | | | | |
| Business/Personal Property Appraiser | 21 | | | | | | | |
| Cognitive Behavior Intervention Specialist | 21 | | | | | | | |
| Delinquent Tax Collector | 21 | | | | | | | |
| Detention Deputy Sheriff | 21 | | | | | | | |
| Detention Sergeant | 21 | | | | | | | |
| E911 Communications Specialist | 21 | | | | | | | |
| E911 Training Specialist | 21 | | | | | | | |
| Engineering Project Technician | 21 | | | | | | | |
| Financial Specialist | 21 | | | | | | | |
| Human Resources Technician II | 21 | | | | | | | |
| HVAC/Maintenance Technician | 21 | | | | | | | |
| Lead Fleet Maintenance Mechanic | 21 | | | | | | | |
| Medical Lab Technician II | 21 | | | | | | | |
| Natural Resources Administrative Assistant | 21 | | | | | | | |
| Nutritionist II | 21 | | | | | | | |
| Permitting Technician | 21 | | | | | | | |

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|--|-------|---------|--------|--------|--------|--------|--------|---------|
| Personnel Technician II | 21 | | | | | | | |
| Records Classification Officer | 21 | | | | | | | |
| Senior Maintenance Technician | 21 | | | | | | | |
| Tax Mapping Specialist | 21 | | | | | | | |
| Telecommunications Supervisor | 21 | | | | | | | |
| Title Research & Foreclosure Specialist | 21 | | | | | | | |
| Water Pollution Control Plant Operator IV | 21 | | | | | | | |
| Assistant Athletics Programs Supervisor | 22 | 36,140 | 37,354 | 39,222 | 41,006 | 42,872 | 44,823 | 56,031 |
| Child Support Agent II | 22 | | | | | | | |
| Deputy Sheriff | 22 | | | | | | | |
| Human Resources Specialist | 22 | | | | | | | |
| Human Services Coordinator II | 22 | | | | | | | |
| Income Maintenance Caseworker III | 22 | | | | | | | |
| Income Maintenance Investigator II | 22 | | | | | | | |
| Landfill Operations Supervisor | 22 | | | | | | | |
| Program & Events Coordinator | 22 | | | | | | | |
| Public Health Educator II | 22 | | | | | | | |
| Register of Deeds Technical Support | 22 | | | | | | | |
| Solid Waste Collections Supervisor | 22 | | | | | | | |
| Utility Field Services Supervisor | 22 | | | | | | | |
| Administrative Officer I | 23 | 37,947 | 39,222 | 41,183 | 43,056 | 45,015 | 47,064 | 58,832 |
| Assistant Register of Deeds | 23 | | | | | | | |
| Computer Systems Administrator I | 23 | | | | | | | |
| Dental Hygienist I | 23 | | | | | | | |
| Elections Technology Specialist | 23 | | | | | | | |
| EMT Paramedic | 23 | | | | | | | |
| Information Technology Support Specialist I | 23 | | | | | | | |
| Lead Child Support Agent | 23 | | | | | | | |
| Library Supervisor | 23 | | | | | | | |
| Maintenance Supervisor/Collections | 23 | | | | | | | |
| Maintenance Supervisor/Distribution | 23 | | | | | | | |
| Maintenance Supervisor/Water Quality | 23 | | | | | | | |
| Nutritionist III | 23 | | | | | | | |
| Real Property Appraiser | 23 | | | | | | | |
| Social Worker II | 23 | | | | | | | |
| Senior Permitting Technician | 23 | | | | | | | |
| Voter Registration Services Coordinator | 23 | | | | | | | |
| Water Pollution Control Plant Chief Mechanic | 23 | | | | | | | |
| Athletics Programs Supervisor | 24 | 39,844 | 41,183 | 43,242 | 45,209 | 47,266 | 49,417 | 61,774 |
| Building Inspector I | 24 | | | | | | | |
| Deputy Sheriff Sergeant | 24 | | | | | | | |
| Detective Sergeant | 24 | | | | | | | |
| Detention Lieutenant | 24 | | | | | | | |
| Human Resources Analyst I | 24 | | | | | | | |
| Human Services Coordinator III | 24 | | | | | | | |
| Income Maintenance Supervisor II | 24 | | | | | | | |
| Information Technology Support Specialist II | 24 | | | | | | | |
| Natural Resources Specialist | 24 | | | | | | | |
| Paramedic First Class | 24 | | | | | | | |
| Planner | 24 | | | | | | | |
| Records Sergeant | 24 | | | | | | | |
| Senior Engineering Project Technician | 24 | | | | | | | |
| Senior Real Property Appraiser | 24 | | | | | | | |

