

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee  
INITIATED BY



Alyx Brandenburg, HR Manager  
DRAFTED BY

County Board Staff Committee  
SUBMITTED BY

May 17, 2017  
DATE DRAFTED

**APPROVING THE 2017 WAGE RATE CHANGES FOR EMPLOYEES IDENTIFIED BY THE SALARY STUDY, AND AMENDING THE PERSONNEL POLICY WAGE APPENDICES**

- 1 **WHEREAS**, it is necessary to review the Classification Plan to ensure that the plan accurately reflects
- 2 existing position responsibilities and market conditions, as stated in the Rock County Personnel
- 3 Ordinance, 18.209; and
- 4
- 5 **WHEREAS**, it is necessary to adjust the employees identified by the review of the Classification Plan,
- 6 now to be referred to as Salary Study, in order to accurately reflect the internal and external
- 7 marketability of the positions; and
- 8
- 9 **WHEREAS**, the changes help ensure that positions continue to reflect salary rates which are
- 10 competitive for those job classes covered by the Plans; and
- 11
- 12 **WHEREAS**, it is proposed to increase all identified employees and adjust the Pay Plans, in accordance
- 13 with results of the Salary Study effective July 2, 2017.
- 14
- 15 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly
- 16 assembled this 25<sup>th</sup> day of May, 2017 does hereby approve the adjusted County's
- 17 2017 Pay Plans by increasing each step in accordance with the Salary Results effective July 2, 2017.

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni  
J. Russell Podzilni, Chair

absent  
Mary Mawhinney

Sandra Kraft  
Sandra Kraft, Vice Chair

Louis Peer  
Louis Peer

Eva Arnold  
Eva Arnold

Alan Sweeney  
Alan Sweeney

Henry Brill  
Henry Brill

Terry Thomas  
Terry Thomas

Betty Jo Bussie  
Betty Jo Bussie

APPROVING THE 2017 WAGE RATE CHANGES FOR EMPLOYEES IDENTIFIED BY THE SALARY STUDY, AND AMENDING THE PERSONNEL POLICY WAGE APPENDICES

Page 2

FISCAL NOTE:

Projected Additional Base Compensation

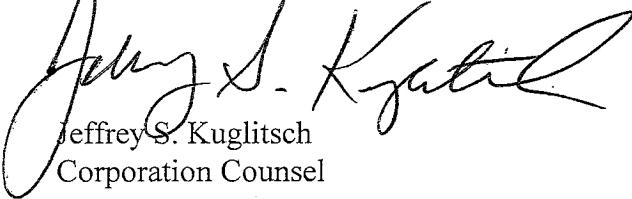
2017            \$87,102.49



Sherry Oja  
Finance Director

LEGAL NOTE:

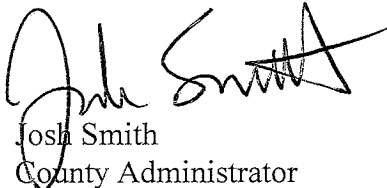
The County Board is authorized to take this action pursuant to sec. 59.22(2), Wis. Stats.



Jeffrey S. Kuglitsch  
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended. Funds were budgeted in the 2017 budget for these increases.



Josh Smith  
County Administrator

APPROVING THE 2017 WAGE RATE CHANGES FOR EMPLOYEES IDENTIFIED BY THE SALARY STUDY, AND AMENDING THE PERSONNEL POLICY WAGE APPENDICES

Page 3

**Executive Summary**

The purpose of this resolution is to provide information pertaining to the Salary Study, and to increase wage rates of those identified in the Salary Study to accurately reflect the internal and external marketability of the positions to remain competitive for those job classes covered by the Plans.

The following positions are being effected in the following ways:

