

FORSYTH COUNTY
BOARD OF COMMISSIONERS

REVISED
ITEM

MEETING DATE: JUNE 26, 2017 AGENDA ITEM NUMBER: 19

**SUBJECT: RESOLUTION FIXING AND APPROVING THE FORSYTH COUNTY
COMPENSATION PLAN
(HUMAN RESOURCES DEPARTMENT)**

COUNTY MANAGER'S RECOMMENDATION OR COMMENTS: Recommend Approval

SUMMARY OF INFORMATION: See Attached

ATTACHMENTS: YES NO

SIGNATURE: *J. Audrey Watts, Jr. / cch* DATE: June 21, 2017
COUNTY MANAGER

**RESOLUTION FIXING AND APPROVING THE
FORSYTH COUNTY COMPENSATION PLAN
(HUMAN RESOURCES DEPARTMENT)**

WHEREAS, N.C.G.S. 153A-92 provides the county manager is responsible for preparing position classification and pay plans for submission to the board of commissioners and for administering the pay plan and any position classification plan in accordance with general policies and directives adopted by the board; and

WHEREAS, N.C.G.S. 153A-92 provides the board of commissioners shall fix or approve the schedule of pay, expense allowances, and other compensation of all county officers and employees, whether elected or appointed, and may adopt position classification plans; and

WHEREAS, N.C.G.S. 153A-92 provides the board of commissioners shall fix their own salaries, allowances, and other compensation in accordance with G.S. 153A-28; and

WHEREAS, N.C.G.S. 153A-92 provides the board of commissioners shall fix the salaries, allowances and other compensation of county employees subject to the North Carolina Human Resources Act according to the procedures set forth in Chapter 126; and

WHEREAS, N.C.G.S. 153A-92 provides the board of commissioners may not reduce the salary, allowances, or other compensation paid to an officer elected by the people, namely the Sheriff and the Register of Deeds, for the duties of his elective office if the reduction is to take effect during the term of office for which the incumbent officer has been elected, unless the officer agrees to the reduction or unless the Local Government Commission pursuant to Chapter 159, Article 10, orders a reduction; and

WHEREAS, N.C.G.S. 153A-92 provides during the year of a general election, the board of commissioners may reduce the salary, allowances, or other compensation of an officer to be elected at the general election, namely the Sheriff and the Register of Deeds, only in accordance with this subdivision;

NOW, THEREFORE, BE IT RESOLVED that the Forsyth County Board of Commissioners hereby fixes and approves the attached Forsyth County Compensation Plan, which includes the schedule of pay and other compensation for the County. The Forsyth County Compensation Plan is incorporated herein by reference.

BE IT FURTHER RESOLVED that the Forsyth County Compensation Plan shall be effective July 1, 2017.

Adopted this 26th day of June 2017.

Forsyth County
Compensation Plan
Effective July 1, 2017

1.0

Forsyth County's compensation philosophy is to pay its employees fairly and equitably based on a comparison of duties and responsibilities as well as labor market salary data.

This philosophy supports that County Government exists to provide certain necessary and important services to the citizens of Forsyth County. In order to fulfill this responsibility, the County must attract and retain competent and qualified employees dedicated to the mission of providing high quality public service. This requires a pay plan that is competitive, rewards employees based on performance, and is based on fiscal accountability to the taxpayers of Forsyth County.

1.1

Principles of the compensation philosophy are:

1. The Compensation Plan will adhere to the Merit System Principles contained in Section 2301 of Title 5 of the United States Code.
2. Employees will be paid in a fair and consistent manner relative to class relationships, compensable factors, and based on the identified labor market.
3. The County will compensate its employees based on a competitive minimum salary to attract and retain quality employees. An annual comparative labor market analysis will be used to maintain salary competitiveness.
4. Pay for Performance will allow employees to earn increased compensation based on performance rating.
5. The County will recognize the value of long-term commitment to the organization by awarding longevity pay to employees who have seven or more years of service.
6. The County will take into consideration the overall fiscal well-being of the organization prior to making pay decisions on an individual and County-wide basis in order to ensure resources and funds are used efficiently and effectively. Annual funding of performance-based adjustments and longevity is subject to action by the Board of County Commissioners.

2.0

Salary Administration Guidelines

The County's compensation philosophy is to pay employees competitively for their positions depending upon their qualifications, the job requirements and performance that is standard or above. Human Resources will have the flexibility to make salary decisions consistent with the following guidelines. Human Resources Consultants will serve as consultants to departments and monitor selection/job offers for consistency.

In order to maintain the accuracy of the pay grade system, a benchmark salary survey will be conducted annually. All job classes within Forsyth County's salary structure for

Labor Market purposes are defined as “Piedmont” or “Statewide.” Data analysis criteria will follow industry accepted compensation data analysis policies and procedures including but not limited to: comparison of average actual salaries, weighted averages (when necessary), percentiles, mean, median, highest, lowest, and Market Index.

