

**COCONINO COUNTY**  
**Pay Plan FY18 Effective 7/1/17**

| <b>Position Title</b>                            | <b>FLSA</b> | <b>Grade</b> | <b>Market Grade</b> | <b>Minimum</b> | <b>Minimum</b> | <b>Minimum</b> |
|--|-------------|--------------|---------------------|----------------|----------------|----------------|
| Accounting Technician I                          | N           | 5            |                     | \$27,665       | \$34,167       | \$40,668       |
| Administrative Support II                        | N           | 5            |                     | \$27,665       | \$34,167       | \$40,668       |
| Breastfeeding Peer Counselor                     | N           | 5            |                     | \$27,665       | \$34,167       | \$40,668       |
| Community Aide                                   | N           | 5            |                     | \$27,665       | \$34,167       | \$40,668       |
| Custodian  | N           | 5            |                     | \$27,665       | \$34,167       | \$40,668       |
| Parts Runner                                     | N           | 5            |                     | \$27,665       | \$34,167       | \$40,668       |
| Transfer Station Operator                        | N           | 5            |                     | \$27,665       | \$34,167       | \$40,668       |
| Administrative Specialist I                      | N           | 6            |                     | \$29,499       | \$36,432       | \$43,364       |
| Bailiff I (Apprentice)                           | N           | 6            |                     | \$29,499       | \$36,432       | \$43,364       |
| Cook   | N           | 6            |                     | \$29,499       | \$36,432       | \$43,364       |
| Detention Support Specialist                     | N           | 6            |                     | \$29,499       | \$36,432       | \$43,364       |
| Facilities Service Worker                        | N           | 6            |                     | \$29,499       | \$36,432       | \$43,364       |
| Operator, Trainee                                | N           | 6            |                     | \$29,499       | \$36,432       | \$43,364       |
| Parks Maintenance Worker                         | N           | 6            |                     | \$29,499       | \$36,432       | \$43,364       |
| Accounting Technician II                         | N           | 7            |                     | \$32,170       | \$39,730       | \$47,289       |
| Bailiff II                                       | N           | 7            |                     | \$32,170       | \$39,730       | \$47,289       |
| Eligibility Worker                               | N           | 7            |                     | \$32,170       | \$39,730       | \$47,289       |
| Environmental Aide                               | N           | 7            |                     | \$32,170       | \$39,730       | \$47,289       |
| Equipment Parts Specialist                       | N           | 7            |                     | \$32,171       | \$39,731       | \$47,290       |
| Extradition Warrant Clerk                        | N           | 7            |                     | \$32,170       | \$39,730       | \$47,289       |
| Justice Court Specialist                         | N           | 7            |                     | \$32,170       | \$39,730       | \$47,289       |
| Mechanic, Automotive Trainee                     | N           | 7            |                     | \$32,170       | \$39,730       | \$47,289       |
| Operator   | N           | 7            |                     | \$32,170       | \$39,730       | \$47,289       |
| Trades Worker I                                  | N           | 7            |                     | \$32,170       | \$39,730       | \$47,289       |
| Youth Careworker I                               | N           | 7            |                     | \$32,170       | \$39,730       | \$47,289       |
| Accounting Technician III                        | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Administrative Specialist II                     | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Court Technician I                               | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Detention Cook                                   | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Facilities Service Worker, Lead                  | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Forensic Technician                              | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Human Resources Technician                       | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Legal Assistant                                  | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Mechanic, Heavy Equipment Trainee                | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Operator, Senior                                 | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Payroll Technician                               | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Probation Work Crew Supervisor                   | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Right-of-Way Technician                          | N           | 8            |                     | \$34,059       | \$42,063       | \$50,067       |
| Administrative Specialist III                    | N           | 9            |                     | \$36,885       | \$45,553       | \$54,221       |
| Animal Management Officer                        | N           | 9            |                     | \$36,885       | \$45,553       | \$54,221       |
| Appraiser, Apprentice                            | N           | 9            |                     | \$36,885       | \$45,553       | \$54,221       |
| Bailiff III (Deputy Chief)                       | N           | 9            |                     | \$36,885       | \$45,553       | \$54,221       |
| Building Inspector I                             | N           | 9            |                     | \$36,885       | \$45,553       | \$54,221       |