Job Title	Employee Group	New Employee Group	Old Wage Range	New Wage Range
Administrative Assistant	1258		12A	12
Cook	1258		26	24
Food Service Supervisor	1258		22	20
Psychiatric Technician	1258		11	8
Public Health Support Specialist	1258		12A	11
Accountant	2489A		1	0.5
Administrative Assistant	2489A/C		8	7
Child Support Financial Worker	2489A		5	4A
Child Support Reimbursement Specialist	2489A		4	3
Collection/Account Specialist	2489A		1	0.5
Deputy County Clerk	2489A		1	0.5
Deputy County Treasurer	2489A		1	0.5
Deputy Register in Probate II	2489A		4A	4
Deputy Register of Deeds	2489A		1	0.5
Deputy Veteran Services Officer I	2489A		7	5
Deputy Veteran Services Officer II	2489A		3	2
Information Technology Support Specialist	2489A		1	0.5
Lead Child Support Specialist	2489A		1B	1A
Lead Economic Support Specialist	2489A		1B	1A
Real Property Specialist	2489A		7	6
Administrative Secretary	Unilateral A		9	10
Cartographer I	Unilateral A		13	14
Confidential Administrative Assistant	Unilateral A		10	11
Conservation Specialist II	Unilateral A		15	17
Division Leader Deputy Clerk	Unilateral A		12	13
Environmental Health Technician	Unilateral A		4	6
Human Resources Analyst	Unilateral A	Unilateral C	16	17
Human Resources Secretary	Unilateral A		8	10
Investigator	Unilateral A		12	14
Nursing Staff Coordinator	Unilateral A		8	9

APPROVING THE 2017 WAGE RATE CHANGES FOR EMPLOYEES IDENTIFIED BY THE SALARY STUDY, AND AMENDING THE PERSONNEL POLICY WAGE APPENDICES

Page 4

Job Title	Employee Group	New Employee Group	Old Wage Range	New Wage Range
Payroll Specialist	Unilateral A		8	10
Secretary II	Unilateral A		8	10
Vehicle Maintenance Supervisor	Unilateral A		9	11
Vehicle Maintenance Technician	Unilateral A		3	6
Financial Office Manager	Unilateral B	Unilateral C	18	20
Financial Supervisor	Unilateral B	Unilateral C	17	18
Sanitarian II	Unilateral B	Unilateral C	20	22
Senior Planner	Unilateral B	Unilateral C	21	22
Senior Planner/GIS Manager	Unilateral B	Unilateral C	21	22
Youth Services Center Supervisor	Unilateral B	Unilateral C	15	16
Accountant	Unilateral C		15	17
Child Support Director	Unilateral C		25	26
Child Support Supervisor	Unilateral C		17	18
Criminal Justice System Planner	Unilateral C		21	23
Director of Council on Aging	Unilateral C		23	24
Facilities Superintendent	Unilateral C		23	24
Human Resources Manager	Unilateral C		20	22
Nutrition Program Supervisor	Unilateral C		12	13
Support Services Supervisor	Unilateral C		13	15
Transportation Program Supervisor	Unilateral C		12	13



RANGE AND JOB CLASSIFICATION	STEP:	A	6 mos	18 mos	30 mos	60 mos	120 mos	180 mos	240 mos
		B	C	D	E	F	G	H	

<b>Range 12</b>	1/1/2017	\$15.18	\$16.14	\$16.72	\$17.38	\$17.91	\$18.46	\$19.18	\$19.55
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Administrative Assistant\*

<b>Range 12A</b>	1/1/2017	\$15.82	\$16.32	\$16.83	\$17.32	\$17.83	\$18.30	\$19.06	\$19.45
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Account Clerk II

~~Administrative Assistant~~~~Public Health Support~~~~— Specialist~~

<b>Range 13</b>	1/1/2017	\$15.48	\$16.41	\$16.71	\$17.15	\$17.62	\$18.13	\$18.86	\$19.25
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Release of Information

Coordinator

<b>Range 14</b>	1/1/2017	\$15.15	\$16.07	\$16.49	\$17.01	\$17.49	\$18.00	\$18.74	\$19.11
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<b>Range 15</b>	1/1/2017	\$14.57	\$15.52	\$16.15	\$16.76	\$17.30	\$17.83	\$18.59	\$18.90
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<b>Range 16</b>	1/1/2017	\$14.89	\$15.75	\$16.29	\$16.74	\$17.23	\$17.70	\$18.41	\$18.80
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<b>Range 17</b>	1/1/2017	\$14.59	\$15.66	\$16.21	\$16.71	\$17.15	\$17.64	\$18.35	\$18.74
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<b>Range 18</b>	1/1/2017	\$14.81	\$15.69	\$16.10	\$16.45	\$16.89	\$17.42	\$18.10	\$18.43
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Clerk Receptionist

<b>Range 19</b>	1/1/2017	\$13.90	\$14.89	\$15.35	\$15.85	\$16.36	\$16.83	\$17.47	\$17.85
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Clerk Typist II