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|--|-------|---------|--------|--------|--------|--------|--------|---------|
| Transport Sergeant | 24 | | | | | | | |
| Veterans Services Manager | 24 | | | | | | | |
| Water Pollution Control Plant Chief Operator | 24 | | | | | | | |
| Water Pollution Control Plant Lab Chemist | 24 | | | | | | | |
| Youth Services/Day Reporting Center Supervisor | 24 | | | | | | | |
| Child Support Supervisor | 25 | 41,836 | 43,242 | 45,404 | 47,470 | 49,630 | 51,888 | 64,863 |
| Dental Hygienist II | 25 | | | | | | | |
| Deputy Fire Marshal | 25 | | | | | | | |
| Housing Rehab Program Coordinator | 25 | | | | | | | |
| Human Services Planner/Evaluator I | 25 | | | | | | | |
| Information Technology Applications Analyst | 25 | | | | | | | |
| Paralegal | 25 | | | | | | | |
| Paramedic Corporal | 25 | | | | | | | |
| Public Health Nurse I | 25 | | | | | | | |
| Senior Tax Auditor | 25 | | | | | | | |
| Social Worker III | 25 | | | | | | | |
| Administrative Officer II | 26 | 43,928 | 45,404 | 47,674 | 49,843 | 52,111 | 54,482 | 68,106 |
| Building Inspector II | 26 | | | | | | | |
| Communications Specialist | 26 | | | | | | | |
| EMS Captain | 26 | | | | | | | |
| Forensic Officer | 26 | | | | | | | |
| GIS Programmer Analyst | 26 | | | | | | | |
| Human Resources Analyst II | 26 | | | | | | | |
| Maintenance Supervisor | 26 | | | | | | | |
| Public Information Officer | 26 | | | | | | | |
| Quality Assurance/In-Home Services Manager | 26 | | | | | | | |
| Social Work Supervisor II | 26 | | | | | | | |
| Social Worker Investigative/Assessment & Treatment | 26 | | | | | | | |
| Systems Applications Specialist | 26 | | | | | | | |
| Tax Collection Supervisor | 26 | | | | | | | |
| Tax Customer Service Supervisor | 26 | | | | | | | |
| Tax Listing Supervisor | 26 | | | | | | | |
| Tax Revaluation Analyst/Coordinator | 26 | | | | | | | |
| Accountant | 27 | 46,125 | 47,674 | 50,058 | 52,335 | 54,717 | 57,206 | 71,511 |
| Deputy Sheriff Lieutenant | 27 | | | | | | | |
| E911 Communications Manager | 27 | | | | | | | |
| Environmental Health Specialist | 27 | | | | | | | |
| Human Services Planner/Evaluator II | 27 | | | | | | | |
| Information Technology Applications Specialist | 27 | | | | | | | |
| Information Technology Office/Communication Specialist | 27 | | | | | | | |
| Law Office Manager | 27 | | | | | | | |
| Lieutenant NON LEO | 27 | | | | | | | |
| Public Health Nurse II | 27 | | | | | | | |
| Purchasing Manager | 27 | | | | | | | |
| Administrative Services Manager | 28 | 48,431 | 50,058 | 52,561 | 54,952 | 57,452 | 60,066 | 75,087 |
| Building Inspector III | 28 | | | | | | | |
| EMS Major | 28 | | | | | | | |
| Fire Marshal | 28 | | | | | | | |
| Fleet Maintenance Supervisor | 28 | | | | | | | |
| Information Technology Network Engineer | 28 | | | | | | | |
| Logistics Training Chief | 28 | | | | | | | |
| Natural Resources Administrator | 28 | | | | | | | |
| Planning Supervisor | 28 | | | | | | | |