Special salary surveys may be conducted for extraordinary recruitment/retention circumstances and may include surveying for national data and/or organizations not identified as our Piedmont or Statewide market.

The salary schedule will consist of job class codes, job titles, minimum salary and maximum salary ranges (Appendix “A”). The pay structure is based on job classes, each with an assigned pay grade. Pay increases are based on a percentage of the employee salaries.

2.1

Hiring New Employees

The hiring process will be based on open competition to ensure all receive equal opportunity. New hires with comparable qualifications will receive comparable compensation. The recommended hiring range is between the minimum and 15% above the minimum for most classes. However, market drivers may vary the hiring range for some positions. Each pay grade will have a specific hiring range in relationship to the minimum salary. Special consideration will be given to internal equity when extending job offers or negotiating starting salaries. Equity is defined as fair market pay for the job performed considering the candidate’s qualifications in comparison to the requirements for the job.

Human Resources Consultants must consult with the Human Resources Director prior to making an offer above the specified minimum salary to ensure consistency and equity throughout the organization.

2.2

Promotions

Promotions are job changes to positions with a higher pay grade. The County will take into consideration internal equity. If employee receives a promotion, an increase will be based on factors such as the difference between the minimum salaries, the two pay grades, how much training is necessary and the salaries and comparable knowledge, skills and abilities of other employees in the work unit and department. This decision is made by the HR Director, but if above 15% of the minimum salary, by the County Manager/Deputy Manager. The performance evaluation date changes to the effective date of the promotion.

2.3

Laterals

Laterals are job changes to a different position within the same pay grade. Employees transferring within a department or across departments into the same pay grade will not receive a salary increase. The performance review date will not change.

2.4

Demotions

Disciplinary demotion is an adverse personnel action resulting in a change in employee wages to a lower pay grade. (lower by 2.5% of their current pay grade). Generally, it is the result of a disciplinary action.

Voluntary demotion is a change in employment status resulting from an employee application and a departmental reassignment to a position in a lower pay grade. This change is the result of a mutual agreement between the employee and the County, or it may be the result of an employee applying for and being selected for a position at the lower pay grade.

If an employee has been promoted and is unsuccessful in the new role, through mutual agreement, the county reserves the right to transfer an employee back to the original or comparable position through a non-competitive process if a position is vacant.

The performance evaluation date changes to the effective date of the demotion.

An involuntary demotion that occurs as a result of a Reduction in Force will be handled in accordance with the applicable policy. Refer to the Reduction in Force Policy on FCNet.

2.5

Reclassification

Reclassifications result from significant changes in the duties and responsibilities of a position. Typically, reclassifications will be the result of a Department Head requesting a vacant position be utilized differently than its current class. To request reclassification of a vacant position, Department Heads must submit in writing to the HR Director a completed Position Action Form and an updated Position Description Questionnaire and organizational chart. No reclassification requests will be considered without the necessary documentation. County Human Resources Consultants and/or an external consultant will study the reclassification request documentation and provide a recommended action to the HR Director. Reclassifications are implemented only after the approval of the HR Director and County Manager. Department Heads will be notified via e-mail of reclassification decisions.

2.51

Reclassification decisions may be appealed in writing to the HR Director. Appeal justification memos must be submitted within one calendar month of the decision notice date and can only be submitted by the Department Head. Once the appeal is received, the HR Director will determine whether or not the appeal is justified and warrants another study. If an appeal is justified, the HR Director will assign the study to a different Human Resources Consultant for another study of the position. After the HR Director receives and reviews the second study, he or she will make a classification decision and notify the Department Head via e-mail of the results after receiving approval from the County Manager. If the Department Head is not satisfied with the decision of the appeal, a second level appeal may be submitted to the County Manager. The County Manager will review the information from the first and second study of the position and make a final classification decision. The County Manager's decision is final. Department Heads will be notified of the County Manager's final classification decision via e-mail.

2.52

In extraordinary instances when the position is not vacant (Special Studies), reclassification requests require the same documentation from Department Heads as for vacant positions. The Human Resources Director is responsible for making a decision as to whether or not to conduct the special study based on the justification reasons stated. Reclassifications of non-vacant positions may result in individual pay increases for the new class. Reclassifications are implemented only after the approval of the HR Director and County Manager.

All Special Studies or extraordinary reclassification requests will be documented along with corresponding conclusions and/or resolutions and placed in the position file.

The same appeal procedures stated above apply for non-vacant as well as vacant positions.

3.0

Salary Progression

Consistent with the County's philosophy of pay for performance, salaries increase based on employee performance. Performance increases will be calculated on the employee's current salary.