| Cartographer                                     | N           | 9            |                     | \$36,885       | \$45,553       | \$54,221       |
| Chaplain   | N           | 9            |                     | \$36,885       | \$45,553       | \$54,221       |
| Code Enforcement Officer (Community Development) | N           | 9            |                     | \$36,885       | \$45,553       | \$54,221       |

| Position Title                          | FLSA | Grade | Market Grade | Minimum         | Minimum         | Minimum         |
|---|------|-------|--------------|-----------------|-----------------|-----------------|
| Court Technician II                     | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Custodial Services Supervisor           | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Detention Maintenance Technician        | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Elections Outreach Worker               | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Finance Technician                      | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| HVAC/Electrical Technician I            | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Justice Court Specialist, Senior        | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Legal Assistant, Senior                 | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Mechanic, Automotive                    | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Nutrition Counselor                     | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Official Court Reporter                 | N    | 9     | <b>G-13M</b> | <b>\$50,715</b> | <b>\$62,633</b> | <b>\$74,551</b> |
| Sustainable Building Technician         | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Technical Specialist I                  | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Trades Worker II                        | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Water/Wastewater Plant Operator         | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Youth Careworker II                     | N    | 9     |              | \$36,885        | \$45,553        | \$54,221        |
| Administrative Supervisor               | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Appraiser I                             | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Building Inspector II                   | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Buyer                                   | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Cartograph Technician                   | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Case Worker                             | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Construction Inspector I                | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Crime Scene Investigator                | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Department Applications Sepcialist      | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Emergency Management Specialist         | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Fleet Analyst                           | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Forensic Investigator I                 | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| GIS Technician                          | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Human Resources Specialist              | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| HVAC/Electrical Technician II           | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Judicial Personal Assistant             | Y    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Judicial Assistant                      | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Law Library Specialist                  | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Mechanic, Heavy Equipment               | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Payroll Specialist                      | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Permit Technician                       | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Surveillance Officer                    | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Technical Specialist II                 | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Water/Wastewater Plant Operator, Senior | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Youth Careworker III                    | N    | 10    |              | \$40,058        | \$49,472        | \$58,885        |
| Appraiser II                            | N    | 11    |              | \$43,328        | \$53,511        | \$63,693        |
| Bailiff, Chief                          | N    | 11    |              | \$43,329        | \$53,512        | \$63,694        |
| Building Inspector, Lead                | N    | 11    |              | \$43,328        | \$53,511        | \$63,693        |
| Communicable Disease Investigator       | N    | 11    |              | \$43,328        | \$53,511        | \$63,693        |
| Computer Forensic Specialist            | N    | 11    |              | \$43,329        | \$53,512        | \$63,694        |
| Construction Inspector II               | N    | 11    |              | \$43,328        | \$53,511        | \$63,693        |
| Court Technician Supervisor             | N    | 11    |              | \$43,328        | \$53,511        | \$63,693        |
| Detention Maintenance Supervisor        | N    | 11    |              | \$43,328        | \$53,511        | \$63,693        |

| Position Title                                  | FLSA | Grade | Market Grade | Minimum  | Minimum  | Minimum  |
|---|------|-------|--------------|----------|----------|----------|
