

APPENDIX A
UNILATERAL PAY PLAN
Salaries Effective January 1, 2019

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1					
Range 2					
Range 3					
Range 4					
Range 5					
Range 6	\$16.42	\$17.30	\$18.07	\$19.04	\$20.00
	\$34,284.96	\$36,122.40	\$37,730.16	\$39,755.52	\$41,760.00
	Environmental Health Technician (A)			Vehicle Maintenance Technician (A)	
Range 7	\$16.99	\$17.85	\$18.82	\$19.69	\$20.70
	\$35,475.12	\$37,270.80	\$39,296.16	\$41,112.72	\$43,221.60
	Secretary I (A)				
Range 8	\$17.70	\$18.48	\$19.46	\$20.38	\$21.42
	\$36,957.60	\$38,586.24	\$40,632.48	\$42,553.44	\$44,724.96
	Purchasing Specialist (A)				
Range 9	\$18.30	\$19.11	\$20.13	\$21.13	\$22.16
	\$38,210.40	\$39,901.68	\$42,031.44	\$44,119.44	\$46,270.08
	Nursing Staff Coordinator (A)				
Range 10	\$18.89	\$19.78	\$20.80	\$21.84	\$22.94
	\$39,442.32	\$41,300.64	\$43,430.40	\$45,601.92	\$47,898.72
	Court Attendant (A)		Judicial Assistant (A)		
	Human Resources Secretary (A)			Legal Assistant (A)	
	Secretary II (A)		Administrative Secretary (A)		
	Payroll Specialist (A)				
Range 11					

\$19.54	\$20.49	\$21.52	\$22.59	\$23.72
\$40,799.52	\$42,783.12	\$44,933.76	\$47,167.92	\$49,527.36

Community Coordinator (A)
Conservationist I (A)
Health Promotion Coordinator (A)
Victim Witness Specialist (B)
Vehicle Maintenance Supervisor (A)

Range 12

\$20.23	\$21.24	\$22.30	\$23.43	\$24.58
\$42,240.24	\$44,349.12	\$46,562.40	\$48,921.84	\$51,323.04

Range 13

\$20.92	\$21.98	\$23.03	\$24.21	\$25.45
\$43,680.96	\$45,894.24	\$48,086.64	\$50,550.48	\$53,139.60

Division Leader Deputy Clerk (A)
Help Desk/Operations Technician (A)
Mobility Manager (C)
Office Coordinator (A)
Administrative Services Supervisor (C)
RECAP Site Supervisor (A)
Environmental Health Specialist I (B)
Storekeeper (A)
Nutrition Program Supervisor (C)
Transportation Program Supervisor (C)

Range 14

\$21.64	\$22.71	\$23.87	\$25.07	\$26.34
\$45,184.32	\$47,418.48	\$49,840.56	\$52,346.16	\$54,997.92

Assistant Food Services Manager (A)*
Cartographer I (A)
Employee Benefits Specialist (A)
Investigator (A)

Range 15

\$22.45	\$23.52	\$24.71	\$25.94	\$27.21
\$46,875.60	\$49,109.76	\$51,594.48	\$54,162.72	\$56,814.48

Application Support Specialist (A)
Support Services Supervisor (C)

Range 16

\$23.16	\$24.37	\$25.56	\$26.87	\$28.24
\$48,358.08	\$50,884.56	\$53,369.28	\$56,104.56	\$58,965.12

Youth Services Center Supervisor (A)*

Range 17

\$24.03	\$25.19	\$26.44	\$27.76	\$29.14
\$50,174.64	\$52,596.72	\$55,206.72	\$57,962.88	\$60,844.32

Accountant (C)
Environmental Health Specialist II (B)
Conservation Specialist II (C)
Materials & Environmental Services Manager (B)
GEO Application Specialist (B)
Human Resources Analyst (C)
Victim/Witness Coordinator (C)

Range 18

\$24.84	\$26.14	\$27.40	\$28.76	\$30.21
\$51,865.92	\$54,580.32	\$57,211.20	\$60,050.88	\$63,078.48

