

APPENDIX A
UNILATERAL PAY PLAN
Salaries Effective January 1, 2016

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1	\$13.13	\$13.79	\$14.50	\$15.16	\$15.99
	\$27,415.44	\$28,793.52	\$30,276.00	\$31,654.08	\$33,387.12
Range 2	\$13.62	\$14.28	\$15.01	\$15.83	\$16.49
	\$28,438.56	\$29,816.64	\$31,340.88	\$33,053.04	\$34,431.12
Range 3	\$14.09	\$14.78	\$15.51	\$16.35	\$17.08
	\$29,419.92	\$30,860.64	\$32,384.88	\$34,138.80	\$35,663.04
	Vehicle Maintenance Technician (A)				
Range 4	\$14.50	\$15.27	\$15.97	\$16.82	\$17.55
	\$30,276.00	\$31,883.76	\$33,345.36	\$35,120.16	\$36,644.40
	Environmental Health Technician (A)				
Range 5	\$15.08	\$15.91	\$16.62	\$17.48	\$18.34
	\$31,487.04	\$33,220.08	\$34,702.56	\$36,498.24	\$38,293.92
Range 6	\$15.59	\$16.42	\$17.16	\$18.07	\$18.99
	\$32,551.92	\$34,284.96	\$35,830.08	\$37,730.16	\$39,651.12
Range 7	\$16.13	\$16.95	\$17.87	\$18.69	\$19.64
	\$33,679.44	\$35,391.60	\$37,312.56	\$39,024.72	\$41,008.32
	Secretary I (A)				
Range 8	\$16.80	\$17.54	\$18.48	\$19.35	\$20.34
	\$35,078.40	\$36,623.52	\$38,586.24	\$40,402.80	\$42,469.92
	Human Resources Secretary (A)		Payroll Specialist (A)		
	Nursing Staff Coordinator (A)		Secretary II (A)		
	Purchasing Specialist (A)				
Range 9	\$17.37	\$18.14	\$19.11	\$20.06	\$21.04
	\$36,268.56	\$37,876.32	\$39,901.68	\$41,885.28	\$43,931.52
	Administrative Secretary (A)		Vehicle Maintenance Supervisor (A)		
Range 10	\$17.94	\$18.78	\$19.74	\$20.73	\$21.78
	\$37,458.72	\$39,212.64	\$41,217.12	\$43,284.24	\$45,476.64
	Confidential Administrative Assistant (A)		Judicial Assistant (A)		
	Court Attendant (A)		Legal Assistant (A)		

Range 11

\$18.55	\$19.46	\$20.43	\$21.45	\$22.51
\$38,732.40	\$40,632.48	\$42,657.84	\$44,787.60	\$47,000.88

Community Coordinator (A)
Conservationist I (A)

Victim Witness Specialist (B)

Range 12

\$19.20	\$20.16	\$21.17	\$22.24	\$23.34
\$40,089.60	\$42,094.08	\$44,202.96	\$46,437.12	\$48,733.92

Division Leader Deputy Clerk (A)
Investigator (A)

Nutrition Program Supervisor (C)
Transportation Program Supervisor (C)

Range 13

\$19.86	\$20.87	\$21.87	\$22.98	\$24.16
\$41,467.68	\$43,576.56	\$45,664.56	\$47,982.24	\$50,446.08

Cartographer I (A)
Help Desk/Operations Technician (A)
Mobility Manager (B)
Planning Services Coordinator (A)

RECAP Site Supervisor (A)
Sanitarian I (B)
Storekeeper (A)
Support Services Coordinator (C)

Range 14

\$20.54	\$21.55	\$22.66	\$23.80	\$25.00
\$42,887.52	\$44,996.40	\$47,314.08	\$49,694.40	\$52,200.00

Assistant Food Services Manager (A)*
DD Contract Compliance Specialist (C)

Human Resources Office Coordinator (A)

Range 15

\$21.31	\$22.33	\$23.46	\$24.62	\$25.84
\$44,495.28	\$46,625.04	\$48,984.48	\$51,406.56	\$53,953.92

Accountant (B)
Application Support Specialist (A)
Conservation Specialist II (A)

Planner II (B)
Youth Services Center Supervisor (B)

Range 16

\$21.99	\$23.13	\$24.27	\$25.50	\$26.81
\$45,915.12	\$48,295.44	\$50,675.76	\$53,244.00	\$55,979.28