<b>Range 20</b>	1/1/2017	\$14.20	\$15.18	\$15.73	\$16.45	\$16.92	\$17.44	\$18.13	\$18.48
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Food Service Supervisor\*

<b>Range 21</b>	1/1/2017	\$14.01	\$14.99	\$15.38	\$15.71	\$16.24	\$16.71	\$17.40	\$17.75
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<b>Range 22</b>	1/1/2017	\$13.60	\$14.57	\$15.02	\$15.50	\$16.01	\$16.45	\$17.10	\$17.47
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Central Supply Clerk

~~Food Service Supervisor~~

<b>Range 23</b>	1/1/2017	\$13.69	\$14.62	\$14.89	\$15.30	\$15.77	\$16.27	\$16.94	\$17.28
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<b>Range 24</b>	1/1/2017	\$13.29	\$14.25	\$14.72	\$15.20	\$15.66	\$16.14	\$16.80	\$17.10
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Cook\*

RANGE AND JOB CLASSIFICATION	STEP:	6		18		30		60		120		180		240	
		A	B	C	D	E	F	G	H						
<b>Range 25</b>	1/1/2017	\$13.01	\$13.95	\$14.39	\$14.89	\$15.38	\$15.81	\$16.45	\$16.83						
Activity Therapy Assitant Beautician Medical Record Clerk Certified Nursing Assistant															
<b>Range 26</b>	1/1/2017	\$12.99	\$13.94	\$14.38	\$14.88	\$15.36	\$15.77	\$16.44	\$16.82						
Cook															
<b>Range 27</b>	1/1/2017	\$12.66	\$13.65	\$14.12	\$14.62	\$15.07	\$15.54	\$16.19	\$16.45						
<b>Range 28</b>	1/1/2017	\$12.87	\$13.82	\$14.27	\$14.78	\$15.24	\$15.67	\$16.29	\$16.64						
Environmental Service Worker Food Service Worker															
<b>Range 29</b>	1/1/2017	\$12.75	\$13.75	\$14.18	\$14.64	\$15.11	\$15.57	\$16.22	\$16.49						
<b>Range 30</b>	1/1/2017	\$12.48	\$13.45	\$13.80	\$14.16	\$14.60	\$15.03	\$15.65	\$15.93						
Clerk Steno II															
<b>Range 31</b>	1/1/2017	\$12.44	\$13.40	\$13.76	\$14.12	\$14.57	\$15.00	\$15.61	\$15.89						
<b>Range 32</b>	1/1/2017	\$12.34	\$13.31	\$13.69	\$14.01	\$14.47	\$14.88	\$15.48	\$15.77						
<b>Range 33</b>	1/1/2017	\$11.98	\$12.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00						

**Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.**

<b>APPENDIX C</b> <b>AFSCME LOCAL 1258</b> <b>POOL PAY GRID</b>
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	Start A	1,000 hours worked B	5,200 hours worked C
<b>Pool C.N.A</b>			
1/1/2017	\$17.59	\$18.11	\$18.68
<b>Pool ATA</b>			
1/1/2017	\$17.59	\$18.11	\$18.68
<b>Pool MA</b>			
1/1/2017	\$18.30	\$18.86	\$19.41
<b>Pool LPN</b>			
1/1/2017	\$24.76	\$25.49	\$26.26
<b>Pool Psych Tech</b>			
1/1/2017	\$19.75	\$20.36	\$20.98

<p><b>The wage scale is printed in the contract for reference purposes only. Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.</b></p>
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**APPENDIX D  
AFSCME LOCAL 2489 PAY GRID**

			6	18	60	120	180	240
<b>RANGE AND JOB CLASSIFICATION</b>	<b>STEP:</b>	<b>Start</b>	<b>mos</b>	<b>mos</b>	<b>mos</b>	<b>mos</b>	<b>mos</b>	<b>mos</b>
<b>Range 0</b>	1/1/2017	18.52	19.81	21.01	21.97	22.08	22.94	23.17

Telecommunicator

<b>Range 0.5</b>	1/1/2017	18.18	19.23	20.17	21.13	21.24	22.10	22.33
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Accountant\*

