

## 2021 Pay Study Recommended Grade Placements

| Dept Name             | Job Class                      | Current<br>Grd | Curr Min   | Curr Mid   | Curr Max   | Proposed<br>GRADE | Prop Min   | Prop Mid   | Prop Max   |
|-----------------------|--------------------------------|----------------|------------|------------|------------|-------------------|------------|------------|------------|
| COUNTY ADMINISTRATION | COUNTY MANAGER                 | 112            | \$ 144,385 | \$ 187,701 | \$ 231,016 | <b>43</b>         | \$ 150,587 | \$ 203,293 | \$ 255,998 |
| COUNTY ADMINISTRATION | DEPUTY COUNTY MANAGER          | 94             | \$ 105,631 | \$ 137,321 | \$ 169,010 | <b>38</b>         | \$ 117,989 | \$ 159,285 | \$ 200,581 |
| COUNTY ADMINISTRATION | DEPUTY COUNTY MGR, PUBLIC SRVS | 92             | \$ 101,326 | \$ 131,724 | \$ 162,121 | <b>37</b>         | \$ 112,371 | \$ 151,700 | \$ 191,030 |
| COMMUNICATIONS        | DIRECTOR OF COMMUNICATIONS     | 72             | \$ 58,270  | \$ 75,751  | \$ 93,232  | <b>28</b>         | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| COUNTY ADMINISTRATION | RISK MANAGER                   | 73             | \$ 60,423  | \$ 78,550  | \$ 96,677  | <b>27</b>         | \$ 68,986  | \$ 93,131  | \$ 117,276 |
| COMMUNICATIONS        | COMMUNICATIONS SPECIALIST      | 67             | \$ 47,506  | \$ 61,758  | \$ 76,010  | <b>21</b>         | \$ 51,478  | \$ 69,496  | \$ 87,513  |
| COUNTY ADMINISTRATION | EXECUTIVE ASSISTANT II         | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | <b>20</b>         | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| COUNTY ADMINISTRATION | RISK MANAGEMENT TECHNICIAN     | 65             | \$ 43,201  | \$ 56,161  | \$ 69,122  | <b>19</b>         | \$ 46,692  | \$ 63,035  | \$ 79,377  |

2021 Pay Study Recommended Grade Placements

| Dept Name      | Job Class      | Current<br>Grd | Curr Min  | Curr Mid  | Curr Max  | Proposed<br>GRADE | Prop Min  | Prop Mid  | Prop Max   |
|----------------|----------------|----------------|-----------|-----------|-----------|-------------------|-----------|-----------|------------|
| GOVERNING BODY | CLERK TO BOARD | 72             | \$ 58,270 | \$ 75,751 | \$ 93,232 | 24                | \$ 59,592 | \$ 80,450 | \$ 101,307 |

## 2021 Pay Study Recommended Grade Placements

| Dept Name          | Job Class                      | Current<br>Grd | Curr Min  | Curr Mid  | Curr Max  | Proposed<br>GRADE | Prop Min  | Prop Mid  | Prop Max   |
|--------------------|--------------------------------|----------------|-----------|-----------|-----------|-------------------|-----------|-----------|------------|
| BOARD OF ELECTIONS | DIRECTOR OF ELECTIONS          | 72             | \$ 58,270 | \$ 75,751 | \$ 93,232 | <b>25</b>         | \$ 62,572 | \$ 84,472 | \$ 106,373 |
| BOARD OF ELECTIONS | DEPUTY DIRECTOR OF ELECTIONS   | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122 | <b>19</b>         | \$ 46,692 | \$ 63,035 | \$ 79,377  |
| BOARD OF ELECTIONS | ELECTIONS COMPUTER TECHNICIAN  | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122 | <b>19</b>         | \$ 46,692 | \$ 63,035 | \$ 79,377  |
| BOARD OF ELECTIONS | ASSISTANT DEPUTY DIRECTOR      | 63             | \$ 38,895 | \$ 50,563 | \$ 62,232 | <b>16</b>         | \$ 40,335 | \$ 54,452 | \$ 68,569  |
| BOARD OF ELECTIONS | ELECTIONS LOGISTICS SPECIALIST | 63             | \$ 38,895 | \$ 50,563 | \$ 62,232 | <b>16</b>         | \$ 40,335 | \$ 54,452 | \$ 68,569  |
| BOARD OF ELECTIONS | REGISTRATION CLERK             | 59             | \$ 30,284 | \$ 39,369 | \$ 48,454 | <b>13</b>         | \$ 34,842 | \$ 47,037 | \$ 59,232  |

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| Dept Name                     | Job Class                                     | Current<br>Grd | Curr Min  | Curr Mid   | Curr Max   | Proposed<br>GRADE | Prop Min   | Prop Mid   | Prop Max   |
|-------------------------------|-----------------------------------------------|----------------|-----------|------------|------------|-------------------|------------|------------|------------|
| DSS ADMINISTRATION            | SOCIAL SERVICES DIRECTOR                      | 89             | \$ 94,867 | \$ 123,327 | \$ 151,788 | 35                | \$ 101,923 | \$ 137,597 | \$ 173,270 |
| DSS ADMINISTRATION            | SOCIAL WORK PROG ADMINISTRATOR I              | 75             | \$ 64,728 | \$ 84,147  | \$ 103,565 | 30                | \$ 79,860  | \$ 107,810 | \$ 135,761 |
| DSS ADMINISTRATION            | SOCIAL WORK PROG MGR-CPS                      | 74             | \$ 62,576 | \$ 81,349  | \$ 100,122 | 29                | \$ 76,057  | \$ 102,677 | \$ 129,297 |
| DSS ADMINISTRATION            | ASSURANCE SUPV                                | 73             | \$ 60,423 | \$ 78,550  | \$ 96,677  | 28                | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| DSS ADMINISTRATION            | SOCIAL WORK SUPV III                          | 73             | \$ 60,423 | \$ 78,550  | \$ 96,677  | 28                | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| DSS ADMINISTRATION            | ECONOMIC SERVICES PROG MGR II                 | 71             | \$ 56,118 | \$ 72,954  | \$ 89,789  | 25                | \$ 62,572  | \$ 84,472  | \$ 106,373 |
| DSS ADMINISTRATION            | SOCIAL WORKER III                             | 70             | \$ 53,965 | \$ 70,155  | \$ 86,344  | 24                | \$ 59,592  | \$ 80,450  | \$ 101,307 |
| DSS ADMINISTRATION            | CHILD SUPPORT SUPV                            | 68             | \$ 49,659 | \$ 64,557  | \$ 79,455  | 23                | \$ 56,755  | \$ 76,619  | \$ 96,483  |
| DSS ADMINISTRATION            | BUSINESS OFFICER                              | 69             | \$ 51,811 | \$ 67,354  | \$ 82,898  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| DSS ADMINISTRATION            | ECONOMIC SERVICES SUPV                        | 67             | \$ 47,506 | \$ 61,758  | \$ 76,010  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| DSS ADMINISTRATION            | ECONOMIC SERVICES SUPV (Q/A ANALYST)          | 67             | \$ 47,506 | \$ 61,758  | \$ 76,010  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| DSS ADMINISTRATION            | SOCIAL WORK PROG SUPPORT SPEC                 | 67             | \$ 47,506 | \$ 61,758  | \$ 76,010  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| DSS ADMINISTRATION            | SOCIAL WORKER II                              | 67             | \$ 47,506 | \$ 61,758  | \$ 76,010  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| DSS ADMINISTRATION            | PARALEGAL                                     | 68             | \$ 49,659 | \$ 64,557  | \$ 79,455  | 21                | \$ 51,478  | \$ 69,496  | \$ 87,513  |
| DSS ADMINISTRATION            | LEAD CHILD SUPPORT AGENT                      | 66             | \$ 45,353 | \$ 58,959  | \$ 72,565  | 21                | \$ 51,478  | \$ 69,496  | \$ 87,513  |
| DSS ADMINISTRATION            | OFFICE MANAGER                                | 66             | \$ 45,353 | \$ 58,959  | \$ 72,565  | 21                | \$ 51,478  | \$ 69,496  | \$ 87,513  |
| DSS ADMINISTRATION            | CHILD SUPPORT AGENT II                        | 65             | \$ 43,201 | \$ 56,161  | \$ 69,122  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| DSS ADMINISTRATION            | INCOME MAINT CASEWORKER III (PROG SPECIALIST) | 65             | \$ 43,201 | \$ 56,161  | \$ 69,122  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| DSS ADMINISTRATION            | INCOME MAINT INVESTIGATOR II                  | 65             | \$ 43,201 | \$ 56,161  | \$ 69,122  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| PUBLIC HOUSING-ADMINISTRATION | SECTION 8 PROGRAM SUPV                        | 67             | \$ 47,506 | \$ 61,758  | \$ 76,010  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| DSS ADMINISTRATION            | CHILD SUPPORT AGENT I                         | 63             | \$ 38,895 | \$ 50,563  | \$ 62,232  | 18                | \$ 44,469  | \$ 60,033  | \$ 75,597  |
| DSS ADMINISTRATION            | INCOME MAINT CASEWORKER II                    | 63             | \$ 38,895 | \$ 50,563  | \$ 62,232  | 18                | \$ 44,469  | \$ 60,033  | \$ 75,597  |
| DSS ADMINISTRATION            | SOCIAL WORKER I                               | 62             | \$ 36,742 | \$ 47,764  | \$ 58,787  | 18                | \$ 44,469  | \$ 60,033  | \$ 75,597  |
| PUBLIC HOUSING-ADMINISTRATION | OCCUPANCY SPECIALIST                          | 65             | \$ 43,201 | \$ 56,161  | \$ 69,122  | 18                | \$ 44,469  | \$ 60,033  | \$ 75,597  |
| PUBLIC HOUSING-ADMINISTRATION | HOUSING INSPECTOR                             | 64             | \$ 41,048 | \$ 53,362  | \$ 65,677  | 17                | \$ 42,351  | \$ 57,174  | \$ 71,997  |
| DSS ADMINISTRATION            | INCOME MAINT CASEWORKER I                     | 61             | \$ 34,590 | \$ 44,967  | \$ 55,344  | 16                | \$ 40,335  | \$ 54,452  | \$ 68,569  |
| DSS ADMINISTRATION            | ACCOUNTING TECHNICIAN II                      | 61             | \$ 34,590 | \$ 44,967  | \$ 55,344  | 15                | \$ 38,414  | \$ 51,859  | \$ 65,304  |
| DSS ADMINISTRATION            | INTERPRETER                                   | 60             | \$ 32,437 | \$ 42,168  | \$ 51,899  | 15                | \$ 38,414  | \$ 51,859  | \$ 65,304  |
| DSS ADMINISTRATION            | INCOME MAINT TECHNICIAN                       | 59             | \$ 30,284 | \$ 39,369  | \$ 48,454  | 14                | \$ 36,585  | \$ 49,389  | \$ 62,194  |
| DSS ADMINISTRATION            | SR PROCESSING ASSISTANT                       | 59             | \$ 30,284 | \$ 39,369  | \$ 48,454  | 13                | \$ 34,842  | \$ 47,037  | \$ 59,232  |
| PUBLIC HOUSING-ADMINISTRATION | SR PROCESSING ASSISTANT                       | 59             | \$ 30,284 | \$ 39,369  | \$ 48,454  | 13                | \$ 34,842  | \$ 47,037  | \$ 59,232  |
| DSS ADMINISTRATION            | OFFICE ASSISTANT                              | 58             | \$ 28,131 | \$ 36,570  | \$ 45,009  | 12                | \$ 33,183  | \$ 44,797  | \$ 56,412  |

