

Chapter 5 Exhibits

The exhibit below shows the proposed open-range pay plan for all employees with 46 pay grades, numbered 50 through 95. The range spreads are a constant 65.0 percent in all grades.

EXHIBIT 5B PROPOSED PAY PLAN

Grade	Minimum	Midpoint	Maximum
54	\$ 22,849	\$ 30,275	\$ 37,700
55	\$ 23,915	\$ 31,687	\$ 39,459
56	\$ 24,981	\$ 33,099	\$ 41,218
57	\$ 26,093	\$ 34,573	\$ 43,053
58	\$ 27,298	\$ 36,170	\$ 45,042
59	\$ 28,503	\$ 37,767	\$ 47,030
60	\$ 29,801	\$ 39,486	\$ 49,171
61	\$ 31,145	\$ 41,267	\$ 51,389
62	\$ 32,535	\$ 43,109	\$ 53,683
63	\$ 34,018	\$ 45,074	\$ 56,130
64	\$ 35,548	\$ 47,101	\$ 58,654
65	\$ 37,123	\$ 49,189	\$ 61,254
66	\$ 38,792	\$ 51,399	\$ 64,007
67	\$ 40,599	\$ 53,794	\$ 66,989
68	\$ 42,407	\$ 56,189	\$ 69,971
69	\$ 44,307	\$ 58,707	\$ 73,107
70	\$ 46,254	\$ 61,286	\$ 76,319
71	\$ 48,386	\$ 64,111	\$ 79,836
72	\$ 50,564	\$ 66,997	\$ 83,430
73	\$ 52,789	\$ 69,945	\$ 87,101
74	\$ 55,199	\$ 73,138	\$ 91,078
75	\$ 57,655	\$ 76,393	\$ 95,131
76	\$ 60,297	\$ 79,893	\$ 99,489
77	\$ 62,985	\$ 83,455	\$ 103,925
78	\$ 65,812	\$ 87,201	\$ 108,590
79	\$ 68,778	\$ 91,131	\$ 113,484
80	\$ 71,883	\$ 95,245	\$ 118,607
81	\$ 75,081	\$ 99,483	\$ 123,884



**EXHIBIT 5B
PROPOSED PAY PLAN (CONTINUED)**

Grade	Minimum	Midpoint	Maximum
82	\$ 78,464	\$ 103,965	\$ 129,466
83	\$ 82,033	\$ 108,694	\$ 135,355
84	\$ 85,694	\$ 113,545	\$ 141,396
85	\$ 89,588	\$ 118,704	\$ 147,819
86	\$ 93,620	\$ 124,046	\$ 154,473
87	\$ 97,791	\$ 129,573	\$ 161,355
88	\$ 102,194	\$ 135,407	\$ 168,620
89	\$ 106,782	\$ 141,486	\$ 176,190
90	\$ 111,602	\$ 147,873	\$ 184,143
91	\$ 116,608	\$ 154,505	\$ 192,402
92	\$ 121,891	\$ 161,506	\$ 201,120
93	\$ 127,360	\$ 168,752	\$ 210,144
94	\$ 133,107	\$ 176,367	\$ 219,626
95	\$ 139,096	\$ 184,302	\$ 229,509

The exhibit below shows the recommended pay grades for each of the County’s classifications and also utilizes the recommended classification titles.