Deputy County Clerk\*

Deputy County Treasurer\*

Collections/Accounts Specialist\*

Deputy Register of Deeds\*

Information Technology

Support Specialist\*

<b>Range 1</b>	1/1/2017	17.16	18.34	19.85	20.81	21.01	21.87	22.04
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Accountant

Collections/Accts Specialist

Information Technology

—Support Specialist

Deputy County Clerk

Deputy County Treasurer

Deputy Register of Deeds

Printing Services Coordinator

<b>Range 1a</b>	1/1/2017	17.75	18.72	19.64	20.62	20.82	21.66	21.90
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Medical Record Technician

Lead Child Support Specialist\*

Lead Economic Support Specialist\*

<b>Range 1b</b>	1/1/2017	18.10	18.49	18.95	19.88	19.98	20.80	21.01
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Lead Child Support Worker

Lead Economic Support Specialist

<b>Range 2</b>	1/1/2017	16.82	17.80	18.78	19.73	19.91	20.70	20.90
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Deputy Veterans Service

Officer II\*

<b>Range 3</b>	1/1/2017	17.42	17.92	18.52	19.36	19.53	20.33	20.53
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County Clerk Specialist

Child Support

Reimbursement Specialist\*

Deputy Veterans Service

—Officer II

<b>Range 4</b>	1/1/2017	17.30	17.62	18.10	19.02	19.16	19.93	20.13
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Call Taker

Child Support

—Reimbursement Specialist

Deputy Register in Probate II\*

Consumer Financial Support Specialist

Deputy Clerk of Court

Deputy Surveyor

Family Skills Specialist

Economic Support Specialist

Family Care Giver Support/Outreach Specialist

HSD Support Specialist

Legal Stenographer

PW Cost Allocation Specialist

<b>Range 4a</b>	1/1/2017	16.89	17.27	17.73	18.59	18.73	19.53	19.68
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Deputy Register in Probate II

Child Support Financial

Worker\*

			6	18	60	120	180	240
RANGE AND JOB CLASSIFICATION	STEP:	Start	mos	mos	mos	mos	mos	mos
Range 5	1/1/2017	16.48	16.89	17.32	18.16	18.31	19.07	19.25

Account Clerk III  
 Child Support Financial  
 —Worker  
 Deputy Veterans Service Officer I\*

Range 6	1/1/2017	16.38	16.74	17.19	18.01	18.15	18.88	19.09
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Account Clerk - HSD  
 Administrative Assistant/  
 Senographer  
 Real Property Specialist\*

Range 7	1/1/2017	16.07	16.52	17.02	17.84	18.00	18.73	18.89
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Account Clerk II  
 Administrative Assistant\*  
 Airport Specialist  
 Deputy Veterans Service Officer I  
 Optical Imaging Specialist  
 Register of Deeds Clerk  
 Real Property Specialist

Range 8	1/1/2017	16.14	16.39	16.85	17.67	17.82	18.53	18.71
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Administrative Assistant

Range 9	1/1/2017	15.41	15.94	16.39	17.18	17.34	18.03	18.19
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Job Center Support Specialist

Range 10	1/1/2017	15.45	15.74	16.16	16.91	17.09	17.77	17.98
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Word Processing Operator

Range 11	1/1/2017	15.00	15.25	15.62	16.41	16.55	17.21	17.42
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Clerk Typist III

Range 12	1/1/2017	14.75	15.08	15.48	16.24	16.37	17.03	17.20
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Specialized Transit  
 Scheduler/Clerk

Range 13	1/1/2017	14.56	14.94	15.23	15.93	16.10	16.71	16.88
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Clerk II  
 Clerk Typist II  
 Public Safety Utility Clerk

