

## Non-bargaining Pay Plan Effective July 1, 2025 (FY 2026)

Pay Grade	Job Title	Minimum	Midpoint	Maximum
21		139498.32	167398.14	195297.70
		5365.32	6438.39	7511.45
		67.07	80.48	93.89
20		131602.12	157922.44	184243.02
		5061.62	6073.94	7086.27
		63.27	75.92	88.58
	County Engineer Public Health Director			
19		124153.12	148983.64	173814.16
		4775.12	5730.14	6685.16
		59.69	71.63	83.56
	Ambulance Director Conservation Director			
18		117125.58	140550.54	163970.82
		4504.83	5405.79	6306.57
		56.31	67.57	78.83
	Assistant County Attorney III Director of Emergency Management Finance Director Human Resources Director Information Technology Director Medical Examiner Director Planning, Development & Sustainability Director Social Services Director	(Maximum must be < 85% of County Attorney's salary)		
17		110495.84	132594.80	154694.02
		4249.84	5099.80	5949.77
		53.12	63.75	74.37
	Board Office Executive Director Enterprise Solutions Architect Facilities Director Transportation and Fleet Director			
16		104241.28	125089.64	145938.00
		4009.28	4811.14	5613.00
		50.12	60.14	70.16
	Assistant County Attorney II Full Stack Software Developer III			
15		98340.84	118009.06	137677.02
		3782.34	4538.81	5295.27
		47.28	56.74	66.19
	Assistant Ambulance Director Assistant County Engineer			
14		92774.24	111329.40	129883.78
		3568.24	4281.90	4995.53
		44.60	53.52	62.44
	Assistant Planning, Development & Sustainability Director Clinical Services Manager Community Health Division Manager Employment Manager Full Stack Software Developer II Maintenance Superintendent Operations Superintendent Workday Manager			

<b>13</b>	87523.02	105027.78	122532.28
	3366.27	4039.53	4712.78
	42.08	50.49	58.91
	Assistant County Attorney I Cyber Security Analyst Environmental Health Manager GIS Coordinator Network Administrator Software Support Specialist III Special Projects Manager Medical Examiner Assistant Director		
<b>12</b>	82568.72	99082.62	115596.52
	3175.72	3810.87	4446.02
	39.70	47.64	55.58
	Assistant Maintenance Superintendent Business Systems Analyst Case Management Director Community Services Manager Corrections Healthcare Supervisor Education / Training Supervisor Fiscal Manager Full Stack Software Developer I Grants Manager Local Food and Farm Manager Medical Examiner Investigative Supervisor Office Administrator Roadside Vegetation Manager Youth & Family Services Manager Veteran Services (VS) Director Workday Specialist		
<b>11</b>	77895.22	93474.16	109053.36
	2995.97	3595.16	4194.36
	37.45	44.94	52.43
	Communications Manager Fleet Maintenance Supervisor Human Resources Generalist Legal Support Manager 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		
<b>10</b>	73465.60	88171.20	102897.60
	2825.60	3391.20	3957.60
	35.32	42.39	49.47
	Assistant Operations Superintendent Assistant to the County Engineer Community Violence Prevention Coordinator Deputy Emergency Management Coordinator Early Childhood Coordinator Economic Development Planner * Environmental Health Specialist II Environmental Regulations Coordinator * Field (Paramedic) Supervisor 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	69347.20	83200.00	97052.80
	2667.20	3200.00	3732.80
	33.34	40.00	46.66

- Assistant Planner
- \* Code Enforcement Inspector II
- \* Community Engagement & Policy Coordinator
- \* Community Health Educator
- \* Corrections Health Nurse
- \* Corrections Social Worker
- County Attorney Investigator
- \* Dental Hygienist
- \* Disease Prevention Specialist
- Economic Development Coordinator
- Education Specialist
- Financial Analyst
- \* GIS Analyst
- \* Lead Dietitian
- \* Maternal Child and Adolescent Health (MCAH) Coordinator
- \* Media Production and Technology Specialist
- \* Office Coordinator
- \* Oral Health Coordinator
- \* Outreach and Engagement Coordinator
- \* Park Ranger I
- \* Performance Improvement & Accreditation Coordinator
- \* Public Health Nurse
- \* Public Health Nurse-Child Care Nurse Consultant
- \* Public Health Systems Analyst
- \* Senior Combination Inspector
- \* Social Epidemiologist

