

## Non-bargaining Pay Plan Effective July 1, 2024 (FY 2025)

| Pay Grade | Job Title  | Entry   | Midpoint  | Maximum   |
|-----------|--|---|-----------|-----------|
| 21        |  | 134911.40   | 161893.68 | 188875.96 |
|           |  | 5188.90   | 6226.68   | 7264.46   |
|           |  | 64.86   | 77.83     | 90.81     |
| 20        |  | 127274.68   | 152729.72 | 178184.76 |
|           |  | 4895.18   | 5874.22   | 6853.26   |
|           |  | 61.19   | 73.43     | 85.67     |
|           | County Engineer<br>Public Health Director  |   |           |           |
| 19        |  | 120070.60   | 144084.72 | 168098.84 |
|           |  | 4618.10   | 5541.72   | 6465.34   |
|           |  | 57.73   | 69.27     | 80.82     |
|           | Ambulance Director<br>Conservation Director  |   |           |           |
| 18        |  | 113274.20   | 135929.04 | 158579.20 |
|           |  | 4356.70   | 5228.04   | 6099.20   |
|           |  | 54.46   | 65.35     | 76.24     |
|           | Assistant County Attorney III<br>Finance Director<br>Human Resources Director<br>Information Technology Director<br>Medical Examiner Director<br>Planning, Development & Sustainability Director<br>Social Services Director | (Maximum must be < 85% of County Attorney's salary) |           |           |
| 17        |  | 106862.60   | 128234.86 | 149607.38 |
|           |  | 4110.10   | 4932.11   | 5754.13   |
|           |  | 51.38   | 61.65     | 71.93     |
|           | Board Office Executive Director<br>Enterprise Solutions Architect<br>Facilities Director<br>MH/DS Director<br>Transportation and Fleet Director  |   |           |           |
| 16        |  | 100813.70   | 120976.44 | 141139.18 |
|           |  | 3877.45   | 4652.94   | 5428.43   |
|           |  | 48.47   | 58.16     | 67.86     |
|           | Assistant County Attorney II<br>Emergency Management Coordinator<br>Full Stack Software Developer III  |   |           |           |
| 15        |  | 95107.22  | 114128.56 | 133149.90 |
|           |  | 3657.97   | 4389.56   | 5121.15   |
|           |  | 45.72   | 54.87     | 64.01     |
|           | Assistant Ambulance Director<br>Assistant County Engineer  |   |           |           |
| 14        |  | 89723.66  | 107668.60 | 125613.02 |
|           |  | 3450.91   | 4141.10   | 4831.27   |
|           |  | 43.14   | 51.76     | 60.39     |

Assistant Planning, Development & Sustainability Director  
 Clinical Services Manager  
 Community Health Division Manager  
 Employment Manager  
 Full Stack Software Developer II  
 Maintenance Superintendent  
 Operations Superintendent

|    |          |           |           |
|----|----------|-----------|-----------|
| 13 | 84645.08 | 101574.20 | 118503.06 |
|    | 3255.58  | 3906.70   | 4557.81   |
|    | 40.69    | 48.83     | 56.97     |

Assistant County Attorney I  
 Cyber Security Analyst  
 Environmental Health Manager  
 GIS Coordinator  
 Network Administrator  
 Software Support Specialist III  
 Medical Examiner Assistant Director

|    |          |          |           |
|----|----------|----------|-----------|
| 12 | 79853.80 | 95824.56 | 111795.58 |
|    | 3071.30  | 3685.56  | 4299.83   |
|    | 38.39    | 46.07    | 53.75     |

Business Systems Analyst  
 Community Services Manager  
 Conservation Program Manager  
 Corrections Healthcare Supervisor  
 Education / Training Supervisor  
 Financial/Analytical Coordinator  
 Fiscal Manager  
 Full Stack Software Developer I  
 Grants Manager  
 Local Food and Farm Manager  
 Medical Examiner Investigative Supervisor  
 Office Administrator  
 Programmer/Analyst II  
 Roadside Vegetation Manager  
 Special Projects Manager  
 Youth & Family Services Manager  
 Veterans Affairs (VA) Director

|    |          |          |           |
|----|----------|----------|-----------|
| 11 | 75333.96 | 90400.44 | 105467.44 |
|    | 2897.46  | 3476.94  | 4056.44   |
|    | 36.22    | 43.46    | 50.71     |

Business Manager  
 Case Management Administrator  
 Communications Manager  
 Fleet Maintenance Supervisor  
 Human Resources Generalist  
 Natural Resource Manager  
 Operations Supervisor  
 Planner  
 Public Safety and Justice Info Officer  
 Risk and Safety Advisor  
 Senior Building Inspector  
 Senior Financial Analyst  
 Software Support Specialist II  
 Transportation/Fleet Supervisor

|    |          |          |          |
|----|----------|----------|----------|
| 10 | 71052.80 | 85280.00 | 99507.20 |
|    | 2732.80  | 3280.00  | 3827.20  |
|    | 34.16    | 41.00    | 47.84    |

