## Market Summary for Flagler County, FL

## FINAL REPORT



Evergreen Solutions, LLC

August 17, 2018

### **Executive Summary**

In the spring of 2018, Flagler County, Florida (the "County") hired Evergreen Solutions, LLC ("Evergreen") to conduct a public market survey in order to ensure the County was able to continue recruiting and retaining high quality employees. A salary survey requested data on fifty-three (53) jobs from 24 peer organizations. Eighteen (18) organizations responded to the survey and provided information on pay ranges and actual pay levels. Evergreen analyzed the survey data compared to the County's current compensation practices and determined the following:

- The County utilizes a classification structure, ranges, and levels similar to its peers.
- On average, the County falls behind its public peers at the range minimum, midpoint, and maximum.
- The County's average actual salary gap significantly impacts a number of nonexempt positions in the trades, fire and rescue, and other support classifications.

Based on these findings, Evergreen recommended the following changes to the County current compensation practices:

Recommendation 1: Evergreen recommends the County adopt a new, step-based compensation plan for all employees, and adjust its starting salary rates for each grade to account for the gap to the market average.

Recommendation 2: Evergreen recommends the County adjust the pay grade assignments of 82 classifications.

Recommendation 3: Transition employee salaries on to the new step plan.

In addition, Evergreen advised that the County should address one current FLSA issue and continue to monitor the market for changes in market positioning.



## Market Analysis Report

A market survey is one of the best and most direct methods of determining the relative competitive position of an organization in the marketplace. A study of this nature focuses on the average salaries and salary ranges offered by the market for a sample of benchmark positions. This data is then used to evaluate overall structure, summarize market competitiveness, and capture the current highs and lows of the pay plan at a fixed point in time. This methodology is used to provide an overall analysis and not to evaluate salaries for individual positions. Market comparisons do not translate well at the individual level because individual pay is determined by a variety of factors, such as demand for the type of job, individual ability, prior experience, and level of education.

This market survey should be considered a snapshot in time. Market conditions can change quickly; therefore, in order to keep the salary structure up-to-date, market comparisons should be made at regular intervals.

#### SALARY SURVEY METHODOLOGY

The market survey consisted of collecting salary information from public sector peers in the County's competitive market utilizing a survey tool created by Evergreen. The survey asked for salary information relating to 53 classifications. Evergreen utilized a process called benchmarking to select a subset of the County's classifications to be surveyed. The desired outcome of benchmarking is to select a cross-section of the County's classifications to ensure that the surveyed positions include all areas and pay grades at the County. This allows the compensation system as a whole to be analyzed.

The classification title, a brief description of assigned duties, and the education and experience requirements were provided in the survey for each benchmarked classification. The survey tool asked participants to provide for each benchmark: the title of the matching position at their organization, a rating of how well their position matched the surveyed position in terms of the duties and requirements listed within the survey, the salary range minimum and maximum of the matching position, as well as the average salary for any incumbents in the matching position.

Twenty-four (24) organizations were surveyed and made up the public-sector market peers. Criteria for selecting market peer organizations included public organizations who were within commuting distance of the County, as well as organizations across the state which possessed similar demographics and served as strong comparisons in terms of services rendered and organizational size. Eighteen (18) of the twenty-four peers responded to Evergreens requests for information with usable data. **Exhibit A** lists the participant organizations. Due to several of the participant organizations residing in different areas across the state, a regional cost of living adjustment was applied to all salaries of organizations outside of Flagler County. This cost of living adjustment ensured that all



organizations' salaries were compared in terms of the spending power an individual would have within Flagler County.

Participant Organizations								
Alachua County	Sumter County							
Bay County	Volusia County							
Highlands County	City of Gainesville							
Indian River County	City of Jacksonville							
Lake County	City of Ocala							
Marion County	City of Orlando							
Santa Rosa County	City of Palm Coast							
Seminole County	City of Port Orange							
St. Johns County	City of St. Augustine							

#### EXHIBIT A RESPONDING PUBLIC ORGANIZATIONS

#### SALARY SURVEY RESULTS

**Exhibit B** summarizes the salary data that Evergreen received from peer organizations. The respondents' average minimum, midpoint, and maximum salary is provided for each classification, along with the percent difference between the market average and the County's current minimum, midpoint, and maximum. The County's classifications that are listed with a positive percent difference were found to be above the market average, while classifications with a negative percent difference were found to be below the market average. For each classification, **Exhibit B** also displays the number of respondents and the respondents' average range spread (i.e., the percentage difference between the average minimum and maximum salaries of the respondents, relative to the minimum).



			Survey Minimum		Survey Midpoint			Survey Maxi	Survey		
ID	Classification		Average	% Diff		Average	% Diff	Average	% Diff	Avg Range	# Resp.
1	Accountant I	\$	39,782.91	-6.8%	\$	51,377.05	-5.7%	\$ 62,971.18	-5.0%	58.3%	12.0
2	Accounting Clerk	\$	26,932.21	-0.5%	\$	34,884.20	0.6%	\$ 42,836.19	1.3%	59.0%	15.0
3	Administrative Assistant	\$	29,020.09	1.5%	\$	38,220.04	0.9%	\$ 47,419.99	0.5%	63.4%	17.0
4	Airport Director	\$	64,774.81	14.1%	\$	85,281.02	15.0%	\$ 105,787.23	15.6%	63.3%	3.0
5	Benefits and Wellness Manager	\$	47,526.00	-27.6%	\$	62,640.10	-28.9%	\$ 77,754.21	-29.7%	63.6%	11.0
6	Budget Analyst	\$	40,752.39	-9.4%	\$	53,529.43	-10.1%	\$ 66,306.47	-10.6%	62.6%	13.0
7	Building Inspector	\$	38,158.18	-4.8%	\$	49,758.30	-4.7%	\$ 61,358.41	-4.7%	60.7%	16.0
8	Chief Pilot	\$	42,561.29	31.7%	\$	54,899.32	32.2%	\$ 67,237.34	32.5%	57.9%	2.0
9	Custodian/Maintenance Technician	\$	22,442.77	-6.1%	\$	28,693.15	-2.9%	\$ 34,943.53	-1.0%	55.8%	15.0
10	Deputy County Administrator	\$	96,980.80	-14.7%	\$	126,205.85	-9.9%	\$ 155,430.89	-7.2%	60.4%	11.0
11	Deputy County Attorney	\$	85,209.97	-0.8%	\$	110,463.04	3.8%	\$ 135,716.11	6.4%	59.4%	10.0
12	E911 GIS Specialist	\$	38,398.00	10.6%	\$	50,367.02	10.0%	\$ 62,336.05	9.6%	62.3%	17.0
13	Economic Development Director	\$	81,428.59	-8.0%	\$	106,505.11	-6.1%	\$ 131,581.63	-5.0%	61.6%	13.0
14	Emergency Management Planner	\$	40,291.57	16.1%	\$	53,480.92	10.0%	\$ 66,670.28	5.9%	65.4%	11.0
15	Emergency Services Director	\$	69,465.25	-4.9%	\$	91,845.92	-6.9%	\$ 114,226.59	-8.1%	64.4%	13.0
16	Engineering Inspector	\$	38,157.94	-7.5%	\$	49,974.48	-7.9%	\$ 61,791.01	-8.1%	61.8%	12.0
17	Equipment Operator I	\$	26,214.75	-18.1%	\$	34,091.71	-17.0%	\$ 41,968.66	-16.3%	60.0%	18.0
18	Equipment Operator II	\$	27,780.84	-14.0%	\$	35,747.85	-11.9%	\$ 43,714.87	-10.6%	57.2%	16.0
19	Equipment Operator III	\$	29,936.18	-11.7%	\$	39,198.16	-11.7%	\$ 48,460.14	-11.7%	61.7%	18.0
20	Equipment Operator IV	\$	30,320.34	10.6%	\$	39,355.46	11.1%	\$ 48,390.59	11.4%	59.5%	12.0
21	Executive Administrative Assistant	\$	38,326.14	10.8%	\$	49,760.03	11.1%	\$ 61,193.91	11.3%	59.6%	16.0
22	Battalion Chief	\$	62,419.69	-	\$	79,250.51	-	\$ 96,081.33	-	53.5%	14.0
23	F/R Firefighter/Paramedic Lieutenant	\$	50,276.11	-14.0%	\$	61,255.65	-6.8%	\$ 72,235.20	-2.3%	43.5%	13.0
24	Financial Services Director	\$	84,398.58	-12.0%	\$	111,054.94	-10.6%	\$ 137,711.31	-9.9%	63.2%	15.0
25	Fire Rescue Deputy Chief	\$	69,588.14	-23.3%	\$	90,975.28	-24.0%	\$ 112,362.41	-24.5%	61.4%	15.0
26	Fire Rescue Division Chief	\$	79,738.51	-5.8%	\$	105,686.96	-5.3%	\$ 131,635.42	-5.0%	65.1%	11.0
27	Firefighter/EMT 56 hour	\$	35,180.44	-0.9%	\$	45,930.72	1.6%	\$ 56,681.01	3.1%	60.9%	15.0