4.0

Bilingual Premium

Departments with a proven business need for bilingual skills may identify positions to function in this role. Employees in positions requiring proficiency in a second language are eligible for a .65 increase in base pay not to exceed the maximum percentage of the pay grade to which the position is assigned. Trainees who are eligible for the bilingual premium may not receive the entire .65 if it results in the employee's pay being at or above the minimum salary for being fully qualified for the position. Bilingual Premium will be subtracted from an employee's salary prior to making an adjustment for an increase or decrease in amount paid.

5.0

Pay for Performance Guidelines

The performance management system allows employees to earn additional compensation based on achievement of performance expectations. Since performance varies from employee to employee, the compensation program recognizes these differences by rewarding employees at varying rates based on performance. Performance increases may be awarded as a percentage of an employee's current salary that is added to base pay or may be paid as a lump sum. A lump sum is not added to base pay.

The amount of Pay for Performance is calculated on the employee's current salary. All full-time and part-time employees with benefits are eligible for salary increases based on the annual performance appraisal. Trainees will be hired 10% below the minimum starting salary and are eligible to progress to the minimum of the hiring range upon completion of identified training/educational/experience requirements.

Please refer to the Employee Handbook for more details on the pay for performance program.

APPENDIX A

Position Title	Class Code	Grade	Minimum	Maximum
Golf Assistant	964	NG/NS	Prevailing Minimum Wage	
Sr. Golf Assistant	995	NG/NS	Currently 7.25 per hour	
Library Page	560	NG/NS		
Environmental Health Aide	414	NG/NS		
Temporary Employee	026	NG/NS	rates vary depending on assignment	
Intern	956	NG/NS	rates vary depending on assignment	
County Commissioners	000	NG/NS	rate set by Board of Commissioners	
County Manager	279	NG/NS	rate set by Board of Commissioners	
Grill Attendant	988	10	\$ 18,600.00	\$ 31,620.00
Park Attendant	661	10	\$ 18,600.00	\$ 31,620.00
Recreation Assistant	732	10	\$ 18,600.00	\$ 31,620.00
Animal Shelter Attendant	099	10	\$ 18,600.00	\$ 31,620.00
Sr. Grill Attendant	991	11	\$ 19,530.00	\$ 33,201.00
Sr. Park Assistant	673	11	\$ 19,530.00	\$ 33,201.00
Transportation Aide	182	11	\$ 19,530.00	\$ 33,201.00
Property Attendant	828	12	\$ 20,506.50	\$ 34,861.05
Golf Technician I	962	12	\$ 20,506.50	\$ 34,861.05
Custodian	297	12	\$ 20,506.50	\$ 34,861.05
Support Services Associate	591	13	\$ 21,531.83	\$ 36,604.10
Manor House Chef	971	13	\$ 21,531.83	\$ 36,604.10
Medical Laboratory Assistant	596	13	\$ 21,531.83	\$ 36,604.10
In Home Care Aide	532	13	\$ 21,531.83	\$ 36,604.10
Coop-Ext Program Assistant	533	14	\$ 22,608.42	\$ 38,434.31
Sr. Custodian	545	14	\$ 22,608.42	\$ 38,434.31
Information Specialist	538	14	\$ 22,608.42	\$ 38,434.31
Income Maintenance Technician	791	14	\$ 22,608.42	\$ 38,434.31
Human Services Technician	515	14	\$ 22,608.42	\$ 38,434.31
Assistant Golf Professional I	960	15	\$ 23,738.84	\$ 40,356.02
Pharmacy Technician	671	15	\$ 23,738.84	\$ 40,356.02
Office Assistant	548	15	\$ 23,738.84	\$ 40,356.02
Housekeeping Supervisor	415	15	\$ 23,738.84	\$ 40,356.02
Grill Supervisor	993	15	\$ 23,738.84	\$ 40,356.02
Data Entry Operator	312	15	\$ 23,738.84	\$ 40,356.02
Maintenance Technician I	561	15	\$ 23,738.84	\$ 40,356.02
Sheriff's Record Specialist	690	15	\$ 23,738.84	\$ 40,356.02
Sr. Recreation Specialist	740	15	\$ 23,738.84	\$ 40,356.02
Golf Technician II	963	16	\$ 24,925.78	\$ 42,373.82
Landscape Technician	547	16	\$ 24,925.78	\$ 42,373.82
Tax Assistant	851	16	\$ 24,925.78	\$ 42,373.82
Animal Shelter Attendant Supervisor	096	17	\$ 26,172.07	\$ 44,492.52
Library Assistant	567	17	\$ 26,172.07	\$ 44,492.52
Community Court Services Caseworker	317	17	\$ 26,172.07	\$ 44,492.52
Community Resources Consultant	456	17	\$ 26,172.07	\$ 44,492.52
Vital Records Registrar	135	17	\$ 26,172.07	\$ 44,492.52
Emergency Services Equipment Technician	457	17	\$ 26,172.07	\$ 44,492.52
EMT	390	17	\$ 26,172.07	\$ 44,492.52