- Assistant Maintenance Superintendent
- Assistant Operations Superintendent
- Assistant to the County Engineer
- Communications Coordinator
- Community Violence Prevention Coordinator
- Deputy Emergency Management Coordinator
- Early Childhood Coordinator
- Economic Development Planner
- \* Environmental Health Specialist II
- Environmental Regulations Coordinator
- \* Field (Paramedic) Supervisor
- Human Resources Coordinator
- Law Enforcement Mental Health Liaison
- \* Maintenance Supervisor
- \* Medical Examiner Investigator
- \* Park Ranger II
- \* Server Support Specialist
- \* Social Determinates of Health Coordinator
- Software Support Specialist I
- Sustainability Coordinator
- Webmaster

|   |          |          |          |
|---|----------|----------|----------|
| 9 | 67059.20 | 80454.40 | 93870.40 |
|   | 2579.20  | 3094.40  | 3610.40  |
|   | 32.24    | 38.68    | 45.13    |

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

|   |          |          |          |
|---|----------|----------|----------|
| 8 | 63252.80 | 75899.20 | 88545.60 |
|   | 2432.80  | 2919.20  | 3405.60  |
|   | 30.41    | 36.49    | 42.57    |

- Accountant
- \* Assistant Finance Coordinator
- \* Audio-Visual Specialist/PC Desktop Support Technician
- \* Clinical Services Supervisor
- \* Code Enforcement Inspector I
- \* Combination Inspector
- \* Environmental Health Specialist
- \* Health Educator
- \* Health Planner
- \* Grants Specialist
- \* Mental Health Advocate
- \* Natural Resource Management Specialist
- \* Park Ranger I
- \* PC Desktop Support Technician
- \* Program Compliance Specialist
- \* Public Health Dietitian

|   |          |          |          |
|---|----------|----------|----------|
| 7 | 59675.20 | 71593.60 | 83532.80 |
|   | 2295.20  | 2753.60  | 3212.80  |
|   | 28.69    | 34.42    | 40.16    |

- \* Administrative Assistant
- \* Administrative Billing Specialist
- \* Confidential Legal Assistant
- \* Communications Assistant
- \* County Veteran Service Officer
- \* Elections Technician III
- \* GIS Project Specialist
- \* Help Desk Specialist
- \* Maintenance Specialist
- \* Mechanic
- \* Media Production and Technology Assistant
- \* Mobility Coordinator
- \* Secretary/Office Manager
- \* Utility Person

|   |          |          |          |
|---|----------|----------|----------|
| 6 | 56305.60 | 67537.60 | 78811.20 |
|   | 2165.60  | 2597.60  | 3031.20  |
|   | 27.07    | 32.47    | 37.89    |

- \* Admin Assistant I
- \* Community Violence Intervention Outreach Worker
- \* Custodial Coordinator
- \* Environmental Health Administrative Assistant
- \* Event and Program Assistant
- \* Field Worker II
- \* Health Educator Assistant
- \* Human Resources Assistant
- \* Legal Assistant III
- \* Local Foods Assistant
- \* Local Foods Coordinator
- \* Office Manager-PDS
- \* Data Analyst/Administrative Assistant
- \* Payroll Specialist
- \* Victim-Witness Coordinator
- \* Zoning Inspector

|   |          |          |          |
|---|----------|----------|----------|
| 5 | 53102.40 | 63731.20 | 74339.20 |
|   | 2042.40  | 2451.20  | 2859.20  |
|   | 25.53    | 30.64    | 35.74    |

- \* Clerk III
- \* Confidential Secretary
- \* Dental Assistant
- \* Executive Clerk to the Board
- \* GIS Technician
- \* Grants Analyst
- \* Office Assistant-PDS
- \* Groundskeeper
- \* Public Health Billing Specialist
- \* Legal Assistant II
- \* E911 Coordinator

|   |          |          |          |
|---|----------|----------|----------|
| 4 | 50107.20 | 60112.00 | 70137.60 |
|   | 1927.20  | 2312.00  | 2697.60  |
|   | 24.09    | 28.90    | 33.72    |

- \* Account Clerk II
- \* Custodian II
- \* Elections Outreach & Pollworker Clerk II
- \* Elections Technician II
- \* Legal Assistant I
- \* Natural Resource Management Technician
- \* Map Delineator
- \* Secretary II

|   |          |          |          |
|---|----------|----------|----------|
| 3 | 47257.60 | 56721.60 | 66164.80 |
|   | 1817.60  | 2181.60  | 2544.80  |
|   | 22.72    | 27.27    | 31.81    |

- \* Account Clerk I
- \* Confidential Recording Secretary
- \* Conservation Office Assistant
- \* Maintenance Worker I
- \* Office Assistant Human Resources

|   |          |          |          |
|---|----------|----------|----------|
| 2 | 44574.40 | 53518.40 | 62420.80 |
|   | 1714.40  | 2058.40  | 2400.80  |
|   | 21.43    | 25.73    | 30.01    |

- \* Breastfeeding Peer Counselor
- \* Clerk II
- \* Secretary I

|   |          |          |          |
|---|----------|----------|----------|
| 1 | 42057.60 | 50481.60 | 58884.80 |
|   | 1617.60  | 1941.60  | 2264.80  |
|   | 20.22    | 24.27    | 28.31    |

- \* Clerk I
- \* Custodian
- \* Custodian - Conservation
- \* Welcome Desk/Wayfinding Clerk

|                 |  |  |  |
|-----------------|--|--|--|
| <b>Other</b>    |  |  |  |
| Starts at 17.00 |  |  |  |

- \* Seasonal
- \* Intern (no more than 700 hours)

**KEY: \* Non-exempt**

Approved 11/7/24

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