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

**APPENDIX A**  
**UNILATERAL PAY PLAN**  
**Salaries Effective January 1, 2017**  
**Updated July 2, 2017**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1	\$13.29 \$27,749.52	\$13.96 \$29,148.48	\$14.68 \$30,651.84	\$15.35 \$32,050.80	\$16.19 \$33,804.72
Range 2	\$13.79 \$28,793.52	\$14.46 \$30,192.48	\$15.20 \$31,737.60	\$16.03 \$33,470.64	\$16.70 \$34,869.60
Range 3	\$14.27 \$29,795.76	\$14.96 \$31,236.48	\$15.70 \$32,781.60	\$16.55 \$34,556.40	\$17.29 \$36,101.52
	Vehicle Maintenance Technician (A)				
Range 4	\$14.68 \$30,651.84	\$15.46 \$32,280.48	\$16.17 \$33,762.96	\$17.03 \$35,558.64	\$17.77 \$37,103.76
	Environmental Health Technician (A)				
Range 5	\$15.27 \$31,883.76	\$16.11 \$33,637.68	\$16.83 \$35,141.04	\$17.70 \$36,957.60	\$18.57 \$38,774.16
Range 6	\$15.78 \$32,948.64	\$16.63 \$34,723.44	\$17.37 \$36,268.56	\$18.30 \$38,210.40	\$19.23 \$40,152.24
	Environmental Health Technician (A)*		Vehicle Maintenance Technician (A)*		
Range 7	\$16.33 \$34,097.04	\$17.16 \$35,830.08	\$18.09 \$37,771.92	\$18.92 \$39,504.96	\$19.89 \$41,530.32
	Secretary I (A)				
Range 8	\$17.01 \$35,516.88	\$17.76 \$37,082.88	\$18.71 \$39,066.48	\$19.59 \$40,903.92	\$20.59 \$42,991.92
	Human Resources Secretary (A) Nursing Staff Coordinator (A) Purchasing Specialist (A)		Payroll Specialist (A) Secretary II (A)		
Range 9	\$17.59 \$36,727.92	\$18.37 \$38,356.56	\$19.35 \$40,402.80	\$20.31 \$42,407.28	\$21.30 \$44,474.40
	Administrative Secretary (A) Nursing Staff Coordinator (A)*		Vehicle Maintenance Supervisor (A)		
Range 10	\$18.16 \$37,918.08	\$19.01 \$39,692.88	\$19.99 \$41,739.12	\$20.99 \$43,827.12	\$22.05 \$46,040.40
	Confidential Administrative Assistant (A) Court Attendant (A) Human Resources Secretary (A)* Secretary II (A)*		Judicial Assistant (A) Legal Assistant (A) Administrative Secretary (A)* Payroll Specialist (A)*		

Range 11

\$18.78	\$19.70	\$20.69	\$21.72	\$22.79
\$39,212.64	\$41,133.60	\$43,200.72	\$45,351.36	\$47,585.52

Community Coordinator (A) Health Promotion Coordinator (A)  
 Confidential Administrative Assistant (A)\* Victim Witness Specialist (B)  
 Conservationist I (A) Vehicle Maintenance Supervisor (A)\*

Range 12

\$19.44	\$20.41	\$21.43	\$22.52	\$23.63
\$40,590.72	\$42,616.08	\$44,745.84	\$47,021.76	\$49,339.44

Division Leader Deputy Clerk (A) Nutrition Program Supervisor (C)  
 Investigator (A) Transportation Program Supervisor (C)

Range 13

\$20.11	\$21.13	\$22.14	\$23.27	\$24.46
\$41,989.68	\$44,119.44	\$46,228.32	\$48,587.76	\$51,072.48

Cartographer I (A) RECAP Site Supervisor (A)  
 Division Leader Deputy Clerk (A)\* Sanitarian I (B)  
 Help Desk/Operations Technician (A) Storekeeper (A)  
 Mobility Manager (B) Support Services Supervisor (C)  
 Planning Services Coordinator (A) Nutrition Program Supervisor ( C )\*  
 Transportation Program Supervisor ( C )\*

Range 14

\$20.80	\$21.82	\$22.94	\$24.10	\$25.31
\$43,430.40	\$45,560.16	\$47,898.72	\$50,320.80	\$52,847.28

Assistant Food Services Manager (A)\* Human Resources Office Coordinator (A)  
 Cartographer I (A)\* Investigator (A)\*

Range 15

\$21.58	\$22.61	\$23.75	\$24.93	\$26.16
\$45,059.04	\$47,209.68	\$49,590.00	\$52,053.84	\$54,622.08

Accountant (B) Conservation Specialist II (A)  
 Application Support Specialist (A) Youth Services Center Supervisor (B)  
 Support Services Supervisor ( C )\*

Range 16

\$22.26	\$23.42	\$24.57	\$25.82	\$27.15
\$46,478.88	\$48,900.96	\$51,302.16	\$53,912.16	\$56,689.20

Human Resources Analyst (A) Youth Services Center Supervisor ( C )\*  
 Materials & Environmental Services Manager (B)