**EXHIBIT 5C
PROPOSED PAY GRADES**

Recommended Class Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Laborer	54	\$22,848.77	\$30,274.62	\$37,700.47
Library Page				
Security Guard				
Warrant Officer				
Administrative Support Specialist I	56	\$24,980.70	\$33,099.43	\$41,218.16
Community Health Assistant				
Library Assistant				
Recreation Program Specialist				
Solid Waste Utility Worker				
Transfer Station Operator	57	\$26,093.01	\$34,573.24	\$43,053.47
Solid Waste Scale Operator	58	\$27,298.03	\$36,169.89	\$45,041.74
Administrative Support Specialist II	59	\$28,503.03	\$37,766.51	\$47,030.00
Library Substitute				
Senior Citizens Affairs				
Tax Data Collector I				
Emergency Medical Technician - Advanced	60	\$29,800.73	\$39,485.97	\$49,171.20
Accounting Technician I	61	\$31,144.77	\$41,266.82	\$51,388.87
Administrative Support Specialist III				
Database Coordinator				
Identification Technician I				
Park Ranger				
Transportation Officer Trainee				
Foreign Language Interpreter I				
Heavy Equipment Operator				
Identification Technician II				
Library Associate				
Library Associate				
Maintenance Technician I	62	\$32,535.16	\$43,109.09	\$53,683.01
Preservation Specialist	63	\$34,018.24	\$45,074.17	\$56,130.10
Purchasing Assistant				
Scale House Supervisor				
Tax Clerk				
Transfer Truck Driver I				
Accounting Technician II				
Administrative Support Specialist IV				
Customer Service Specialist				
EMS Telecommunicator				
EMT - Paramedic				
Heavy Equipment Mechanic Operator				
Identification Technician III				
Income Maintenance Caseworker I				
Lead Income Maintenance Caseworker I				
Library Specialist				
Mechanic I				
Public Information Assistant				
Reassurance Coordinator				
Telecommunicator				

**EXHIBIT 5C
PROPOSED PAY GRADES (CONTINUED)**

Recommended Class Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Election Preparation Specialist	64	\$35,547.68	\$47,100.68	\$58,653.68
Election Specialist				
Erosion Control Technician				
Foreign Language Interpreter II				
Maintenance Technician II				
Mechanic II				
Administrative Assistant				
Administrative Officer				
Assist Sheriff Comm Supv				
Bus Property Appraiser I				
Court Bailiff Deputy	65	\$37,123.46	\$49,188.58	\$61,253.70
Courthouse Security				
Detention Officer				
Human Resources Technician I				
Income Maintenance Caseworker II				
Income Maintenance Trainer				
Land Records Technician I				
PC Specialist I				
Planning Technician				
Pre-Trial Services Screener				
Senior Telecommunicator	66	\$38,791.93	\$51,399.31	\$64,006.68
Sheriff's Data Technician				
Tax Revenue Collector				
Civil Deputy				
Civil Deputy (Commitment)				
Code Enforcement Officer I				
Emergency Services Specialist				
Facilities Coordinator				
Facilities/Safety Officer				
Information and Communication Specialist I				
Laboratory Technician	67	\$40,599.43	\$53,794.25	\$66,989.06
Maintenance Coordinator				
Maintenance Technician III				
Nutritionist I				
Patrol Deputy				
Project Coordinator				
Arson Investigator				
Civil Execution Officer				
Deputy Register of Deeds I				
Desktop Support Specialist I				
Evidence & Property Technician				
Executive Assistant				
Human Resources Technician II				
Income Maintenance Caseworker III				
Income Maintenance Investigator II				
Land Records Technician II				
Librarian I				
PC Specialist II				
Senior Accounting Technician				

**EXHIBIT 5C
PROPOSED PAY GRADES (CONTINUED)**

Recommended Class Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Assistant Fire Marshal				
Code Enforcement Officer II				
Community Services Consultant				
Desktop Support Specialist II				
Electrical Specialist				
HVAC Specialist				
Nutritionist II				
Park Ranger Supervisor	68	\$42,406.94	\$56,189.20	\$69,971.46
Planner I				
Plumbing Specialist				
Property Appraiser II				
Public Safety Training Facility Technician				
Recreation Services Program Coordinator				
Video Technician				
Accounting Specialist I				
Air Quality Specialist				
CDE Supervisor				
Classification Officer				
Crime Prevention Supervisor				
Crime Scene Analyst				
Deputy Clerk to the Board				
Deputy Register of Deeds II				
Desktop Support Specialist III				
Elections Technical Specialist				
EMS Office Manager				
Environmental Health Specialist I				
Exemption Specialist				
Field Investigator				
Income Maintenance Supervisor II				
Income Maintenance Trainer Supervisor				
Information Technology Office Manager	69	\$44,307.14	\$58,706.97	\$73,106.79
Lead Electrical Specialist				
Librarian II				
Multimedia Specialist				
Office Manager				
Paralegal				
Patrol Area Leader				
PC Specialist III				
Pre-Trial Release Coordinator				
Public Relations Coordinator				
Quality Assurance Program Consultant I				
Recreation Office Manager				
Shift Supervisor				
Social Worker II				
Staff Development Specialist				
Strategic Partnerships Business Officer				
Veterans Service Officer I				

