

Buncombe County Classification and Compensation Plan

July 1, 2025

Class Title	Min	Mid	Max	Grade	FLSA
Accountant	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Accounting and Reporting Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Accounting Specialist	\$51,052.83	\$66,279.33	\$81,505.84	3002	Exempt
Accounting Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Accounting Technician I	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Accounting Technician II	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Accounting Technician III	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Administrative Assistant	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Administrative Coordinator I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Administrative Coordinator II	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Administrative Coordinator III	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Administrative Coordinator IV	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Administrative Support Associate I	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Administrative Support Associate II	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
Administrative Support Associate III	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Administrative Support Associate IV	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Advanced Practice Clinician	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Air Quality Coordinator	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Air Quality Director	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
Air Quality Field Services Program Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Air Quality Permitting Program Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Air Quality Specialist I	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Air Quality Specialist II	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Appraisal Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Apprentice	#N/A	#N/A	\$113,247.77	NG	Non-Exempt
Apprentice - EMT	#N/A	#N/A	\$113,247.77	NG	Non-Exempt
Assistant County Manager	\$131,641.46	\$170,903.52	\$210,165.58	3016	Exempt
Assistant Department Director I	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
Assistant Department Director II	\$93,858.54	\$121,851.85	\$149,845.16	3011	Exempt
Assistant EMS Operations Supervisor	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Assistant Fire Marshal	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Assistant Register of Deeds	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt

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Assistant to the County Manager	\$51,052.83	\$66,279.33	\$81,505.84	3002	Exempt
Attorney I	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
Attorney II	\$93,858.54	\$121,851.85	\$149,845.16	3011	Exempt
Attorney Supervisor	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
BCSO Accounting Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
BCSO Accounting Technician II	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
BCSO Accounting Technician III	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
BCSO Accreditation Manager	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
BCSO Administrative Assistant	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
BCSO Administrative Coordinator I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
BCSO Administrative Coordinator II	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
BCSO Administrative Officer	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
BCSO Administrative Support Associate I	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
BCSO Administrative Support Associate II	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
BCSO Administrative Support Associate III	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
BCSO Administrative Support Associate IV	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
BCSO Attorney	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
BCSO Business Administrator	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
BCSO Captain	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
BCSO Chief Deputy	\$93,858.54	\$121,851.85	\$149,845.16	3011	Exempt
BCSO Civil Process Administrator	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
BCSO Civil Process Supervisor	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
BCSO Communication and Outreach Coordinator	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
BCSO Control Room Operator	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
BCSO Courthouse Security	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
BCSO Crime Prevention Supervisor	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
BCSO Crime Scene Investigator	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
BCSO Deputy	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
BCSO Detective	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
BCSO Detention Deputy	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
BCSO Detention Officer	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
BCSO Evidence & Property Manager	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
BCSO Evidence & Property Technician	\$21.04	\$25.69	\$30.34	2004	Non-Exempt

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BCSO Executive Lieutenant	\$31.57	\$38.55	\$45.53	2010	Non-Exempt
BCSO Field Investigator	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
BCSO Fleet Manager	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
BCSO Grants Administrator	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
BCSO Grants Manager	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
BCSO Grants Specialist	\$51,052.83	\$66,279.33	\$81,505.84	3002	Exempt
BCSO Human Resources Technician	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
BCSO Investigations Administrator	\$33.78	\$41.25	\$48.71	2011	Non-Exempt
BCSO Lieutenant	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
BCSO Logistics Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
BCSO Major	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
BCSO Operations Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
BCSO Patrol Administrator	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
BCSO Payroll Technician	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
BCSO Personnel and Training Officer	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
BCSO Preservation Specialist	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
BCSO Project Manager	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
BCSO Public Information Coordinator	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
BCSO Public Information Officer	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
BCSO Reassurance Coordinator	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
BCSO Security Guard	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
BCSO Senior Citizens Affairs	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
BCSO Sergeant	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
BCSO Sergeant Detective	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
BCSO Sheriff's Data Technician	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
BCSO Warrant Officer	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Benefits Administrator	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Benefits Specialist	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Budget Analyst I	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Budget Analyst II	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Building Maintenance Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Business Administrator I	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Business Administrator II	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt

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Business Administrator III	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
Business Property Appraiser	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Care Coordinator I	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Care Coordinator II	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Care Coordinator Supervisor	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Case Manager	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Cataloger	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Centralized Data Entry Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Chief Information Security Officer	\$106,454.35	\$138,204.36	\$169,954.37	3110	Exempt
Chief Medical Officer	\$140,856.36	\$182,866.77	\$224,877.18	3017	Exempt
Classification and Compensation Analyst	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Clerk to the Board	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Code Enforcement Officer I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Code Enforcement Officer II	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Code Enforcement Officer III	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Code Enforcement Officer Supervisor	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Commercial Appraiser	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Communication Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Community Employment Case Manager	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Community EMT	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Community Engagement Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Community Engagement Specialist	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Community Health Assistant	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Community Paramedic	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Community Paramedic Program Manager	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Community Resources Division Director	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
Community Services Consultant	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Compensation and Benefits Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Compliance Officer	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
County Attorney	#N/A	#N/A	\$113,247.77	NG	Exempt
County Manager	#N/A	#N/A	\$113,247.77	NG	Exempt
Customer Service Specialist	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Deputy Clerk to the Board	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt

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Deputy Fire Marshal	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Deputy Register of Deeds I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Deputy Register of Deeds II	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Deputy Register of Deeds Supervisor	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Director I	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
Director II	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Director III	\$114,980.75	\$149,273.75	\$183,566.76	3014	Exempt
Director IV	\$123,029.40	\$159,722.92	\$196,416.43	3015	Exempt
Director of Elections	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Disbursements Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Division Manager I	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Division Manager II	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Elections Coordinator	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Elections Technical Specialist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Electrical Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Emergency Management Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Emergency Services Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Employee Engagement Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Employee Health Practice Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Employee Relations Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Employee Relations Specialist	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
EMS Medical Director	\$140,856.36	\$182,866.77	\$224,877.18	3017	Exempt
EMS Operations Supervisor	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
EMT - Advanced	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
EMT - Basic	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
EMT - Paramedic	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Environmental Educator	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Environmental Enforcement Specialist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Environmental Enforcement Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Environmental Health Administrator	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Environmental Health Specialist I	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Environmental Health Specialist II	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Environmental Health Specialist III	\$31.57	\$38.55	\$45.53	2010	Non-Exempt

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Environmental Health Supervisor	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Equity and Inclusion Specialist	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Erosion Control Officer	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Erosion Control Specialist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Fellow	#N/A	#N/A	\$113,247.77	NG	Non-Exempt
Finance Director	\$123,029.40	\$159,722.92	\$196,416.43	3015	Exempt
Financial Analyst	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Financial, Planning, and Analysis Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Fire Marshal	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Fiscal Support Specialist	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
General Services Project Manager	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
GIS and Land Records Manager	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
GIS Technician	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Governance, Risk, and Compliance Manager	\$81,213.52	\$105,435.45	\$129,657.38	3106	Exempt
Grants Administrator	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Grants Manager	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Grounds Maintenance Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Grounds Technician I	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Grounds Technician II	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Grounds Technician III	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Health and Human Services Finance Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Health Promotions Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Health Services Coordinator	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Heavy Equipment Mechanic Operator	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Heavy Equipment Operator	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Human Resources Coordinator	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Human Resources Generalist	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Human Resources Information System Analyst	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Human Resources Information System Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Human Resources Operations Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Human Resources Technician	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
HVAC Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Identification Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt