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|--|-------|---------|--------|---------|---------|---------|---------|---------|
| Public Health Nurse III | 28 | | | | | | | |
| Risk & Benefits Manager | 28 | | | | | | | |
| Senior Planner | 28 | | | | | | | |
| Transportation Manager | 28 | | | | | | | |
| Utility Operations Manager | 28 | | | | | | | |
| Environmental Health Program Specialist | 29 | 50,852 | 52,561 | 55,189 | 57,700 | 60,325 | 63,070 | 78,841 |
| Income Maintenance Administrator I | 29 | | | | | | | |
| Information Technology Server Administrator | 29 | | | | | | | |
| Social Work Supervisor III | 29 | | | | | | | |
| Soil Scientist I | 29 | | | | | | | |
| Solid Waste/Recycling Manager | 29 | | | | | | | |
| Deputy Sheriff Captain | 30 | 53,395 | 55,189 | 57,948 | 60,585 | 63,341 | 66,223 | 82,783 |
| Environmental Health Supervisor I | 30 | | | | | | | |
| GIS Manager | 30 | | | | | | | |
| Social Work Program Manager | 30 | | | | | | | |
| Tax Business Systems Analyst | 30 | | | | | | | |
| Water Pollution Control Plant Superintendent | 30 | | | | | | | |
| Information Technology Applications Manager | 31 | 56,065 | 57,948 | 60,845 | 63,614 | 66,508 | 69,534 | 86,922 |
| Information Technology Network Manager | 31 | | | | | | | |
| Permitting & Inspections Supervisor | 31 | | | | | | | |
| Social Work Program Administrator I | 31 | | | | | | | |
| Tax Collection Division Manager | 31 | | | | | | | |
| Tax Listing/Assessing Division Manager | 31 | | | | | | | |
| Aging Services Director | 32 | 58,868 | 60,845 | 63,888 | 66,795 | 69,834 | 73,011 | 91,268 |
| Budget Manager/Internal Auditor | 32 | | | | | | | |
| Child Support Director | 32 | | | | | | | |
| Director of Elections | 32 | | | | | | | |
| EMS Chief | 32 | | | | | | | |
| Parks & Recreation Director | 32 | | | | | | | |
| Public Health Nursing Director I | 32 | | | | | | | |
| Public Safety Deputy Director | 32 | | | | | | | |
| Property Management Director | 33 | 61,811 | 63,888 | 67,082 | 70,134 | 73,325 | 76,662 | 95,832 |
| Assistant County Attorney | 34 | 64,902 | 67,082 | 70,436 | 73,641 | 76,992 | 80,495 | 100,623 |
| Capital Projects Manager | 34 | | | | | | | |
| Human Resources Director | 34 | | | | | | | |
| County Engineer | 35 | 68,147 | 70,436 | 73,958 | 77,323 | 80,841 | 84,520 | 105,654 |
| Chief Deputy | 36 | 71,554 | 73,958 | 77,656 | 81,189 | 84,883 | 88,746 | 110,937 |
| Physician Extender II | 36 | | | | | | | |
| Public Safety Director | 36 | | | | | | | |
| Associate County Attorney | 37 | 75,132 | 77,656 | 81,539 | 85,249 | 89,128 | 93,183 | 116,484 |
| Planning Director | 37 | | | | | | | |
| | 38 | 78,889 | 81,539 | 85,616 | 89,511 | 93,584 | 97,842 | 122,308 |
| Deputy County Attorney | 39 | 82,833 | 85,616 | 89,896 | 93,987 | 98,263 | 102,734 | 128,423 |
| Finance Director | 39 | | | | | | | |
| Information Technology Director | 39 | | | | | | | |
| Public Works Director | 39 | | | | | | | |
| Health Director | 40 | 86,975 | 89,896 | 94,391 | 98,686 | 103,176 | 107,871 | 134,845 |
| Social Services Director | 40 | | | | | | | |
| | 41 | 91,323 | 94,391 | 99,111 | 103,620 | 108,335 | 113,264 | 141,587 |
| Assistant County Manager | 42 | 95,890 | 99,111 | 104,066 | 108,801 | 113,752 | 118,928 | 148,666 |