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| Dept Name                  | Job Class                       | Current<br>Grd |    | Curr Min | Curr Mid  | Curr Max   | Proposed<br>GRADE |    | Prop Min | Prop Mid   | Prop Max   |
|----------------------------|---------------------------------|----------------|----|----------|-----------|------------|-------------------|----|----------|------------|------------|
| EMERGENCY SERVICES         | EMERGENCY SERVICES DIRECTOR     | 80             | \$ | 75,492   | \$ 98,140 | \$ 120,788 | <b>P20</b>        | \$ | 87,683   | \$ 118,372 | \$ 149,061 |
| EMERGENCY MEDICAL SERVICES | EMS DEPUTY DIRECTOR             | 75             | \$ | 64,728   | \$ 84,147 | \$ 103,565 | <b>P17</b>        | \$ | 75,744   | \$ 102,254 | \$ 128,764 |
| EMERGENCY SERVICES         | EM DEPUTY DIRECTOR              | 74             | \$ | 62,576   | \$ 81,349 | \$ 100,122 | <b>P16</b>        | \$ | 72,137   | \$ 97,385  | \$ 122,632 |
| EMERGENCY MEDICAL SERVICES | EMS OPERATIONS MANAGER          | 73             | \$ | 60,423   | \$ 78,550 | \$ 96,677  | <b>P15</b>        | \$ | 68,702   | \$ 92,747  | \$ 116,793 |
| EMERGENCY SERVICES         | FIRE SERVICES ADM               | 71             | \$ | 56,118   | \$ 72,954 | \$ 89,789  | <b>P14</b>        | \$ | 65,430   | \$ 88,331  | \$ 111,231 |
| EMERGENCY MEDICAL SERVICES | EMS OPERATIONS SUPV             | 68             | \$ | 49,659   | \$ 64,557 | \$ 79,455  | <b>P11</b>        | \$ | 56,521   | \$ 76,303  | \$ 96,086  |
| EMERGENCY MEDICAL SERVICES | EMS OPERATIONS/TRAINING OFFICER | 68             | \$ | 49,659   | \$ 64,557 | \$ 79,455  | <b>P11</b>        | \$ | 56,521   | \$ 76,303  | \$ 96,086  |
| EMERGENCY MEDICAL SERVICES | EMS SPECIAL OPERS SUPV          | 68             | \$ | 49,659   | \$ 64,557 | \$ 79,455  | <b>P11</b>        | \$ | 56,521   | \$ 76,303  | \$ 96,086  |
| EMERGENCY MEDICAL SERVICES | ASSISTANT OPERATIONS SUPV       | 66             | \$ | 45,353   | \$ 58,959 | \$ 72,565  | <b>P09</b>        | \$ | 51,266   | \$ 69,209  | \$ 87,153  |
| EMERGENCY MEDICAL SERVICES | PARAMEDIC                       | 65             | \$ | 43,201   | \$ 56,161 | \$ 69,122  | <b>P08</b>        | \$ | 48,825   | \$ 65,914  | \$ 83,003  |
| EMERGENCY MEDICAL SERVICES | PARAMEDIC (FTO)                 | 65             | \$ | 43,201   | \$ 56,161 | \$ 69,122  | <b>P08</b>        | \$ | 48,825   | \$ 65,914  | \$ 83,003  |
| EMERGENCY MEDICAL SERVICES | COMPUTER TECHNICIAN             | 66             | \$ | 45,353   | \$ 58,959 | \$ 72,565  | <b>19</b>         | \$ | 46,692   | \$ 63,035  | \$ 79,377  |
| EMERGENCY MEDICAL SERVICES | EMS PROCUREMENT/LOGISTICS COORD | 64             | \$ | 41,048   | \$ 53,362 | \$ 65,677  | <b>P07</b>        | \$ | 46,500   | \$ 62,775  | \$ 79,050  |
| EMERGENCY MEDICAL SERVICES | ACCESS & FUNCTIONAL NEEDS COORD | 65             | \$ | 43,201   | \$ 56,161 | \$ 69,122  | <b>18</b>         | \$ | 44,469   | \$ 60,033  | \$ 75,597  |
| EMERGENCY MEDICAL SERVICES | ADMINISTRATIVE ASSISTANT II     | 65             | \$ | 43,201   | \$ 56,161 | \$ 69,122  | <b>18</b>         | \$ | 44,469   | \$ 60,033  | \$ 75,597  |
| EMERGENCY MEDICAL SERVICES | VOLUNTEER & NON PROFIT COORD    | 65             | \$ | 43,201   | \$ 56,161 | \$ 69,122  | <b>18</b>         | \$ | 44,469   | \$ 60,033  | \$ 75,597  |
| EMERGENCY MEDICAL SERVICES | ADVANCED EMT FTO                | 62             | \$ | 36,742   | \$ 47,764 | \$ 58,787  | <b>P05</b>        | \$ | 42,177   | \$ 56,939  | \$ 71,701  |
| EMERGENCY MEDICAL SERVICES | ADVANCED EMT                    | 62             | \$ | 36,742   | \$ 47,764 | \$ 58,787  | <b>P05</b>        | \$ | 42,177   | \$ 56,939  | \$ 71,701  |
| EMERGENCY MEDICAL SERVICES | ADMINISTRATIVE ASSISTANT I      | 63             | \$ | 38,895   | \$ 50,563 | \$ 62,232  | <b>16</b>         | \$ | 40,335   | \$ 54,452  | \$ 68,569  |
| EMERGENCY MEDICAL SERVICES | SR OFFICE ASSISTANT             | 60             | \$ | 32,437   | \$ 42,168 | \$ 51,899  | <b>14</b>         | \$ | 36,585   | \$ 49,389  | \$ 62,194  |

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| Dept Name   | Job Class                     | Current<br>Grd | Curr Min  | Curr Mid   | Curr Max   | Proposed<br>GRADE | Prop Min  | Prop Mid   | Prop Max   |
|-------------|-------------------------------|----------------|-----------|------------|------------|-------------------|-----------|------------|------------|
| ENGINEERING | ENGINEERING SERVICES DIRECTOR | 84             | \$ 84,104 | \$ 109,335 | \$ 134,566 | <b>32</b>         | \$ 88,045 | \$ 118,861 | \$ 149,677 |
| ENGINEERING | STORMWATER ENGINEER           | 75             | \$ 64,728 | \$ 84,147  | \$ 103,565 | <b>27</b>         | \$ 68,986 | \$ 93,131  | \$ 117,276 |
| ENGINEERING | ENGINEERING PROJECT MANAGER   | 73             | \$ 60,423 | \$ 78,550  | \$ 96,677  | <b>26</b>         | \$ 65,701 | \$ 88,696  | \$ 111,691 |
| ENGINEERING | ENGINEERING ADMIN             | 69             | \$ 51,811 | \$ 67,354  | \$ 82,898  | <b>23</b>         | \$ 56,755 | \$ 76,619  | \$ 96,483  |
| ENGINEERING | ENGINEERING INSPECTOR         | 68             | \$ 49,659 | \$ 64,557  | \$ 79,455  | <b>22</b>         | \$ 54,052 | \$ 72,970  | \$ 91,889  |

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| Dept Name             | Job Class                        | Current<br>Grd |    | Curr Min | Curr Mid   | Curr Max   | Proposed<br>GRADE |    | Prop Min | Prop Mid   | Prop Max   |
|-----------------------|----------------------------------|----------------|----|----------|------------|------------|-------------------|----|----------|------------|------------|
| FINANCE               | DIRECTOR OF FISCAL OPERATIONS    | 90             | \$ | 97,021   | \$ 126,127 | \$ 155,233 | <b>36</b>         | \$ | 107,020  | \$ 144,476 | \$ 181,933 |
| FINANCE               | DEPUTY FINANCE OFFICER           | 80             | \$ | 75,492   | \$ 98,140  | \$ 120,788 | <b>31</b>         | \$ | 83,853   | \$ 113,201 | \$ 142,549 |
| FINANCE               | ACCOUNTING IT PROJ ADMINISTRATOR | 75             | \$ | 64,728   | \$ 84,147  | \$ 103,565 | <b>27</b>         | \$ | 68,986   | \$ 93,131  | \$ 117,276 |
| FINANCE               | FISCAL SPECIALIST                | 73             | \$ | 60,423   | \$ 78,550  | \$ 96,677  | <b>25</b>         | \$ | 62,572   | \$ 84,472  | \$ 106,373 |
| FINANCE               | FISCAL TECH SUPV                 | 73             | \$ | 60,423   | \$ 78,550  | \$ 96,677  | <b>25</b>         | \$ | 62,572   | \$ 84,472  | \$ 106,373 |
| WATER-UTILITY BILLING | UTILITY BILLING MANAGER          | 73             | \$ | 60,423   | \$ 78,550  | \$ 96,677  | <b>25</b>         | \$ | 62,572   | \$ 84,472  | \$ 106,373 |
| WATER-UTILITY BILLING | CUSTOMER SERVICE & COLLECT SPEC  | 68             | \$ | 49,659   | \$ 64,557  | \$ 79,455  | <b>21</b>         | \$ | 51,478   | \$ 69,496  | \$ 87,513  |
| FINANCE               | FISCAL TECHNICIAN II             | 66             | \$ | 45,353   | \$ 58,959  | \$ 72,565  | <b>19</b>         | \$ | 46,692   | \$ 63,035  | \$ 79,377  |
| FINANCE               | PAYROLL TECHNICIAN               | 66             | \$ | 45,353   | \$ 58,959  | \$ 72,565  | <b>19</b>         | \$ | 46,692   | \$ 63,035  | \$ 79,377  |
| FINANCE               | FISCAL TECHNICIAN I              | 63             | \$ | 38,895   | \$ 50,563  | \$ 62,232  | <b>16</b>         | \$ | 40,335   | \$ 54,452  | \$ 68,569  |
| WATER-UTILITY BILLING | BILLING TECHNICIAN               | 61             | \$ | 34,590   | \$ 44,967  | \$ 55,344  | <b>14</b>         | \$ | 36,585   | \$ 49,389  | \$ 62,194  |
| WATER-UTILITY BILLING | CUSTOMER SERVICE REP II          | 61             | \$ | 34,590   | \$ 44,967  | \$ 55,344  | <b>14</b>         | \$ | 36,585   | \$ 49,389  | \$ 62,194  |
| WATER-UTILITY BILLING | METER TECHNICIAN                 | 61             | \$ | 34,590   | \$ 44,967  | \$ 55,344  | <b>14</b>         | \$ | 36,585   | \$ 49,389  | \$ 62,194  |
| WATER-UTILITY BILLING | CUSTOMER SERVICE REP I           | 60             | \$ | 32,437   | \$ 42,168  | \$ 51,899  | <b>13</b>         | \$ | 34,842   | \$ 47,037  | \$ 59,232  |
| FINANCE               | FISCAL ASST/MAIL ROOM CLERK      | 59             | \$ | 30,284   | \$ 39,369  | \$ 48,454  | <b>12</b>         | \$ | 33,183   | \$ 44,797  | \$ 56,412  |
| WATER-UTILITY BILLING | METER READER                     | 58             | \$ | 28,131   | \$ 36,570  | \$ 45,009  | <b>12</b>         | \$ | 33,183   | \$ 44,797  | \$ 56,412  |