Range 17

\$23.10	\$24.22	\$25.41	\$26.69	\$28.01
\$48,232.80	\$50,571.36	\$53,056.08	\$55,728.72	\$58,484.88

Accountant ( C )\* Economic Support Supervisor ( C )  
 Certified Sanitarian I (B) Financial Supervisor (B)  
 Child Support Supervisor ( C ) GEO Application Specialist (B)  
 Conservation Specialist III (B) Human Resources Analyst ( C )\*  
 Conservation Specialist II (A)\* Victim/Witness Coordinator (B)

Range 18

\$23.87	\$25.13	\$26.33	\$27.65	\$29.04
\$49,840.56	\$52,471.44	\$54,977.04	\$57,733.20	\$60,635.52

Activity Director (C) Financial Office Manager (B)  
 Chief Deputy Clerk of Circuit Court ( C ) Financial Supervisor ( C )\*  
 Circuit Court Office Manager ( C ) Planner III (B)  
 DA Office Manager ( C ) User Support Specialist (A)  
 Child Support Supervisor ( C )\*

## Range 19

\$24.73	\$25.96	\$27.25	\$28.62	\$30.01
\$51,636.24	\$54,204.48	\$56,898.00	\$59,758.56	\$62,660.88

Communication Center Shift Supervisor (B)      Medicolegal Investigator (A)\*  
 Court Reporter (A)      Payroll Manager (B)  
 Deputy Superintendent ( C )      Public Works Accounting Supervisor (B)  
 Food Service Manager (A)\*      Public Works Superintendent (B)  
 Health Educator (A)      Senior Conservation Specialist (B)  
 Instructor/Support Specialist (A)      Shop Superintendent (B)  
 Lead Economic Support Supervisor ( C )      Telecom/Network Specialist (A)

## Range 20

\$25.59	\$26.87	\$28.22	\$29.62	\$31.09
\$53,431.92	\$56,104.56	\$58,923.36	\$61,846.56	\$64,915.92

AODA Coordinator ( C )      Medical Records Manager ( C )  
 HSD Analyst ( C )      Purchasing Manager ( C )  
 Human Resources Manager ( C )-  
 Financial Office Manager ( C )\*      Sanitarian II (B)

## Range 21

\$26.50	\$27.79	\$29.23	\$30.63	\$32.21
\$55,332.00	\$58,025.52	\$61,032.24	\$63,955.44	\$67,254.48

Criminal Justice System Planner/Analyst ( C )      Senior Planner (B)  
 Deferred Prosecution Director ( C )      Senior Planner/GIS Manager (B)  
 Director of Mediation & Fam Court Services ( C )      Surveyor ( C )  
 Real Property Lister ( C )      Veterans Service Officer ( C )

## Range 22

\$27.38	\$28.82	\$30.23	\$31.75	\$33.31
\$57,169.44	\$60,176.16	\$63,120.24	\$66,294.00	\$69,551.28

Admissions Registered Nurse ( C )      MDS Nurse ( C )  
 Community Health Education Coordinator ( C )      Sanitarian II ( C )\*  
 Senior Planner ( C )\*      Senior Planner/GIS Manager ( C )\*  
 Human Resources Manager ( C )\*

## Range 23

\$28.36	\$29.81	\$31.29	\$32.85	\$34.47
\$59,215.68	\$62,243.28	\$65,333.52	\$68,590.80	\$71,973.36

Computer Programmer/Analyst I (B)      Lead Medicolegal Investigator ( C )\*  
 Director of Council on Aging ( C )      Parks Director ( C )  
 Facilities Superintendent ( C )      Network Technician (B)  
 Criminal Justice System Planner/Analyst ( C )\*

## Range 24

\$29.37	\$30.84	\$32.35	\$33.96	\$35.70
\$61,324.56	\$64,393.92	\$67,546.80	\$70,908.48	\$74,541.60

Human Services Supervisor I ( C )      Technology, Records, & Quality  
 Director of Council on Aging ( C )\*      Management Supervisor ( C )  
 Facilities Superintendent ( C )\*

## Range 25

\$30.43	\$31.91	\$33.49	\$35.19	\$36.94
\$63,537.84	\$66,628.08	\$69,927.12	\$73,476.72	\$77,130.72