Animal Control Telecommunicator	092	17	\$	26,172.07	\$	44,492.52
Health Program Assistant	486	17	\$	26,172.07	\$	44,492.52
WIC Peer Counselor	922	17	\$	26,172.07	\$	44,492.52
Deputy Register Of Deeds	352	18	\$	27,480.67	\$	46,717.14
Foreign Language Interpreter	498	18	\$	27,480.67	\$	46,717.14
Property Specialist	822	18	\$	27,480.67	\$	46,717.14
Animal Care Officer	027	18	\$	27,480.67	\$	46,717.14
Library Program Coordinator	570	18	\$	27,480.67	\$	46,717.14
Golf Technician III	978	18	\$	27,480.67	\$	46,717.14
Maintenance Technician II	584	18	\$	27,480.67	\$	46,717.14
IT Training Assistant	633	18	\$	27,480.67	\$	46,717.14
WIC Vendor Coordinator	921	18	\$	27,480.67	\$	46,717.14
Sr. Office Assistant	037	18	\$	27,480.67	\$	46,717.14
Elections Specialist (new)	ADD	18	\$	27,480.67	\$	46,717.14
Assistant Golf Professional II	977	19	\$	28,854.70	\$	49,053.00
Revenue Collector	745	19	\$	28,854.70	\$	49,053.00
Environmental Health Technician	413	19	\$	28,854.70	\$	49,053.00
Automotive Technician	150	19	\$	28,854.70	\$	49,053.00
Tax Accounting Technician	848	19	\$	28,854.70	\$	49,053.00
In Home Care Aide Supervisor	202	19	\$	28,854.70	\$	49,053.00
Fiscal Technician	742	19	\$	28,854.70	\$	49,053.00
Support Services Supervisor	592	19	\$	28,854.70	\$	49,053.00
Foreign Language Interpreter Supervisor	195	20	\$	30,297.44	\$	51,505.65
Telecommunicator	816	20	\$	30,297.44	\$	51,505.65
Clinic Coordinator	035	20	\$	30,297.44	\$	51,505.65
Park Maintenance Group Supervisor I	665	20	\$	30,297.44	\$	51,505.65
Sr. Maintenance Technician	585	20	\$	30,297.44	\$	51,505.65
Sr. Tax Assistant	852	20	\$	30,297.44	\$	51,505.65
Income Maintenance Caseworker	786	20	\$	30,297.44	\$	51,505.65
Design & Construction Technician	425	20	\$	30,297.44	\$	51,505.65
Office Assistant Supervisor	651	20	\$	30,297.44	\$	51,505.65
IT Training Specialist	614	20	\$	30,297.44	\$	51,505.65
Department Training Specialist	381	20	\$	30,297.44	\$	51,505.65
Deputy Clerk To Board Of Co Comm Administrative Assistant	345 034	20 20	\$ \$	30,297.44 30,297.44	\$ \$	51,505.65 51,505.65
Licensed Practical Nurse	419	21	\$	31,812.31	\$	54,080.93
Lead Tax Assistant	058	21	\$	31,812.31	\$	54,080.93
Tax Deferment Specialist	854	21	\$	31,812.31	\$	54,080.93
Public Health Educator	695	21	\$	31,812.31	\$	54,080.93
Dental Assistant	114	21	\$	31,812.31	\$	54,080.93
Community Court Services Manager	320	21	\$	31,812.31	\$	54,080.93
Assistant Register Of Deeds I	125	21	\$	31,812.31	\$	54,080.93
Medicaid Transportation Coordinator	198	21	\$	31,812.31	\$	54,080.93
Library Training Bridge Prog Coordinator	643	21	\$	31,812.31	\$	54,080.93
Peer Support Specialist	129	21	\$	31,812.31	\$	54,080.93
Medical Laboratory Technician	603	21	\$	31,812.31	\$	54,080.93

