

**APPENDIX A  
UNILATERAL PAY PLAN  
Salaries Effective January 1, 2020**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1					
Range 2					
Range 3					
Range 4					
Range 5					
Range 6	\$16.91	\$17.82	\$18.61	\$19.61	\$20.60
	\$35,308.08	\$37,208.16	\$38,857.68	\$40,945.68	\$43,012.80
	Environmental Health Technician (A)		Vehicle Maintenance Technician (A)		
Range 7	\$17.50	\$18.39	\$19.38	\$20.28	\$21.32
	\$36,540.00	\$38,398.32	\$40,465.44	\$42,344.64	\$44,516.16
	Secretary I (A)		Fleet Specialist (A)		
Range 8	\$18.23	\$19.03	\$20.04	\$20.99	\$22.06
	\$38,064.24	\$39,734.64	\$41,843.52	\$43,827.12	\$46,061.28
Range 9	\$18.85	\$19.68	\$20.73	\$21.76	\$22.82
	\$39,358.80	\$41,091.84	\$43,284.24	\$45,434.88	\$47,648.16
	Nursing Staff Coordinator (A)				
Range 10	\$19.46	\$20.37	\$21.42	\$22.50	\$23.63
	\$40,632.48	\$42,532.56	\$44,724.96	\$46,980.00	\$49,339.44
	Court Attendant (A)		Judicial Assistant (A)		
	Human Resources Secretary (A)		Legal Assistant (A)		
	Secretary II (A)		Administrative Secretary (A)		
				Payroll Specialist (A)	

Range 11

\$20.13	\$21.10	\$22.17	\$23.27	\$24.43
\$42,031.44	\$44,056.80	\$46,290.96	\$48,587.76	\$51,009.84

Community Coordinator (A)  
Conservationist I (A)  
Health Promotion Coordinator (A)

Purchasing Specialist (A)  
Victim Witness Specialist (B)  
Vehicle Maintenance Supervisor (A)

Range 12

\$20.84	\$21.88	\$22.97	\$24.13	\$25.32
\$43,513.92	\$45,685.44	\$47,961.36	\$50,383.44	\$52,868.16

Range 13

\$21.55	\$22.64	\$23.72	\$24.94	\$26.21
\$44,996.40	\$47,272.32	\$49,527.36	\$52,074.72	\$54,726.48

Administrative Services Supervisor ( C )  
Division Leader Deputy Clerk (A)  
Mobility Manager (C)  
Office Coordinator (A)

RECAP Site Supervisor (A)  
Environmental Health Specialist I (B)  
Storekeeper (A)  
Nutrition Program Supervisor ( C )  
Transportation Program Supervisor ( C )

Range 14

\$22.29	\$23.39	\$24.59	\$25.82	\$27.13
\$46,541.52	\$48,838.32	\$51,343.92	\$53,912.16	\$56,647.44

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

Employee Benefits Specialist (A)  
Investigator (A)

Range 15

\$23.12	\$24.23	\$25.45	\$26.72	\$28.03
\$48,274.56	\$50,592.24	\$53,139.60	\$55,791.36	\$58,526.64

Application Support Specialist (A)

Support Services Supervisor ( C )

Range 16

\$23.85	\$25.10	\$26.33	\$27.68	\$29.09
\$49,798.80	\$52,408.80	\$54,977.04	\$57,795.84	\$60,739.92

Youth Services Center Supervisor (A)\*

Range 17

\$24.75	\$25.95	\$27.23	\$28.59	\$30.01
\$51,678.00	\$54,183.60	\$56,856.24	\$59,695.92	\$62,660.88

Accountant ( C )  
Environmental Health Specialist II (B)  
Conservation Specialist II (C)

GEO Application Specialist (B)  
Human Resources Analyst ( C )  
Materials & Environmental Services Manager (C)

Range 18

\$25.59	\$26.92	\$28.22	\$29.62	\$31.12
\$53,431.92	\$56,208.96	\$58,923.36	\$61,846.56	\$64,978.56

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

\$26.49	\$27.82	\$29.21	\$30.66	\$32.16
\$55,311.12	\$58,088.16	\$60,990.48	\$64,018.08	\$67,150.08

Chief Deputy Clerk of Circuit Court ( C )  
 Circuit Court Office Manager ( C )  
 Communication Center Shift Supervisor (B)  
 Court Reporter (A)  
 Food Service Manager (C)  
 Enterprise Desktop Administrator (A)

Health Educator (A)  
 Lead Economic Support Supervisor ( C )  
 Medicolegal Investigator (A)  
 Payroll Manager (C)  
 Senior Conservation Specialist (C)

## Range 20

\$27.42	\$28.80	\$30.24	\$31.73	\$33.31
\$57,252.96	\$60,134.40	\$63,141.12	\$66,252.24	\$69,551.28

AODA Coordinator ( C )  
 Analyst ( C )

Financial Office Manager ( C )  
 Medical Records Manager ( C )

## Range 21

\$28.40	\$29.79	\$31.32	\$32.82	\$34.52
\$59,299.20	\$62,201.52	\$65,396.16	\$68,528.16	\$72,077.76

Deferred Prosecution Director ( C )  
 Mediation & Fam Court Services Manager ( C )  
 Master Electrician (A)  
 Public Works Accounting Supervisor (C)  
 Public Works Superintendent (B)

