

Pay Ranges for Non-bargaining Pay Plan Effective July 1, 2023

Pay Grade	Job Title	Entry	Midpoint	Maximum
21		\$130,035.03	\$156,042.03	\$182,049.03
		\$5,001.35	\$6,001.62	\$7,001.89
		\$62.52	\$75.02	\$87.52
20		\$122,674.56	\$147,209.46	\$171,744.37
		\$4,718.25	\$5,661.90	\$6,605.55
		\$58.98	\$70.77	\$82.57
	County Engineer Public Health Director			
19		\$115,730.70	\$138,876.85	\$162,022.99
		\$4,451.18	\$5,341.42	\$6,231.65
		\$55.64	\$66.77	\$77.90
	Conservation Director			
18		\$109,179.92	\$131,015.90	\$144,796.16
		\$4,199.23	\$5,039.07	\$5,569.08
		\$52.49	\$62.99	\$69.61
	Assistant County Attorney III (maximum must be ≤ 85% of County Attorney's salary)			
17		\$102,999.92	\$123,599.89	\$144,199.89
		\$3,961.54	\$4,753.84	\$5,546.15
		\$49.52	\$59.42	\$69.33
	Ambulance Director Board Office Executive Director Enterprise Architect Facilities Director Finance Director Human Resources Director Information Technology Director Medical Examiner Administrative Director MH/DS Director Planning, Development & Sustainability Director Social Services Director Transportation and Fleet Director			
16		\$97,169.74	\$116,603.67	\$136,037.63
		\$3,737.30	\$4,484.76	\$5,232.22
		\$46.72	\$56.06	\$65.40
	Assistant County Attorney II Emergency Management Coordinator Full Stack Software Developer III			
15		\$91,669.55	\$110,003.47	\$128,337.38
		\$3,525.75	\$4,230.90	\$4,936.05
		\$44.07	\$52.89	\$61.70
	Assistant County Engineer			
14		\$86,480.72	\$103,776.86	\$121,073.00
		\$3,326.18	\$3,991.42	\$4,656.65
		\$41.58	\$49.89	\$58.21
	Assistant Planning, Development & Sustainability Director Clinical Services Manager Full Stack Software Developer II			

Maintenance Superintendent
Operations Superintendent

13	\$81,585.58	\$97,902.70	\$114,219.82
	\$3,137.91	\$3,765.49	\$4,393.07
	\$39.22	\$47.07	\$54.91

Assistant Ambulance Director
Assistant County Attorney I
Community Health Division Manager
Cyber Security Analyst
Environmental Health Manager
GIS Coordinator
Network Administrator
Software Support Specialist III

12	\$76,967.53	\$92,361.05	\$107,754.55
	\$2,960.29	\$3,552.35	\$4,144.41
	\$37.00	\$44.40	\$51.81

Business Systems Analyst
Conservation Program Manager
Corrections Healthcare Supervisor
Employment Manager
Financial/Analytical Coordinator
Fiscal Manager
Full Stack Software Developer I
Grants Manager
Medical Examiner Supervisor
Programmer/Analyst II
Special Projects Manager
Youth & Family Services Manager

11	\$72,610.89	\$87,133.06	\$101,655.24
	\$2,792.73	\$3,351.27	\$3,909.82
	\$34.91	\$41.89	\$48.87

Business Manager
Case Management Administrator
Communications Manager
Fleet Maintenance Supervisor
Natural Resource Manager
Office Administrator
Operations Supervisor
Planner
Senior Building Inspector
Software Support Specialist II
Transportation/Fleet Supervisor
Veteran Affairs (VA) Director
WIC/MH Coordinator

10	\$68,500.83	\$82,201.00	\$95,901.17
	\$2,634.65	\$3,161.58	\$3,688.51
	\$32.93	\$39.52	\$46.11

Assistant Maintenance Superintendent
Assistant Operations Superintendent
Assistant to the County Engineer
Communications Coordinator
Community Violence Prevention Coordinator
Deputy Emergency Management Coordinator
Early Childhood Coordinator

Education/Training Supervisor
 Environmental Health Specialist II
 Field (Paramedic) Supervisor
 Human Resources Coordinator
 Local Food and Farm Manager
 Maintenance Supervisor
 Medical Examiner Investigator
 Park Ranger II
 Risk Management Coordinator
 Roadside Vegetation Manager
 Server Support Specialist
 Software Support Specialist I
 Webmaster