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| Dept Name                      | Job Class                       | Current<br>Grd |    | Curr Min | Curr Mid   | Curr Max   | Proposed<br>GRADE | Prop Min   | Prop Mid   | Prop Max   |
|--------------------------------|---------------------------------|----------------|----|----------|------------|------------|-------------------|------------|------------|------------|
| FAMILY HEALTH                  | DEPUTY COUNTY MANAGER FOR HHS   | 92             | \$ | 101,326  | \$ 131,724 | \$ 162,121 | 37                | \$ 112,371 | \$ 151,700 | \$ 191,030 |
| FAMILY HEALTH                  | LOCAL HEALTH DIRECTOR           | 89             | \$ | 94,867   | \$ 123,327 | \$ 151,788 | 35                | \$ 101,923 | \$ 137,597 | \$ 173,270 |
| FAMILY HEALTH                  | PHYSICIAN EXTENDER II           | 81             | \$ | 77,645   | \$ 100,938 | \$ 124,232 | 31                | \$ 83,853  | \$ 113,201 | \$ 142,549 |
| ENVIRONMENTAL HEALTH           | ENVIRONMENTAL HEALTH DIR I      | 80             | \$ | 75,492   | \$ 98,140  | \$ 120,788 | 30                | \$ 79,860  | \$ 107,810 | \$ 135,761 |
| FAMILY HEALTH                  | NURSING DIRECTOR II             | 79             | \$ | 73,341   | \$ 95,343  | \$ 117,345 | 30                | \$ 79,860  | \$ 107,810 | \$ 135,761 |
| FAMILY HEALTH                  | NURSING SUPV II                 | 75             | \$ | 64,728   | \$ 84,147  | \$ 103,565 | 28                | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| FAMILY HEALTH                  | LEAD PUBLIC HLTH NURSE-EXP ROLE | 73             | \$ | 60,423   | \$ 78,550  | \$ 96,677  | 26                | \$ 65,701  | \$ 88,696  | \$ 111,691 |
| ENVIRONMENTAL HEALTH           | SOIL SCIENTIST I                | 72             | \$ | 58,270   | \$ 75,751  | \$ 93,232  | 25                | \$ 62,572  | \$ 84,472  | \$ 106,373 |
| FAMILY HEALTH                  | LEAD PUBLIC HEALTH NURSE        | 72             | \$ | 58,270   | \$ 75,751  | \$ 93,232  | 25                | \$ 62,572  | \$ 84,472  | \$ 106,373 |
| FAMILY HEALTH                  | PUBLIC HEALTH NURSE-EXP ROLE    | 72             | \$ | 58,270   | \$ 75,751  | \$ 93,232  | 25                | \$ 62,572  | \$ 84,472  | \$ 106,373 |
| WIC-CLIENT SERVICES            | NUTRITION PROGRAM MANAGER       | 70             | \$ | 53,965   | \$ 70,155  | \$ 86,344  | 25                | \$ 62,572  | \$ 84,472  | \$ 106,373 |
| ENVIRONMENTAL HEALTH           | ENVIRONMENTAL HLTH PROG SPEC    | 71             | \$ | 56,118   | \$ 72,954  | \$ 89,789  | 24                | \$ 59,592  | \$ 80,450  | \$ 101,307 |
| FAMILY HEALTH                  | BUSINESS MANAGER                | 71             | \$ | 56,118   | \$ 72,954  | \$ 89,789  | 24                | \$ 59,592  | \$ 80,450  | \$ 101,307 |
| ENVIRONMENTAL HEALTH           | ENVIRONMENTAL HLTH SPEC DA      | 70             | \$ | 53,965   | \$ 70,155  | \$ 86,344  | 23                | \$ 56,755  | \$ 76,619  | \$ 96,483  |
| FAMILY HEALTH                  | PERSONNEL OFFICER               | 70             | \$ | 53,965   | \$ 70,155  | \$ 86,344  | 23                | \$ 56,755  | \$ 76,619  | \$ 96,483  |
| FAMILY HEALTH                  | PUBLIC HEALTH NURSE I           | 70             | \$ | 53,965   | \$ 70,155  | \$ 86,344  | 23                | \$ 56,755  | \$ 76,619  | \$ 96,483  |
| VETERANS SERVICES              | SR VETERANS SERVICES OFFICER    | 68             | \$ | 49,659   | \$ 64,557  | \$ 79,455  | 23                | \$ 56,755  | \$ 76,619  | \$ 96,483  |
| BIOTERRORISM PREPAREDNESS      | PREPAREDNESS COORDINATOR        | 69             | \$ | 51,811   | \$ 67,354  | \$ 82,898  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| ENVIRONMENTAL HEALTH           | ENVIRONMENTAL HLTH SPECIALIST I | 69             | \$ | 51,811   | \$ 67,354  | \$ 82,898  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| FAMILY HEALTH                  | SOCIAL WORKER II                | 67             | \$ | 47,506   | \$ 61,758  | \$ 76,010  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| FAMILY HEALTH                  | MEDICAL LAB TECHNOLOGIST I      | 68             | \$ | 49,659   | \$ 64,557  | \$ 79,455  | 21                | \$ 51,478  | \$ 69,496  | \$ 87,513  |
| KB REYNOLDS-NOURISHING BRUN CO | NUTRITIONIST II                 | 66             | \$ | 45,353   | \$ 58,959  | \$ 72,565  | 21                | \$ 51,478  | \$ 69,496  | \$ 87,513  |
| WIC-CLIENT SERVICES            | NUTRITIONIST II                 | 66             | \$ | 45,353   | \$ 58,959  | \$ 72,565  | 21                | \$ 51,478  | \$ 69,496  | \$ 87,513  |
| FAMILY HEALTH                  | PUBLIC HEALTH EDUCATOR II       | 67             | \$ | 47,506   | \$ 61,758  | \$ 76,010  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| FAMILY HEALTH                  | ACCOUNTING SUPV                 | 66             | \$ | 45,353   | \$ 58,959  | \$ 72,565  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| VETERANS SERVICES              | VETERANS SERVICE OFFICER        | 64             | \$ | 41,048   | \$ 53,362  | \$ 65,677  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| FAMILY HEALTH                  | ADMINISTRATIVE ASSISTANT II     | 65             | \$ | 43,201   | \$ 56,161  | \$ 69,122  | 18                | \$ 44,469  | \$ 60,033  | \$ 75,597  |
| FAMILY HEALTH                  | QUALITY ASSURANCE SPECIALIST    | 65             | \$ | 43,201   | \$ 56,161  | \$ 69,122  | 18                | \$ 44,469  | \$ 60,033  | \$ 75,597  |
| WIC-CLIENT SERVICES            | NUTRITIONIST I                  | 63             | \$ | 38,895   | \$ 50,563  | \$ 62,232  | 18                | \$ 44,469  | \$ 60,033  | \$ 75,597  |
| FAMILY HEALTH                  | MEDICAL LAB TECHNICIAN II       | 64             | \$ | 41,048   | \$ 53,362  | \$ 65,677  | 17                | \$ 42,351  | \$ 57,174  | \$ 71,997  |
| ENVIRONMENTAL HEALTH           | ENVIRONMENTAL HEALTH TECH       | 63             | \$ | 38,895   | \$ 50,563  | \$ 62,232  | 16                | \$ 40,335  | \$ 54,452  | \$ 68,569  |
| FAMILY HEALTH                  | PROCESSING SUPV                 | 63             | \$ | 38,895   | \$ 50,563  | \$ 62,232  | 16                | \$ 40,335  | \$ 54,452  | \$ 68,569  |
| FAMILY HEALTH                  | PUBLIC HEALTH EDUCATOR I        | 63             | \$ | 38,895   | \$ 50,563  | \$ 62,232  | 16                | \$ 40,335  | \$ 54,452  | \$ 68,569  |
| FAMILY HEALTH                  | MEDICAL LAB TECHNICIAN I        | 62             | \$ | 36,742   | \$ 47,764  | \$ 58,787  | 15                | \$ 38,414  | \$ 51,859  | \$ 65,304  |
| FAMILY HEALTH                  | ACCOUNTING TECHNICIAN II        | 61             | \$ | 34,590   | \$ 44,967  | \$ 55,344  | 15                | \$ 38,414  | \$ 51,859  | \$ 65,304  |
| FAMILY HEALTH                  | INTERPRETER                     | 60             | \$ | 32,437   | \$ 42,168  | \$ 51,899  | 15                | \$ 38,414  | \$ 51,859  | \$ 65,304  |
| FAMILY HEALTH                  | SR ACCOUNTING CLERK             | 60             | \$ | 32,437   | \$ 42,168  | \$ 51,899  | 14                | \$ 36,585  | \$ 49,389  | \$ 62,194  |
| WIC-CLIENT SERVICES            | MEDICAL OFFICE ASSISTANT        | 60             | \$ | 32,437   | \$ 42,168  | \$ 51,899  | 14                | \$ 36,585  | \$ 49,389  | \$ 62,194  |
| FAMILY HEALTH                  | PUBLIC INFORMATION ASST II      | 59             | \$ | 30,284   | \$ 39,369  | \$ 48,454  | 13                | \$ 34,842  | \$ 47,037  | \$ 59,232  |
| FAMILY HEALTH                  | SR PROCESSING ASSISTANT         | 59             | \$ | 30,284   | \$ 39,369  | \$ 48,454  | 13                | \$ 34,842  | \$ 47,037  | \$ 59,232  |
| WIC-CLIENT SERVICES            | SR PROCESSING ASSISTANT         | 59             | \$ | 30,284   | \$ 39,369  | \$ 48,454  | 13                | \$ 34,842  | \$ 47,037  | \$ 59,232  |
| FAMILY HEALTH                  | COMMUNITY HEALTH ASSISTANT      | 58             | \$ | 28,131   | \$ 36,570  | \$ 45,009  | 12                | \$ 33,183  | \$ 44,797  | \$ 56,412  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name       | Job Class                   | Current<br>Grd |    | Curr Min |    | Curr Mid |    | Curr Max |  | Proposed<br>GRADE |    | Prop Min |    | Prop Mid |    | Prop Max |
|-----------------|-----------------------------|----------------|----|----------|----|----------|----|----------|--|-------------------|----|----------|----|----------|----|----------|
| HUMAN RESOURCES | HUMAN RESOURCES DIRECTOR    | 80             | \$ | 75,492   | \$ | 98,140   | \$ | 120,788  |  | 32                | \$ | 88,045   | \$ | 118,861  | \$ | 149,677  |
| HUMAN RESOURCES | DEPUTY HR DIRECTOR          | 73             | \$ | 60,423   | \$ | 78,550   | \$ | 96,677   |  | 28                | \$ | 72,435   | \$ | 97,787   | \$ | 123,140  |
| HUMAN RESOURCES | HR BENEFITS PROGRAM MANAGER | 73             | \$ | 60,423   | \$ | 78,550   | \$ | 96,677   |  | 26                | \$ | 65,701   | \$ | 88,696   | \$ | 111,691  |
| HUMAN RESOURCES | HUMAN RESOURCES GENERALIST  | 68             | \$ | 49,659   | \$ | 64,557   | \$ | 79,455   |  | 21                | \$ | 51,478   | \$ | 69,496   | \$ | 87,513   |
| HUMAN RESOURCES | HUMAN RESOURCES COORDINATOR | 62             | \$ | 36,742   | \$ | 47,764   | \$ | 58,787   |  | 16                | \$ | 40,335   | \$ | 54,452   | \$ | 68,569   |