EXHIBIT B SURVEY RANGE AVERAGES AND DIFFERENTIALS

ID	Oleccification	Survey Minimum		Survey Midpoint		Survey Maxi	Survey	# D	
ID	Classification	Average	% Diff	Average	% Diff	Average	% Diff	Avg Range	# Resp.
28	General Services Director	\$77,833.93	-3.3%	\$102,001.29	-1.6%	\$126,168.65	-0.6%	62.0%	8.0
29	Innovation Technology Director	\$82,804.11	-9.9%	\$109,347.97	-8.9%	\$135,891.83	-8.4%	64.2%	12.0
30	IT Support Specialist	\$35,353.79	-4.3%	\$47,034.05	-6.2%	\$58,714.32	-7.5%	65.8%	14.0
31	Legal Assistant	\$33,490.13	8.0%	\$43,155.88	9.2%	\$52,821.63	9.9%	57.6%	11.0
32	Library Director	\$69,202.19	-18.4%	\$91,872.33	-20.9%	\$114,542.47	-22.5%	65.3%	7.0
33	Mechanic I	\$28,201.74	-10.3%	\$37,546.90	-12.0%	\$46,892.07	-13.0%	66.0%	16.0
34	Mechanic II	\$31,813.02	6.2%	\$41,712.42	5.8%	\$51,611.82	5.5%	62.1%	12.0
35	Mechanic III	\$33,769.67	7.2%	\$44,551.80	6.2%	\$55,333.93	5.6%	63.7%	13.0
36	Office Manager	\$35,990.34	-12.5%	\$47,319.26	-13.2%	\$58,648.17	-13.6%	63.1%	8.0
37	Paralegal	\$37,250.57	22.4%	\$48,042.13	19.2%	\$58,833.69	16.9%	57.8%	13.0
38	Paramedic-56 hour	\$36,068.90	-0.4%	\$46,326.13	3.6%	\$56,583.36	6.0%	56.9%	6.0
39	Park Ranger	\$30,575.56	-25.4%	\$39,786.07	-24.5%	\$48,996.57	-23.9%	60.4%	6.0
40	Parks & Recreation Manager	\$53,697.30	-11.8%	\$70,973.13	-19.4%	\$88,248.95	-24.6%	64.4%	11.0
41	Planner I	\$39,722.30	17.3%	\$52,022.54	12.5%	\$64,322.78	9.2%	61.9%	17.0
42	Planning Director	\$71,845.54	-15.3%	\$94,532.56	-16.7%	\$117,219.57	-17.7%	63.1%	16.0
43	Procurement Analyst	\$35,732.35	-5.4%	\$46,896.81	-5.9%	\$58,061.28	-6.3%	62.4%	15.0
44	Project Managers/Civil Engineers	\$54,542.60	-13.6%	\$71,609.58	-20.5%	\$88,676.56	-25.2%	62.6%	13.0
45	Public Information Officer	\$53,368.61	-11.1%	\$71,006.56	-19.5%	\$88,644.50	-25.2%	66.2%	11.0
46	Public Works Director/County Engineer	\$89,160.97	-5.4%	\$117,786.66	-2.6%	\$146,412.35	-1.0%	64.2%	17.0
47	Purchasing Manager	\$56,912.09	-6.9%	\$74,575.22	-7.7%	\$92,238.35	-8.2%	62.0%	15.0
48	Tourism Director	\$56,342.03	9.6%	\$74,034.55	8.6%	\$91,727.07	7.9%	62.9%	6.0
49	Tradesworker I	\$26,822.86	-10.0%	\$35,418.84	-10.8%	\$44,014.83	-11.3%	64.0%	14.0
50	Tradesworker III	\$31,007.77	3.1%	\$41,300.55	1.2%	\$51,593.34	0.1%	66.2%	12.0
51	Utility Systems Operator	\$30,928.42	3.3%	\$41,865.90	-0.1%	\$52,803.39	-2.2%	70.4%	14.0
52	Veteran Services Counselor	\$31,250.88	-10.0%	\$41,210.80	-10.8%	\$51,170.72	-11.4%	63.8%	8.0
53	Veteran's Services Officer	\$39,281.38	18.2%	\$52,784.17	11.2%	\$66,286.95	6.4%	68.8%	10.0

#### EXHIBIT B SURVEY RANGE AVERAGES AND DIFFERENTIALS (Continued)

In addition to gathering salary ranges from peer organizations for comparison, the average actual salary paid to incumbents in each classification was requested from peer organizations. Of the eighteen responding organizations, nine were able to provide this additional data for comparison with the County. The classifications with a differential of 15 percent or more below the peer average actual pay level include:

- Equipment Operator I, II, and III
- F/R Firefighter/Paramedic Lt
- F/R Deputy Chief
- General Services Director
- IT Support Specialist
- Park Ranger
- Park and Recreation Manager
- Procurement Analyst
- Public Information Officer
- Purchasing Manager
- Tradesworker I, III

#### Salary Survey Findings

The robust response to the salary survey allows Evergreen to make several statements regarding the market responsiveness of the County's salary structure. Based on the salary survey results, these conclusions can be drawn:

- On average, the market results indicate that the County falls behind the average of its public peers at minimum, midpoint, and maximum.
- The County utilizes a classification structure, ranges, and levels similar to its peers.
- The County's average actual salary gap significantly impacts a number of nonexempt positions in the trades, fire and rescue, and other support classifications.