Soil & Water Conservationist	809	22	\$	33,402.93	\$	56,784.98
Vector Control Specialist (NEW)	ADD	22	\$	33,402.93	\$	56,784.98
Assistant Extension Agent	480	22	\$	33,402.93	\$	56,784.98
Community Gardening Coordinator	028	22	\$	33,402.93	\$	56,784.98
Animal Control Officer	094	22	\$	33,402.93	\$	56,784.98
Pretrial Release Specialist	683	22	\$	33,402.93	\$	56,784.98
Sheriff's Records Supervisor	751	22	\$	33,402.93	\$	56,784.98
Golf Course Assistant Supervisor	981	22	\$	33,402.93	\$	56,784.98
Park Maintenance Group Supervisor II	044	22	\$	33,402.93	\$	56,784.98
Sr. Income Maintenance Caseworker	792	22	\$	33,402.93	\$	56,784.98
Payroll Specialist	660	22	\$	33,402.93	\$	56,784.98
Property Liaison	829	22	\$	33,402.93	\$	56,784.98
Child Support Agent	197	22	\$	33,402.93	\$	56,784.98
Telecommunicator Shift Supervisor	880	22	\$	33,402.93	\$	56,784.98
Statistical Research Assistant	708	22	\$	33,402.93	\$	56,784.98
Human Resources Technician	680	22	\$	33,402.93	\$	56,784.98
Housing Loan Officer	502	23	\$	35,073.07	\$	59,624.23
Paralegal	672	23	\$	35,073.07	\$	59,624.23
Department IT Support Technician	557	23	\$	35,073.07	\$	59,624.23
PC Support Technician	619	23	\$	35,073.07	\$	59,624.23
Housing Specialist	529	23	\$	35,073.07	\$	59,624.23
Librarian Internet Services	638	23	\$	35,073.07	\$	59,624.23
Nutritionist	639	23	\$	35,073.07	\$	59,624.23
Librarian	551	23	\$	35,073.07	\$	59,624.23
Air Awareness Coordinator	056	23	\$	35,073.07	\$	59,624.23
Environmental Specialist	408	23	\$	35,073.07	\$	59,624.23
Detention Population Specialist	540	23	\$	35,073.07	\$	59,624.23
Pretrial Release Manager	684	23	\$	35,073.07	\$	59,624.23
Office Administrator	033	23	\$	35,073.07	\$	59,624.23
EMS Equipment Officer	388	23	\$	35,073.07	\$	59,624.23
Event Planner	955	23	\$	35,073.07	\$	59,624.23
Recreation Manager	741	23	\$	35,073.07	\$	59,624.23
Automotive Electronic Technician	149	23	\$	35,073.07	\$	59,624.23
Sr. Automotive Technician	151	23	\$	35,073.07	\$	59,624.23
Program Integrity Investigator (new)	ADD	23	\$	35,073.07	\$	59,624.23
Facilities Services Manager	207	24	\$	36,826.73	\$	62,605.44
Sr. Nutritionist	712	24	\$	36,826.73	\$	62,605.44
GIS Technician	189	24	\$	36,826.73	\$	62,605.44
Medical Laboratory Technologist	602	24	\$	36,826.73	\$	62,605.44
Accounting Specialist	143	24	\$	36,826.73	\$	62,605.44
Fire Engineer	465	24	\$	36,826.73	\$	62,605.44
Sr. Child Support Agent	546	24	\$	36,826.73	\$	62,605.44
Assistant Register Of Deeds II	128	24	\$	36,826.73	\$	62,605.44
EMT Paramedic	626	24	\$	36,826.73	\$	62,605.44
Dental Office Manager	340	24	\$	36,826.73	\$	62,605.44
Fiscal Supervisor	657	24	\$	36,826.73	\$	62,605.44
Social Worker	504	24	\$	36,826.73	\$	62,605.44
Construction Coordinator	429	24	\$	36,826.73	\$	62,605.44
Care Management Team Leader	052	24	\$	36,826.73	\$	62,605.44
Staff Development Specialist	811	24	\$	36,826.73	\$	62,605.44