Activity Director (C)
DA Office Manager (C)
Child Support Supervisor (C)
Conservation Specialist III (C)
Economic Support Supervisor (C)
Financial Supervisor (C)
Planner III (B)
User Support Specialist (A)

Range 19

\$25.72	\$27.01	\$28.36	\$29.77	\$31.22
\$53,703.36	\$56,396.88	\$59,215.68	\$62,159.76	\$65,187.36

Accounting Supervisor (C)
Health Educator (A)

Chief Deputy Clerk of Circuit Court (C)	Instructor/Support Specialist (A)
Circuit Court Office Manager (C)	Lead Economic Support Supervisor (C)
Communication Center Shift Supervisor (B)	Medicolegal Investigator (A)
Court Reporter (A)	Payroll Manager (B)
Deputy Superintendent (C)	Senior Conservation Specialist (C)
Food Service Manager (A)*	Telecom/Network Specialist (A)

Range 20

\$26.62	\$27.96	\$29.36	\$30.81	\$32.34
\$55,582.56	\$58,380.48	\$61,303.68	\$64,331.28	\$67,525.92

AODA Coordinator (C)	Financial Office Manager (C)
Analyst (C)	Medical Records Manager (C)

Range 21

\$27.57	\$28.92	\$30.41	\$31.86	\$33.51
\$57,566.16	\$60,384.96	\$63,496.08	\$66,523.68	\$69,968.88

Deferred Prosecution Director (C)	Real Property Lister (C)
Mediation & Fam Court Services Manager (C)	Shop Superintendent (B)
Master Electrician (A)	Surveyor (C)
Public Works Accounting Supervisor (C)	Veterans Service Officer (C)
Public Works Superintendent (B)	

Range 22

\$28.49	\$29.99	\$31.45	\$33.04	\$34.66
\$59,487.12	\$62,619.12	\$65,667.60	\$68,987.52	\$72,370.08

Admissions Registered Nurse (C)	MDS Nurse (C)
Community Health Education Coordinator (C)	Environmental Health Specialist III (C)
Epidemiologist (C)	Purchasing Manager (C)
Human Resources Manager (C)	Senior Planner/GIS Manager (C)
	Senior Planner (C)

Range 23

\$29.51	\$31.02	\$32.56	\$34.18	\$35.86
\$61,616.88	\$64,769.76	\$67,985.28	\$71,367.84	\$74,875.68

Computer Programmer/Analyst I (B)	Network Technician (B)
Lead Medicolegal Investigator (C)	Parks Manager (C)

Range 24

\$30.56	\$32.09	\$33.66	\$35.33	\$37.14
\$63,809.28	\$67,003.92	\$70,282.08	\$73,769.04	\$77,548.32

Human Services Supervisor I (C)	Facilities Superintendent (C)
Director of Council on Aging (C)	

Range 25

\$31.66	\$33.20	\$34.84	\$36.61	\$38.43
\$66,106.08	\$69,321.60	\$72,745.92	\$76,441.68	\$80,241.84

Environmental Health Supervisor (C)	Nursing Supervisor (A)*
Human Services Supervisor II (C)	Public Health Nursing Supervisor (C)

Range 26

\$33.10	\$34.32	\$36.11	\$37.86	\$39.78
\$69,112.80	\$71,660.16	\$75,397.68	\$79,051.68	\$83,060.64

Airport Manager Director (C)	Controller (C)
Assistant Human Resources Director (C)	County Conservationist (C)
Assistant to Information Technology Director (B)	Environmental Protection Director (C)
Computer Programmer/Analyst II (B)	Network Support Administrator (B)
Child Support Director (C)	Justice System Manager (C)

Range 27

\$33.84	\$35.58	\$37.32	\$39.20	\$41.15
\$70,657.92	\$74,291.04	\$77,924.16	\$81,849.60	\$85,921.20

Assistant Public Works Director (C)
 Assistant Director of Nursing (C)
 Assistant Director (C)
 Program Manager (C)
 Public Safety Systems Manager (B)

Communications Center Operations
 Manager (C)
 Risk Manager (C)
 Youth Services Center Superintendent (C)