#### COMPENSATION RECOMMENDATIONS

The market comparison revealed that the County currently lags the market, on average, by four to five percent across its salary ranges. As a result, in order to ensure that the County is best positioned to recruit and retain a quality workforce, it is necessary to adjust the current compensation structure to address the market gap. Furthermore, Evergreen held several discussions with the County project management team, and additional compensation needs were identified that could also be addressed through an update or change to the current structure.

Recommendation 1: Evergreen recommends the County adopt a new, step-based compensation plan for all employees, and adjust its starting salary rates for each grade to



#### account for the gap to the market average.

Evergreen has developed a new step-based pay plan for the County's consideration, which retains the same salary grade naming conventions as currently in use but adjusts the starting rate for each grade to reflect the results of the market survey. Specific structural changes included:

- Beginning the pay plan at 12 dollars per hour, or \$24,960 annually, to ensure the County provides a wage consummate with the starting rate of peer organizations. This adjustment renders grades 28-31 obsolete on the new compensation plan.
- Adjustment to the fire department pay grades to alleviate salary compression between ranks
- Design of 26 steps for each pay grade, with a standard increment of 2.0 percent between each step.

The adjusted minimum, midpoint, and maximum of each range is displayed in **Exhibit C**. The full details of the step plan, including the value of each step by each grade, has been provided to the County under a separate cover.



				Range
Grade	Minimum	Midpoint	Maximum	Spread
32	\$24,960.00	\$32,954.76	\$40,949.53	64%
33	\$26,841.36	\$35,438.73	\$44,036.10	64%
34	\$28,129.92	\$37,140.02	\$46,150.12	64%
35	\$29,833.44	\$39,389.18	\$48,944.92	64%
36	\$30,947.28	\$40,859.79	\$50,772.29	64%
37	\$33,589.92	\$44,348.87	\$55,107.82	64%
38	\$34,048.56	\$44,954.42	\$55,860.27	64%
39	\$35,599.20	\$47,001.73	\$58,404.26	64%
40	\$37,259.04	\$49,193.22	\$61,127.40	64%
41	\$38,220.00	\$50,461.98	\$62,703.96	64%
42	\$39,115.44	\$51,644.23	\$64,173.03	64%
43	\$42,086.97	\$55,567.56	\$69,048.14	64%
44	\$45,121.44	\$59,573.97	\$74,026.50	64%
45	\$48,342.48	\$63,826.72	\$79,310.97	64%
46	\$51,498.72	\$67,993.91	\$84,489.11	64%
99	\$17,777.76	\$23,472.03	\$29,166.30	64%
301	\$34,911.24	\$46,093.41	\$57,275.59	64%
302	\$36,606.57	\$48,331.76	\$60,056.96	64%
303	\$37,705.40	\$49,782.55	\$61,859.70	64%
304	\$33,843.81	\$44,684.08	\$55,524.36	64%
305	\$34,754.27	\$45,886.16	\$57,018.06	64%
400	\$44,863.46	\$59,233.35	\$73,603.25	64%
401	\$49,863.46	\$65,834.87	\$81,806.28	64%
402	\$59,863.46	\$79,037.90	\$98,212.34	64%
500	\$38,977.27	\$51,461.81	\$63,946.35	64%
506	\$50,428.56	\$66,580.98	\$82,733.40	64%
509	\$51,933.71	\$68,568.23	\$85,202.75	64%
512	\$55,888.56	\$73,789.83	\$91,691.11	64%
514	\$59,263.26	\$78,245.46	\$97,227.66	64%
515	\$61,392.24	\$81,056.36	\$100,720.48	64%
517	\$65,454.48	\$86,419.75	\$107,385.01	64%
519	\$69,516.72	\$91,783.13	\$114,049.55	64%
521	\$79,148.16	\$104,499.55	\$129,850.95	64%
523	\$84,835.58	\$112,008.66	\$139,181.75	64%
525	\$100,000.00	\$127,500.00	\$155,000.00	55%

#### EXHIBIT C PROPOSED PAY PLAN

Based on the peer market data, the recommended step plan should include two percent differentials between the steps to ensure regular as well as market responsive movement through the proposed ranges over time. While adoption of the recommended pay plan will ensure market competitive ranges for the majority of classifications within the County, some areas of the County lagged the market further than others, and as a result additional adjustment is necessary to ensure these areas are also market competitive.

### Recommendation 2: Evergreen recommends the County adjust the pay grade assignments of 82 classifications.

**Appendix I** details the pay grade assignments for all classifications in the organization, listing each class, the proposed grade, as well as the proposed minimum, midpoint, and maximum.

Once all classifications have been assigned to the new pay plan, the final step to adopt and implement the proposed structure is to transition all employees into their new ranges. While the salary grade assignments for most classifications may not have changed, all salary ranges were adjusted upward to address the market gap.

#### Recommendation 3: Transition employee salaries on to the new step plan.

Evergreen has developed two alternatives for the County's consideration which vary in approach, but both achieve the goal of transitioning employee salaries into the new proposed ranges.

The first alternative is a **bring to minimum or 3 percent increase** approach, where employee salaries are compared against the minimum of their proposed range, and if the employee's salary falls below the minimum, they receive an adjustment up to the minimum salary. Furthermore, all employees receive a 3 percent salary adjustment, with the exception of those employees who moved by more than 3 percent to reach their new minimum. This acts as a general 3 percent across the board, except for those employees who require an additional increase to ensure they receive a salary of at least their range minimum. In this methodology, employee salaries would be allowed to fall between assigned steps in the first year of implementation, and the County would need to address this in subsequent years of implementation to ensure all employees have a salary that aligns with a defined step.

The second alternative is a **bring to closest step** adjustment, where employee salaries are compared against the proposed steps of their assigned grade. The step with the closest, higher salary than the employee's current salary is then assigned to the employee. This serves as a way to round employees' current salaries onto a proposed step, without reducing any salary.

While the options shown above represent possible paths to implementation of the step plan, the County may consider alternative methods to transition employee salaries. Any methodology adopted should aim to align with the County's current compensation philosophy and meet the availability of financial resources to enact change.

#### ADMINISTRATION & MAINTENANCE RECOMMENDATIONS

In addition to performing the comprehensive compensation study of all classifications, Evergreen was tasked with performing a FLSA (Fair Labor Standards Act) exemption review of the Adult Day Care Program Manager classification.

Recommendation 4: Based on the information provided by the County, Evergreen recommends this classification be exempt for overtime.



The County's compensation and classification system will need periodic maintenance. The recommendations provided to improve the competitiveness of the compensation and classification structure were developed based on conditions at the time the data was collected. Without proper upkeep, the potential for recruitment and retention issues may increase as the compensation and classification system becomes dated and less competitive.

# Recommendation 5: Conduct small-scale salary surveys as needed to assess the market competitiveness of hard-to-fill classifications and/or classifications with retention issues and make adjustments to pay grade assignments if necessary.

While it is unlikely that the pay plan as a whole will need to be adjusted for several years, a small number of classifications' pay grades may need to be reassigned more frequently. If one or more classifications are exhibiting high turnover or are having difficulty with recruitment, the County should collect pay range data from peer organizations to determine whether an adjustment is needed for the pay grade of the classification(s). Given the establishment of the peer comparison group included within this study, it would be appropriate for the County to leverage this same group as a baseline for comparison in the future; however, the County may also find that segmenting the market, or selection of specific peers, may be critical when assessing particular positions to ensure the County's compensation is competitive to its most relevant market peers.