## 2021 Pay Study Recommended Grade Placements

| Dept Name           | Job Class                      | Current<br>Grd | Curr Min  | Curr Mid  | Curr Max   | Proposed<br>GRADE | Prop Min  | Prop Mid   | Prop Max   |
|---------------------|--------------------------------|----------------|-----------|-----------|------------|-------------------|-----------|------------|------------|
| CODE ADMINISTRATION | DIRECTOR, CODE ADMINISTRATION  | 78             | \$ 71,187 | \$ 92,544 | \$ 113,900 | <b>30</b>         | \$ 79,860 | \$ 107,810 | \$ 135,761 |
| CODE ADMINISTRATION | DEPUTY CODE ADMINISTRATOR      | 72             | \$ 58,270 | \$ 75,751 | \$ 93,232  | <b>26</b>         | \$ 65,701 | \$ 88,696  | \$ 111,691 |
| FIRE INSPECTIONS    | DEPUTY CODE ADMIN/FIRE MARSHAL | 72             | \$ 58,270 | \$ 75,751 | \$ 93,232  | <b>P14</b>        | \$ 65,430 | \$ 88,331  | \$ 111,231 |
| CODE ADMINISTRATION | COMMERCIAL PLANS EXAMINER      | 68             | \$ 49,659 | \$ 64,557 | \$ 79,455  | <b>23</b>         | \$ 56,755 | \$ 76,619  | \$ 96,483  |
| CODE ADMINISTRATION | MULTI TRADES INSPECTOR III     | 68             | \$ 49,659 | \$ 64,557 | \$ 79,455  | <b>23</b>         | \$ 56,755 | \$ 76,619  | \$ 96,483  |
| CODE ADMINISTRATION | CENTRAL PERMIT SUPV            | 68             | \$ 49,659 | \$ 64,557 | \$ 79,455  | <b>23</b>         | \$ 56,755 | \$ 76,619  | \$ 96,483  |
| CODE ADMINISTRATION | INSPECTION & PERMIT OP ANALYST | 68             | \$ 49,659 | \$ 64,557 | \$ 79,455  | <b>22</b>         | \$ 54,052 | \$ 72,970  | \$ 91,889  |
| CODE ADMINISTRATION | FLOODPLAIN ADMINISTRATOR       | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122  | <b>21</b>         | \$ 51,478 | \$ 69,496  | \$ 87,513  |
| CODE ADMINISTRATION | INTAKE APPLICATION TECHNICIAN  | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122  | <b>21</b>         | \$ 51,478 | \$ 69,496  | \$ 87,513  |
| CODE ADMINISTRATION | MULTI TRADES INSPECTOR II      | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122  | <b>21</b>         | \$ 51,478 | \$ 69,496  | \$ 87,513  |
| CODE ADMINISTRATION | MULTI TRADES INSPECTOR I       | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677  | <b>20</b>         | \$ 49,027 | \$ 66,186  | \$ 83,346  |
| FIRE INSPECTIONS    | FIRE INSPECTOR/INVESTIGATOR    | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122  | <b>P08</b>        | \$ 48,825 | \$ 65,914  | \$ 83,003  |
| FIRE INSPECTIONS    | FIRE PLANS EXAMINER/INSPECTOR  | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122  | <b>P08</b>        | \$ 48,825 | \$ 65,914  | \$ 83,003  |
| CODE ADMINISTRATION | SR PERMITTING TECHNICIAN       | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122  | <b>19</b>         | \$ 46,692 | \$ 63,035  | \$ 79,377  |
| CODE ADMINISTRATION | ADMINISTRATIVE ASSISTANT I     | 63             | \$ 38,895 | \$ 50,563 | \$ 62,232  | <b>16</b>         | \$ 40,335 | \$ 54,452  | \$ 68,569  |
| CODE ADMINISTRATION | PERMITTING TECHNICIAN          | 63             | \$ 38,895 | \$ 50,563 | \$ 62,232  | <b>16</b>         | \$ 40,335 | \$ 54,452  | \$ 68,569  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name              | Job Class                        | Current |           |            |            |  | Proposed  |           |            |            |  |
|------------------------|----------------------------------|---------|-----------|------------|------------|--|-----------|-----------|------------|------------|--|
|                        |                                  | Grd     | Curr Min  | Curr Mid   | Curr Max   |  | GRADE     | Prop Min  | Prop Mid   | Prop Max   |  |
| INFORMATION TECHNOLOGY | INFORMATION TECHNOLOGY DIRECTOR  | 84      | \$ 84,104 | \$ 109,335 | \$ 134,566 |  | <b>34</b> | \$ 97,070 | \$ 131,044 | \$ 165,019 |  |
| INFORMATION TECHNOLOGY | DEPUTY INFO TECH DIRECTOR        | 78      | \$ 71,187 | \$ 92,544  | \$ 113,900 |  | <b>30</b> | \$ 79,860 | \$ 107,810 | \$ 135,761 |  |
| INFORMATION TECHNOLOGY | LASERFICHE ADMINISTRATOR         | 74      | \$ 62,576 | \$ 81,349  | \$ 100,122 |  | <b>28</b> | \$ 72,435 | \$ 97,787  | \$ 123,140 |  |
| INFORMATION TECHNOLOGY | SR SERVER & COMM ADMINISTRATOR   | 74      | \$ 62,576 | \$ 81,349  | \$ 100,122 |  | <b>28</b> | \$ 72,435 | \$ 97,787  | \$ 123,140 |  |
| INFORMATION TECHNOLOGY | PROGRAMMER II                    | 73      | \$ 60,423 | \$ 78,550  | \$ 96,677  |  | <b>27</b> | \$ 68,986 | \$ 93,131  | \$ 117,276 |  |
| INFORMATION TECHNOLOGY | SR SQL ADMINISTRATOR             | 73      | \$ 60,423 | \$ 78,550  | \$ 96,677  |  | <b>27</b> | \$ 68,986 | \$ 93,131  | \$ 117,276 |  |
| INFORMATION TECHNOLOGY | SERVER & COMMUNICATIONS ADMIN II | 71      | \$ 56,118 | \$ 72,954  | \$ 89,789  |  | <b>26</b> | \$ 65,701 | \$ 88,696  | \$ 111,691 |  |
| INFORMATION TECHNOLOGY | SR NETWORK ENGINEER              | 71      | \$ 56,118 | \$ 72,954  | \$ 89,789  |  | <b>26</b> | \$ 65,701 | \$ 88,696  | \$ 111,691 |  |
| INFORMATION TECHNOLOGY | TECH IMPLEMENTATION SPECIALIST   | 71      | \$ 56,118 | \$ 72,954  | \$ 89,789  |  | <b>26</b> | \$ 65,701 | \$ 88,696  | \$ 111,691 |  |
| INFORMATION TECHNOLOGY | LEAD COMPUTER TECHNICIAN         | 72      | \$ 58,270 | \$ 75,751  | \$ 93,232  |  | <b>25</b> | \$ 62,572 | \$ 84,472  | \$ 106,373 |  |
| INFORMATION TECHNOLOGY | PROGRAMMER I                     | 71      | \$ 56,118 | \$ 72,954  | \$ 89,789  |  | <b>25</b> | \$ 62,572 | \$ 84,472  | \$ 106,373 |  |
| INFORMATION TECHNOLOGY | NETWORK ENGINEER                 | 69      | \$ 51,811 | \$ 67,354  | \$ 82,898  |  | <b>24</b> | \$ 59,592 | \$ 80,450  | \$ 101,307 |  |
| INFORMATION TECHNOLOGY | SERVER & COMMUNICATIONS ADMIN I  | 69      | \$ 51,811 | \$ 67,354  | \$ 82,898  |  | <b>24</b> | \$ 59,592 | \$ 80,450  | \$ 101,307 |  |
| INFORMATION TECHNOLOGY | COMPUTER TECHNICIAN              | 65      | \$ 43,201 | \$ 56,161  | \$ 69,122  |  | <b>19</b> | \$ 46,692 | \$ 63,035  | \$ 79,377  |  |
| INFORMATION TECHNOLOGY | HELP DESK COORDINATOR            | 64      | \$ 41,048 | \$ 53,362  | \$ 65,677  |  | <b>18</b> | \$ 44,469 | \$ 60,033  | \$ 75,597  |  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name        | Job Class                 | Current<br>Grd | Curr Min   | Curr Mid   | Curr Max   | Proposed<br>GRADE | Prop Min   | Prop Mid   | Prop Max   |
|------------------|---------------------------|----------------|------------|------------|------------|-------------------|------------|------------|------------|
| LEGAL DEPARTMENT | COUNTY ATTORNEY           | 99             | \$ 116,395 | \$ 151,314 | \$ 186,232 | <b>39</b>         | \$ 123,888 | \$ 167,249 | \$ 210,610 |
| LEGAL DEPARTMENT | ASSISTANT COUNTY ATTORNEY | 80             | \$ 75,492  | \$ 98,140  | \$ 120,788 | <b>32</b>         | \$ 88,045  | \$ 118,861 | \$ 149,677 |
| LEGAL DEPARTMENT | PARALEGAL                 | 68             | \$ 49,659  | \$ 64,557  | \$ 79,455  | <b>21</b>         | \$ 51,478  | \$ 69,496  | \$ 87,513  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name | Job Class              | Current<br>Grd | Curr Min  | Curr Mid  | Curr Max   | Proposed<br>GRADE | Prop Min  | Prop Mid   | Prop Max   |
|-----------|------------------------|----------------|-----------|-----------|------------|-------------------|-----------|------------|------------|
| LIBRARY   | LIBRARY DIRECTOR       | 80             | \$ 75,492 | \$ 98,140 | \$ 120,788 | <b>30</b>         | \$ 79,860 | \$ 107,810 | \$ 135,761 |
| LIBRARY   | LIBRARY BRANCH MANAGER | 67             | \$ 47,506 | \$ 61,758 | \$ 76,010  | <b>21</b>         | \$ 51,478 | \$ 69,496  | \$ 87,513  |
| LIBRARY   | LIBRARY ASSISTANT      | 59             | \$ 30,284 | \$ 39,369 | \$ 48,454  | <b>12</b>         | \$ 33,183 | \$ 44,797  | \$ 56,412  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name          | Job Class                       | Current<br>Grd |    | Curr Min |    | Curr Mid |    | Curr Max | Proposed<br>GRADE |    | Prop Min |    | Prop Mid |    | Prop Max |
|--------------------|---------------------------------|----------------|----|----------|----|----------|----|----------|-------------------|----|----------|----|----------|----|----------|
| OPERATION SERVICES | OPERATION SERVICES DIRECTOR     | 84             | \$ | 84,104   | \$ | 109,335  | \$ | 134,566  | 32                | \$ | 88,045   | \$ | 118,861  | \$ | 149,677  |
| OPERATION SERVICES | ASSISTANT DIR OF ADMINISTRATION | 75             | \$ | 64,728   | \$ | 84,147   | \$ | 103,565  | 27                | \$ | 68,986   | \$ | 93,131   | \$ | 117,276  |
| OPERATION SERVICES | ASSISTANT DIR OF OPER SERVICES  | 75             | \$ | 64,728   | \$ | 84,147   | \$ | 103,565  | 27                | \$ | 68,986   | \$ | 93,131   | \$ | 117,276  |
| FLEET SERVICES     | FLEET SERVICES MANAGER          | 70             | \$ | 53,965   | \$ | 70,155   | \$ | 86,344   | 24                | \$ | 59,592   | \$ | 80,450   | \$ | 101,307  |
| OPERATION SERVICES | FACILITY MANAGER                | 70             | \$ | 53,965   | \$ | 70,155   | \$ | 86,344   | 24                | \$ | 59,592   | \$ | 80,450   | \$ | 101,307  |
| SOLID WASTE        | LANDFILL SUPV                   | 68             | \$ | 49,659   | \$ | 64,557   | \$ | 79,455   | 23                | \$ | 56,755   | \$ | 76,619   | \$ | 96,483   |
| OPERATION SERVICES | CUSTODIAL SUPV                  | 68             | \$ | 49,659   | \$ | 64,557   | \$ | 79,455   | 22                | \$ | 54,052   | \$ | 72,970   | \$ | 91,889   |
| OPERATION SERVICES | VECTOR CONTROL SUPV             | 68             | \$ | 49,659   | \$ | 64,557   | \$ | 79,455   | 22                | \$ | 54,052   | \$ | 72,970   | \$ | 91,889   |
| FLEET SERVICES     | AUTOMOBILE LEAD MECHANIC        | 67             | \$ | 47,506   | \$ | 61,758   | \$ | 76,010   | 20                | \$ | 49,027   | \$ | 66,186   | \$ | 83,346   |
| FLEET SERVICES     | EQUIPMENT LEAD MECHANIC         | 67             | \$ | 47,506   | \$ | 61,758   | \$ | 76,010   | 20                | \$ | 49,027   | \$ | 66,186   | \$ | 83,346   |
| OPERATION SERVICES | LEAD EQUIPMENT OPERATOR         | 66             | \$ | 45,353   | \$ | 58,959   | \$ | 72,565   | 20                | \$ | 49,027   | \$ | 66,186   | \$ | 83,346   |
| OPERATION SERVICES | PROJECT COORDINATOR             | 66             | \$ | 45,353   | \$ | 58,959   | \$ | 72,565   | 20                | \$ | 49,027   | \$ | 66,186   | \$ | 83,346   |
| SOLID WASTE        | SOLID WASTE COORDINATOR         | 66             | \$ | 45,353   | \$ | 58,959   | \$ | 72,565   | 20                | \$ | 49,027   | \$ | 66,186   | \$ | 83,346   |
| FLEET SERVICES     | SERVICE COORDINATOR             | 66             | \$ | 45,353   | \$ | 58,959   | \$ | 72,565   | 19                | \$ | 46,692   | \$ | 63,035   | \$ | 79,377   |
| OPERATION SERVICES | ELECTRICIAN                     | 66             | \$ | 45,353   | \$ | 58,959   | \$ | 72,565   | 19                | \$ | 46,692   | \$ | 63,035   | \$ | 79,377   |
| OPERATION SERVICES | ACCOUNTING SPECIALIST           | 65             | \$ | 43,201   | \$ | 56,161   | \$ | 69,122   | 19                | \$ | 46,692   | \$ | 63,035   | \$ | 79,377   |
| OPERATION SERVICES | SKILLED TRADES WORKER           | 65             | \$ | 43,201   | \$ | 56,161   | \$ | 69,122   | 18                | \$ | 44,469   | \$ | 60,033   | \$ | 75,597   |
| SOLID WASTE        | LEAD LANDFILL EQUIP OPER        | 64             | \$ | 41,048   | \$ | 53,362   | \$ | 65,677   | 18                | \$ | 44,469   | \$ | 60,033   | \$ | 75,597   |
| FLEET SERVICES     | MECHANIC TECHNICIAN             | 64             | \$ | 41,048   | \$ | 53,362   | \$ | 65,677   | 17                | \$ | 42,351   | \$ | 57,174   | \$ | 71,997   |
| FLEET SERVICES     | DIESEL MECHANIC                 | 63             | \$ | 38,895   | \$ | 50,563   | \$ | 62,232   | 16                | \$ | 40,335   | \$ | 54,452   | \$ | 68,569   |
| FLEET SERVICES     | GAS MECHANIC/AUTO BODY TECH     | 63             | \$ | 38,895   | \$ | 50,563   | \$ | 62,232   | 16                | \$ | 40,335   | \$ | 54,452   | \$ | 68,569   |
| FLEET SERVICES     | SERVICE WRITER                  | 63             | \$ | 38,895   | \$ | 50,563   | \$ | 62,232   | 16                | \$ | 40,335   | \$ | 54,452   | \$ | 68,569   |
| OPERATION SERVICES | ADMINISTRATIVE ASSISTANT I      | 63             | \$ | 38,895   | \$ | 50,563   | \$ | 62,232   | 16                | \$ | 40,335   | \$ | 54,452   | \$ | 68,569   |
| OPERATION SERVICES | INVENTORY PURCHASER/ADMIN ASST  | 63             | \$ | 38,895   | \$ | 50,563   | \$ | 62,232   | 16                | \$ | 40,335   | \$ | 54,452   | \$ | 68,569   |
| OPERATION SERVICES | SIGN SHOP TECHNICIAN            | 63             | \$ | 38,895   | \$ | 50,563   | \$ | 62,232   | 16                | \$ | 40,335   | \$ | 54,452   | \$ | 68,569   |
| FLEET SERVICES     | GAS MECHANIC                    | 62             | \$ | 36,742   | \$ | 47,764   | \$ | 58,787   | 15                | \$ | 38,414   | \$ | 51,859   | \$ | 65,304   |
| OPERATION SERVICES | EQUIPMENT OPERATOR II           | 62             | \$ | 36,742   | \$ | 47,764   | \$ | 58,787   | 15                | \$ | 38,414   | \$ | 51,859   | \$ | 65,304   |
| OPERATION SERVICES | MAINTENANCE ASSISTANT III       | 62             | \$ | 36,742   | \$ | 47,764   | \$ | 58,787   | 15                | \$ | 38,414   | \$ | 51,859   | \$ | 65,304   |
| OPERATION SERVICES | VECTOR CONTROL OPERATOR II      | 62             | \$ | 36,742   | \$ | 47,764   | \$ | 58,787   | 15                | \$ | 38,414   | \$ | 51,859   | \$ | 65,304   |
| OPERATION SERVICES | WAREHOUSE & GROUNDS COORD       | 62             | \$ | 36,742   | \$ | 47,764   | \$ | 58,787   | 15                | \$ | 38,414   | \$ | 51,859   | \$ | 65,304   |
| SOLID WASTE        | SCALE HOUSE OPERATOR            | 62             | \$ | 36,742   | \$ | 47,764   | \$ | 58,787   | 15                | \$ | 38,414   | \$ | 51,859   | \$ | 65,304   |
| OPERATION SERVICES | MAINTENANCE ASSISTANT II        | 60             | \$ | 32,437   | \$ | 42,168   | \$ | 51,899   | 14                | \$ | 36,585   | \$ | 49,389   | \$ | 62,194   |
| SOLID WASTE        | LANDFILL EQUIPMENT OPERATOR     | 60             | \$ | 32,437   | \$ | 42,168   | \$ | 51,899   | 14                | \$ | 36,585   | \$ | 49,389   | \$ | 62,194   |
| OPERATION SERVICES | GROUNDS ASSISTANT II            | 60             | \$ | 32,437   | \$ | 42,168   | \$ | 51,899   | 13                | \$ | 34,842   | \$ | 47,037   | \$ | 59,232   |
| OPERATION SERVICES | VECTOR CONTROL OPERATOR I       | 60             | \$ | 32,437   | \$ | 42,168   | \$ | 51,899   | 13                | \$ | 34,842   | \$ | 47,037   | \$ | 59,232   |
| OPERATION SERVICES | CUSTODIAL ASSISTANT II          | 58             | \$ | 28,131   | \$ | 36,570   | \$ | 45,009   | 11                | \$ | 31,603   | \$ | 42,664   | \$ | 53,725   |
| OPERATION SERVICES | GROUNDS ASSISTANT I             | 58             | \$ | 28,131   | \$ | 36,570   | \$ | 45,009   | 11                | \$ | 31,603   | \$ | 42,664   | \$ | 53,725   |
| OPERATION SERVICES | MAINTENANCE ASSISTANT I         | 58             | \$ | 28,131   | \$ | 36,570   | \$ | 45,009   | 11                | \$ | 31,603   | \$ | 42,664   | \$ | 53,725   |
| OPERATION SERVICES | CUSTODIAL ASSISTANT I           | 57             | \$ | 25,979   | \$ | 33,772   | \$ | 41,566   | 10                | \$ | 30,098   | \$ | 40,633   | \$ | 51,167   |

