

**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					

Range 2					

Range 3					

Range 4					

Range 5					

Range 6	\$15.78	\$16.63	\$17.37	\$18.30	\$19.23
	\$32,948.64	\$34,723.44	\$36,268.56	\$38,210.40	\$40,152.24
	Environmental Health Technician (A)		Vehicle Maintenance Technician (A)		

Range 7	\$16.33	\$17.16	\$18.09	\$18.92	\$19.89
	\$34,097.04	\$35,830.08	\$37,771.92	\$39,504.96	\$41,530.32
	Secretary I (A)				

Range 8	\$17.01	\$17.76	\$18.71	\$19.59	\$20.59
	\$35,516.88	\$37,082.88	\$39,066.48	\$40,903.92	\$42,991.92
	Purchasing Specialist (A)				

Range 9	\$17.59	\$18.37	\$19.35	\$20.31	\$21.30
	\$36,727.92	\$38,356.56	\$40,402.80	\$42,407.28	\$44,474.40
	Nursing Staff Coordinator (A)				

Range 10	\$18.16	\$19.01	\$19.99	\$20.99	\$22.05
	\$37,918.08	\$39,692.88	\$41,739.12	\$43,827.12	\$46,040.40

Court Attendant (A)	Page 1 of 5	Judicial Assistant (A)
Human Resources Secretary (A)		Legal Assistant (A)
Secretary II (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

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

Division Leader Deputy Clerk (A) RECAP Site Supervisor (A)  
 Help Desk/Operations Technician (A) Sanitarian I (B)  
 Mobility Manager (B) Storekeeper (A)  
 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

Application Support Specialist (A)  
 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

Youth Services Center Supervisor ( C )

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 ) GEO Application Specialist (B)  
 Certified Sanitarian I (B) Human Resources Analyst ( C )  
 Conservation Specialist II (A) Victim/Witness Coordinator (B)  
 Materials & Environmental Services Manager (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) Economic Support Supervisor ( C )  
 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 )
Financial Office Manager ( C )	

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

Deferred Prosecution Director ( C )	Surveyor ( C )
Director of Mediation & Fam Court Services ( C )	Veterans Service Officer ( C )
Real Property Lister ( 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 ( A )*	MDS Nurse (A)*
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 )
Criminal Justice System Planner/Analyst ( C )	Parks Director ( C )
	Network Technician (B)

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 Management Supervisor ( C )
Director of Council on Aging ( 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

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



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.