## Recommendation 6: Conduct a comprehensive compensation and classification study every three to five years.

Small-scale salary surveys can improve the market position of specific classifications, but it is recommended that a full compensation and classification study be conducted every three to five years to preserve both internal and external equity for the County. Changes to compensation and classification do occur, and while the increments of change may seem minor, they can compound over time. A failure to react to these changes quickly has the potential to place the County in less than a desirable position for recruiting and retaining quality employees.

While the previous recommendation is intended to maintain the competitiveness over time of particular classifications and the compensation and classification structure as a whole, it is also necessary to review and if necessary establish guidelines for determining equitable pay practices for employees.

#### **CONCLUSION**

The recommendations in this report establish a compensation system that would place the County at its desired market position. By implementing the new competitive pay plan and supportive administration practices the County will have a responsive compensation and structure for years to come. While the upkeep of these recommended systems will require work, the County will find that having a competitive compensation plan that encourages strong recruitment and employee retention is well worth this commitment.



#### Appendix I

Receptionist         Discrimentor         Discrimentor         Discrimentor         Discrimentor         Discrimentor           Maintenance Technician         32         \$24,4600.00         \$32,2947.46         \$40,046.53           Adul Day Care Certified Nurses Asst. (CNA-CS)         32         \$24,4600.00         \$32,2947.46         \$40,049.53           Adul Day Care LPN         32         \$24,4600.00         \$32,2947.46         \$40,049.53           Maintenance Technician II         32         \$24,4600.00         \$32,2947.476         \$40,049.53           Staff Assistant II         32         \$24,4600.00         \$32,2947.476         \$40,049.53           Staff Assistant II         32         \$24,4600.00         \$32,2947.476         \$40,049.53           Case Coordinator         32         \$2         \$40,000         \$32,2947.476         \$40,049.63           Case Coordinator         32         \$2         \$40,000         \$32,2947.476         \$40,049.63           Case Coordinator         32         \$2         \$4,060.00         \$32,2947.476         \$40,049.63           Case Coordinator         32         \$2         \$4,060.00         \$32,2947.476         \$40,049.63           Case Coordinator         32         \$2         \$4,060.00         \$32,294.4	Classification	Grade	Minimum	Midpoint	Maximum
Maintenance Technician I       32       \$2       44.460.00       \$3       32.954.76       \$4       0.0496.53         Adul Day Care Certified Nurses Asst. (CNA-CS)       32       \$2       44.960.00       \$3       32.954.76       \$4       0.0496.53         Adul Day Care LPN       32       \$2       \$4.960.00       \$3       32.954.76       \$4       0.0496.53         Maintenance Technician II       32       \$2       \$4.060.00       \$3       32.954.76       \$4       0.0496.53         Staff Assistant II       32       \$2       4.060.00       \$3       32.954.76       \$4       0.0496.53         Staff Assistant II       32       \$2       4.060.00       \$3       32.954.76       \$4       0.0496.53         Case Coordinator       32       \$2       4.060.00       \$3       32.954.76       \$4       0.0496.53         Case Coordinator       32       \$2       4.060.00       \$3       32.954.76       \$4       0.0496.53         Case Coordinator       32       \$2       4.060.00       \$3       \$2.954.76       \$4       0.0496.53         Case Coordinator       33       \$2       \$6.413.61       \$3       \$5.408.73       \$4       4.038.10       \$4					
Transportation Driver       32       \$ 24,960.00       \$ 32,954.76       \$ 40,949.53         Adult Day Care LPN       32       \$ 24,960.00       \$ 32,954.76       \$ 40,949.53         Adult Day Care LPN       32       \$ 24,960.00       \$ 32,954.76       \$ 40,949.53         Maintenance Technician II       32       \$ 24,960.00       \$ 32,954.76       \$ 40,949.53         Staff Assistant II       32       \$ 24,960.00       \$ 32,954.76       \$ 40,949.53         Case Coordinator       32       \$ 24,960.00       \$ 32,954.76       \$ 40,949.53         Case Coordinator       32       \$ 24,960.00       \$ 32,954.76       \$ 40,949.53         Case Coordinator       32       \$ 24,960.00       \$ 32,954.76       \$ 40,949.53         Custodiam/Maintenance Technician       33       \$ 26,841.36       \$ 35,438.73       \$ 44,036.10         Lorary Assistant II       33       \$ 26,841.36       \$ 35,438.73       \$ 44,036.10         Park Ranger       33       \$ 26,841.36       \$ 35,438.73       \$ 44,036.10         Equipment Operator II       34       \$ 28,129.92       \$ 37,140.02       \$ 46,150.12         Trafsorkinger       35       \$ 29,833.44       \$ 39,389.18       \$ 44,949.409.20         Cupinent Operator III <td></td> <td></td> <td></td> <td></td> <td></td>					
Adult Day Care Cenfiled Nurses Asst. (CNA-CS)       32       \$ 2, 24, 960,00       \$ 32, 954,76       \$ 40, 949,53         Lbray Assistant I       32       \$ 24, 960,00       \$ 32, 954,76       \$ 40, 949,53         Maintenance Technician II       32       \$ 24, 960,00       \$ 32, 954,76       \$ 40, 949,53         Equipment Operator I       52       \$ 24, 960,00       \$ 32, 954,76       \$ 40, 949,53         Equipment Operator I       52       \$ 24, 960,00       \$ 32, 954,76       \$ 40, 949,53         Equipment Operator I       52       \$ 24, 960,00       \$ 32, 954,76       \$ 40, 949,53         Tradesworker I       52       \$ 24, 960,00       \$ 32, 954,76       \$ 40, 949,53         Case Coordinator       32       \$ 25, 641,36       \$ 35, 433,73       \$ 44, 038,10         Airport Attendant       33       \$ 26, 841,36       \$ 35, 433,73       \$ 44, 038,10         Library Assistant II       33       \$ 26, 841,36       \$ 35, 433,73       \$ 44, 038,10         Park Ranger       33       \$ 26, 841,36       \$ 35, 433,73       \$ 44, 038,10         Equipment Operator II       34       \$ 28, 129,92       \$ 37,140,02       \$ 46, 150,12         Equipment Operator II       34       \$ 28, 129,92       \$ 37,140,02       \$ 46, 150,12<					
Adult Day Care LPN       32       \$ 24,960.00       \$ 32,954.76       \$ 40,946.53         Maintenance Technician II       32       \$ 24,960.00       \$ 32,954.76       \$ 40,946.53         Staff Assistant II       32       \$ 24,960.00       \$ 32,954.76       \$ 40,946.53         Staff Assistant II       32       \$ 24,960.00       \$ 32,954.76       \$ 40,949.53         Case Coordinator       32       \$ 24,960.00       \$ 32,954.76       \$ 40,949.53         Tradesworker I       22       \$ 24,960.00       \$ 32,954.76       \$ 40,949.53         Custodian/Maintenance Technician       33       \$ 26,841.36       \$ 35,433.73       \$ 44,036.10         Library Assistant II       33       \$ 26,841.36       \$ 35,433.73       \$ 44,036.10         Equipment Operator II       34       \$ 28,129.92       \$ 37,140.02       \$ 46,150.12         Trafito Sign Technician       34       \$ 28,129.92       \$ 37,140.02       \$ 46,150.12         Transportation Dispatch Clerk       35       \$ 29,833.44       \$ 39,389.11       \$ 48,944.92         Accounting Clerk       35       \$ 29,833.44       \$ 39,389.11       \$ 48,944.92         Accounting Clerk       35       \$ 29,833.44       \$ 39,389.11       \$ 48,944.92         Controm					
Lbrary Asistant I         32         \$ 24,960.00         \$ 32,954.76         \$ 40,946.53           Staff Assistant II         32         \$ 24,960.00         \$ 32,954.76         \$ 40,946.53           Equipment Operator I         32         \$ 24,960.00         \$ 32,954.76         \$ 40,949.53           Case Coordinator         32         \$ 24,960.00         \$ 32,954.76         \$ 40,949.53           Tradesworker I         32         \$ 24,960.00         \$ 32,954.76         \$ 40,949.53           Custodiar/Maintenance Technician         33         \$ 26,841.36         \$ 35,438.73         \$ 44,036.10           Airport Attendant         33         \$ 26,841.36         \$ 35,438.73         \$ 44,036.10           Dibrary Assistant II         33         \$ 26,841.36         \$ 35,438.73         \$ 44,036.10           Sequipment Operator II         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Carlafic Sign Technician         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Traine Sign Technician         34         \$ 28,129.32         \$ 37,140.02         \$ 46,150.12           Traine Sign Technician         34         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Equipment Operator III         34					
Maintenance Technician II       32       \$ 24,960.00       \$ 32,944,76       \$ 40,949.53         Staff Assistant II       32       \$ 24,960.00       \$ 32,944,76       \$ 40,949.53         Case Coordinator       32       \$ 24,960.00       \$ 32,954,76       \$ 40,949.53         Tradesworker I       32       \$ 24,960.00       \$ 32,954,76       \$ 40,949.53         Custodian/Maintenance Technician       33       \$ 26,841.36       \$ 35,438,73       \$ 44,036.10         Airport Attendant       33       \$ 26,841.36       \$ 35,438,73       \$ 44,036.10         Equipment Operator II       34       \$ 28,129.92       \$ 37,140.02       \$ 44,150.12         Senior Services Program Aide       34       \$ 28,129.92       \$ 37,140.02       \$ 46,150.12         Tarisportation Dispatch Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Accounting Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Vetran Services Counselor       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Vetran Services Counselor       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Vetran Services Counselor       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92					
Staff Assistant II       32       \$ 24,960.00       \$ 32,944,76       \$ 40,949,53         Equipment Operator I       32       \$ 24,960.00       \$ 32,954,76       \$ 40,949,53         Tradesworker I       32       \$ 24,960.00       \$ 32,954,76       \$ 40,949,53         Custodian/Maintenance Technician       33       \$ 26,841,36       \$ 35,438,73       \$ 44,036,10         Airport Attendant       33       \$ 26,841,36       \$ 35,438,73       \$ 44,036,10         Dhary Assistant II       33       \$ 26,841,36       \$ 35,438,73       \$ 44,036,10         Park Ranger       33       \$ 26,841,36       \$ 35,438,73       \$ 44,036,10         Equipment Operator II       34       \$ 28,129,92       \$ 37,140,02       \$ 46,150,12         Senior Services Program Aide       34       \$ 28,129,92       \$ 37,140,02       \$ 46,150,12         Equipment Operator II       34       \$ 28,129,92       \$ 37,140,02       \$ 46,150,12         Traffic Sign Technician       34       \$ 28,129,92       \$ 37,140,02       \$ 46,150,12         Equipment Operator II       34       \$ 28,129,92       \$ 37,140,02       \$ 46,150,12         Traffic Sign Technician       35       29,833,44       \$ 39,389,18       48,944,92         Accounting					