## 2021 Pay Study Recommended Grade Placements

| Dept Name                | Job Class                        | Current |           |           |            |  | Proposed  |           |            |            |  |
|--------------------------|----------------------------------|---------|-----------|-----------|------------|--|-----------|-----------|------------|------------|--|
|                          |                                  | Grd     | Curr Min  | Curr Mid  | Curr Max   |  | GRADE     | Prop Min  | Prop Mid   | Prop Max   |  |
| PARKS & RECREATION-ADMIN | PARKS AND RECREATION DIRECTOR    | 78      | \$ 71,187 | \$ 92,544 | \$ 113,900 |  | <b>30</b> | \$ 79,860 | \$ 107,810 | \$ 135,761 |  |
| PARKS & RECREATION-ADMIN | ATHLETICS & MAINT SUPERINTENDENT | 70      | \$ 53,965 | \$ 70,155 | \$ 86,344  |  | <b>24</b> | \$ 59,592 | \$ 80,450  | \$ 101,307 |  |
| PARKS & RECREATION-ADMIN | ATHLETICS COORDINATOR            | 66      | \$ 45,353 | \$ 58,959 | \$ 72,565  |  | <b>21</b> | \$ 51,478 | \$ 69,496  | \$ 87,513  |  |
| PARKS & RECREATION-ADMIN | MRKTING AND COMM EVENTS COORD    | 66      | \$ 45,353 | \$ 58,959 | \$ 72,565  |  | <b>21</b> | \$ 51,478 | \$ 69,496  | \$ 87,513  |  |
| PARKS & RECREATION-ADMIN | SPECIAL POPULATIONS COORDINATOR  | 66      | \$ 45,353 | \$ 58,959 | \$ 72,565  |  | <b>21</b> | \$ 51,478 | \$ 69,496  | \$ 87,513  |  |
| PARKS & RECREATION-ADMIN | SR PROGRAM COORDINATOR           | 66      | \$ 45,353 | \$ 58,959 | \$ 72,565  |  | <b>21</b> | \$ 51,478 | \$ 69,496  | \$ 87,513  |  |
| PARKS & REC-MAINTENANCE  | PARKS MAINTENANCE SUPERVISOR     | 66      | \$ 45,353 | \$ 58,959 | \$ 72,565  |  | <b>20</b> | \$ 49,027 | \$ 66,186  | \$ 83,346  |  |
| PARKS & RECREATION-ADMIN | ADMINISTRATIVE ASSISTANT II      | 65      | \$ 43,201 | \$ 56,161 | \$ 69,122  |  | <b>18</b> | \$ 44,469 | \$ 60,033  | \$ 75,597  |  |
| PARKS & REC-MAINTENANCE  | PARK SPECIALIST                  | 61      | \$ 34,590 | \$ 44,967 | \$ 55,344  |  | <b>17</b> | \$ 42,351 | \$ 57,174  | \$ 71,997  |  |
| PARKS & REC-MAINTENANCE  | PARK SUPV                        | 61      | \$ 34,590 | \$ 44,967 | \$ 55,344  |  | <b>17</b> | \$ 42,351 | \$ 57,174  | \$ 71,997  |  |
| PARKS & RECREATION-ADMIN | RECREATION CLERK                 | 58      | \$ 28,131 | \$ 36,570 | \$ 45,009  |  | <b>11</b> | \$ 31,603 | \$ 42,664  | \$ 53,725  |  |
| PARKS & REC-MAINTENANCE  | PARK ASSISTANT                   | 57      | \$ 25,979 | \$ 33,772 | \$ 41,566  |  | <b>10</b> | \$ 30,098 | \$ 40,633  | \$ 51,167  |  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name             | Job Class                        | Current<br>Grd | Curr Min  | Curr Mid   | Curr Max   | Proposed<br>GRADE | Prop Min  | Prop Mid   | Prop Max   |
|-----------------------|----------------------------------|----------------|-----------|------------|------------|-------------------|-----------|------------|------------|
| PLANNING              | PLANNING DIRECTOR                | 84             | \$ 84,104 | \$ 109,335 | \$ 134,566 | <b>34</b>         | \$ 97,070 | \$ 131,044 | \$ 165,019 |
| PLANNING              | PRINCIPAL PLANNER                | 75             | \$ 64,728 | \$ 84,147  | \$ 103,565 | <b>28</b>         | \$ 72,435 | \$ 97,787  | \$ 123,140 |
| PLANNING              | ZONING ADMINISTRATOR             | 70             | \$ 53,965 | \$ 70,155  | \$ 86,344  | <b>26</b>         | \$ 65,701 | \$ 88,696  | \$ 111,691 |
| PLANNING              | PROJECT PLANNER                  | 66             | \$ 45,353 | \$ 58,959  | \$ 72,565  | <b>21</b>         | \$ 51,478 | \$ 69,496  | \$ 87,513  |
| COMMUNITY ENFORCEMENT | COMMUNITY IMPROVEMENT PROG COORD | 65             | \$ 43,201 | \$ 56,161  | \$ 69,122  | <b>19</b>         | \$ 46,692 | \$ 63,035  | \$ 79,377  |
| PLANNING              | ADMINISTRATIVE ASSISTANT II      | 65             | \$ 43,201 | \$ 56,161  | \$ 69,122  | <b>18</b>         | \$ 44,469 | \$ 60,033  | \$ 75,597  |
| COMMUNITY ENFORCEMENT | CODE ENFORCEMENT OFFICER         | 64             | \$ 41,048 | \$ 53,362  | \$ 65,677  | <b>17</b>         | \$ 42,351 | \$ 57,174  | \$ 71,997  |
| PLANNING              | PLANNING TECHNICIAN              | 63             | \$ 38,895 | \$ 50,563  | \$ 62,232  | <b>16</b>         | \$ 40,335 | \$ 54,452  | \$ 68,569  |
| PLANNING              | ZONING TECHNICIAN                | 61             | \$ 34,590 | \$ 44,967  | \$ 55,344  | <b>16</b>         | \$ 40,335 | \$ 54,452  | \$ 68,569  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name                   | Job Class                             | Current<br>Grd | Curr Min  | Curr Mid  | Curr Max   | Proposed<br>GRADE | Prop Min  | Prop Mid  | Prop Max   |
|-----------------------------|---------------------------------------|----------------|-----------|-----------|------------|-------------------|-----------|-----------|------------|
| REGISTER OF DEEDS           | REGISTER OF DEEDS                     | 76             | \$ 66,881 | \$ 86,946 | \$ 107,010 | <b>28</b>         | \$ 72,435 | \$ 97,787 | \$ 123,140 |
| ROD-TECHNOLOGY RESERVE FUND | COMPUTER TECHNICIAN ROD               | 68             | \$ 49,659 | \$ 64,557 | \$ 79,455  | <b>21</b>         | \$ 51,478 | \$ 69,496 | \$ 87,513  |
| REGISTER OF DEEDS           | ASST REGISTER OF DEEDS                | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122  | <b>19</b>         | \$ 46,692 | \$ 63,035 | \$ 79,377  |
| REGISTER OF DEEDS           | ASST REGISTER OF DEEDS (FISC TECH II) | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122  | <b>19</b>         | \$ 46,692 | \$ 63,035 | \$ 79,377  |
| REGISTER OF DEEDS           | DEPUTY REGISTER OF DEEDS III          | 62             | \$ 36,742 | \$ 47,764 | \$ 58,787  | <b>15</b>         | \$ 38,414 | \$ 51,859 | \$ 65,304  |
| REGISTER OF DEEDS           | DEPUTY REGISTER OF DEEDS II           | 60             | \$ 32,437 | \$ 42,168 | \$ 51,899  | <b>13</b>         | \$ 34,842 | \$ 47,037 | \$ 59,232  |
| REGISTER OF DEEDS           | DEPUTY REGISTER OF DEEDS I            | 59             | \$ 30,284 | \$ 39,369 | \$ 48,454  | <b>12</b>         | \$ 33,183 | \$ 44,797 | \$ 56,412  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name                     | Job Class                            | Current<br>Grd |    | Curr Min | Curr Mid   | Curr Max   | Proposed<br>GRADE | Prop Min   | Prop Mid   | Prop Max   |
|-------------------------------|--------------------------------------|----------------|----|----------|------------|------------|-------------------|------------|------------|------------|
| SHERIFF'S OFFICE              | SHERIFF                              | 90             | \$ | 97,021   | \$ 126,127 | \$ 155,233 | <b>P25</b>        | \$ 111,908 | \$ 151,076 | \$ 190,243 |
| SHERIFF'S OFFICE              | CHIEF DEPUTY SHERIFF                 | 84             | \$ | 84,104   | \$ 109,335 | \$ 134,566 | <b>P21</b>        | \$ 92,067  | \$ 124,290 | \$ 156,514 |
| SHERIFF'S OFFICE              | STAFF ATTORNEY                       | 80             | \$ | 75,492   | \$ 98,140  | \$ 120,788 | <b>P20</b>        | \$ 87,683  | \$ 118,372 | \$ 149,061 |
| SHERIFF'S OFFICE              | DEPUTY SHERIFF MAJOR                 | 75             | \$ | 64,728   | \$ 84,147  | \$ 103,565 | <b>P18</b>        | \$ 79,531  | \$ 107,367 | \$ 135,202 |
| CENTRAL COMMUNICATIONS CENTER | COMM & TECH DIVISION DIRECTOR        | 73             | \$ | 60,423   | \$ 78,550  | \$ 96,677  | <b>P16</b>        | \$ 72,137  | \$ 97,385  | \$ 122,632 |
| DETENTION CENTER              | JAIL ADMINISTRATOR                   | 73             | \$ | 60,423   | \$ 78,550  | \$ 96,677  | <b>P16</b>        | \$ 72,137  | \$ 97,385  | \$ 122,632 |
| SHERIFF'S OFFICE              | DEPUTY SHERIFF CAPTAIN               | 73             | \$ | 60,423   | \$ 78,550  | \$ 96,677  | <b>P16</b>        | \$ 72,137  | \$ 97,385  | \$ 122,632 |
| SHERIFF'S OFFICE              | COMPTROLLER/ACCREDITATION MGR        | 73             | \$ | 60,423   | \$ 78,550  | \$ 96,677  | <b>26</b>         | \$ 65,701  | \$ 88,696  | \$ 111,691 |
| DETENTION CENTER              | DEPUTY SHERIFF LIEUTENANT            | 70             | \$ | 53,965   | \$ 70,155  | \$ 86,344  | <b>P13</b>        | \$ 62,314  | \$ 84,125  | \$ 105,935 |
| SHERIFF ANIMAL PROTECTIVE SVC | LIEUTENANT                           | 70             | \$ | 53,965   | \$ 70,155  | \$ 86,344  | <b>P13</b>        | \$ 62,314  | \$ 84,125  | \$ 105,935 |
| SHERIFF'S OFFICE              | DEPUTY SHERIFF LIEUTENANT            | 70             | \$ | 53,965   | \$ 70,155  | \$ 86,344  | <b>P13</b>        | \$ 62,314  | \$ 84,125  | \$ 105,935 |
| CENTRAL COMMUNICATIONS CENTER | E911 GIS SYSTEM ANALYST              | 71             | \$ | 56,118   | \$ 72,954  | \$ 89,789  | <b>24</b>         | \$ 59,592  | \$ 80,450  | \$ 101,307 |
| CENTRAL COMMUNICATIONS CENTER | 911 OPERATIONS MANAGER               | 68             | \$ | 49,659   | \$ 64,557  | \$ 79,455  | <b>P12</b>        | \$ 59,347  | \$ 80,119  | \$ 100,890 |
| DETENTION CENTER              | DETENTION LIEUTENANT                 | 69             | \$ | 51,811   | \$ 67,354  | \$ 82,898  | <b>P12</b>        | \$ 59,347  | \$ 80,119  | \$ 100,890 |