IT Web Developer/ Content Specialist	946	24	\$	36,826.73	\$	62,605.44
Maintenance Supervisor	890	24	\$	36,826.73	\$	62,605.44
In Home Aide Program Supervisor	508	24	\$	36,826.73	\$	62,605.44
Animal Control Supervisor	097	24	\$	36,826.73	\$	62,605.44
Library Supervisor	558	25	\$	38,668.06	\$	65,735.71
Appraiser	107	25	\$	38,668.06	\$	65,735.71
Child Support Supervisor	199	25	\$	38,668.06	\$	65,735.71
Emergency Services Systems Administrator	387	25	\$	38,668.06	\$	65,735.71
Environmental Health Specialist Intern	122	25	\$	38,668.06	\$	65,735.71
Sheriff's Accreditation Specialist	763	25	\$	38,668.06	\$	65,735.71
Animal Shelter Manager	091	25	\$	38,668.06	\$	65,735.71
Crime Analyst	283	26	\$	40,601.47	\$	69,022.49
Income Maintenance Supervisor	789	26	\$	40,601.47	\$	69,022.49
Tax Analyst	858	26	\$	40,601.47	\$	69,022.49
Tax Auditor	141	26	\$	40,601.47	\$	69,022.49
EMS Assistant Supervisor	382	26	\$	40,601.47	\$	69,022.49
EMS Mobile Integrated Health Community Paramedic	059	26	\$	40,601.47	\$	69,022.49
EMT Paramedic/Critical Care/42	406	26	\$	40,601.47	\$	69,022.49
Information and Communication Specialist	393	26	\$	40,601.47	\$	69,022.49
Library Information Officer	574	26	\$	40,601.47	\$	69,022.49
Sr. GIS Technician	187	26	\$	40,601.47	\$	69,022.49
Public Health Educator II	696	26	\$	40,601.47	\$	69,022.49
Deputy Director Of Elections	357	26	\$	40,601.47	\$	69,022.49
Fleet Supervisor (NEW)	ADD	26	\$	40,601.47	\$	69,022.49
Dental Hygenist	116	26	\$	40,601.47	\$	69,022.49
GIS Specialist	180	27	\$	42,631.54	\$	72,473.62
Care Management Specialist	047	27	\$	42,631.54	\$	72,473.62
Sr. Tax Auditor	145	27	\$	42,631.54	\$	72,473.62
Marketing and Events Manager	987	27	\$	42,631.54	\$	72,473.62
Coordinator Health Services	276	27	\$	42,631.54	\$	72,473.62
Housing and Community Development Analyst	500	27	\$	42,631.54	\$	72,473.62
Library Manager	212	27	\$	42,631.54	\$	72,473.62
Department IT Support Analyst	514	27	\$	42,631.54	\$	72,473.62
PC Analyst	625	27	\$	42,631.54	\$	72,473.62
Sheriff IT Systems Support Analyst	750	27	\$	42,631.54	\$	72,473.62
Sheriff's Crisis Counselor	900	27	\$	42,631.54	\$	72,473.62
Associate Extension Agent	139	27	\$	42,631.54	\$	72,473.62
Environmental Health Specialist	410	27	\$	42,631.54	\$	72,473.62
Sr. Appraiser	108	27	\$	42,631.54	\$	72,473.62
Sr. Social Worker	807	27	\$	42,631.54	\$	72,473.62
EMS Shift Supervisor	ADD	27	\$	42,631.54	\$	72,473.62
IT Software Developer	255	28	\$	44,763.12	\$	76,097.30
Safety/Loss Control Analyst	754	28	\$	44,763.12	\$	76,097.30
Risk Management Analyst	749	28	\$	44,763.12	\$	76,097.30
Safety Officer	461	28	\$	44,763.12	\$	76,097.30
Nutritionist Supervisor	632	28	\$	44,763.12	\$	76,097.30
Quality Assurance Manager	613	28	\$	44,763.12	\$	76,097.30

Property Management Supervisor	830	28	\$	44,763.12	\$	76,097.30
Fiscal Analyst	445	28	\$	44,763.12	\$	76,097.30
Sr. Environmental Specialist	409	28	\$	44,763.12	\$	76,097.30
Sr. Staff Development Specialist	823	28	\$	44,763.12	\$	76,097.30
Child Support Program Manager	201	28	\$	44,763.12	\$	76,097.30
Licensed Clinical Social Worker	793	29	\$	47,001.27	\$	79,902.17
Medical Laboratory Supervisor	604	29	\$	47,001.27	\$	79,902.17
Income Support Program Manager	790	29	\$	47,001.27	\$	79,902.17
Golf Professional	961	29	\$	47,001.27	\$	79,902.17
Maintenance Manager	424	29	\$	47,001.27	\$	79,902.17
Public Health Nurse I	701	29	\$	47,001.27	\$	79,902.17
Budget & Management Analyst	590	29	\$	47,001.27	\$	79,902.17
Sr. Human Resources Consultant	705	29	\$	47,001.27	\$	79,902.17
Communications Training Officer	054	29	\$	47,001.27	\$	79,902.17
Fire Prevention Officer	464	29	\$	47,001.27	\$	79,902.17
Fire Suppression Shift Supervisor	463	29	\$	47,001.27	\$	79,902.17
Fire Training Officer	462	29	\$	47,001.27	\$	79,902.17
Telecommunicator Supervisor	818	29	\$	47,001.27	\$	79,902.17
EMS Shift Captain	385	29	\$	47,001.27	\$	79,902.17
EMS Training Officer	386	29	\$	47,001.27	\$	79,902.17
GIS Analyst	181	29	\$	47,001.27	\$	79,902.17
Addressing Analyst	872	29	\$	47,001.27	\$	79,902.17
Sr. Environmental Health Specialist	411	29	\$	47,001.27	\$	79,902.17
Environmental Affairs Asst. Program Mgr	404	29	\$	47,001.27	\$	79,902.17
Internal Auditor	559	29	\$	47,001.27	\$	79,902.17
IT Networking Analyst	618	30	\$	49,351.34	\$	83,897.27
Tax Manager	727	30	\$	49,351.34	\$	83,897.27
Fleet Manager	430	30	\$	49,351.34	\$	83,897.27
Lead Appraiser	144	30	\$	49,351.34	\$	83,897.27
Environmental Health Supervisor I	395	30	\$	49,351.34	\$	83,897.27
Addressing Coordinator	871	30	\$	49,351.34	\$	83,897.27
Social Work Supervisor	800	30	\$	49,351.34	\$	83,897.27
EMS Quality Management Coordinator	407	31	\$	51,818.90	\$	88,092.14
Sr. Social Worker Supervisor	801	31	\$	51,818.90	\$	88,092.14
Extension Agent	530	31	\$	51,818.90	\$	88,092.14
Systems Analyst	834	31	\$	51,818.90	\$	88,092.14
Sheriff's Application and Database Specialist	764	31	\$	51,818.90	\$	88,092.14
Asst. Director of Income Support	036	31	\$	51,818.90	\$	88,092.14
Nurse Care Manager	048	31	\$	51,818.90	\$	88,092.14
Public Health Nurse II	702	31	\$	51,818.90	\$	88,092.14
Design & Construction Manager	423	31	\$	51,818.90	\$	88,092.14
Property Manager	039	31	\$	51,818.90	\$	88,092.14
Tax Project Manager	849	31	\$	51,818.90	\$	88,092.14
Department Business Manager	820	31	\$	51,818.90	\$	88,092.14
Nutrition Program Director	635	31	\$	51,818.90	\$	88,092.14
E-911 Systems Manager	244	31	\$	51,818.90	\$	88,092.14
Fire Operations Manager	467	31	\$	51,818.90	\$	88,092.14