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Identification Technician I	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Identification Technician II	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
Identification Technician III	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Income Maintenance Administrator	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Income Maintenance Caseworker I	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Income Maintenance Caseworker II	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Income Maintenance Caseworker III	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Income Maintenance Investigator	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Income Maintenance Resource Specialist	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Income Maintenance Supervisor II	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Income Maintenance Supervisor III	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Information & Communication Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Information and Communication Specialist I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Information and Communication Specialist II	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Information and Communication Specialist III	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Information Technology Administrator I	\$66,294.42	\$86,066.73	\$105,839.04	3103	Exempt
Information Technology Administrator II	\$70,935.03	\$92,091.40	\$113,247.77	3104	Exempt
Information Technology Administrator III	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt
Information Technology Analyst I	\$61,957.40	\$80,436.20	\$98,914.99	3102	Exempt
Information Technology Analyst II	\$66,294.42	\$86,066.73	\$105,839.04	3103	Exempt
Information Technology Developer I	\$66,294.42	\$86,066.73	\$105,839.04	3103	Exempt
Information Technology Developer II	\$70,935.03	\$92,091.40	\$113,247.77	3104	Exempt
Information Technology Developer III	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt
Information Technology Division Manager	\$99,490.05	\$129,162.96	\$158,835.86	3109	Exempt
Information Technology Engineer I	\$70,935.03	\$92,091.40	\$113,247.77	3104	Exempt
Information Technology Engineer II	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt
Information Technology Management Analyst	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt
Information Technology Manager I	\$81,213.52	\$105,435.45	\$129,657.38	3106	Exempt
Information Technology Manager II	\$86,898.46	\$112,815.93	\$138,733.39	3107	Exempt
Information Technology Project Manager	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt
Information Technology Security Analyst I	\$70,935.03	\$92,091.40	\$113,247.77	3104	Exempt
Information Technology Security Analyst II	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt

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Information Technology Security Analyst III	\$81,213.52	\$105,435.45	\$129,657.38	3106	Exempt
Information Technology Technician I	\$24.71	\$30.18	\$35.64	2101	Non-Exempt
Information Technology Technician II	\$26.44	\$32.29	\$38.13	2102	Non-Exempt
Information Technology Technician III	\$28.30	\$34.55	\$40.80	2103	Non-Exempt
Intern	#N/A	#N/A	\$113,247.77	NG	Non-Exempt
Internal Audit Director	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
Internal Audit Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Internal Auditor	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Laboratory Technician	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Laborer	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Land Records Technician I	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Land Records Technician II	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Landfill Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Landfill Operations Assistant Manager	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Language Access Coordinator	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Language Access Specialist I	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Language Access Specialist II	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Lead Electrical Specialist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Lead Mechanic	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Lead Plumbing Specialist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Lead Recruiter	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Librarian	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Library Assistant	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
Library Branch Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Library Branch Services Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Library Safety Associate	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Library Services Coordinator	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Library Services Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Library Services Program Coordinator	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Library Special Collections Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Library Substitute	#N/A	#N/A	\$113,247.77	NG	Non-Exempt
Library Technical Services Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Library Youth Services Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt

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Licensed Clinical Therapist	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Maintenance Coordinator	\$51,052.83	\$66,279.33	\$81,505.84	3002	Exempt
Maintenance Technician I	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Maintenance Technician II	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Maintenance Technician III	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Management Analyst I	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Management Analyst II	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Mechanic I	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Mechanic II	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Mechanic III	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Medical Billing and Coding Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Medical Lab Technologist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Medical Office Assistant	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Mitigation, Preparedness, and Recovery Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Nutrition Program Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Nutritionist I	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Nutritionist II	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Nutritionist Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Operations and Facilities Coordinator	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Operations and Facilities Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Organizational Development Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Organizational Development Trainer	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Paralegal	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Paralegal Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Park Ranger I	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Park Ranger II	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Park Ranger Supervisor	\$51,052.83	\$66,279.33	\$81,505.84	3002	Exempt
Parks Landscape Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Payroll Specialist	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Pharmacist	\$93,858.54	\$121,851.85	\$149,845.16	3011	Exempt
Physician	\$131,641.46	\$170,903.52	\$210,165.58	3016	Exempt
Planner I	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Planner II	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt

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Planner III	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Planning Technician	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Plans Reviewer	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Plumbing Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Power Plant Operator	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Preparedness Officer	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Pre-Trial Services Coordinator	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Pre-Trial Services Screener	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Pre-Trial Services Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Principal Planner	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Procurement Agent	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Procurement Coordinator	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Procurement Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Procurement Specialist	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Program Coordinator	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Program Manager I	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Program Manager II	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Program Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Property Appraiser I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Property Appraiser II	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Property Appraiser III	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Public Health Division Director	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Public Health Nurse Administrator	\$93,858.54	\$121,851.85	\$149,845.16	3011	Exempt
Public Health Nurse I	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Public Health Nurse II	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Public Health Nurse III	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Public Health Nurse Supervisor I	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Public Health Nurse Supervisor II	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Public Relations Coordinator	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Public Safety Communications Asssistant Supervisor	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Public Safety Communications Call Taker	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Public Safety Communications Operations Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Public Safety Communications QA and Training Manager	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt

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Public Safety Communications Supervisor	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Public Safety Communications Training Support Specialist	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Public Safety Communicator	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Public Safety Telecommunicator	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Public Safety Training and Security Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Public Safety Training Facility Assistant Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Public Safety Training Facility Technician	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Quality Assurance Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Quality Assurance Specialist I	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Quality Assurance Specialist II	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Recreation Planner	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Recreation Services Facility Assistant	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Recreation Services Program Coordinator	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Recreation Services Program Manager	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Recreation Services Project Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Recruiter	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Recruiting Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Register of Deeds	#N/A	#N/A	\$113,247.77	NG	Exempt
Risk Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Safety Officer	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Scale House Supervisor	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Senior Attorney I	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Senior Attorney II	\$114,980.75	\$149,273.75	\$183,566.76	3014	Exempt
Senior Attorney III	\$123,029.40	\$159,722.92	\$196,416.43	3015	Exempt
Sheriff	#N/A	#N/A	\$113,247.77	NG	Exempt
Social Services Program Coordinator	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Social Work Assistant	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Social Work Division Director	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
Social Work Practice Supervisor	\$31.57	\$38.55	\$45.53	2010	Non-Exempt
Social Work Program Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Social Work Supervisor II	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Social Work Supervisor III	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Social Worker I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt

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Social Worker II	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Social Worker III	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Social Worker IV	\$31.57	\$38.55	\$45.53	2010	Non-Exempt
Soil Conservationist I	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Soil Conservationist II	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Soil Scientist	\$31.57	\$38.55	\$45.53	2010	Non-Exempt
Solid Waste Coordinator	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Solid Waste Environmental Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Solid Waste Inspector	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Solid Waste Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Solid Waste Scale Operator	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Staff Development Manager	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Staff Development Specialist	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Stormwater Engineer/Hydrogeologist	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Stormwater Technician	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Strategic Policy and Analysis Manager	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
Systems Specialist	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Tax Assessor	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Tax Collections Clerk	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
Tax Collections Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Tax Collector	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Tax Revenue Collector I	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Tax Revenue Collector II	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Tax Systems Analyst	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Tax Systems Technician	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Training Officer	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Transfer Station Assistant Manager	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Transfer Station Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Transfer Station Operator	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Transfer Truck Driver I	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Transfer Truck Driver II	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Vehicle Maintenance Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Veterans Service Officer I	\$25.77	\$31.47	\$37.16	2007	Non-Exempt

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Veterans Service Officer II	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Veterans Service Officer Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Website Administrator	\$70,935.03	\$92,091.40	\$113,247.77	3104	Exempt
Zoning and Code Compliance Officer	\$25.77	\$31.47	\$37.16	2007	Non-Exempt

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