| DETENTION CENTER              | FIRST SERGEANT-CERT                  | 68             | \$ | 49,659   | \$ 64,557  | \$ 79,455  | <b>P11</b>        | \$ 56,521  | \$ 76,303  | \$ 96,086  |
| SHERIFF'S OFFICE              | FIRST SERGEANT                       | 68             | \$ | 49,659   | \$ 64,557  | \$ 79,455  | <b>P11</b>        | \$ 56,521  | \$ 76,303  | \$ 96,086  |
| SHERIFF'S OFFICE              | COMM ENGAGEMENT OFFICER/PIO          | 67             | \$ | 47,506   | \$ 61,758  | \$ 76,010  | <b>22</b>         | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| CENTRAL COMMUNICATIONS CENTER | 911 TRAINER                          | 67             | \$ | 47,506   | \$ 61,758  | \$ 76,010  | <b>P10</b>        | \$ 53,830  | \$ 72,670  | \$ 91,510  |
| DETENTION CENTER              | DEPUTY SHERIFF SERGEANT              | 67             | \$ | 47,506   | \$ 61,758  | \$ 76,010  | <b>P10</b>        | \$ 53,830  | \$ 72,670  | \$ 91,510  |
| DETENTION CENTER              | DETENTION FIRST SERGEANT             | 67             | \$ | 47,506   | \$ 61,758  | \$ 76,010  | <b>P10</b>        | \$ 53,830  | \$ 72,670  | \$ 91,510  |
| DETENTION CENTER              | POPULATION MANAGER                   | 67             | \$ | 47,506   | \$ 61,758  | \$ 76,010  | <b>P10</b>        | \$ 53,830  | \$ 72,670  | \$ 91,510  |
| DETENTION CENTER              | PROGRAM MANAGER                      | 67             | \$ | 47,506   | \$ 61,758  | \$ 76,010  | <b>P10</b>        | \$ 53,830  | \$ 72,670  | \$ 91,510  |
| SHERIFF ANIMAL PROTECTIVE SVC | SERGEANT                             | 67             | \$ | 47,506   | \$ 61,758  | \$ 76,010  | <b>P10</b>        | \$ 53,830  | \$ 72,670  | \$ 91,510  |
| SHERIFF'S OFFICE              | DEPUTY SHERIFF SERGEANT              | 67             | \$ | 47,506   | \$ 61,758  | \$ 76,010  | <b>P10</b>        | \$ 53,830  | \$ 72,670  | \$ 91,510  |
| CENTRAL COMMUNICATIONS CENTER | COMMUNICATIONS TECHNICIAN            | 66             | \$ | 45,353   | \$ 58,959  | \$ 72,565  | <b>P09</b>        | \$ 51,266  | \$ 69,209  | \$ 87,153  |
| DETENTION CENTER              | DETENTION SERGEANT                   | 66             | \$ | 45,353   | \$ 58,959  | \$ 72,565  | <b>P09</b>        | \$ 51,266  | \$ 69,209  | \$ 87,153  |
| SHERIFF'S OFFICE              | DEPUTY SHERIFF DETECTIVE             | 66             | \$ | 45,353   | \$ 58,959  | \$ 72,565  | <b>P09</b>        | \$ 51,266  | \$ 69,209  | \$ 87,153  |
| SHERIFF'S OFFICE              | DEPUTY SHERIFF DETECTIVE (DEU AGENT) | 66             | \$ | 45,353   | \$ 58,959  | \$ 72,565  | <b>P09</b>        | \$ 51,266  | \$ 69,209  | \$ 87,153  |
| SHERIFF'S OFFICE              | EXECUTIVE ASSISTANT II               | 66             | \$ | 45,353   | \$ 58,959  | \$ 72,565  | <b>20</b>         | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| SHERIFF'S OFFICE              | EVIDENCE TECHNICIAN                  | 65             | \$ | 43,201   | \$ 56,161  | \$ 69,122  | <b>P08</b>        | \$ 48,825  | \$ 65,914  | \$ 83,003  |
| SHERIFF'S OFFICE              | INTEL ANALYST                        | 65             | \$ | 43,201   | \$ 56,161  | \$ 69,122  | <b>P08</b>        | \$ 48,825  | \$ 65,914  | \$ 83,003  |
| DETENTION CENTER              | IT SPECIALIST                        | 65             | \$ | 43,201   | \$ 56,161  | \$ 69,122  | <b>19</b>         | \$ 46,692  | \$ 63,035  | \$ 79,377  |
| SHERIFF'S OFFICE              | ACCREDITATION MANAGER                | 65             | \$ | 43,201   | \$ 56,161  | \$ 69,122  | <b>19</b>         | \$ 46,692  | \$ 63,035  | \$ 79,377  |
| CENTRAL COMMUNICATIONS CENTER | TELECOMMUNICATOR III                 | 63             | \$ | 38,895   | \$ 50,563  | \$ 62,232  | <b>P07</b>        | \$ 46,500  | \$ 62,775  | \$ 79,050  |
| DETENTION CENTER              | DEPUTY SHERIFF                       | 64             | \$ | 41,048   | \$ 53,362  | \$ 65,677  | <b>P07</b>        | \$ 46,500  | \$ 62,775  | \$ 79,050  |
| DETENTION CENTER              | DRUG COURT DEPUTY                    | 64             | \$ | 41,048   | \$ 53,362  | \$ 65,677  | <b>P07</b>        | \$ 46,500  | \$ 62,775  | \$ 79,050  |
| DETENTION CENTER              | DETENTION CENTER CORPORAL            | 63             | \$ | 38,895   | \$ 50,563  | \$ 62,232  | <b>P07</b>        | \$ 46,500  | \$ 62,775  | \$ 79,050  |
| SHERIFF ANIMAL PROTECTIVE SVC | DEPUTY SHERIFF                       | 64             | \$ | 41,048   | \$ 53,362  | \$ 65,677  | <b>P07</b>        | \$ 46,500  | \$ 62,775  | \$ 79,050  |
| SHERIFF'S OFFICE              | DEPUTY SHERIFF                       | 64             | \$ | 41,048   | \$ 53,362  | \$ 65,677  | <b>P07</b>        | \$ 46,500  | \$ 62,775  | \$ 79,050  |
| SHERIFF'S OFFICE              | ADMINISTRATIVE ASSISTANT II          | 65             | \$ | 43,201   | \$ 56,161  | \$ 69,122  | <b>18</b>         | \$ 44,469  | \$ 60,033  | \$ 75,597  |
| CENTRAL COMMUNICATIONS CENTER | TELECOMMUNICATOR II                  | 62             | \$ | 36,742   | \$ 47,764  | \$ 58,787  | <b>P06</b>        | \$ 44,286  | \$ 59,786  | \$ 75,286  |
| DETENTION CENTER              | JAILER II                            | 62             | \$ | 36,742   | \$ 47,764  | \$ 58,787  | <b>P06</b>        | \$ 44,286  | \$ 59,786  | \$ 75,286  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name                     | Job Class                  | Current |           |           |           |  | Proposed |           |           |           |  |
|-------------------------------|----------------------------|---------|-----------|-----------|-----------|--|----------|-----------|-----------|-----------|--|
|                               |                            | Grd     | Curr Min  | Curr Mid  | Curr Max  |  | GRADE    | Prop Min  | Prop Mid  | Prop Max  |  |
| SHERIFF ANIMAL PROTECTIVE SVC | ANIMAL CONTROL OFFICER II  | 63      | \$ 38,895 | \$ 50,563 | \$ 62,232 |  | P06      | \$ 44,286 | \$ 59,786 | \$ 75,286 |  |
| SHERIFF'S OFFICE              | EQUIPMENT TECHNICIAN       | 64      | \$ 41,048 | \$ 53,362 | \$ 65,677 |  | 17       | \$ 42,351 | \$ 57,174 | \$ 71,997 |  |
| CENTRAL COMMUNICATIONS CENTER | TELECOMMUNICATOR I         | 61      | \$ 34,590 | \$ 44,967 | \$ 55,344 |  | P05      | \$ 42,177 | \$ 56,939 | \$ 71,701 |  |
| DETENTION CENTER              | JAILER I                   | 61      | \$ 34,590 | \$ 44,967 | \$ 55,344 |  | P05      | \$ 42,177 | \$ 56,939 | \$ 71,701 |  |
| DETENTION CENTER              | JAILER I CERT              | 61      | \$ 34,590 | \$ 44,967 | \$ 55,344 |  | P05      | \$ 42,177 | \$ 56,939 | \$ 71,701 |  |
| DETENTION CENTER              | JAILER I/ADMIN             | 61      | \$ 34,590 | \$ 44,967 | \$ 55,344 |  | P05      | \$ 42,177 | \$ 56,939 | \$ 71,701 |  |
| DETENTION CENTER              | ADMINISTRATIVE ASSISTANT I | 63      | \$ 38,895 | \$ 50,563 | \$ 62,232 |  | 16       | \$ 40,335 | \$ 54,452 | \$ 68,569 |  |
| SHERIFF ANIMAL PROTECTIVE SVC | ADMINISTRATIVE ASSISTANT I | 63      | \$ 38,895 | \$ 50,563 | \$ 62,232 |  | 16       | \$ 40,335 | \$ 54,452 | \$ 68,569 |  |
| SHERIFF'S OFFICE              | ADMINISTRATIVE ASSISTANT I | 63      | \$ 38,895 | \$ 50,563 | \$ 62,232 |  | 16       | \$ 40,335 | \$ 54,452 | \$ 68,569 |  |
| CENTRAL COMMUNICATIONS CENTER | CALL TAKER                 | 60      | \$ 32,437 | \$ 42,168 | \$ 51,899 |  | P03      | \$ 38,256 | \$ 51,645 | \$ 65,035 |  |
| SHERIFF ANIMAL PROTECTIVE SVC | ADOPTION OUTREACH COORD    | 60      | \$ 32,437 | \$ 42,168 | \$ 51,899 |  | 14       | \$ 36,585 | \$ 49,389 | \$ 62,194 |  |
| SHERIFF ANIMAL PROTECTIVE SVC | ANIMAL PLACEMENT COORD     | 60      | \$ 32,437 | \$ 42,168 | \$ 51,899 |  | 14       | \$ 36,585 | \$ 49,389 | \$ 62,194 |  |
| SHERIFF ANIMAL PROTECTIVE SVC | SR OFFICE ASSISTANT        | 60      | \$ 32,437 | \$ 42,168 | \$ 51,899 |  | 14       | \$ 36,585 | \$ 49,389 | \$ 62,194 |  |
| SHERIFF'S OFFICE              | SR OFFICE ASSISTANT        | 60      | \$ 32,437 | \$ 42,168 | \$ 51,899 |  | 14       | \$ 36,585 | \$ 49,389 | \$ 62,194 |  |
| SHERIFF'S OFFICE              | OFFICE CLERK               | 57      | \$ 25,979 | \$ 33,772 | \$ 41,566 |  | 11       | \$ 31,603 | \$ 42,664 | \$ 53,725 |  |
| CENTRAL COMMUNICATIONS CENTER | CUSTODIAL ASSISTANT I      | 57      | \$ 25,979 | \$ 33,772 | \$ 41,566 |  | 10       | \$ 30,098 | \$ 40,633 | \$ 51,167 |  |
| SHERIFF'S OFFICE              | CUSTODIAL ASSISTANT I      | 57      | \$ 25,979 | \$ 33,772 | \$ 41,566 |  | 10       | \$ 30,098 | \$ 40,633 | \$ 51,167 |  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name    | Job Class               | Current<br>Grd | Curr Min  | Curr Mid  | Curr Max  | Proposed<br>GRADE | Prop Min  | Prop Mid  | Prop Max  |
|--------------|-------------------------|----------------|-----------|-----------|-----------|-------------------|-----------|-----------|-----------|
| SOIL & WATER | SOIL AND WATER DIRECTOR | 68             | \$ 49,659 | \$ 64,557 | \$ 79,455 | <b>23</b>         | \$ 56,755 | \$ 76,619 | \$ 96,483 |
| SOIL & WATER | DISTRICT TECHNICIAN     | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677 | <b>17</b>         | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| SOIL & WATER | PROGRAM COORDINATOR     | 60             | \$ 32,437 | \$ 42,168 | \$ 51,899 | <b>14</b>         | \$ 36,585 | \$ 49,389 | \$ 62,194 |

