

**APPENDIX A
UNILATERAL PAY PLAN
Salaries Effective January 1, 2018**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1					

Range 2					

Range 3					

Range 4					

Range 5					

Range 6	\$16.10	\$16.96	\$17.72	\$18.67	\$19.61
	\$33,616.80	\$35,412.48	\$36,999.36	\$38,982.96	\$40,945.68
	Environmental Health Technician (A)		Vehicle Maintenance Technician (A)		

Range 7	\$16.66	\$17.50	\$18.45	\$19.30	\$20.29
	\$34,786.08	\$36,540.00	\$38,523.60	\$40,298.40	\$42,365.52
	Secretary I (A)				

Range 8	\$17.35	\$18.12	\$19.08	\$19.98	\$21.00
	\$36,226.80	\$37,834.56	\$39,839.04	\$41,718.24	\$43,848.00
	Purchasing Specialist (A)				

Range 9	\$17.94	\$18.74	\$19.74	\$20.72	\$21.73
	\$37,458.72	\$39,129.12	\$41,217.12	\$43,263.36	\$45,372.24
	Nursing Staff Coordinator (A)				

Range 10	\$18.52	\$19.39	\$20.39	\$21.41	\$22.49
	\$38,669.76	\$40,486.32	\$42,574.32	\$44,704.08	\$46,959.12
	Court Attendant (A)		Judicial Assistant (A)		
	Human Resources Secretary (A)		Legal Assistant (A)		
	Secretary II (A)		Administrative Secretary (A)		
			Payroll Specialist (A)		

Range 11

\$19.16	\$20.09	\$21.10	\$22.15	\$23.25
\$40,006.08	\$41,947.92	\$44,056.80	\$46,249.20	\$48,546.00

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

Range 12

\$19.83	\$20.82	\$21.86	\$22.97	\$24.10
\$41,405.04	\$43,472.16	\$45,643.68	\$47,961.36	\$50,320.80

Range 13

\$20.51	\$21.55	\$22.58	\$23.74	\$24.95
\$42,824.88	\$44,996.40	\$47,147.04	\$49,569.12	\$52,095.60

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

Range 14

\$21.22	\$22.26	\$23.40	\$24.58	\$25.82
\$44,307.36	\$46,478.88	\$48,859.20	\$51,323.04	\$53,912.16

Assistant Food Services Manager (A)* Employee Benefits Specialist (A)
 Cartographer I (A) Human Resources Office Coordinator (A)
 Investigator (A)

Range 15

\$22.01	\$23.06	\$24.23	\$25.43	\$26.68
\$45,956.88	\$48,149.28	\$50,592.24	\$53,097.84	\$55,707.84

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

Range 16

\$22.71	\$23.89	\$25.06	\$26.34	\$27.69
\$47,418.48	\$49,882.32	\$52,325.28	\$54,997.92	\$57,816.72

Youth Services Center Supervisor (A)*

Range 17

\$23.56	\$24.70	\$25.92	\$27.22	\$28.57
\$49,193.28	\$51,573.60	\$54,120.96	\$56,835.36	\$59,654.16

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

Range 18

\$24.35	\$25.63	\$26.86	\$28.20	\$29.62
\$50,842.80	\$53,515.44	\$56,083.68	\$58,881.60	\$61,846.56

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

Range 19

\$25.22	\$26.48	\$27.80	\$29.19	\$30.61
\$52,659.36	\$55,290.24	\$58,046.40	\$60,948.72	\$63,913.68

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

Range 20

\$26.10	\$27.41	\$28.78	\$30.21	\$31.71
\$54,496.80	\$57,232.08	\$60,092.64	\$63,078.48	\$66,210.48

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

Range 21

\$27.03	\$28.35	\$29.81	\$31.24	\$32.85
\$56,438.64	\$59,194.80	\$62,243.28	\$65,229.12	\$68,590.80

Deferred Prosecution Director (C)	Surveyor (C)
Mediation & Fam Court Services Manager (C)	Veterans Service Officer (C)
Real Property Lister (C)	

Range 22

\$27.93	\$29.40	\$30.83	\$32.39	\$33.98
\$58,317.84	\$61,387.20	\$64,373.04	\$67,630.32	\$70,950.24