Equipment Operator I         32         \$ 24,960.00         \$ 32,954,76         \$ 40,949.53           Case Coordinator         32         \$ 24,960.00         \$ 32,954,76         \$ 40,949.53           Tradesworker I         22         \$ 24,960.00         \$ 32,954,76         \$ 40,949.53           Custodian/Maintenance Technician         33         \$ 26,841.36         \$ 35,438,73         \$ 44,036.10           Library Assistant II         33         \$ 26,841.36         \$ 35,438,73         \$ 44,036.10           Park Ranger         33         \$ 26,841.36         \$ 35,438,73         \$ 44,036.10           Senior Services Program Aide         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Transportation Dispatch Clerk         35         29,833.44         \$ 39,389.18         \$ 48,944.92           Economic Development Specialist         35         29,833.44         \$ 39,389.18         \$ 48,944.92           Economic Development Specialist         35         29,833.44         \$ 39,389.18         \$ 48,944.92           Veteran Services Counselor         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Veteran Services Counselor         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Unitry Maintenane					
Case Coordinator         32         §         24.960.00         §         32.984.76         §         40.949.53           Tradesworker I         32         §         24.960.00         §         32.984.76         \$         40.949.53           Tradesworker I         33         \$         26.841.36         \$         35.438.73         \$         44.036.10           Library Assistant II         33         \$         26.841.36         \$         35.438.73         \$         44.036.10           Park Ranger         33         \$         26.841.36         \$         35.438.73         \$         44.036.10           Senior Services Program Aide         34         28.129.92         \$         37.140.02         \$         46.150.12           Traffic Sign Technician         34         \$         28.129.92         \$         37.140.02         \$         46.150.12           Transportation Dispatch Clerk         35         \$         29.833.44         \$         39.398.18         \$         48.944.92           Accounting Clerk         35         \$         29.833.44         \$         39.398.18         \$         48.944.92           Mechanic I         36         \$         30.947.28         \$         40.					
Tradesworker I       32       \$ 24,960.00       \$ 32,954.76       \$ 40,945.53         Custodian/Maintenance Technician       33       \$ 26,841.36       \$ 35,438.73       \$ 44,036.10         Arport Attendant       33       \$ 26,841.36       \$ 35,438.73       \$ 44,036.10         Lbrary Assistant II       33       \$ 26,841.36       \$ 35,438.73       \$ 44,036.10         Equipment Operator II       34       \$ 28,129.92       \$ 37,140.02       \$ 46,150.12         Traficos Program Alde       34       \$ 28,129.92       \$ 37,140.02       \$ 46,150.12         Transportation Dispatch Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Accounting Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Accounting Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Accounting Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Stite Leader       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Zetansion Program Assistant       36       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Zetansion Program Assistant       36       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Zutanss					
Custodiar/Maintenance Technician         33         \$ 26,841.36         \$ 36,438.73         \$ 44,036.10           Airport Attendant         33         \$ 26,841.36         \$ 36,438.73         \$ 44,036.10           Dibrary Assistant II         33         \$ 26,841.36         \$ 36,438.73         \$ 44,036.10           Park Ranger         33         \$ 26,841.36         \$ 35,438.73         \$ 44,036.10           Equipment Operator II         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Senior Services Program Aide         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Traffic Sign Technician         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Traffic Sign Technician         34         \$ 28,133.44         \$ 39,389.18         \$ 48,944.92           Economic Development Specialist         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Veteran Services Counselor         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Extension Program Assistant         36         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Veteran Services Counselor         36         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Tradeswork					
Airport Attendant       33       \$ 26,841.36       \$ 36,438.73       \$ 44,036.10         Library Assistant II       33       \$ 26,841.36       \$ 36,438.73       \$ 44,036.10         Equipment Operator II       34       \$ 28,129.92       \$ 37,140.02       \$ 46,150.12         Equipment Operator III       34       \$ 28,129.92       \$ 37,140.02       \$ 46,150.12         Equipment Operator III       34       \$ 28,129.92       \$ 37,140.02       \$ 46,150.12         Transportation Dispatch Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Accounting Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Site Leader       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Veteran Services Counselor       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Veteran Services Counselor       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Veteran Services Counselor       36       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Tadesworker II       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Turadeworker II       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Tourism					
Library Assistant II         33         \$ 26,841.36         \$ 35,438.73         \$ 44,036.10           Park Ranger         33         \$ 26,841.36         \$ 35,438.73         \$ 44,036.10           Equipment Operator II         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Senior Services Program Aide         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Equipment Operator III         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Transportation Dispatch Clerk         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Accounting Clerk         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Economic Development Specialist         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Veteran Services Counselor         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Extension Program Assistant         36         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Extension Program Assistant         36         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Uitity Maintenance Tech I         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Tradesworker					
Park Ranger       33       \$ <ul> <li>26,41136</li> <li>35,438,73</li> <li>\$             46,150,12</li> </ul> Equipment Operator II       34       \$             28,129.92       \$             37,140.02       \$             46,150,12       S             41,002       \$             46,150,12       S             41,002       \$             46,150,12       S             17,410,02       \$             46,150,12       S             48,944,92       Accounting Clerk       S             52,9,833,44       \$             39,389,18       \$             48,944,92       Mechanic I       S             52,9,833,44       \$             39,389,18       \$             48,944,92       Veteran Services Counselor       S             52,9,833,44       \$             39,389,18       \$             48,944,92       Veteran Services Counselor       S             50,772,29       S             40,859,79       \$             50,772,29       Vultimy Maintenance Tech I       S             53,0,947,28       \$             40,859,79       \$             50,772,29       Admin se					
Equipment Operator II         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Senior Services Program Aide         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Traffic Sign Technician         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Equipment Operator III         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Transportation Dispatch Clerk         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Accounting Clerk         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Economic Development Specialist         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Veteran Services Counselor         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Extension Program Assistant         36         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Tradesworker II         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Tradesworker II         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Admin & E911 Data Base Specialist         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Admin & E					
Senior Services Program Aide         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Traffic Sign Technician         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Equipment Operator III         34         \$ 28,129.92         \$ 37,140.02         \$ 46,150.12           Transportation Dispatch Clerk         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Economic Development Specialist         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Economic Development Specialist         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Site Leader         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Veteran Services Counselor         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Extension Program Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Unitity Maintenance Tech I         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Courtan Marketing Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Courtan Marketing Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29					
Traffic Sign Technician       34       \$ 28,129.92       \$ 37,140.02       \$ 46,150.12         Equipment Operator III       34       \$ 28,129.92       \$ 37,140.02       \$ 46,150.12         Transportation Dispatch Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Economic Development Specialist       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Economic Development Specialist       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Veteran Services Counselor       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Veteran Services Counselor       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Veteran Services Counselor       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Tradesworker II       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Utility Maintenance Tech I       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Admin & E911 Data Base Specialist       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79<					