| Elections Database Coordinator                  | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Elections Outreach Coordinator                  | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Elections Training & Communications Coordinator | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Engineering Technician                          | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Environmental Health Specialist I               | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Environmental Quality Specialist I              | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Facilities Project Coordinator                  | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Forensic Investigator, Lead                     | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| HIV Case Manager                                | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Judicial Specialist                             | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Paralegal                                       | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Planner   | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Plans Examiner                                  | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Pretrial Services Officer                       | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Probation Officer I                             | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Program Coordinator                             | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Public Health Educator                          | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Public Health Planner                           | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Special Initiatives Assistant                   | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Substance Abuse Specialist                      | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Sustainable Building Program Manager            | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Technical Specialist III                        | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Workforce Development Specialist                | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Youth Careworker IV                             | N    | 11    |              | \$43,328 | \$53,511 | \$63,693 |
| Accountant                                      | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Administrative Operations Manager               | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Budget Analyst                                  | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Business Applications Specialist I              | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Business Manager                                | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Chief Investigator                              | N    | 12    |              | \$46,799 | \$57,797 | \$68,794 |
| Community Programs Planner                      | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Community Restitution Coordinator               | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Environmental Health Specialist II              | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Executive Assistant to BOS                      | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Executive Assistant to the County Attorney      | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Executive Assistant to the County Manager       | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Food Services Manager                           | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Industrial Tech-Wright (KVID)                   | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Natural Resources Maintenance Supervisor        | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Parks Outreach Program Coordinator              | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Probation Officer II                            | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Program Supervisor                              | E    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Programmer Analyst I                            | E    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Public Affairs Officer I                        | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Social Services Case Manager/Investigator       | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Substance Abuse Counselor                       | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |
| Trades Supervisor                               | N    | 12    |              | \$46,798 | \$57,796 | \$68,793 |

| Position Title                             | FLSA | Grade | Market Grade | Minimum  | Minimum  | Minimum  |
|--|------|-------|--------------|----------|----------|----------|
| Accountant, Senior                         | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Administrative Manager                     | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Alternative Dispute Resolution Coordinator | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Assistant County Surveyor                  | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Budget Analyst, Senior                     | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Business Applications Specialist II        | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Case Flow Manager                          | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Community Dietitian                        | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Compliance Manager                         | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Dental Hygienist/Educator                  | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Drug Court Coordinator                     | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Environmental Health Specialist III        | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Environmental Quality Specialist II        | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| ESA Program Coordinator                    | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Facilities Operations Manager              | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Fleet Services Supervisor                  | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| GIS Analyst I                              | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Human Resources Analyst                    | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Human Resources Generalist-Sheriff         | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| HVAC/Electrical Supervisor                 | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Integrated Family Court Coordinator        | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Juvenile Program Coordinator               | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Licensed Fiduciary                         | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Network Engineer                           | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Payroll Operations Administrator           | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Planner, Senior                            | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Plans Examiner, Lead                       | N    | 13    |              | \$50,716 | \$62,634 | \$74,552 |