## 2021 Pay Study Recommended Grade Placements

| Dept Name          | Job Class                           | Current<br>Grd | Curr Min  | Curr Mid   | Curr Max   | Proposed<br>GRADE | Prop Min  | Prop Mid   | Prop Max   |
|--------------------|-------------------------------------|----------------|-----------|------------|------------|-------------------|-----------|------------|------------|
| TAX ADMINISTRATION | TAX ADMINISTRATOR/REVENUE COLLECTOR | 84             | \$ 84,104 | \$ 109,335 | \$ 134,566 | <b>34</b>         | \$ 97,070 | \$ 131,044 | \$ 165,019 |
| TAX ADMINISTRATION | ASSISTANT TAX ADMINISTRATOR         | 74             | \$ 62,576 | \$ 81,349  | \$ 100,122 | <b>28</b>         | \$ 72,435 | \$ 97,787  | \$ 123,140 |
| TAX ADMINISTRATION | ASSISTANT ASSESSOR                  | 72             | \$ 58,270 | \$ 75,751  | \$ 93,232  | <b>26</b>         | \$ 65,701 | \$ 88,696  | \$ 111,691 |
| TAX ADMINISTRATION | GIS ADMINISTRATOR                   | 73             | \$ 60,423 | \$ 78,550  | \$ 96,677  | <b>25</b>         | \$ 62,572 | \$ 84,472  | \$ 106,373 |
| TAX ADMINISTRATION | DEPUTY TAX COLLECTOR                | 71             | \$ 56,118 | \$ 72,954  | \$ 89,789  | <b>25</b>         | \$ 62,572 | \$ 84,472  | \$ 106,373 |
| TAX ADMINISTRATION | CHIEF APPRAISER                     | 70             | \$ 53,965 | \$ 70,155  | \$ 86,344  | <b>23</b>         | \$ 56,755 | \$ 76,619  | \$ 96,483  |
| TAX ADMINISTRATION | BUSINESS/PERS PROPERTY SUPV         | 68             | \$ 49,659 | \$ 64,557  | \$ 79,455  | <b>22</b>         | \$ 54,052 | \$ 72,970  | \$ 91,889  |
| TAX ADMINISTRATION | REAL ESTATE APPRAISER II            | 68             | \$ 49,659 | \$ 64,557  | \$ 79,455  | <b>22</b>         | \$ 54,052 | \$ 72,970  | \$ 91,889  |
| TAX ADMINISTRATION | LAND RECORDS/MAPPING SUPV           | 68             | \$ 49,659 | \$ 64,557  | \$ 79,455  | <b>21</b>         | \$ 51,478 | \$ 69,496  | \$ 87,513  |
| TAX ADMINISTRATION | APPRAISAL ANALYST                   | 67             | \$ 47,506 | \$ 61,758  | \$ 76,010  | <b>20</b>         | \$ 49,027 | \$ 66,186  | \$ 83,346  |
| TAX ADMINISTRATION | GIS ANALYST                         | 67             | \$ 47,506 | \$ 61,758  | \$ 76,010  | <b>20</b>         | \$ 49,027 | \$ 66,186  | \$ 83,346  |
| TAX ADMINISTRATION | REAL ESTATE APPRAISER I             | 66             | \$ 45,353 | \$ 58,959  | \$ 72,565  | <b>20</b>         | \$ 49,027 | \$ 66,186  | \$ 83,346  |
| TAX ADMINISTRATION | ADMINISTRATIVE ASSISTANT II         | 65             | \$ 43,201 | \$ 56,161  | \$ 69,122  | <b>18</b>         | \$ 44,469 | \$ 60,033  | \$ 75,597  |
| TAX ADMINISTRATION | GIS SPECIALIST                      | 65             | \$ 43,201 | \$ 56,161  | \$ 69,122  | <b>18</b>         | \$ 44,469 | \$ 60,033  | \$ 75,597  |
| TAX ADMINISTRATION | BUS PERS PROPERTY APPRAISER         | 62             | \$ 36,742 | \$ 47,764  | \$ 58,787  | <b>17</b>         | \$ 42,351 | \$ 57,174  | \$ 71,997  |
| TAX ADMINISTRATION | ADDRESS ADMINISTRATOR               | 63             | \$ 38,895 | \$ 50,563  | \$ 62,232  | <b>16</b>         | \$ 40,335 | \$ 54,452  | \$ 68,569  |
| TAX ADMINISTRATION | ADMINISTRATIVE ASSISTANT I          | 63             | \$ 38,895 | \$ 50,563  | \$ 62,232  | <b>16</b>         | \$ 40,335 | \$ 54,452  | \$ 68,569  |
| TAX ADMINISTRATION | MAPPER II                           | 63             | \$ 38,895 | \$ 50,563  | \$ 62,232  | <b>16</b>         | \$ 40,335 | \$ 54,452  | \$ 68,569  |
| TAX ADMINISTRATION | DELINQUENT TAX SPECIALIST           | 61             | \$ 34,590 | \$ 44,967  | \$ 55,344  | <b>14</b>         | \$ 36,585 | \$ 49,389  | \$ 62,194  |
| TAX ADMINISTRATION | DMV SPECIALIST                      | 61             | \$ 34,590 | \$ 44,967  | \$ 55,344  | <b>14</b>         | \$ 36,585 | \$ 49,389  | \$ 62,194  |
| TAX ADMINISTRATION | RMV SPECIALIST                      | 61             | \$ 34,590 | \$ 44,967  | \$ 55,344  | <b>14</b>         | \$ 36,585 | \$ 49,389  | \$ 62,194  |
| TAX ADMINISTRATION | TAX APPRAISAL SPECIALIST            | 61             | \$ 34,590 | \$ 44,967  | \$ 55,344  | <b>14</b>         | \$ 36,585 | \$ 49,389  | \$ 62,194  |
| TAX ADMINISTRATION | TAX SUPPORT SPECIALIST              | 61             | \$ 34,590 | \$ 44,967  | \$ 55,344  | <b>14</b>         | \$ 36,585 | \$ 49,389  | \$ 62,194  |
| TAX ADMINISTRATION | LAND RECORDS TRANSFER SPECIALIST    | 60             | \$ 32,437 | \$ 42,168  | \$ 51,899  | <b>13</b>         | \$ 34,842 | \$ 47,037  | \$ 59,232  |
| TAX ADMINISTRATION | SR TAX SPECIALIST                   | 60             | \$ 32,437 | \$ 42,168  | \$ 51,899  | <b>13</b>         | \$ 34,842 | \$ 47,037  | \$ 59,232  |
| TAX ADMINISTRATION | TAX LISTING SPECIALIST              | 59             | \$ 30,284 | \$ 39,369  | \$ 48,454  | <b>12</b>         | \$ 33,183 | \$ 44,797  | \$ 56,412  |
| TAX ADMINISTRATION | TAX SPECIALIST                      | 59             | \$ 30,284 | \$ 39,369  | \$ 48,454  | <b>12</b>         | \$ 33,183 | \$ 44,797  | \$ 56,412  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name                     | Job Class                               | Current<br>Grd | Curr Min   | Curr Mid   | Curr Max   | Proposed<br>GRADE | Prop Min   | Prop Mid   | Prop Max   |
|-------------------------------|-----------------------------------------|----------------|------------|------------|------------|-------------------|------------|------------|------------|
| WATER-ADMINISTRATION          | PUBLIC UTILITIES DIRECTOR               | 93             | \$ 103,479 | \$ 134,523 | \$ 165,566 | 37                | \$ 112,371 | \$ 151,700 | \$ 191,030 |
| WASTEWATER-ADMINISTRATION     | DEPUTY DIRECTOR WW OPERATIONS           | 78             | \$ 71,187  | \$ 92,544  | \$ 113,900 | 31                | \$ 83,853  | \$ 113,201 | \$ 142,549 |
| WATER-ADMINISTRATION          | DEPUTY DIRECTOR - DESIGN & CONSTRUCTION | 78             | \$ 71,187  | \$ 92,544  | \$ 113,900 | 31                | \$ 83,853  | \$ 113,201 | \$ 142,549 |
| WATER-ADMINISTRATION          | SR UTILITIES MANAGER - CIP              | 77             | \$ 69,034  | \$ 89,745  | \$ 110,455 | 30                | \$ 79,860  | \$ 107,810 | \$ 135,761 |
| WATER-ADMINISTRATION          | WATER RESOURCES MANAGER                 | 77             | \$ 69,034  | \$ 89,745  | \$ 110,455 | 30                | \$ 79,860  | \$ 107,810 | \$ 135,761 |
| 211 WATER TREATMENT PLANT     | WATER RESOURCES SUPERINTENDENT          | 74             | \$ 62,576  | \$ 81,349  | \$ 100,122 | 28                | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| NW WATER TREATMENT PLANT      | WATER RESOURCES SUPERINTENDENT          | 75             | \$ 64,728  | \$ 84,147  | \$ 103,565 | 28                | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| WASTEWATER-ADMINISTRATION     | PROJECT MANAGER                         | 75             | \$ 64,728  | \$ 84,147  | \$ 103,565 | 28                | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| WASTEWTR-FIELD OPERATIONS     | WASTEWATER SUPERINTENDENT               | 74             | \$ 62,576  | \$ 81,349  | \$ 100,122 | 28                | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| WATER-CONSTRUCTION DIVISION   | CONSTRUCTION SUPERINTENDENT             | 74             | \$ 62,576  | \$ 81,349  | \$ 100,122 | 28                | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| WATER-FACILITY OPERATIONS DIV | I/E SUPERINTENDENT                      | 74             | \$ 62,576  | \$ 81,349  | \$ 100,122 | 28                | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| WATER-FIELD OPERATIONS        | WATER DISTRIBUTION SUPERINTENDNT        | 74             | \$ 62,576  | \$ 81,349  | \$ 100,122 | 28                | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| WEST REGIONAL WASTEWATER      | WASTEWATER SUPERINTENDENT               | 75             | \$ 64,728  | \$ 84,147  | \$ 103,565 | 28                | \$ 72,435  | \$ 97,787  | \$ 123,140 |
| WASTEWATER-ADMINISTRATION     | SAFETY OFFICER                          | 73             | \$ 60,423  | \$ 78,550  | \$ 96,677  | 25                | \$ 62,572  | \$ 84,472  | \$ 106,373 |
| WATER-ADMINISTRATION          | LOGISTICS & ASSET MGMT COORD            | 70             | \$ 53,965  | \$ 70,155  | \$ 86,344  | 25                | \$ 62,572  | \$ 84,472  | \$ 106,373 |
| WATER-ADMINISTRATION          | CONSTRUCTION MANAGER                    | 70             | \$ 53,965  | \$ 70,155  | \$ 86,344  | 24                | \$ 59,592  | \$ 80,450  | \$ 101,307 |
| WATER-ADMINISTRATION          | UTILITIES PURCHASING MANAGER            | 70             | \$ 53,965  | \$ 70,155  | \$ 86,344  | 24                | \$ 59,592  | \$ 80,450  | \$ 101,307 |
| LCFWSA-REIMBURSEABLE          | WATER RESOURCES SUPERVISOR              | 69             | \$ 51,811  | \$ 67,354  | \$ 82,898  | 23                | \$ 56,755  | \$ 76,619  | \$ 96,483  |
| WASTEWATER-ADMINISTRATION     | SAFETY SUPV                             | 71             | \$ 56,118  | \$ 72,954  | \$ 89,789  | 23                | \$ 56,755  | \$ 76,619  | \$ 96,483  |
| WASTEWATER-ADMINISTRATION     | SR CONSTRUCTION INSPECTOR               | 69             | \$ 51,811  | \$ 67,354  | \$ 82,898  | 23                | \$ 56,755  | \$ 76,619  | \$ 96,483  |
| 211 WATER TREATMENT PLANT     | CHIEF UTILITY PLANT OPERATOR            | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| NORTHEAST REGIONAL WASTEWATER | CHIEF UTILITY PLANT OPERATOR            | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| NW WATER TREATMENT PLANT      | CHIEF UTILITY PLANT OPERATOR            | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| OCEAN ISLE BEACH WWTP         | CHIEF UTILITY PLANT OPERATOR            | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| WASTEWATER-ADMINISTRATION     | PUBLIC UTILITIES INSPECTOR              | 68             | \$ 49,659  | \$ 64,557  | \$ 79,455  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| WATER-ADMINISTRATION          | PUBLIC UTILITIES INSPECTOR              | 68             | \$ 49,659  | \$ 64,557  | \$ 79,455  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| WATER-FACILITY OPERATIONS DIV | PROGRAMMER/SCADA                        | 67             | \$ 47,506  | \$ 61,758  | \$ 76,010  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| WEST REGIONAL WASTEWATER      | CHIEF UTILITY PLANT OPERATOR            | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 22                | \$ 54,052  | \$ 72,970  | \$ 91,889  |
| WATER-FACILITY OPERATIONS DIV | INSTRUMENTATION/ELEC FOREMAN            | 67             | \$ 47,506  | \$ 61,758  | \$ 76,010  | 21                | \$ 51,478  | \$ 69,496  | \$ 87,513  |
| LCFWSA-REIMBURSEABLE          | FACILITY OPERATOR                       | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| NORTHEAST REGIONAL WASTEWATER | WASTEWATER OPERATOR IV                  | 64             | \$ 41,048  | \$ 53,362  | \$ 65,677  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| NW WATER TREATMENT PLANT      | WATER TREATMENT OPERATOR IV             | 64             | \$ 41,048  | \$ 53,362  | \$ 65,677  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| OCEAN ISLE BEACH WWTP         | WASTEWATER OPERATOR IV                  | 64             | \$ 41,048  | \$ 53,362  | \$ 65,677  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| SOUTHWEST REGIONAL WASTEWATER | WASTEWATER OPERATOR IV                  | 64             | \$ 41,048  | \$ 53,362  | \$ 65,677  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| WASTEWATER-CONSTRUCTION DIV   | UTILITIES FOREMAN                       | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| WASTEWTR-FIELD OPERATIONS     | UTILITIES FOREMAN                       | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| WATER-ADMINISTRATION          | GIS ANALYST                             | 67             | \$ 47,506  | \$ 61,758  | \$ 76,010  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| WATER-CONSTRUCTION DIVISION   | WATER DISTRIBUTION FOREMAN              | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| WATER-FACILITY OPERATIONS DIV | GENERATOR MAINTENANCE SUPERVISOR        | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| WATER-FACILITY OPERATIONS DIV | INSTRUMENTATION CONTROL TECH II         | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| WATER-FIELD OPERATIONS        | METERING & TECHNOLOGY MANAGER           | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |
| WATER-FIELD OPERATIONS        | WATER DISTRIBUTION FOREMAN              | 66             | \$ 45,353  | \$ 58,959  | \$ 72,565  | 20                | \$ 49,027  | \$ 66,186  | \$ 83,346  |