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

Range 17

\$22.81	\$23.92	\$25.10	\$26.36	\$27.66
\$47,627.28	\$49,944.96	\$52,408.80	\$55,039.68	\$57,754.08

Certified Sanitarian I (B)
Child Support Supervisor (C)
Conservation Specialist III (B)
Economic Support Supervisor (C)

Financial Supervisor (B)
GEO Application Specialist (B)
Victim/Witness Coordinator (B)

Range 18

\$23.58	\$24.82	\$26.00	\$27.31	\$28.68
\$49,235.04	\$51,824.16	\$54,288.00	\$57,023.28	\$59,883.84

Activity Director (C)
Chief Deputy Clerk of Circuit Court (C)
Circuit Court Office Manager (C)
DA Office Manager (C)

DD Financial Supervisor (B)
Financial Office Manager (B)
Planner III (B)
User Support Specialist (B)

Range 19

\$24.42	\$25.64	\$26.91	\$28.27	\$29.64
\$50,988.96	\$53,536.32	\$56,188.08	\$59,027.76	\$61,888.32

Communication Center Shift Supervisor (B)	Medicolegal Investigator (C)
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 (B)	Shop Superintendent (B)
Lead Economic Support Supervisor (C)	Telecom/Network Specialist (B)

Range 20

\$25.27	\$26.54	\$27.87	\$29.25	\$30.71
\$52,763.76	\$55,415.52	\$58,192.56	\$61,074.00	\$64,122.48

AODA Coordinator (C)	Medical Records Manager (C)
HSD Program Analyst (C)	Purchasing Manager (C)
Human Resources Manager (C)	Sanitarian II (B)

Range 21

\$26.17	\$27.45	\$28.87	\$30.25	\$31.81
\$54,642.96	\$57,315.60	\$60,280.56	\$63,162.00	\$66,419.28

Criminal Justice System Planner/Analyst (C)	Senior Planner (B)
Deferred Prosecution Director (C)	Senior Planner/GIS Manager (B)
Director of Mediation & Fam Court Services (C)	Surveyor (C)
Real Property Lister (C)	Veterans Service Officer (C)

Range 22

\$27.04	\$28.46	\$29.86	\$31.36	\$32.90
\$56,459.52	\$59,424.48	\$62,347.68	\$65,479.68	\$68,695.20

MAPC Program Nursing Coordinator (C)	MDS Nurse
--	-----------

Range 23

\$28.01	\$29.44	\$30.90	\$32.44	\$34.04
\$58,484.88	\$61,470.72	\$64,519.20	\$67,734.72	\$71,075.52

Computer Programmer/Analyst I (B)	Lead Medicolegal Investigator (C)
DD Deputy Director (C)	Parks Director (C)
Director of Council on Aging (C)	Network Technician (B)
Facilities Superintendent (C)	

Range 24

\$29.01	\$30.46	\$31.95	\$33.54	\$35.26
\$60,572.88	\$63,600.48	\$66,711.60	\$70,031.52	\$73,622.88

Human Services Supervisor I (C)	Technology, Records, & Quality Management Supervisor (C)
-----------------------------------	--

Range 25

\$30.05	\$31.52	\$33.08	\$34.76	\$36.48
\$62,744.40	\$65,813.76	\$69,071.04	\$72,578.88	\$76,170.24

Assistant Director of Nursing (A)*	Human Services Supervisor II (C)
Child Support Director (C)	Nursing Supervisor (A)*
Controller (C)	Public Health Nursing Supervisor (B)

Range 26

\$31.42	\$32.58	\$34.28	\$35.94	\$37.77
\$65,604.96	\$68,027.04	\$71,576.64	\$75,042.72	\$78,863.76

Airport Director (C)
 Assistant to Information Technology Director (B)
 Computer Programmer/Analyst II (B)

County Conservationist (C)
 Environmental Protection Director (C)
 Network Support Administrator (B)

Range 27

\$32.13	\$33.78	\$35.43	\$37.21	\$39.06
\$67,087.44	\$70,532.64	\$73,977.84	\$77,694.48	\$81,557.28

Assistant to the Public Works Director (C)
 Program Manager (C)
 Public Health Nursing Director (C)
 Public Safety Systems Manager (B)

Communications Center Operations
 Manager (C)
 Youth Services Center Superintendent (C)

Range 28

\$33.30	\$34.94	\$36.70	\$38.51	\$40.43
\$69,530.40	\$72,954.72	\$76,629.60	\$80,408.88	\$84,417.84