Real Property Lister ( C )  
 Shop Superintendent (B)  
 Surveyor ( C )  
 Veterans Service Officer ( C )  
 Victim Witness Coordinator ( C )

## Range 22

\$29.34	\$30.89	\$32.39	\$34.03	\$35.70
\$61,261.92	\$64,498.32	\$67,630.32	\$71,054.64	\$74,541.60

Admissions Coordinator ( C )  
 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)  
 Senior Planner/GIS Manager ( C )  
 Senior Planner ( C )

## Range 23

\$30.40	\$31.95	\$33.54	\$35.21	\$36.94
\$63,475.20	\$66,711.60	\$70,031.52	\$73,518.48	\$77,130.72

Computer Programmer/Analyst I (B)  
 Coordinator of Prevention and Community  
 Engagement ( C )

Network Technician (B)  
 Parks Manager ( C )  
 Systems Analyst (B)  
 Public Safety Systems Coordinator (B)

## Range 24

\$31.48	\$33.05	\$34.67	\$36.39	\$38.25
\$65,730.24	\$69,008.40	\$72,390.96	\$75,982.32	\$79,866.00

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

Facilities Superintendent ( C )

## Range 25

\$32.61	\$34.20	\$35.89	\$37.71	\$39.58
\$68,089.68	\$71,409.60	\$74,938.32	\$78,738.48	\$82,643.04

Environmental Health Supervisor ( C )  
 Human Services Supervisor II ( C )  
 Coordinator of Quality Improvement ( C )

Nursing Supervisor (A)\*  
 Public Health Supervisor (C)  
 Medicolegal Investigations Manager ( C )  
 Operations Manager ( C )

Range 26

\$34.09	\$35.35	\$37.19	\$39.00	\$40.97
\$71,179.92	\$73,810.80	\$77,652.72	\$81,432.00	\$85,545.36

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

County Conservationist ( C )  
 Environmental Protection Director ( C )  
 Network Support Administrator (B)  
 Justice System Manager ( C )  
 Data Solutions Architect (B)

Range 27

\$34.86	\$36.65	\$38.44	\$40.38	\$42.38
\$72,787.68	\$76,525.20	\$80,262.72	\$84,313.44	\$88,489.44

Assistant Public Works Director ( C )  
 Assistant Director of Nursing (C)  
 Assistant Director ( C )  
 Program Manager ( C )

Communications Center Operations  
 Manager ( C )  
 Risk Manager (C)  
 IT Service Operations Manager (C)

Range 28

\$36.13	\$37.91	\$39.82	\$41.79	\$43.88
\$75,439.44	\$79,156.08	\$83,144.16	\$87,257.52	\$91,621.44

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

Range 29

\$37.36	\$39.22	\$41.21	\$43.27	\$45.41
\$78,007.68	\$81,891.36	\$86,046.48	\$90,347.76	\$94,816.08

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

Range 30

\$38.64	\$40.57	\$42.66	\$44.81	\$46.95
\$80,680.32	\$84,710.16	\$89,074.08	\$93,563.28	\$98,031.60

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

Range 31

\$39.90	\$41.90	\$44.01	\$46.17	\$48.43
\$83,311.20	\$87,487.20	\$91,892.88	\$96,402.96	\$101,121.84

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

Range 32

\$41.21	\$43.27	\$45.44	\$47.66	\$50.10
\$86,046.48	\$90,347.76	\$94,878.72	\$99,514.08	\$104,608.80

Administrative Services Division Manager (C)  
 Court Commissioner ( C )  
 Communication Center Director ( C )

Range 33

\$42.56	\$44.67	\$46.91	\$49.28	\$51.76
\$88,865.28	\$93,270.96	\$97,948.08	\$102,896.64	\$108,074.88

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

Information Technology Deputy  
 Director ( C )

Range 34

\$43.96	\$46.14	\$48.42	\$50.86	\$53.41
\$91,788.48	\$96,340.32	\$101,100.96	\$106,195.68	\$111,520.08

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

Public Works Director ( C )

Range 35

\$45.37	\$47.61	\$50.00	\$52.50	\$55.17
\$94,732.56	\$99,409.68	\$104,400.00	\$109,620.00	\$115,194.96

Range 36

\$46.82	\$49.19	\$51.62	\$54.22	\$56.94
\$97,760.16	\$102,708.72	\$107,782.56	\$113,211.36	\$118,890.72

Human Resources Director ( C )

Range 37

\$48.36	\$50.76	\$53.28	\$55.97	\$58.79
\$100,975.68	\$105,986.88	\$111,248.64	\$116,865.36	\$122,753.52

Director of Information Technology ( C )

Range 38

\$49.93	\$52.44	\$55.08	\$57.76	\$60.65
\$104,253.84	\$109,494.72	\$115,007.04	\$120,602.88	\$126,637.20

Finance Director ( C )

Range 39

\$51.54	\$54.18	\$56.89	\$59.68	\$62.65
\$107,615.52	\$113,127.84	\$118,786.32	\$124,611.84	\$130,813.20

Nursing Home Administrator ( C )

Range 40

\$53.20	\$55.85	\$58.70	\$61.57	\$64.67
\$111,081.60	\$116,614.80	\$122,565.60	\$128,558.16	\$135,030.96

Range 41

\$54.95	\$57.69	\$60.55	\$63.60	\$66.83
\$114,735.60	\$120,456.72	\$126,428.40	\$132,796.80	\$139,541.04

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.