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|----------------|-------|---------|---------|---------|---------|---------|---------|---------|
| | 43 | 100,684 | 104,066 | 109,269 | 114,241 | 119,439 | 124,873 | 156,099 |
| | 44 | 105,719 | 109,270 | 114,734 | 119,954 | 125,412 | 131,118 | 163,904 |
| | 45 | 111,004 | 114,733 | 120,470 | 125,951 | 131,682 | 137,673 | 172,100 |

Appointed and Elected Officials

| Title | Grade | Salary Range | |
|--------------------|-------|--------------|---------|
| Clerk To The Board | 60 | 55,000 | 88,000 |
| Tax Administrator | 61 | 74,000 | 118,400 |
| County Attorney | 62 | 112,000 | 179,200 |
| County Manager | 63 | 120,000 | 192,000 |
| Register of Deeds | 70 | 65,000 | 104,000 |
| Sheriff | 71 | 80,000 | 128,000 |

Special Non-Salaried Classifications

| Title | Grade | Rate of Pay |
|---|-------|-----------------------------|
| Compactor Operator | 80 | 9.20 per hour |
| Groundskeeper | 81 | 12.33 per hour |
| Seasonal Maintenance | 82 | 9.20 per hour |
| Election Worker | 83 | Rate set by Elections Board |
| Intern | 84 | Rate set by Department |
| Grant Funded Position - Position title set by grant | 85 | Rate set by Grant |
| Public Safety Technician | 86 | 18.40 per hour |
| Recreation - Basketball, Multiple Referees | 87 | 16.40 per game |
| Recreation - Basketball, Single Referee | 88 | 21.86 per game |
| Recreation - Football Referee | 89 | 16.40 per game |
| Recreation - Soccer Referee | 90 | 16.40 per game |
| Recreation - Adult Softball Umpire | 91 | 19.68 per game |
| Recreation - Coach Pitch Umpire | 92 | 16.40 per game |
| Recreation - Jr. League Umpire | 93 | 32.80 per game |
| Recreation - Little League Umpire | 94 | 19.68 per game |
| Recreation - Tee Ball Umpire | 95 | 16.40 per game |
| Recreation - Youth Softball Umpire | 96 | 19.68 per game |
| Recreation - Open/Close Facilities | 97 | 16.40 per day |
| Recreation - Scorekeeper | 98 | 10.94 per game |
| Recreation - Concession Worker | 99 | 7.69 per hour |
| Recreation - Lead Concession Worker | 100 | 8.46 per hour |
| Recreation - Concession Manager | 101 | 9.31 per hour |

On Call Pay

Non-Exempt Employees Only

| Day | Rate Per Day |
|-----------------------------|--------------|
| Monday thru Thursday | 10.00 |
| Friday, Saturday and Sunday | 20.00 |
| County Observed Holiday | 30.00 |

Shift Premium

| | | |
|--|-------------------------------|--------------|
| E911 Telecommunicator and Telecommunicator | 6:00 pm to 6:00 am work shift | 75¢ per hour |
| Master Control Room Operator | 6:00 pm to 6:00 am work shift | 75¢ per hour |