Equipment Operator III         34         \$ 28,129.32         \$ 37,140.02         \$ 46,150.12           Transportation Dispatch Clerk         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Accounting Clerk         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Mechanic I         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Mechanic I         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Site Leader         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Veteran Services Counselor         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Extension Program Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Ourism Marketing Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Central Permitting Technician         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Administrative Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Property Control Agent         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Property Control Agent         36<	8				
Transportation Dispatch Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Accounting Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Economic Development Specialist       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Mechanic I       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Site Leader       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Veteran Services Counselor       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Extension Program Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Utility Maintenance Tech I       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Central Permitting Technician       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Remergency Management Technician       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29<					
Accounting Clerk       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Economic Development Specialist       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Site Leader       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Veteran Services Counselor       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Extension Program Assistant       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Tradesworker II       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Utility Maintenance Tech I       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Admin & Epil Data Base Specialist       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Steropenty Management Technician       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Tansportation Coordinator       36       \$ 30,947.28       \$ 40,859.79       \$ 50,77					
Economic Development Specialist         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Mechanic I         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Site Leader         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Veteran Services Counselor         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Extension Program Assistant         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Tradesworker II         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Tourism Marketing Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Administrative Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Administrative Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Propenty Control Agent         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Propenty Control Agent         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Transportation Coordinator         37         \$ 33,589.92         \$ 44,348.87         \$ 55,107.82           Facilities Contract Coordinato					
Mechanic I         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Site Leader         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Extension Program Assistant         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Extension Program Assistant         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Tradesworker II         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Tourism Marketing Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Central Permitting Technician         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Administrative Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Administrative Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Property Control Agent         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Property Control Agent         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Transportation Coordinator         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Viliity Maintenance Tech III <td></td> <td></td> <td></td> <td></td> <td></td>					
Site Leader       35       \$ 29,833.44       \$ 39,389.16       \$ 48,944.92         Veteran Services Counselor       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Extension Program Assistant       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Tradesworker II       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Utility Maintenance Tech I       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Central Permitting Technician       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Service Mechanic       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech II       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82 <tr< td=""><td></td><td></td><td></td><td></td><td></td></tr<>					
Veteran Services Counselor       35       \$ 29,833.44       \$ 39,389.16       \$ 48,944.92         Extension Program Assistant       35       \$ 29,833.44       \$ 39,389.18       \$ 48,944.92         Tradesworker II       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Utility Maintenance Tech I       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Central Permitting Technician       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Admin & E911 Data Base Specialist       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Struct Ocordinator       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Struct Ocordinator       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82 <td></td> <td></td> <td></td> <td></td> <td></td>					
Extension Program Assistant         35         \$ 29,833.44         \$ 39,389.18         \$ 48,944.92           Tradesworker II         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Utility Mintenance Tech I         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Tourism Marketing Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Admin & Ep11 Data Base Specialist         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Admin & Ep11 Data Base Specialist         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Administrative Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Administrative Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Property Control Agent         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Transportation Coordinator         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Transportation Coordinator         37         \$ 33,589.20         \$ 44,348.87         \$ 55,107.82           Utility Maintenance Tech II         37         \$ 33,589.92         \$ 44,348.87         \$ 55,107.82 <tr< td=""><td></td><td></td><td></td><td></td><td></td></tr<>					
Tradesworker II       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Utility Maintenance Tech I       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Tourism Marketing Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Admin & E911 Data Base Specialist       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Service Mechanic       37       \$ 33,589.29       \$ 44,348.87       \$ 55,107.82         Villity Maintenance Tech II       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27					
Utility Maintenance Tech I       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Contrism Marketing Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Central Permitting Technician       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Admin & E911 Data Base Specialist       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Transportation Coordinator       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Service Mechanic       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech II       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,60.27         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$					
Tourism Marketing Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Central Permitting Technician       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Admin & E911 Data Base Specialist       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Service Mechanic       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech II       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Safe Haven Program Coordinator       38       \$ 34,048.56       \$ 44,954.4					
Central Permitting Technician         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Administrative Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Administrative Assistant         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Property Control Agent         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Property Control Agent         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Transportation Coordinator         36         \$ 30,947.28         \$ 40,859.79         \$ 50,772.29           Service Mechanic         37         \$ 33,589.92         \$ 44,348.87         \$ 55,107.82           Facilities Contract Coordinator         37         \$ 33,589.92         \$ 44,348.87         \$ 55,107.82           Tradesworker III         37         \$ 33,589.92         \$ 44,348.87         \$ 55,107.82           Tradesworker III         38         \$ 34,048.56         \$ 44,954.42         \$ 55,860.27           Pretrial Services Officer         38         \$ 34,048.56         \$ 44,954.42         \$ 55,860.27           Sale Haven Program Coordinator         38         \$ 34,048.56         \$ 44,954.42         \$ 55,860.27           Solid Waste In					
Admin & E911 Data Base Specialist       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Emergency Management Technician       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Transportation Coordinator       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Service Mechanic       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech II       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Drug Court Coordinator       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Pretrial Services Officer       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27 </td <td></td> <td></td> <td></td> <td></td> <td></td>					
Administrative Assistant       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Emergency Management Technician       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Transportation Coordinator       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Service Mechanic       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Teen Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27					
Emergency Management Technician       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Transportation Coordinator       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Service Mechanic       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech II       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Facilities Contract Coordinator       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,80.27         Pretrial Services Officer       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Safe Haven Program Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Teen Court Coordinator       38       \$ 34,048.56       \$ 44,954.42	·				