Golf Course Supervisor	979	31	\$	51,818.90	\$	88,092.14
Environmental Affairs Program						
Manager I	398	32	\$	54,409.85	\$	92,496.74
GIS Programmer	873	32	\$	54,409.85	\$	92,496.74
Epidemiology and Surveillance						
Director	707	32	\$	54,409.85	\$	92,496.74
Stepping Up Program Supervisor						
Senior Tax Manager	724	32	\$	54,409.85	\$	92,496.74
Staff Development Manager	827	32	\$	54,409.85	\$	92,496.74
IT Database Analyst	299	32	\$	54,409.85	\$	92,496.74
IT Assistant Team Leader	049	32	\$	54,409.85	\$	92,496.74
IT Web Software Developer	549	32	\$	54,409.85	\$	92,496.74
Sr. IT Software Developer	264	32	\$	54,409.85	\$	92,496.74
Licensed Clinical Supervisor	826	32	\$	54,409.85	\$	92,496.74
Sr. Budget & Management Analyst						
Clerk To Board of County Commissioners	168	33	\$	57,130.34	\$	97,121.58
Economic Development Specialist						
Environmental Health Supervisor II	522	33	\$	57,130.34	\$	97,121.58
Nurse Care Team Leader	396	33	\$	57,130.34	\$	97,121.58
Public Health Nurse III	050	33	\$	57,130.34	\$	97,121.58
Deputy Fire Marshal	703	33	\$	57,130.34	\$	97,121.58
EMS Compliance Officer	349	33	\$	57,130.34	\$	97,121.58
Environmental Affairs Program						
Manager II	383	33	\$	57,130.34	\$	97,121.58
Interagency Radio System Manager	400	33	\$	57,130.34	\$	97,121.58
Social Work Program Manager	513	33	\$	57,130.34	\$	97,121.58
798	33	\$	57,130.34	\$	97,121.58	
EMS Operations Officer						
Animal Control Director	379	34	\$	59,986.86	\$	101,977.66
090	34	\$	59,986.86	\$	101,977.66	
Assistant Director of Business						
Operations	667	35	\$	62,986.20	\$	107,076.54
Assistant Director of Parks						
Operations	658	35	\$	62,986.20	\$	107,076.54
Public Health Nursing Supervisor						
Care Management Nursing Supervisor	709	35	\$	62,986.20	\$	107,076.54
053	35	\$	62,986.20	\$	107,076.54	
Deputy Assessor/Collector	134	35	\$	62,986.20	\$	107,076.54
Internal Audit Manager	535	35	\$	62,986.20	\$	107,076.54
Risk Manager	753	35	\$	62,986.20	\$	107,076.54
Assistant Director of General Services						
IT Team Leader	115	35	\$	62,986.20	\$	107,076.54
IT Database Administrator	717	35	\$	62,986.20	\$	107,076.54
IT Programming Manager	298	35	\$	62,986.20	\$	107,076.54
Sheriff's IT Systems Manager	838	35	\$	62,986.20	\$	107,076.54
Environmental Health Director	778	35	\$	62,986.20	\$	107,076.54
064	35	\$	62,986.20	\$	107,076.54	
Controller & Systems Manager						
Associate Library Director	438	36	\$	66,135.51	\$	112,430.37
140	36	\$	66,135.51	\$	112,430.37	