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

Range 29

\$34.43	\$36.15	\$37.99	\$39.88	\$41.86
\$71,889.84	\$75,481.20	\$79,323.12	\$83,269.44	\$87,403.68

Administrative Services Division Manager (C)
 Developmental Disabilities Director (C)
 Economic Support Division Manager (C)

Long Term Support & ADRC Division
 Manager (C)

Range 30

\$35.60	\$37.39	\$39.32	\$41.29	\$43.27
\$74,332.80	\$78,070.32	\$82,100.16	\$86,213.52	\$90,347.76

Computer Network Engineer (C)

Range 31

\$36.78	\$38.62	\$40.56	\$42.56	\$44.64
\$76,796.64	\$80,638.56	\$84,689.28	\$88,865.28	\$93,208.32

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

Range 32

\$37.99	\$39.88	\$41.88	\$43.92	\$46.17
\$79,323.12	\$83,269.44	\$87,445.44	\$91,704.96	\$96,402.96

Children, Youth & Families Division Manager (C)
 Communication Center Director (C)
 Court Commissioner**

HSD Deputy Director (C)
 General Services Director (C)
 Mental Health/AODA Division Mgr (C)

Range 33

\$39.23	\$41.18	\$43.23	\$45.41	\$47.69
\$81,912.24	\$85,983.84	\$90,264.24	\$94,816.08	\$99,576.72

Deputy Corporation Counsel (C)
 Health Officer (C)

Programming & Technical Services
 Manager (C)

Range 34

\$40.51	\$42.53	\$44.63	\$46.87	\$49.21
\$84,584.88	\$88,802.64	\$93,187.44	\$97,864.56	\$102,750.48

Director of Planning and Development (C)
 Public Works Director (C)

Range 35

\$41.82	\$43.87	\$46.08	\$48.39	\$50.84
\$87,320.16	\$91,600.56	\$96,215.04	\$101,038.32	\$106,153.92

Nursing Home Administrator (C)

Range 36

\$43.16	\$45.33	\$47.59	\$49.98	\$52.48
\$90,118.08	\$94,649.04	\$99,367.92	\$104,358.24	\$109,578.24

Human Resources Director (C)

Range 37

\$44.57	\$46.78	\$49.12	\$51.59	\$54.18
\$93,062.16	\$97,676.64	\$102,562.56	\$107,719.92	\$113,127.84

Director of Information Technology (C)

Range 38

\$46.02	\$48.33	\$50.77	\$53.23	\$55.90
\$96,089.76	\$100,913.04	\$106,007.76	\$111,144.24	\$116,719.20

Finance Director (C)

Range 39

\$47.51	\$49.94	\$52.43	\$55.00	\$57.75
\$99,200.88	\$104,274.72	\$109,473.84	\$114,840.00	\$120,582.00

Range 40

\$49.04	\$51.48	\$54.09	\$56.75	\$59.60
\$102,395.52	\$107,490.24	\$112,939.92	\$118,494.00	\$124,444.80

Range 41

\$50.64	\$53.17	\$55.81	\$58.62	\$61.59
\$105,736.32	\$111,018.96	\$116,531.28	\$122,398.56	\$128,599.92

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.

APPENDIX A - 1
SHERIFF'S COMMAND STAFF
UNILATERAL PAY GRID
Salaries Effective January 1, 2016

Range 30A

\$36.34	\$38.12	\$40.10	\$42.12	\$44.16
\$75,877.92	\$79,594.56	\$83,728.80	\$87,946.56	\$92,206.08

Captain (C)

Range 32A

\$38.75	\$40.69	\$42.74	\$44.81	\$47.11
\$80,910.00	\$84,960.72	\$89,241.12	\$93,563.28	\$98,365.68

Commander (C)

Range 34A

\$41.33	\$43.39	\$45.54	\$47.82	\$50.18
\$86,297.04	\$90,598.32	\$95,087.52	\$99,848.16	\$104,775.84

Chief Deputy (C)

APPENDIX A - 2
SHERIFF'S NON-COMMAND STAFF
UNILATERAL PAY GRID
Salaries Effective January 1, 2016

Range 17A

\$23.04	\$24.16	\$25.35	\$26.62	\$27.93
\$48,107.52	\$50,446.08	\$52,930.80	\$55,582.56	\$58,317.84

Correctional Supervisor (C)