**EXHIBIT 5C
PROPOSED PAY GRADES (CONTINUED)**

Recommended Class Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum				
Code Enforcement Officer III	70	\$46,253.70	\$61,286.15	\$76,318.60				
Code Enforcement Officer III (Lead)								
Communication and Outreach Coordinator								
Deputy Register of Deeds Supervisor								
Detective								
EMT-P Shift Supervisor -Temp								
GIS Technician I								
Human Resources Analyst								
Personnel and Training Officer								
Pre-Trial Release Supervisor								
Recreation Services Program Manager								
Sergeant Animal Control Supervisor								
Sergeant Jail Shift Supervisor								
Soil Conservationist								
Tax Collections Supervisor								
Accounting Specialist II					71	\$48,385.63	\$64,110.96	\$79,836.29
Commercial Appraiser								
Communication Supervisor								
Communications Director								
Detective Supervisor								
Diesel Mechanic								
Environmental Enforcement Specialist								
Environmental Health Program Specialist								
Environmental Health Specialist II								
Financial Analyst I								
Grounds Maintenance Supervisor								
IM Supervisor III								
Income Maintenance Trainer Manager								
Information and Communication Specialist II								
Librarian III								
Medical Lab Technologist I								
Nutritionist Supervisor								
Operations and Facilities Coordinator								
Power Plant Operator								
Quality Assurance Program Consultant II								
Senior Air Quality Specialist								
Sergeant Detective								
Social Worker III								
Solid Waste Coordinator								
Transfer Station Coordinator								
Veterans Service Officer II								

**EXHIBIT 5C
PROPOSED PAY GRADES (CONTINUED)**

Recommended Class Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Administrative Officer II				
Benefits Administrator				
Business Systems Specialist I				
Civil Process Supervisor				
Community Development Specialist I				
Compliance Officer				
Emergency Planner				
Erosion Control Officer				
Fleet Manager				
GIS Analyst				
GIS/Land Records Analyst - Supervisor				
Human Services Program Consultant				
Information Technology Systems Administrator I	72	\$50,563.91	\$66,997.19	\$83,430.46
Investigation, Assessment, and Treatment Social Worker				
Lieutenant Facilities Administrator				
Lieutenant Shift Supervisor				
Planner II				
Pre-Trial Release Program Manager				
Property Appraiser III - Exemption Supervisor				
Property Appraiser III - Commercial Appraisal Supervisor				
Senior Human Resources Analyst				
Social Work Supervisor II				
Social Work Trainer				
Soil Scientist				
Website Administrator I				
Air Quality Supervisor				
Assistant Investigations Administrator				
Building Maintenance Supervisor				
EMS Operations Supervisor				
EMS Telecommunications Supervisor				
EMS Training Officer				
Environmental Health Specialist III				
Facilities Maintenance Supervisor				
Information and Communication Specialist III				
Librarian IV				
Lieutenant Assistant Investigations Administrator				
Lieutenant Information Officer	73	\$52,788.53	\$69,944.80	\$87,101.08
Lieutenant of Field Operations				
Lieutenant of Professional Standards				
Lieutenant School Resource Supervisor				
Lieutenant -Training, Technology and Community Outreach				
Nutrition Program Manager				
Operations and Facilities Supervisor				
Plans Reviewer				
Quality Assurance Specialist I				
Safety Officer				
Vehicle Maintenance Supervisor				
Veterans Service Officer Supervisor				