## 2021 Pay Study Recommended Grade Placements

| Dept Name                     | Job Class                      | Current<br>Grd | Curr Min  | Curr Mid  | Curr Max  | Proposed<br>GRADE | Prop Min  | Prop Mid  | Prop Max  |
|-------------------------------|--------------------------------|----------------|-----------|-----------|-----------|-------------------|-----------|-----------|-----------|
| WEST REGIONAL WASTEWATER      | WW TREATMENT MAINT FOREMAN     | 66             | \$ 45,353 | \$ 58,959 | \$ 72,565 | 20                | \$ 49,027 | \$ 66,186 | \$ 83,346 |
| WEST REGIONAL WASTEWATER      | WASTEWATER OPERATOR IV         | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677 | 20                | \$ 49,027 | \$ 66,186 | \$ 83,346 |
| NW WATER TREATMENT PLANT      | LABORATORY TECHNICIAN III      | 66             | \$ 45,353 | \$ 58,959 | \$ 72,565 | 19                | \$ 46,692 | \$ 63,035 | \$ 79,377 |
| WATER-ADMINISTRATION          | ACCOUNTING SPECIALIST          | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122 | 19                | \$ 46,692 | \$ 63,035 | \$ 79,377 |
| WEST REGIONAL WASTEWATER      | LABORATORY TECHNICIAN III      | 66             | \$ 45,353 | \$ 58,959 | \$ 72,565 | 19                | \$ 46,692 | \$ 63,035 | \$ 79,377 |
| 211 WATER TREATMENT PLANT     | WATER TREATMENT OPERATOR II    | 62             | \$ 36,742 | \$ 47,764 | \$ 58,787 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| NW WATER TREATMENT PLANT      | LABORATORY TECHNICIAN II       | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| NW WATER TREATMENT PLANT      | WATER TREATMENT OPERATOR II    | 62             | \$ 36,742 | \$ 47,764 | \$ 58,787 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| SOUTHWEST REGIONAL WASTEWATER | WASTEWATER OPERATOR II         | 62             | \$ 36,742 | \$ 47,764 | \$ 58,787 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| WASTEWATER-ADMINISTRATION     | INDUSTRIAL PRE-TREATMENT COORD | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| WASTEWATER-CONSTRUCTION DIV   | COLLECTIONS MECHANIC IV        | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| WASTEWTR-FIELD OPERATIONS     | COLLECTIONS MECHANIC IV        | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| WATER-ADMINISTRATION          | ADMINISTRATIVE ASSISTANT II    | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| WATER-FACILITY OPERATIONS DIV | INSTRUMENTATION CONTROL TECH I | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| WATER-FIELD OPERATIONS        | AMI METER TECHNICIAN           | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| WATER-FIELD OPERATIONS        | CROSS CONNECT CONTROL COORD    | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| WATER-FIELD OPERATIONS        | DISTRIBUTION MECHANIC IV       | 65             | \$ 43,201 | \$ 56,161 | \$ 69,122 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| WEST REGIONAL WASTEWATER      | WASTEWATER OPERATOR II         | 62             | \$ 36,742 | \$ 47,764 | \$ 58,787 | 18                | \$ 44,469 | \$ 60,033 | \$ 75,597 |
| 211 WATER TREATMENT PLANT     | UTILITY PLANT OPERATOR-C       | 61             | \$ 34,590 | \$ 44,967 | \$ 55,344 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| 211 WATER TREATMENT PLANT     | WATER TREATMENT OPERATOR I     | 61             | \$ 34,590 | \$ 44,967 | \$ 55,344 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| NORTHEAST REGIONAL WASTEWATER | UTILITY PLANT MAINT MECH IV    | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| NW WATER TREATMENT PLANT      | UTILITY PLANT OPERATOR-C       | 61             | \$ 34,590 | \$ 44,967 | \$ 55,344 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| NW WATER TREATMENT PLANT      | WATER TREATMENT OPERATOR I     | 61             | \$ 34,590 | \$ 44,967 | \$ 55,344 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| WASTEWATER-CONSTRUCTION DIV   | COLLECTIONS MECHANIC III       | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| WASTEWTR-FIELD OPERATIONS     | COLLECTIONS MECHANIC III       | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| WATER-CONSTRUCTION DIVISION   | DISTRIBUTION MECHANIC III      | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| WATER-CONSTRUCTION DIVISION   | UTILITY LOCATOR II             | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| WATER-FIELD OPERATIONS        | DISTRIBUTION MECHANIC III      | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| WEST REGIONAL WASTEWATER      | LABORATORY TECHNICIAN I        | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| WEST REGIONAL WASTEWATER      | UTILITY PLANT MAINT MECH IV    | 64             | \$ 41,048 | \$ 53,362 | \$ 65,677 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| WEST REGIONAL WASTEWATER      | WASTEWATER OPERATOR I          | 61             | \$ 34,590 | \$ 44,967 | \$ 55,344 | 17                | \$ 42,351 | \$ 57,174 | \$ 71,997 |
| 211 WATER TREATMENT PLANT     | WATER TREATMENT MECHANIC II    | 63             | \$ 38,895 | \$ 50,563 | \$ 62,232 | 16                | \$ 40,335 | \$ 54,452 | \$ 68,569 |
| 211 WATER TREATMENT PLANT     | WATER TREATMENT OPERATOR (TR)  | 60             | \$ 32,437 | \$ 42,168 | \$ 51,899 | 16                | \$ 40,335 | \$ 54,452 | \$ 68,569 |
| NORTHEAST REGIONAL WASTEWATER | WASTEWATER OPERATOR I (TR)     | 60             | \$ 32,437 | \$ 42,168 | \$ 51,899 | 16                | \$ 40,335 | \$ 54,452 | \$ 68,569 |
| NW WATER TREATMENT PLANT      | WATER TREATMENT OPERATOR (TR)  | 60             | \$ 32,437 | \$ 42,168 | \$ 51,899 | 16                | \$ 40,335 | \$ 54,452 | \$ 68,569 |
| OCEAN ISLE BEACH WWTP         | UTILITY PLANT MAINT MECH III   | 63             | \$ 38,895 | \$ 50,563 | \$ 62,232 | 16                | \$ 40,335 | \$ 54,452 | \$ 68,569 |
| WASTEWATER-ADMINISTRATION     | ADMINISTRATIVE ASSISTANT I     | 63             | \$ 38,895 | \$ 50,563 | \$ 62,232 | 16                | \$ 40,335 | \$ 54,452 | \$ 68,569 |
| WASTEWTR-FIELD OPERATIONS     | COLLECTIONS MECHANIC II        | 63             | \$ 38,895 | \$ 50,563 | \$ 62,232 | 16                | \$ 40,335 | \$ 54,452 | \$ 68,569 |
| WATER-CONSTRUCTION DIVISION   | DISTRIBUTION MECHANIC II       | 63             | \$ 38,895 | \$ 50,563 | \$ 62,232 | 16                | \$ 40,335 | \$ 54,452 | \$ 68,569 |
| WATER-CONSTRUCTION DIVISION   | UTILITY LOCATOR I              | 63             | \$ 38,895 | \$ 50,563 | \$ 62,232 | 16                | \$ 40,335 | \$ 54,452 | \$ 68,569 |
| WATER-FACILITY OPERATIONS DIV | GENERATOR MAINTENANCE TECH I   | 63             | \$ 38,895 | \$ 50,563 | \$ 62,232 | 16                | \$ 40,335 | \$ 54,452 | \$ 68,569 |
| WEST REGIONAL WASTEWATER      | WASTEWATER OPERATOR I (TR)     | 60             | \$ 32,437 | \$ 42,168 | \$ 51,899 | 16                | \$ 40,335 | \$ 54,452 | \$ 68,569 |
| 211 WATER TREATMENT PLANT     | WATER TREATMENT MECHANIC I     | 62             | \$ 36,742 | \$ 47,764 | \$ 58,787 | 15                | \$ 38,414 | \$ 51,859 | \$ 65,304 |

## 2021 Pay Study Recommended Grade Placements

| Dept Name                     | Job Class                   | Current |           |           |           | Proposed |           |           |           |
|-------------------------------|-----------------------------|---------|-----------|-----------|-----------|----------|-----------|-----------|-----------|
|                               |                             | Grd     | Curr Min  | Curr Mid  | Curr Max  | GRADE    | Prop Min  | Prop Mid  | Prop Max  |
| NORTHEAST REGIONAL WASTEWATER | MAINTENANCE MECHANIC II     | 62      | \$ 36,742 | \$ 47,764 | \$ 58,787 | 15       | \$ 38,414 | \$ 51,859 | \$ 65,304 |
| NW WATER TREATMENT PLANT      | WATER TREATMENT MECHANIC I  | 62      | \$ 36,742 | \$ 47,764 | \$ 58,787 | 15       | \$ 38,414 | \$ 51,859 | \$ 65,304 |
| WASTEWATER-CONSTRUCTION DIV   | COLLECTIONS MECHANIC I      | 62      | \$ 36,742 | \$ 47,764 | \$ 58,787 | 15       | \$ 38,414 | \$ 51,859 | \$ 65,304 |
| WASTEWTR-FIELD OPERATIONS     | COLLECTIONS MECHANIC I      | 62      | \$ 36,742 | \$ 47,764 | \$ 58,787 | 15       | \$ 38,414 | \$ 51,859 | \$ 65,304 |
| WATER-CONSTRUCTION DIVISION   | DISTRIBUTION MECHANIC I     | 62      | \$ 36,742 | \$ 47,764 | \$ 58,787 | 15       | \$ 38,414 | \$ 51,859 | \$ 65,304 |
| WATER-FIELD OPERATIONS        | DISTRIBUTION MECHANIC I     | 62      | \$ 36,742 | \$ 47,764 | \$ 58,787 | 15       | \$ 38,414 | \$ 51,859 | \$ 65,304 |
| WEST REGIONAL WASTEWATER      | UTILITY PLANT MAINT MECH II | 62      | \$ 36,742 | \$ 47,764 | \$ 58,787 | 15       | \$ 38,414 | \$ 51,859 | \$ 65,304 |
| LCFWSA-REIMBURSEABLE          | UTILITY PLANT MAINT MECH I  | 61      | \$ 34,590 | \$ 44,967 | \$ 55,344 | 14       | \$ 36,585 | \$ 49,389 | \$ 62,194 |
| WATER-ADMINISTRATION          | UTILITIES DISPATCH          | 61      | \$ 34,590 | \$ 44,967 | \$ 55,344 | 14       | \$ 36,585 | \$ 49,389 | \$ 62,194 |
| WATER-ADMINISTRATION          | WAREHOUSE ASSISTANT         | 61      | \$ 34,590 | \$ 44,967 | \$ 55,344 | 14       | \$ 36,585 | \$ 49,389 | \$ 62,194 |