Property Control Agent       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Transportation Coordinator       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Service Mechanic       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech II       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Safe Haven Program Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Teen Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26      <					
Transportation Coordinator       36       \$ 30,947.28       \$ 40,859.79       \$ 50,772.29         Service Mechanic       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech II       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Facilities Contract Coordinator       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Pretrial Services Officer       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         H Youth Agent       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Drafter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26					
Service Mechanic       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech II       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Facilities Contract Coordinator       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Safe Haven Program Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         VH Y Outh Agent       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Dratter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26					
Utility Maintenance Tech II       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Facilities Contract Coordinator       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Safe Haven Program Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         4-H Youth Agent       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Drafter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26					
Facilities Contract Coordinator       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Pretrial Services Officer       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Safe Haven Program Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Teen Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         4-H Youth Agent       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Drafter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Parks & Recreation Supervisor I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26     <				. ,	
Tradesworker III       37       \$ 33,589.92       \$ 44,348.87       \$ 55,107.82         Utility Maintenance Tech III       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Pretrial Services Officer       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Safe Haven Program Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Contr Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Teen Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         4-H Youth Agent       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Drafter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26 <td< td=""><td></td><td></td><td></td><td></td><td></td></td<>					
Utility Maintenance Tech III       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Pretrial Services Officer       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Safe Haven Program Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Teen Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         4-H Youth Agent       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Drafter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Parks & Recreation Supervisor I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Parks & Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26					
Drug Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Pretrial Services Officer       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Safe Haven Program Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Teen Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         4-H Youth Agent       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Drafter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Horticulture Agent I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Parks & Recreation Supervisor I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26					
Pretrial Services Officer       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Safe Haven Program Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Teen Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         4-H Youth Agent       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Drafter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Horticulture Agent I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Parks & Recreation Supervisor I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Public Relations & Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Senior Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26 <td></td> <td></td> <td></td> <td></td> <td></td>					
Safe Haven Program Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Teen Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         4-H Youth Agent       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Drafter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Horticulture Agent I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Parks & Recreation Supervisor I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Public Relations & Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Senior Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26	0			, ,	
Solid Waste Inspector       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Teen Court Coordinator       38       \$ 34,048.56       \$ 44,954.42       \$ 55,860.27         Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         4-H Youth Agent       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Drafter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Horticulture Agent I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Parks & Recreation Supervisor I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Public Relations & Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Senior Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Senior Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Senior Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26					
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Office Manager       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         4-H Youth Agent       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Drafter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Horticulture Agent I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Parks & Recreation Supervisor I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Public Relations & Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Senior Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Code Enforcement Inspector       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Librarian I       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Equipment Operator IV       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40					
4-H Youth Agent39\$ 35,599.20\$ 47,001.73\$ 58,404.26Drafter/CAD Technician39\$ 35,599.20\$ 47,001.73\$ 58,404.26Horticulture Agent I39\$ 35,599.20\$ 47,001.73\$ 58,404.26Marketing Specialist39\$ 35,599.20\$ 47,001.73\$ 58,404.26Parks & Recreation Supervisor I39\$ 35,599.20\$ 47,001.73\$ 58,404.26Procurement Analyst39\$ 35,599.20\$ 47,001.73\$ 58,404.26Public Relations & Marketing Specialist39\$ 35,599.20\$ 47,001.73\$ 58,404.26Code Enforcement Inspector39\$ 35,599.20\$ 47,001.73\$ 58,404.26Librarian I40\$ 37,259.04\$ 49,193.22\$ 61,127.40Equipment Operator IV40\$ 37,259.04\$ 49,193.22\$ 61,127.40					
Drafter/CAD Technician       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Horticulture Agent I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Parks & Recreation Supervisor I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Public Relations & Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Senior Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Senior Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Code Enforcement Inspector       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Librarian I       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Equipment Operator IV       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40					
Horticulture Agent I39\$ 35,599.20\$ 47,001.73\$ 58,404.26Marketing Specialist39\$ 35,599.20\$ 47,001.73\$ 58,404.26Parks & Recreation Supervisor I39\$ 35,599.20\$ 47,001.73\$ 58,404.26Procurement Analyst39\$ 35,599.20\$ 47,001.73\$ 58,404.26Public Relations & Marketing Specialist39\$ 35,599.20\$ 47,001.73\$ 58,404.26Senior Procurement Analyst39\$ 35,599.20\$ 47,001.73\$ 58,404.26Code Enforcement Inspector39\$ 35,599.20\$ 47,001.73\$ 58,404.26Librarian I40\$ 37,259.04\$ 49,193.22\$ 61,127.40Equipment Operator IV40\$ 37,259.04\$ 49,193.22\$ 61,127.40					
Marketing Specialist39\$ 35,599.20\$ 47,001.73\$ 58,404.26Parks & Recreation Supervisor I39\$ 35,599.20\$ 47,001.73\$ 58,404.26Procurement Analyst39\$ 35,599.20\$ 47,001.73\$ 58,404.26Public Relations & Marketing Specialist39\$ 35,599.20\$ 47,001.73\$ 58,404.26Senior Procurement Analyst39\$ 35,599.20\$ 47,001.73\$ 58,404.26Code Enforcement Inspector40\$ 37,259.04\$ 49,193.22\$ 61,127.40Librarian I40\$ 37,259.04\$ 49,193.22\$ 61,127.40Equipment Operator IV40\$ 37,259.04\$ 49,193.22\$ 61,127.40					
Parks & Recreation Supervisor I       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Public Relations & Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Senior Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Code Enforcement Inspector       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Librarian I       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Equipment Operator IV       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40					
Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Public Relations & Marketing Specialist       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Senior Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Code Enforcement Inspector       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Librarian I       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Equipment Operator IV       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40					
Public Relations & Marketing Specialist39\$ 35,599.20\$ 47,001.73\$ 58,404.26Senior Procurement Analyst39\$ 35,599.20\$ 47,001.73\$ 58,404.26Code Enforcement Inspector40\$ 37,259.04\$ 49,193.22\$ 61,127.40Librarian I40\$ 37,259.04\$ 49,193.22\$ 61,127.40Equipment Operator IV40\$ 37,259.04\$ 49,193.22\$ 61,127.40					
Senior Procurement Analyst       39       \$ 35,599.20       \$ 47,001.73       \$ 58,404.26         Code Enforcement Inspector       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Librarian I       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Equipment Operator IV       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40					
Code Enforcement Inspector         40         \$ 37,259.04         \$ 49,193.22         \$ 61,127.40           Librarian I         40         \$ 37,259.04         \$ 49,193.22         \$ 61,127.40           Equipment Operator IV         40         \$ 37,259.04         \$ 49,193.22         \$ 61,127.40					
Librarian I40\$ 37,259.04\$ 49,193.22\$ 61,127.40Equipment Operator IV40\$ 37,259.04\$ 49,193.22\$ 61,127.40	· · · · · · · · · · · · · · · · · · ·				
Equipment Operator IV 40 \$ 37,259.04 \$ 49,193.22 \$ 61,127.40					
Human Services Case Manager         40         \$ 37,259.04         \$ 49,193.22         \$ 61,127.40					
	Human Services Case Manager	40	\$ 37,259.04	\$ 49,193.22	\$ 61,127.40