Cooperative Extension Director	278	36	\$	66,135.51	\$	112,430.37
Director Of Elections	824	36	\$	66,135.51	\$	112,430.37
Director of Strategic Initiative	799	36	\$	66,135.51	\$	112,430.37
Geographic Information Officer	874	37	\$	69,442.29	\$	118,051.89
Assistant Public Health Director	363	37	\$	69,442.29	\$	118,051.89
Social Services Business Manager	281	37	\$	69,442.29	\$	118,051.89
Social Services Division Director	796	37	\$	69,442.29	\$	118,051.89
Assistant Director of Social Services Care Management Program	797	37	\$	69,442.29	\$	118,051.89
Manager	051	37	\$	69,442.29	\$	118,051.89
Nursing Program Manager	719	37	\$	69,442.29	\$	118,051.89
Deputy Director Emergency Services (new)	ADD	37	\$	69,442.29	\$	118,051.89
Pharmacist	669	38	\$	72,914.40	\$	123,954.48
Physician Assistant/Nurse Practitioner	681	38	\$	72,914.40	\$	123,954.48
Environmental Assistance and Protection Director	399	39	\$	76,560.12	\$	130,152.21
Sr. Physician Assistant/Nurse Practitioner	678	39	\$	76,560.12	\$	130,152.21
Deputy Director of Human Resources	509	39	\$	76,560.12	\$	130,152.21
Deputy Director of Social Services Assistant Chief Financial Officer	277 885	39 39	\$ \$	76,560.12 76,560.12	\$ \$	130,152.21 130,152.21
Register Of Deeds	734	40	\$	80,388.13	\$	136,659.82
Assistant County Attorney	105	40	\$	80,388.13	\$	136,659.82
Pharmacy Manager	670	40	\$	80,388.13	\$	136,659.82
Deputy Chief Financial Officer	348	40	\$	80,388.13	\$	136,659.82
Director of Emergency Services Housing & Community Development Director	380 531	41 41	\$ \$	84,407.53 84,407.53	\$ \$	143,492.81 143,492.81
Library Director	562	41	\$	84,407.53	\$	143,492.81
General Services Director	496	41	\$	84,407.53	\$	143,492.81
Assistant County Attorney/Paralegal Supervisor	124	41	\$	84,407.53	\$	143,492.81
Parks & Recreation Director	656	41	\$	84,407.53	\$	143,492.81
Budget & Management Director	165	42	\$	88,627.91	\$	150,667.45
Tax Assessor/Collector	875	43	\$	93,059.31	\$	158,200.82
Assistant County Manager	117	43	\$	93,059.31	\$	158,200.82
Chief Information Officer	594	43	\$	93,059.31	\$	158,200.82
Chief Technology Officer	494	43	\$	93,059.31	\$	158,200.82
Dentist	113	44	\$	97,712.27	\$	166,110.86
Human Resources Director	663	44	\$	97,712.27	\$	166,110.86
Social Services Director	282	45	\$	102,597.89	\$	174,416.41
Dentist Director	343	46	\$	107,727.78	\$	183,137.23
Chief Financial Officer	435	46	\$	107,727.78	\$	183,137.23

<i>no classifications currently assigned</i>		47	\$	113,114.17	\$	192,294.09
County Attorney	274	48	\$	118,769.88	\$	201,908.79
Deputy County Manager	344	48	\$	118,769.88	\$	201,908.79
Public Health Director	694	48	\$	118,769.88	\$	201,908.79

Detention Officer I	369	100	\$	35,161.10	\$	59,773.87
Detention Officer II	062	101	\$	37,658.40	\$	64,019.28
Detention Officer III	063	102	\$	40,222.00	\$	68,377.40
Detention Corporal	367	103	\$	43,139.20	\$	73,336.64
Detention Sergeant	330	104	\$	50,852.10	\$	86,448.57
Detention Lieutenant	364	105	\$	57,194.80	\$	97,231.16
Detention Captain	356	106	\$	63,232.00	\$	107,494.40
Detention Center Administrator	370	209	\$	79,539.20	\$	135,216.64
Deputy Sheriff I	355	200	\$	36,244.00	\$	61,614.80
Deputy Sheriff II	060	201	\$	39,780.00	\$	67,626.00
Sheriffs Investigator	752	202	\$	40,730.30	\$	69,241.51
Deputy Sheriff III	061	203	\$	42,078.40	\$	71,533.28
Sr. Sheriffs Investigator	755	204	\$	43,095.00	\$	73,261.50
Corporal	269	205	\$	45,017.70	\$	76,530.09
Sergeant	780	206	\$	56,686.50	\$	96,367.05
Lieutenant	568	207	\$	62,918.70	\$	106,961.79
Captain	188	208	\$	68,494.40	\$	116,440.48
Major	611	209	\$	79,539.20	\$	135,216.64
Chief Deputy Sheriff	889	210	\$	84,281.60	\$	143,278.72
Sheriff	781	211	\$	99,174.40	\$	168,596.48