APPENDIX A

UNILATERAL PAY PLAN

Salaries Effective January 1, 2017 Updated July 2, 2017

Range 1	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 2					
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Range 3					
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Range 4					
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Range 5	г	<u> </u>			
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Range 6	¢45.70	\$4C CO	¢47.07	\$40.20	¢40.00
	\$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 He				nce 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)	+ • • • • • • • • • • • • • • • • • • •	4 01,1110	4 00,0000	+ ,
D 0					
Range 8	\$17.01	\$17.76	\$18.71	\$19.59	\$20.59
	\$35,516.88	\$37,082.88			\$42,991.92
	Purchasing Speci				·
Range 9					
rtango o	\$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 Cod	ordinator (A)			
Range 10					
	\$18.16	\$19.01	\$19.99	\$20.99	\$22.05
	\$37,918.08 Court Attendant (\$39,692.88	\$41,739.12	\$43,827.12 Judicial Assistant	\$46,040.40
	Human Resource		Page 1 of 5	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)

Confidential Administrative Assistant (A)

Conservationist I (A)

Health Promotion Coordinator (A)
Victim Witness Specialist (B)
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)

Help Desk/Operations Technician (A)

Mobility Manager (B)

Planning Services Coordinator (A)

RECAP Site Supervisor (A)

Sanitarian I (B)

Storekeeper (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) Conservation Specialist II (A) Human Resources Analyst (C) Victim/Witness Coordinator (B)

Materials & Environmental Services Manager (B)

Range 18

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

Activity Director (C)

Chief Deputy Clerk of Circuit Court (C)2 of 5

Circuit Court Office Manager (C)

DA Office Manager (C)

Child Support Supervisor (C)

Economic Support Supervisor (C)

Financial Supervisor (C)

Planner III (B)

User Support Specialist (A)

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)

Court Reporter (A)

Deputy Superintendent (C) Food Service Manager (A)*

Health Educator (A)

Instructor/Support Specialist (A)

Lead Economic Support Supervisor (C)

Medicolegal Investigator (A)

Payroll Manager (B)

Public Works Accounting Supervisor (B)

Public Works Superintendent (B)

Senior Conservation Specialist (B)

Shop Superintendent (B)

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) HSD Analyst (C)

Financial Office Manager (C)

Medical Records Manager (C) Purchasing 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)*

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)

MDS Nurse (A)*

Range 24

ı					
	\$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) Director of Council on Aging (C)

Technology, Records, & Quality 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

Environmental Health Supervisor (C)

Human Services Supervisor II (C)

Nursing Supervisor (A)*

Public Health Nursing Supervisor (B) Page 3 of 5

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\$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)

Controller (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 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 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) Long Term Support and ADRC				

Economic Support Division Manager (C)

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 Networ	k 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
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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) HSD Deputy Director (C) Communication Center 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 Corporatio	n Counsel (C)	Programmin		Technical Services

Health Officer (C)

Court Commissioner (C)

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
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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 Resource	es 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 Cou	nool (C)		Director of Huma	n Convioso (C)

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.