

APPENDIX A
UNILATERAL PAY PLAN
Salaries Effective January 1, 2021

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1	\$13.00	\$13.65	\$14.33	\$15.05	\$15.80
	\$27,144.00	\$28,501.20	\$29,921.04	\$31,424.40	\$32,990.40
	Specialized Transit Driver				
Range 2					
Range 3					
Range 4					
Range 5					
Range 6	\$17.25	\$18.18	\$18.98	\$20.00	\$21.01
	\$36,018.00	\$37,959.84	\$39,630.24	\$41,760.00	\$43,868.88
	Environmental Health Technician (A)		Vehicle Maintenance Technician (A)		
Range 7	\$17.85	\$18.76	\$19.77	\$20.69	\$21.75
	\$37,270.80	\$39,170.88	\$41,279.76	\$43,200.72	\$45,414.00
	Secretary I (A)		Fleet Specialist (A)		
Range 8	\$18.59	\$19.41	\$20.44	\$21.41	\$22.50
	\$38,815.92	\$40,528.08	\$42,678.72	\$44,704.08	\$46,980.00
Range 9	\$19.23	\$20.07	\$21.14	\$22.20	\$23.28
	\$40,152.24	\$41,906.16	\$44,140.32	\$46,353.60	\$48,608.64
	Nursing Staff Coordinator (A)				
Range 10	\$19.85	\$20.78	\$21.85	\$22.95	\$24.10
	\$41,446.80	\$43,388.64	\$45,622.80	\$47,919.60	\$50,320.80
	Court Attendant (A)		Judicial Assistant (A)		
	Human Resources Secretary (A)		Legal Assistant (A)		
	Secretary II (A)		Administrative Secretary (A)		
				Payroll Specialist (A)	

Range 11

\$20.53	\$21.52	\$22.61	\$23.74	\$24.92
\$42,866.64	\$44,933.76	\$47,209.68	\$49,569.12	\$52,032.96

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

Range 12

\$21.26	\$22.32	\$23.43	\$24.61	\$25.83
\$44,390.88	\$46,604.16	\$48,921.84	\$51,385.68	\$53,933.04

Range 13

\$21.98	\$23.09	\$24.19	\$25.44	\$26.73
\$45,894.24	\$48,211.92	\$50,508.72	\$53,118.72	\$55,812.24

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

Range 14

\$22.74	\$23.86	\$25.08	\$26.34	\$27.67
\$47,481.12	\$49,819.68	\$52,367.04	\$54,997.92	\$57,774.96

Assistant Food Services Manager (A)* Investigator (A)
 GIS Specialist (A)

Range 15

\$23.58	\$24.71	\$25.96	\$27.25	\$28.59
\$49,235.04	\$51,594.48	\$54,204.48	\$56,898.00	\$59,695.92

Application Support Specialist (A)

Range 16

\$24.33	\$25.60	\$26.86	\$28.23	\$29.67
\$50,801.04	\$53,452.80	\$56,083.68	\$58,944.24	\$61,950.96

Youth Services Center Supervisor (A)*

Range 17

\$25.25	\$26.47	\$27.77	\$29.16	\$30.61
\$52,722.00	\$55,269.36	\$57,983.76	\$60,886.08	\$63,913.68

Admissions Coordinator (C) GIS Coordinator (B)
 Accountant (C) Human Resources Generalist (C)
 Environmental Health Specialist II (B) Materials & Environmental Services
 Conservation Specialist II (C) Manager (C)

Range 18

\$26.10	\$27.46	\$28.78	\$30.21	\$31.74
\$54,496.80	\$57,336.48	\$60,092.64	\$63,078.48	\$66,273.12

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

Range 19

\$27.02	\$28.38	\$29.79	\$31.27	\$32.80
\$56,417.76	\$59,257.44	\$62,201.52	\$65,291.76	\$68,486.40

Chief Deputy Clerk of Circuit Court (C)
 Circuit Court Office Manager (C)
 Court Reporter (A)
 Conservation Specialist IV (C)
 Food Service Manager (C)
 Enterprise Desktop Administrator (A)
 Health Educator (A)
 Lead Economic Support Supervisor (C)
 Medicolegal Investigator (A)
 Payroll Manager (C)
 Public Health Communications Specialist (C)

Range 20

\$27.97	\$29.38	\$30.84	\$32.36	\$33.98
\$58,401.36	\$61,345.44	\$64,393.92	\$67,567.68	\$70,950.24

AODA Coordinator (C)
 Analyst (C)
 Communication Center Shift Supervisor (B)
 Financial Office Manager (C)
 Medical Records Manager (C)

Range 21

\$28.97	\$30.39	\$31.95	\$33.48	\$35.21
\$60,489.36	\$63,454.32	\$66,711.60	\$69,906.24	\$73,518.48

Deferred Prosecution Director (C)
 Mediation & Fam Court Services Manager (C)
 Public Works Accounting Supervisor (C)
 Public Works Superintendent (B)
 Real Property Lister (C)
 Shop Superintendent (B)
 Veterans Service Officer (C)
 Victim Witness Coordinator (C)

Range 22

\$29.93	\$31.51	\$33.04	\$34.71	\$36.41
\$62,493.84	\$65,792.88	\$68,987.52	\$72,474.48	\$76,024.08

Community Health Education Coordinator (C)
 Epidemiologist (C)
 Human Resources Manager (C)
 Lead Floor Supervisor (C)
 MDS Nurse (A*)
 Environmental Health Specialist III (C)
 Purchasing Manager (C)
 GIS Manager (C)
 Surveyor (C)
 Training & Quality Assurance Manager (C)