9	\$64,623.43	\$77,548.12	\$90,472.78
	\$2,485.52	\$2,982.62	\$3,479.72
	\$31.07	\$37.28	\$43.50

Adolescent & Women's Health Services Coordinator
 Assistant Planner
 Budget Analyst
 Chronic Disease Prevention Specialist
 Clinical Services Data Specialist
 Code Enforcement Inspector II
 Community Health Nurse
 Corrections Health Nurse
 Corrections Social Worker
 Dental Hygienist
 Disease Prevention Specialist
 Diversity, Equity & Inclusion Coordinator
 Education Specialist
 Emergency Preparedness Planner
 Epidemiologist
 Financial Analyst
 GIS Analyst
 Maternal Child and Adolescent Health (MCAH) Coordinator
 Media Production and Technology Specialist
 Oral Health Coordinator
 Outreach and Engagement Coordinator
 Performance Improvement & Accrediation Coordinator
 Project & Systems Analyst
 Public Health Nurse
 Public Health Nurse-Child Care Nurse Consultant
 Public Health Systems Analyst
 Senior Combination Inspector
 Soil and Water Conservation Coordinator

8	\$60,965.50	\$73,158.59	\$85,351.69
	\$2,344.83	\$2,813.79	\$3,282.76
	\$29.31	\$35.17	\$41.03

Accountant
 Code Enforcement Inspector I
 Combination Inspector
 Environmental Health Specialist
 Health Educator
 Health Planner
 Grants Specialist
 Natural Resource Management Specialist
 Park Ranger I

PC Desktop Support Technician
 Program Compliance Specialist
 Public Health Dietitian
 Sustainability Coordinator

7	\$57,514.62	\$69,017.54	\$80,520.47
	\$2,212.10	\$2,654.52	\$3,096.94
	\$27.65	\$33.18	\$38.71

Administrative Assistant
 Administrative Billing Specialist
 Confidential Legal Assistant
 Communications Assistant
 Elections Technician III
 GIS Project Specialist
 Help Desk Specialist
 Maintenance Specialist
 Mechanic
 Media Production and Technology Assistant
 Mental Health Advocate
 Mobility Coordinator
 Secretary/Office Manager
 Utility Person

6	\$54,259.07	\$65,110.90	\$75,962.70
	\$2,086.89	\$2,504.27	\$2,921.64
	\$26.09	\$31.30	\$36.52

Admin Assistant I
 Custodial Coordinator
 Event and Program Assistant
 Field Worker II
 Health Educator Assistant
 Human Resources Assistant
 Legal Assistant III
 Local Food Assistant
 Local Foods Coordinator
 ME Data Analyst/Administrative Assistant
 Payroll Specialist
 Victim-Witness Coordinator

5	\$51,187.80	\$61,425.36	\$71,662.93
	\$1,968.76	\$2,362.51	\$2,756.27
	\$24.61	\$29.53	\$34.45

Clerk III
 Dental Assistant
 Executive Clerk to the Board
 GIS Technician
 Groundskeeper
 Public Health Billing Specialist
 Legal Assistant II

4	\$48,290.38	\$57,948.46	\$67,606.54
	\$1,857.32	\$2,228.79	\$2,600.25
	\$23.22	\$27.86	\$32.50

Account Clerk II
 Custodian II
 Elections Outreach & Pollworker Clerk II
 Elections Technician II
 Legal Assistant I

Natural Resource Management Technician
 Map Delineator
 Secretary II
 Zoning Aide

3	\$45,556.96	\$54,668.35	\$63,779.75
	\$1,752.19	\$2,102.63	\$2,453.07
	\$21.90	\$26.28	\$30.66

Account Clerk I
 Confidential Recording Secretary
 Conservation Office Assistant
 Maintenance Worker I

2	\$42,978.27	\$51,573.92	\$60,169.57
	\$1,653.01	\$1,983.61	\$2,314.21
	\$20.66	\$24.80	\$28.93

Breastfeeding Peer Counselor
 Clerk II
 Secretary I

1	\$40,545.53	\$48,654.64	\$56,763.75
	\$1,559.44	\$1,871.33	\$2,183.22
	\$19.49	\$23.39	\$27.29

Clerk I
 Custodian
 Custodian - Conservation

Although every effort was made to ensure the accuracy of this information, we reserve the right to correct any errors, inaccuracies or omissions.