Range 28

\$35.08	\$36.81	\$38.66	\$40.57	\$42.60
\$73,247.04	\$76,859.28	\$80,722.08	\$84,710.16	\$88,948.80

Assistant to County Administrator (C)
 Assistant Finance Director (C)

Range 29

\$36.27	\$38.08	\$40.01	\$42.01	\$44.09
\$75,731.76	\$79,511.04	\$83,540.88	\$87,716.88	\$92,059.92

Economic Support Division Manager (C)
 ADRC/Adult Protective Services
 Division Manager (C)

Range 30

\$37.51	\$39.39	\$41.42	\$43.50	\$45.58
\$78,320.88	\$82,246.32	\$86,484.96	\$90,828.00	\$95,171.04

Computer Network Engineer (C)

Range 31

\$38.74	\$40.68	\$42.73	\$44.83	\$47.02
\$80,889.12	\$84,939.84	\$89,220.24	\$93,605.04	\$98,177.76

Economic Development Manager (C)
 Director of Nursing (C)

Range 32

\$40.01	\$42.01	\$44.12	\$46.27	\$48.64
\$83,540.88	\$87,716.88	\$92,122.56	\$96,611.76	\$101,560.32

Administrative Services Division Manager (C)
 Children, Youth & Families Division Manager (C)
 Behavioral Health Division Mgr (C)

Court Commissioner (C)
 Communication Center Director (C)

Range 33

\$41.32	\$43.37	\$45.54	\$47.84	\$50.25
\$86,276.16	\$90,556.56	\$95,087.52	\$99,889.92	\$104,922.00

Deputy Corporation Counsel (C)
 Health Officer (C)
 HSD Deputy Director (C)

Programming & Technical Services
 Manager (C)

Range 34

\$42.68	\$44.80	\$47.01	\$49.38	\$51.85
\$89,115.84	\$93,542.40	\$98,156.88	\$103,105.44	\$108,262.80

Director of Planning and Development (C)
 Facilities Management Director (C)

Public Works Director (C)

Range 35

\$44.05	\$46.22	\$48.54	\$50.97	\$53.56
\$91,976.40	\$96,507.36	\$101,351.52	\$106,425.36	\$111,833.28

Range 36

\$45.46	\$47.76	\$50.12	\$52.64	\$55.28
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\$94,920.48	\$99,722.88	\$104,650.56	\$109,912.32	\$115,424.64
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Human Resources Director (C)

Range 37

\$46.95	\$49.28	\$51.73	\$54.34	\$57.08
\$98,031.60	\$102,896.64	\$108,012.24	\$113,461.92	\$119,183.04

Director of Information Technology (C)

Range 38

\$48.48	\$50.91	\$53.48	\$56.08	\$58.88
\$101,226.24	\$106,300.08	\$111,666.24	\$117,095.04	\$122,941.44

Finance Director (C)

Range 39

\$50.04	\$52.60	\$55.23	\$57.94	\$60.83
\$104,483.52	\$109,828.80	\$115,320.24	\$120,978.72	\$127,013.04

Nursing Home Administrator (C)

Range 40

\$51.65	\$54.22	\$56.99	\$59.78	\$62.79
\$107,845.20	\$113,211.36	\$118,995.12	\$124,820.64	\$131,105.52

Range 41

\$53.35	\$56.01	\$58.79	\$61.75	\$64.88
\$111,394.80	\$116,948.88	\$122,753.52	\$128,934.00	\$135,469.44

Corporation Counsel (C)

Director of Human Services (C)

Unilateral (A) employees are non-exempt FLSA covered employees, which means they are eligible for overtime compensation on a time and one-half basis over 40 hours per week.

Unilateral (B) employees are exempt employees for purposes of the FLSA, but we have decided that they are eligible for overtime compensation on a straight time basis over 40 hours per week.

Unilateral (C) employees are exempt employees for purposes of FLSA and we have decided that they are not eligible for overtime, but may utilize "flex" hours.

An * indicates that the position is exempt for the purposes of FLSA, but we have decided to pay them overtime on a time and one half basis over 40 hours per week.