| Policy Analyst                             | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Probation Clinician I                      | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Probation Officer, Lead                    | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Probation Safety/Training Officer          | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Program Manager I                          | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Public Affairs Officer II                  | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Public Health Community Relations Manager  | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Public Works Community Relations Manager   | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Right-of-Way Agent                         | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Social Worker/Guardian Investigator        | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Solid Waste Manager                        | E    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Systems Administrator                      | N    | 13    |              | \$50,716 | \$62,634 | \$74,552 |
| Trades Division Supervisor                 | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Youth Careworker V                         | N    | 13    |              | \$50,715 | \$62,633 | \$74,551 |
| Administrative Manager, Senior             | E    | 14    |              | \$54,779 | \$67,652 | \$80,524 |
| Appraiser, Senior                          | N    | 14    |              | \$54,779 | \$67,652 | \$80,524 |
| Hydrologist                                | N    | 14    |              | \$54,779 | \$67,652 | \$80,524 |
| Internal Auditor                           | E    | 14    |              | \$54,779 | \$67,652 | \$80,524 |
| Network Engineer, Lead                     | N    | 14    |              | \$54,779 | \$67,652 | \$80,524 |
| Parks Manager-Construction                 | E    | 14    |              | \$54,779 | \$67,652 | \$80,524 |
| Parks Manager-Maintenance                  | E    | 14    |              | \$54,779 | \$67,652 | \$80,524 |
| Probation Clinician II                     | E    | 14    |              | \$54,779 | \$67,652 | \$80,524 |

| Position Title                                 | FLSA | Grade | Market Grade | Minimum  | Minimum  | Minimum   |
|--|------|-------|--------------|----------|----------|-----------|
| Probation Supervisor                           | N    | 14    |              | \$54,779 | \$67,652 | \$80,524  |
| Program Manager II                             | E    | 14    |              | \$54,779 | \$67,652 | \$80,524  |
| Programmer Analyst II                          | E    | 14    |              | \$54,779 | \$67,652 | \$80,524  |
| Public Health Planner, Senior                  | N    | 14    |              | \$54,779 | \$67,652 | \$80,524  |
| Special Education Counselor                    | N    | 14    |              | \$54,779 | \$67,652 | \$80,524  |
| Systems Specialist                             | N    | 14    |              | \$54,779 | \$67,652 | \$80,524  |
| Technical Support Supervisor                   | N    | 14    |              | \$54,780 | \$67,653 | \$80,525  |
| Youth Careworker VI                            | E    | 14    |              | \$54,779 | \$67,652 | \$80,524  |
| Capital Projects Manager                       | N    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Communications/Information Systems Manager     | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| County Surveyor                                | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Elections Administrator                        | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Epidemiologist                                 | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| ERP Business System Analyst                    | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Financial System Manager                       | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| GIS Analyst II                                 | N    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Human Resources Manager                        | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| IT Process Project Coordinator                 | N    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| <b>Management Assistant to County Manager</b>  | E    | 15    |              | \$58,448 | \$72,184 | \$85,919  |
| Parks Manager-Natural Resources                | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Program Manager III                            | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Public Information Officer (PIO)               | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Purchasing Manager                             | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Systems Administrator, Lead                    | N    | 15    |              | \$58,448 | \$72,184 | \$85,919  |
| Trades Manager                                 | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Transportation Planner                         | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Water/Wastewater Manager                       | E    | 15    |              | \$58,447 | \$72,183 | \$85,918  |