Child Support Director ( C )      Human Services Supervisor II ( C )  
 Controller ( C )      Nursing Supervisor (A)\*  
 Environmental Health Supervisor ( C )      Public Health Nursing Supervisor (B)

Range 26

\$31.81	\$32.99	\$34.71	\$36.39	\$38.24
\$66,419.28	\$68,883.12	\$72,474.48	\$75,982.32	\$79,845.12

Airport Director ( C )  
 Assistant to Information Technology Director (B)  
 Computer Programmer/Analyst II (B)  
 Child Support Director ( C )\*

County Conservationist ( C )  
 Environmental Protection Director ( C )  
 Network Support Administrator (B)

Range 27

\$32.53	\$34.20	\$35.87	\$37.68	\$39.55
\$67,922.64	\$71,409.60	\$74,896.56	\$78,675.84	\$82,580.40

Assistant to the Public Works Director ( C )  
 Program Manager ( C )  
 Assistant Director ( C )  
 Public Safety Systems Manager (B)

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

Range 28

\$33.72	\$35.38	\$37.16	\$38.99	\$40.94
\$70,407.36	\$73,873.44	\$77,590.08	\$81,411.12	\$85,482.72

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

Range 29

\$34.86	\$36.60	\$38.46	\$40.38	\$42.38
\$72,787.68	\$76,420.80	\$80,304.48	\$84,313.44	\$88,489.44

Administrative Services Division Manager ( C )  
 Economic Support Division Manager ( C )

Long Term Support and ADRC  
 Division Manager ( C )

Range 30

\$36.05	\$37.86	\$39.81	\$41.81	\$43.81
\$75,272.40	\$79,051.68	\$83,123.28	\$87,299.28	\$91,475.28

Computer Network Engineer ( C )

Range 31

\$37.24	\$39.10	\$41.07	\$43.09	\$45.20
\$77,757.12	\$81,640.80	\$85,754.16	\$89,971.92	\$94,377.60

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

Range 32

\$38.46	\$40.38	\$42.40	\$44.47	\$46.75
\$80,304.48	\$84,313.44	\$88,531.20	\$92,853.36	\$97,614.00

Children, Youth & Families Division Manager ( C )  
 Communication Center Director ( C )  
 Court Commissioner\*\*

HSD Deputy Director ( C )  
 Facilities Management Director ( C )  
 Behavioral Health Division Mgr ( C )

Range 33

\$39.72	\$41.69	\$43.77	\$45.98	\$48.29
\$82,935.36	\$87,048.72	\$91,391.76	\$96,006.24	\$100,829.52

Deputy Corporation Counsel ( C )  
 Health Officer ( C )

Programming & Technical Services  
 Manager ( C )

Range 34

\$41.02	\$43.06	\$45.19	\$47.46	\$49.83
\$85,649.76	\$89,909.28	\$94,356.72	\$99,096.48	\$104,045.04

Director of Planning and Development ( C )  
 Public Works Director ( C )

Range 35

\$42.34	\$44.42	\$46.66	\$48.99	\$51.48
\$88,405.92	\$92,748.96	\$97,426.08	\$102,291.12	\$107,490.24

Nursing Home Administrator ( C )

Range 36

\$43.70	\$45.90	\$48.18	\$50.60	\$53.14
\$91,245.60	\$95,839.20	\$100,599.84	\$105,652.80	\$110,956.32

Human Resources Director ( C )

Range 37

\$45.13	\$47.36	\$49.73	\$52.23	\$54.86
\$94,231.44	\$98,887.68	\$103,836.24	\$109,056.24	\$114,547.68

Director of Information Technology ( C )

Range 38

\$46.60	\$48.93	\$51.40	\$53.90	\$56.60
\$97,300.80	\$102,165.84	\$107,323.20	\$112,543.20	\$118,180.80

Finance Director ( C )

Range 39

\$48.10	\$50.56	\$53.09	\$55.69	\$58.47
\$100,432.80	\$105,569.28	\$110,851.92	\$116,280.72	\$122,085.36

Range 40

\$49.65	\$52.12	\$54.77	\$57.46	\$60.35
\$103,669.20	\$108,826.56	\$114,359.76	\$119,976.48	\$126,010.80

Range 41

\$51.27	\$53.83	\$56.51	\$59.35	\$62.36
\$107,051.76	\$112,397.04	\$117,992.88	\$123,922.80	\$130,207.68

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.