8	65395.20	78478.40	91561.60
	2515.20	3018.40	3521.60
	31.44	37.73	44.02

- Accountant
- \* Admin Coordinator
- \* Audio-Visual Specialist/PC Desktop Support Technician
- \* Clinical Services Coordinator
- \* Code Enforcement Inspector I
- \* Combination Inspector
- \* Emergency Preparedness Planner
- \* Environmental Health Specialist
- \* Health Outreach Specialist II
- \* Grants Specialist
- \* Mental Health Advocate
- \* Natural Resource Management Specialist
- \* PC Desktop Support Technician
- \* Program Compliance Specialist
- \* Dietitian - PH
- \* Competent Professional Authority (CPA) Dietitian for WIC

7	61713.60	74027.20	86382.40
	2373.60	2847.20	3322.40
	29.67	35.59	41.53

- \* Administrative Billing Specialist
- \* Confidential Legal Assistant
- \* Communications Assistant
- \* County Veteran Service Officer
- \* Elections Technician III
- \* GIS Project Specialist
- \* Health Promotion Specialist
- \* Help Desk Specialist

- \* Maintenance Specialist
- \* Mechanic
- \* Media Production and Technology Assistant
- \* Mobility Coordinator
- \* Office Manager/Secretary
- \* Property Tax & Accounting Coordinator
- \* Public Health Planner
- \* Utility Person

<b>6</b>	58219.20	69825.60	81494.40
	2239.20	2685.60	3134.40
	27.99	33.57	39.18

- \* Administrative Assistant Board Office
- \* Administrative Assistant Roads
- \* Administrative Assistant Sheriff
- \* Community Violence Intervention Outreach Worker
- \* Custodial Coordinator
- \* Data Analyst/Administrative Assistant
- \* E911 Coordinator
- \* Environmental Health Administrative Assistant
- \* Elections Outreach & Pollworker Coordinator
- \* Event and Program Assistant
- \* Field Appraiser (Assessor)
- \* Field Worker II
- \* Health Outreach Specialist I
- \* Human Resources Assistant
- \* Legal Assistant III
- \* Local Foods Assistant
- \* Office Support Specialist II- PDS
- \* Payroll Specialist
- \* Victim-Witness Coordinator
- \* Zoning Inspector

<b>5</b>	54912.00	65894.40	76876.80
	2112.00	2534.40	2956.80
	26.40	31.68	36.96

- \* Clerk III
- \* Confidential Secretary
- \* Dental Assistant
- \* Executive Clerk to the Board
- \* GIS Technician
- \* Grants Analyst
- \* Groundskeeper
- \* Office Manager- City Assessor
- \* Office Support Specialist I- PDS
- \* Public Health Billing Specialist
- \* Legal Assistant II
- \* VITA Coordinator (temporary)

<b>4</b>	51812.80	62150.40	72529.60
	1992.80	2390.40	2789.60
	24.91	29.88	34.87

- \* Account Clerk II
- \* Custodian II
- \* Elections Technician II
- \* Field Worker I
- \* Legal Assistant I
- \* Map Delineator
- \* Natural Resource Management Technician
- \* Secretary II

<b>3</b>	48859.20	58656.00	68411.20
	1879.20	2256.00	2631.20
	23.49	28.20	32.89

- \* Account Clerk I
- \* Office Assistant Conservation

- \* Maintenance Worker I
- \* Office Assistant Human Resources

<b>2</b>	46092.80	55328.00	64542.40
	1772.80	2128.00	2482.40
	22.16	26.60	31.03

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

<b>1</b>	43492.80	52208.00	60881.60
	1672.80	2008.00	2341.60
	20.91	25.10	29.27

- \* Clerk I
- \* Custodian
- \* Custodian - Conservation
- \*\* Township Clerk

**KEY: \* Non-exempt; \*\*lump sum**

BOS Approved 10/16/2025

**Although every effort was made to ensure the accuracy of this information,**