| Accounting Manager-Financial Report & Auditing | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Appraisal Manager                              | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Assistant Director - Career Center             | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Clinic Manager                                 | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Construction Manager                           | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Division Manager-Juvenile                      | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Engineering Supervisor                         | N    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| ERP Project Manager                            | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Mental Health Clinician                        | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Probation Division Manager                     | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Risk Manager                                   | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Senior Manager                                 | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Software Implementation Specialist             | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Treatment Supervisor                           | E    | 16    |              | \$63,438 | \$78,346 | \$93,254  |
| Assistant Director-Community Development       | E    | 17    |              | \$68,680 | \$84,820 | \$100,960 |
| Assistant Director-Community Services          | E    | 17    |              | \$68,680 | \$84,820 | \$100,960 |
| Assistant Director-Facilities Management       | E    | 17    |              | \$68,680 | \$84,820 | \$100,960 |
| Assistant Director-Finance                     | E    | 17    |              | \$68,680 | \$84,820 | \$100,960 |
| Assistant Director-Human Resources             | E    | 17    |              | \$68,680 | \$84,820 | \$100,960 |
| Assistant Director-Parks & Recreation          | E    | 17    |              | \$68,680 | \$84,820 | \$100,960 |
| Associate Superintendent of Schools            | E    | 17    |              | \$68,680 | \$84,820 | \$100,960 |
| Chief Building Official                        | E    | 17    |              | \$68,681 | \$84,821 | \$100,961 |
| Facilities Manager                             | E    | 17    |              | \$68,680 | \$84,820 | \$100,960 |

| Position Title  | FLSA | Grade                    | Market Grade | Minimum   | Minimum   | Minimum   |
|---|------|--------------------------|--------------|-----------|-----------|-----------|
| Principal Planner   | N    | 17                       |              | \$68,681  | \$84,821  | \$100,961 |
| Special Assistant to County Manager                             | E    | 17                       |              | \$68,680  | \$84,820  | \$100,960 |
| Assistant Director-Juvenile Court Services                      | E    | 18                       |              | \$76,236  | \$94,152  | \$112,067 |
| Deputy Chief Adult Probation Officer                            | E    | 18                       |              | \$76,236  | \$94,152  | \$112,067 |
| District Manager (KVID)   | E    | 18                       |              | \$76,236  | \$94,152  | \$112,067 |
| Division Manager-PHSD   | E    | 18                       |              | \$76,236  | \$94,152  | \$112,067 |
| Division Manager-Public Works                                   | E    | 18                       |              | \$76,236  | \$94,152  | \$112,067 |
| Fleet Services Manager  | E    | 18                       |              | \$76,236  | \$94,152  | \$112,067 |
| IT Manager-GIS  | E    | 18                       |              | \$76,236  | \$94,152  | \$112,067 |
| IT Manager-Network & Operations                                 | E    | 18                       |              | \$76,236  | \$94,152  | \$112,067 |
| IT Manager-Programming & Business Applications                  | E    | 18                       |              | \$76,236  | \$94,152  | \$112,067 |
| Technical Services Manager (Sheriff)                            | E    | 18                       |              | \$76,237  | \$94,153  | \$112,068 |
| Assistant Director-Public Health Services                       | E    | 19                       |              | \$84,622  | \$106,008 | \$127,394 |
| Correctional Medical Director                                   | E    | 19                       |              | \$84,622  | \$106,008 | \$127,394 |
| County Engineer   | E    | 19                       |              | \$84,622  | \$106,008 | \$127,394 |
| Criminal Justice Coordinator                                    | E    | 19                       |              | \$84,622  | \$106,008 | \$127,394 |
| Deputy Court Administrator                                      | E    | 19                       |              | \$84,622  | \$106,008 | \$127,394 |
| Deputy Director-Public Works                                    | E    | 19                       |              | \$84,622  | \$106,008 | \$127,394 |
| <b>Director-Clerk of the Board</b>                              | E    | 19                       |              | \$84,623  | \$106,009 | \$127,395 |
| Director-Public Fiduciary                                       | E    | 19                       |              | \$84,622  | \$106,008 | \$127,394 |
| Director-County Emergency Management                            | E    | 19                       |              | \$84,622  | \$106,008 | \$127,394 |
| Director-Public Affairs & Community Relations                   | E    | 19                       |              | \$84,622  | \$106,008 | \$127,394 |
| Director-Career Center  | E    | 20                       |              | \$93,929  | \$116,003 | \$138,076 |
| Director-Adult Probation (Chief Adult Probation Officer)        | E    | 21                       |              | \$104,263 | \$128,765 | \$153,266 |
| Director-Community Development                                  | E    | 21                       |              | \$104,263 | \$128,765 | \$153,266 |
| Director-Community Services                                     | E    | 21                       |              | \$104,263 | \$128,765 | \$153,266 |
| Director-Facilities Management                                  | E    | 21                       |              | \$104,263 | \$128,765 | \$153,266 |