Range 23

\$31.01	\$32.59	\$34.21	\$35.91	\$37.68
\$64,748.88	\$68,047.92	\$71,430.48	\$74,980.08	\$78,675.84

Computer Programmer/Analyst I (B)
 Coordinator of Prevention and Community Engagement (C)
 Senior Conservation Specialist (C)
 Senior Planner (C)
 Master Electrician (A)
 Network Technician (B)
 Parks Manager (C)
 Systems Analyst (B)
 Public Safety Systems Coordinator (B)

Range 24

\$32.11	\$33.71	\$35.36	\$37.12	\$39.02
\$67,045.68	\$70,386.48	\$73,831.68	\$77,506.56	\$81,473.76

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

Range 25

\$33.26	\$34.88	\$36.61	\$38.46	\$40.37
\$69,446.88	\$72,829.44	\$76,441.68	\$80,304.48	\$84,292.56

Environmental Health Supervisor (C)
 Human Services Supervisor II (C)
 Coordinator of Quality Improvement (C)
 Coordinator of Family Support (C)
 Infection Preventionist (A)*
 Nursing Supervisor (A)*
 Public Health Supervisor (C)
 Medicolegal Investigations Manager (C)
 Operations Manager (C)

Range 26

\$34.77	\$36.06	\$37.93	\$39.78	\$41.79
\$72,599.76	\$75,293.28	\$79,197.84	\$83,060.64	\$87,257.52

Airport Director (C)	Equity Manager (C)
Assistant Human Resources Director (C)	Environmental Protection Director (C)
Business Manager (C)	Human Services Lead Supervisor (C)
Computer Programmer/Analyst II (B)	Information Technology Project Manager (B)
Child Support Director (C)	Justice System Manager (C)
Cloud Services Coordinator (C)	Nurse Manager (C)
Data Solutions Architect (B)	Network Support Administrator (B)

Range 27

\$35.56	\$37.38	\$39.21	\$41.19	\$43.23
\$74,249.28	\$78,049.44	\$81,870.48	\$86,004.72	\$90,264.24

Assistant Public Works Director (C)	Communications Center Assistant Director (C)
Assistant Director of Nursing (C)	Risk Manager (C)
Assistant Director (C)	IT Customer Service Manager (C)
Program Manager (C)	

Range 28

\$36.85	\$38.67	\$40.62	\$42.63	\$44.76
\$76,942.80	\$80,742.96	\$84,814.56	\$89,011.44	\$93,458.88

Assistant to County Administrator (C)	Assistant Finance Director (C)
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Range 29

\$38.11	\$40.00	\$42.03	\$44.14	\$46.32
\$79,573.68	\$83,520.00	\$87,758.64	\$92,164.32	\$96,716.16

Economic Support Division Manager (C)	ADRC/Adult Protective Services Division Manager (C)
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Range 30

\$39.41	\$41.38	\$43.51	\$45.71	\$47.89
\$82,288.08	\$86,401.44	\$90,848.88	\$95,442.48	\$99,994.32

Data Services Manager (C)	IT Security Officer (C)
	IT Infrastructure Services Manager (C)

Range 31

\$40.70	\$42.74	\$44.89	\$47.09	\$49.40
\$84,981.60	\$89,241.12	\$93,730.32	\$98,323.92	\$103,147.20

Economic Development Manager (C)	Director of Nursing (C)
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Range 32

\$42.03	\$44.14	\$46.35	\$48.61	\$51.10
\$87,758.64	\$92,164.32	\$96,778.80	\$101,497.68	\$106,696.80

Administrative Services Division Manager (C)	Communication Center Director (C)
Court Commissioner (C)	Director of Land Conservation, Planning & Development

Range 33

\$43.41	\$45.56	\$47.85	\$50.27	\$52.80
\$90,640.08	\$95,129.28	\$99,910.80	\$104,963.76	\$110,246.40

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

Range 34

\$44.84	\$47.06	\$49.39	\$51.88	\$54.48
\$93,625.92	\$98,261.28	\$103,126.32	\$108,325.44	\$113,754.24

Facilities Management Director (C)	Public Works Director (C)
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Range 35

\$46.28	\$48.56	\$51.00	\$53.55	\$56.27
\$96,632.64	\$101,393.28	\$106,488.00	\$111,812.40	\$117,491.76

Range 36

\$47.76	\$50.17	\$52.65	\$55.30	\$58.08
\$99,722.88	\$104,754.96	\$109,933.20	\$115,466.40	\$121,271.04

Human Resources Director (C)

Range 37

\$49.33	\$51.78	\$54.35	\$57.09	\$59.97
\$103,001.04	\$108,116.64	\$113,482.80	\$119,203.92	\$125,217.36

Director of Information Technology (C)

Range 38

\$50.93	\$53.49	\$56.18	\$58.92	\$61.86
\$106,341.84	\$111,687.12	\$117,303.84	\$123,024.96	\$129,163.68

Finance Director (C)

Range 39

\$52.57	\$55.26	\$58.03	\$60.87	\$63.90
\$109,766.16	\$115,382.88	\$121,166.64	\$127,096.56	\$133,423.20

Nursing Home Administrator (C)

Range 40

\$54.26	\$56.97	\$59.87	\$62.80	\$65.96
\$113,294.88	\$118,953.36	\$125,008.56	\$131,126.40	\$137,724.48

Range 41

\$56.05	\$58.84	\$61.76	\$64.87	\$68.17
\$117,032.40	\$122,857.92	\$128,954.88	\$135,448.56	\$142,338.96

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.