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

Range 23

\$28.93	\$30.41	\$31.92	\$33.51	\$35.16
\$60,405.84	\$63,496.08	\$66,648.96	\$69,968.88	\$73,414.08

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

Range 24

\$29.96	\$31.46	\$33.00	\$34.64	\$36.41
\$62,556.48	\$65,688.48	\$68,904.00	\$72,328.32	\$76,024.08

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

Range 25

\$31.04	\$32.55	\$34.16	\$35.89	\$37.68
\$64,811.52	\$67,964.40	\$71,326.08	\$74,938.32	\$78,675.84

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

Range 26

\$32.45	\$33.65	\$35.40	\$37.12	\$39.00
\$67,755.60	\$70,261.20	\$73,915.20	\$77,506.56	\$81,432.00

Airport Manager (C)
Assistant Human Resources Director
Assistant to Information Technology Director (B)
Computer Programmer/Analyst II (B)
Child Support Director (C)

Controller (C)
County Conservationist (C)
Environmental Protection Director (C)
Network Support Administrator (B)
Justice System Manager (C)

Range 27

\$33.18	\$34.88	\$36.59	\$38.43	\$40.34
\$69,279.84	\$72,829.44	\$76,399.92	\$80,241.84	\$84,229.92

Assistant 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

\$34.39	\$36.09	\$37.90	\$39.77	\$41.76
\$71,806.32	\$75,355.92	\$79,135.20	\$83,039.76	\$87,194.88

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

Range 29

\$35.56	\$37.33	\$39.23	\$41.19	\$43.23
\$74,249.28	\$77,945.04	\$81,912.24	\$86,004.72	\$90,264.24

Administrative Services Division Manager (C)
Economic Support Division Manager (C)
Practice & Service Coordinator (C)

ADRC/Adult Protective Services
Division Manager (C)

Range 30

\$36.77	\$38.62	\$40.61	\$42.65	\$44.69
\$76,775.76	\$80,638.56	\$84,793.68	\$89,053.20	\$93,312.72

Computer Network Engineer (C)

Range 31

\$37.98	\$39.88	\$41.89	\$43.95	\$46.10
\$79,302.24	\$83,269.44	\$87,466.32	\$91,767.60	\$96,256.80

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

Range 32

\$39.23	\$41.19	\$43.25	\$45.36	\$47.69
\$81,912.24	\$86,004.72	\$90,306.00	\$94,711.68	\$99,576.72

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

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

Range 33

\$40.51	\$42.52	\$44.65	\$46.90	\$49.26
\$84,584.88	\$88,781.76	\$93,229.20	\$97,927.20	\$102,854.88

Deputy Corporation Counsel (C)
Health Officer (C)

Programming & Technical Services
Manager (C)

Range 34

\$41.84	\$43.92	\$46.09	\$48.41	\$50.83
\$87,361.92	\$91,704.96	\$96,235.92	\$101,080.08	\$106,133.04

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

Range 35

\$43.19	\$45.31	\$47.59	\$49.97	\$52.51
\$90,180.72	\$94,607.28	\$99,367.92	\$104,337.36	\$109,640.88

Nursing Home Administrator (C)

Range 36

\$44.57	\$46.82	\$49.14	\$51.61	\$54.20
\$93,062.16	\$97,760.16	\$102,604.32	\$107,761.68	\$113,169.60

Human Resources Director (C)

Range 37

\$46.03	\$48.31	\$50.72	\$53.27	\$55.96
\$96,110.64	\$100,871.28	\$105,903.36	\$111,227.76	\$116,844.48

Director of Information Technology (C)

Range 38

\$47.53	\$49.91	\$52.43	\$54.98	\$57.73
\$99,242.64	\$104,212.08	\$109,473.84	\$114,798.24	\$120,540.24

Finance Director (C)

Range 39

\$49.06	\$51.57	\$54.15	\$56.80	\$59.64
\$102,437.28	\$107,678.16	\$113,065.20	\$118,598.40	\$124,528.32

Range 40

\$50.64	\$53.16	\$55.87	\$58.61	\$61.56
\$105,736.32	\$110,998.08	\$116,656.56	\$122,377.68	\$128,537.28

Range 41

\$52.30	\$54.91	\$57.64	\$60.54	\$63.61
\$109,202.40	\$114,652.08	\$120,352.32	\$126,407.52	\$132,817.68

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.