| Director-Finance (Chief Financial Officer)                      | E    | 21                       |              | \$104,263 | \$128,765 | \$153,266 |
| Director-Human Resources  | E    | 21                       |              | \$104,263 | \$128,765 | \$153,266 |
| Director-Information Technology                                 | E    | 21                       |              | \$104,263 | \$128,765 | \$153,266 |
| Director-Juvenile Court Services                                | E    | 21                       |              | \$104,263 | \$128,765 | \$153,266 |
| Director-Parks & Recreation                                     | E    | 21                       |              | \$104,263 | \$128,765 | \$153,266 |
| Court Administrator   | E    | 22                       |              | \$115,730 | \$142,927 | \$170,124 |
| Director-Public Health Services District (Chief Health Officer) | E    | 22                       |              | \$115,730 | \$142,927 | \$170,124 |
| Director-Public Works   | E    | 22                       |              | \$115,730 | \$142,927 | \$170,124 |
| Attorney I  | E    | Attorney Pay Plan        | 16           | \$63,438  | \$78,346  | \$93,254  |
| Attorney II   | E    | Attorney Pay Plan        | 17           | \$68,680  | \$84,820  | \$100,960 |
| Attorney III  | E    | Attorney Pay Plan        | 18           | \$76,236  | \$94,152  | \$112,067 |
| Attorney IV   | E    | Attorney Pay Plan        | 19           | \$84,622  | \$106,008 | \$127,394 |
| Attorney V  | E    | Attorney Pay Plan        | 20           | \$93,929  | \$116,003 | \$138,076 |
| Legal Defender  | E    | Attorney Pay Plan        | 21           | \$104,263 | \$128,765 | \$153,266 |
| Public Defender   | E    | Attorney Pay Plan        | 22           | \$115,730 | \$142,927 | \$170,124 |
| Deputy Recruit  | N    | Law Enforcement Pay Plan | S01          | \$45,494  | \$0       | \$0       |
| Deputy Sheriff  | N    | Law Enforcement Pay Plan | S02          | \$47,661  | \$58,862  | \$70,062  |
| Corporal  | N    | Law Enforcement Pay Plan | S03          | \$51,478  | \$63,576  | \$75,673  |
| Detective   | N    | Law Enforcement Pay Plan | S03          | \$51,478  | \$63,576  | \$75,673  |
| Sergeant  | N    | Law Enforcement Pay Plan | S04          | \$54,778  | \$67,651  | \$80,524  |
| Lieutenant  | Y    | Law Enforcement Pay Plan | S05          | \$67,005  | \$82,751  | \$98,497  |
| Commander-Administrative Services                               | E    | Law Enforcement Pay Plan | S06          | \$82,558  | \$101,959 | \$121,360 |

| Position Title                | FLSA | Grade                    | Market Grade | Minimum  | Minimum   | Minimum   |
|-------------------------------|------|--------------------------|--------------|----------|-----------|-----------|
| Commander-Operations          | E    | Law Enforcement Pay Plan | S06          | \$82,558 | \$101,959 | \$121,360 |
| Detention Officer I           | N    | Law Enforcement Pay Plan | D01          | \$33,779 | \$41,717  | \$49,654  |
| Detention Officer II          | N    | Law Enforcement Pay Plan | D02          | \$38,730 | \$47,831  | \$56,932  |
| Detention Sergeant            | N    | Law Enforcement Pay Plan | D03          | \$49,138 | \$60,686  | \$72,233  |
| Detention Lieutenant          | E    | Law Enforcement Pay Plan | D04          | \$63,438 | \$78,346  | \$93,254  |
| Commander-Detention Services  | E    | Law Enforcement Pay Plan | D05          | \$76,235 | \$94,151  | \$112,067 |
| Correctional Nurse            | N    | Law Enforcement Pay Plan | DRN          | \$57,517 | \$71,034  | \$84,551  |
| Community Health Nurse        | E    | Nursing Pay Plan         | 13           | \$50,715 | \$62,633  | \$74,551  |
| Nurse Supervisor              | E    | Nursing Pay Plan         | 15           | \$58,447 | \$72,183  | \$85,918  |
| Correctional Nurse Supervisor | E    | Nursing Pay Plan         | 16           | \$63,438 | \$78,346  | \$93,254  |
| Nurse Practitioner            | E    | Nursing Pay Plan         | <b>G-17M</b> | \$68,680 | \$84,820  | \$100,960 |

| Position Title                         | FLSA | Grade | Market Grade | Minimum | Minimum | Minimum |
|--|------|-------|--------------|---------|---------|---------|
| Executive Assistant to BOS (Appointed) | E    | XEA   |              |         |         |         |
| Justice of the Peace Pro Tempore       | Y    | XEA   |              |         |         |         |
| Superior Court Judge Pro Tempore       | Y    | XEA   |              |         |         |         |
| Elected Official                       | Y    | XEO   |              |         |         |         |
| Superior Court Judge                   | Y    | XEO   |              |         |         |         |
| Commissioner                           | E    | XXX   |              |         |         |         |
| County Manager                         | E    | XXX   |              |         |         |         |
| Deputy County Manager                  | E    | XXX   |              |         |         |         |
| Medical Examiner                       | E    | XXX   |              |         |         |         |
| Public Health Dentist                  | E    | XXX   |              |         |         |         |
| Wellness Administrative Specialist     | N    | XXX   |              |         |         |         |
| Wellness Program Manager               | Y    | XXX   |              |         |         |         |
| Chief Deputy-Assessor                  | E    | XEA   |              |         |         |         |
| Chief Deputy-Clerk Of Superior Court   | E    | XEA   |              |         |         |         |
| Chief Deputy-County Attorney           | E    | XEA   |              |         |         |         |
| Chief Deputy-Recorder                  | E    | XEA   |              |         |         |         |
| Chief Deputy-Sheriff's Office          | E    | XEA   |              |         |         |         |
| Chief Deputy-Superintendent Of Schools | E    | XEA   |              |         |         |         |
| Chief Deputy-Treasurer                 | E    | XEA   |              |         |         |         |

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