**EXHIBIT 5C
PROPOSED PAY GRADES (CONTINUED)**

Recommended Class Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Accountant				
Assistant Director Building Inspections				
Business Systems Specialist II				
Communicable Disease Nurse				
Community Development Specialist II				
Database Administrator I				
HS Program Consultant II				
Information Technology Infrastructure Analyst I	74	\$55,198.54	\$73,138.07	\$91,077.60
Information Technology Security Analyst I				
Information Technology Systems Administrator II				
Information Technology Systems Engineer I				
Payroll Supervisor				
Public Health Nurse II				
Software Developer I				
Website Administrator II				
Administrative Officer III				
Chief Property Appraiser - Supervisor				
Environmental Health Supervisor				
Income Maintenance Administrator II				
Operations and Facilities Manager				
Personal Property Manager- Supervisor				
Public Health Nurse III	75	\$57,654.90	\$76,392.75	\$95,130.59
Quality Assurance Specialist II				
Social Services Program Coordinator				
Social Work Supervisor III				
Social Work Trainer Supervisor				
Solid Waste Manager (Engineering)				
Training Specialist				
Air Quality Field Services Program Manager				
Air Quality Permitting Program Manager				
Bioreactor Manager/Operator				
Civil Process Administrator				
Database Administrator II				
End User Technology Architect				
Family Justice Coordinator				
Human Resources Coordinator I				
Information Technology Infrastructure Analyst II				
Information Technology Security Analyst II				
Information Technology Systems Administrator III	76	\$60,296.65	\$79,893.05	\$99,489.46
Internal Auditor				
Investigations Administrator				
Justice Resource Coordinator				
Patrol Administrator				
Professional Standards Captain				
Risk Manager				
Social Work Program Manager				
Social Work Trainer Manager				
Software Developer II				
Website Administrator III				

**EXHIBIT 5C
PROPOSED PAY GRADES (CONTINUED)**

Recommended Class Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Budget Analyst Database Administrator III Facilities and Construction Coordinator Health Services Coordinator Information Technology Infrastructure Analyst III Information Technology Security Analyst III Planner III Quality Assurance Specialist II Software Developer III	77	\$62,984.74	\$83,454.78	\$103,924.83
Business Intelligence Analyst II Deputy Fire Marshal Human Resources Coordinator II Information Technology Manager Procurement Manager Public Health Nurse Supervisor II Senior Accountant Service and Continuity Manager Software Services Division Manager Stormwater Engineer/Hydrologist Sustainability Officer	78	\$65,811.87	\$87,200.73	\$108,589.59
Budget Analyst II Business Administrator I Management Analyst	79	\$68,778.04	\$91,130.91	\$113,483.77
Audit Manager Budget Manager ERP Systems Administrator Human Resources Manager Information Technology Systems Manager Major Solid Waste Manager	80	\$71,883.24	\$95,245.30	\$118,607.35
Attorney I Building Inspections Director Business Administrator II Environmental Health Administrator Management Analyst Supervisor	81	\$75,081.14	\$99,482.52	\$123,883.89
Clerk to the Board County Social Services Program Administrator I Employee Relations Officer Human Services Analyst Supervisor Information Technology Division Manager Public Health Nurse Administrator Soil Conservation Director	82	\$78,464.43	\$103,965.37	\$129,466.31
Attorney II Business Administrator III Controller Internal Audit Director Pharmacist Physician Extender Public Safety Training Facility Manager	83	\$82,033.10	\$108,693.86	\$135,354.62

**EXHIBIT 5C
PROPOSED PAY GRADES (CONTINUED)**

Recommended Class Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Air Quality Director Director of Elections Parks and Recreation Director Performance Management Director Solid Waste Director Strategic Partnerships Director Tax Assessor Tax Collector	84	\$85,694.47	\$113,545.18	\$141,395.88
Attorney Supervisor I Budget Director Emergency Services Director Identification Director Library Director Planning Director Senior Attorney I	85	\$89,587.57	\$118,703.53	\$147,819.49
County Social Services Program Administrator II Local Health Director I	86	\$93,619.70	\$124,046.10	\$154,472.51
Finance Director General Services Director Human Resources Director Information Technology Director Senior Attorney II	87	\$97,790.87	\$129,572.91	\$161,354.94
Health and Human Services Director	88	\$102,193.79	\$135,406.77	\$168,619.75
Assistant County Manager	90	\$111,602.10	\$147,872.78	\$184,143.47
Physician III-A	92	\$121,891.00	\$161,505.58	\$201,120.15
Physician Director II-A	93	\$127,359.87	\$168,751.83	\$210,143.79