TSupport Specialist 1       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Mechanic II EVT       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Mechanic II EVT       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Senior Services Case Manager       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Senior Services Case Manager       40       \$ 37,259.04       \$ 49,193.22       \$ 61,127.40         Mechanic II Normatic II Service Advisor       41       \$ 32,220.00       \$ 50,461.96       \$ 62,2703.96         Energy Management Coordinator       41       \$ 38,220.00       \$ 50,461.98       \$ 62,7703.96         Senior Legal Assistant       41       \$ 38,220.00       \$ 50,461.98       \$ 62,7703.96         Mechanic III       41       \$ 38,220.00       \$ 50,461.98       \$ 62,7703.96         Unity Systems Derator       42       \$ 39,115.44       \$ 16,144.23       \$ 64,173.03         Duity Systems Technicain       42       \$ 39,115.44       \$ 16,144.23       \$ 64,173.03         TaspoortSpecialist II       42       \$ 39,115.44       \$ 16,442.3       \$ 64,173.03         Duity Systems Technicain       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03	Classification	Grade		Minimum		Midpoint		Maximum
Mechanic II         40         \$ 37,289.04         \$ 49,193.22         \$ 61,127.40           Mechanic II TVT         40         \$ 37,259.04         \$ 49,193.22         \$ 61,127.40           Senior Sorvices Case Manager         40         \$ 37,259.04         \$ 49,193.22         \$ 61,127.40           Engineering Inspector         40         \$ 37,259.04         \$ 49,193.22         \$ 61,127.40           Mechanic II/Service Advisor         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.86           Tadessoricher IV         411         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Senior Legal Assistant         411         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Senior Legal Assistant         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Senior Schwards         \$ 99,115.44         \$ 51,644.23         \$ 64,173.03         \$ 71,644.23         \$ 64,173.03           Tusing Systems Deparator         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>								
Mechanic II EVT         40         \$ 7,290,04         \$ 49,193,22         \$ 61,127,40           Senior Sarvices Case Manager         40         \$ 37,259,04         \$ 49,193,22         \$ 61,127,40           Senior Sarvices Case Manager         40         \$ 37,259,04         \$ 49,193,22         \$ 61,127,40           Machanic II/Sonvice Advisor         41         \$ 38,220,00         \$ 50,461,98         \$ 62,703,96           Energy Management Coordinator         41         \$ 38,220,00         \$ 50,461,98         \$ 62,703,96           Legal Assistant         41         \$ 36,220,00         \$ 50,461,98         \$ 62,703,96           Legal Assistant         41         \$ 36,220,00         \$ 50,461,98         \$ 62,703,96           Mechanic III         41         \$ 36,220,00         \$ 50,461,98         \$ 62,703,96           Ultify Systems Deprator         42         \$ 39,115,44         \$ 51,644,23         \$ 64,173,03           Ultify Systems Technician         42         \$ 39,115,44         \$ 51,644,23         \$ 64,173,03           Tourism Sales & Grants Manager         42         \$ 39,115,44         \$ 51,644,23         \$ 64,173,03           Tourism Sales & Grants Manager         42         \$ 39,115,44         \$ 51,647,23         \$ 64,173,03           Tourism Sales & Gra		40			_		_	
Mechanic II TVT         40         \$ 72.99.04         \$ 49.193.22         \$ 61.127.40           Senior Services Case Manager         40         \$ 37.299.04         \$ 49.193.22         \$ 61.127.40           Mechanic II/Service Advisor         41         \$ 38.220.00         \$ 50.461.98         \$ 62.703.96           Tradesworker IV         41         \$ 38.220.00         \$ 50.461.98         \$ 62.703.96           Energy Management Coordinator         41         \$ 36.220.00         \$ 50.461.98         \$ 62.703.96           Senior Legal Assistant         41         \$ 36.220.00         \$ 50.461.98         \$ 62.703.96           Senior Legal Assistant         41         \$ 36.220.00         \$ 50.461.98         \$ 62.703.96           Utility Systems Centralican         42         \$ 39.115.44         \$ 51.644.23         \$ 64.173.03           Tourism Sates & Grants Manager         42         \$ 39.115.44         \$ 51.644.23         \$ 64.173.03           Transportation Manager         42         \$ 39.115.44         \$ 51.644.23         \$ 64.173.03           Tanaportation Manager         42         \$ 39.115.44         \$ 51.644.23         \$ 64.173.03           Utilities Matinteance Supervisor         44         \$ 45.121.44         \$ 50.575.65         \$ 60.048.14           Budigt								
Senior Services Case Manager         40         \$ 37,299.04         \$ 49,193.22         \$ 61,127.40           Mechanic II/Senice Advisor         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Tradesworker IV         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Energy Management Coordinator         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Lengt Assistant         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Senior Legal Assistant         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Mechanic III         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Utility Systems Deprator         42         \$ 39,115.44         \$ 16,442.23         \$ 64,173.03           Tsuport Specialist II         42         \$ 39,115.44         \$ 16,442.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,4173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,667.56         \$ 69,048.14           Budget Analyst         43         \$ 42,086.07         \$ 55,567.56         \$ 69,048.14           Budget Analyst								
Engineering Inspector         40         \$ 77,290,44         \$ 49,193,22         \$ 61,127,40           Micchanic IIXSenvice Advisor         41         \$ 38,220,00         \$ 50,461.98         \$ 62,703,96           Tradesworker IV         41         \$ 38,220,00         \$ 50,461.98         \$ 62,703,96           Energy Management Coordinator         41         \$ 38,220,00         \$ 50,461.98         \$ 62,703,96           Senior Legal Assistant         41         \$ 38,220,00         \$ 50,461.98         \$ 62,703,96           Mechanic III         41         \$ 38,220,00         \$ 50,461.98         \$ 62,703,96           Utility Systems Operator         42         \$ 39,115,44         \$ 51,644.23         \$ 64,173.03           Courism Sales & Grants Manager         42         \$ 39,115,44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115,44         \$ 51,644.23         \$ 64,173.03           Lorrain II         43         \$ 42,066.07         \$ 55,567.56         \$ 60,048.14           Budget Analyst         43         \$ 42,066.07         \$ 55,567.56         \$ 60,048.14           Budget Analyst         43         \$ 42,066.07         \$ 55,567.56         \$ 60,048.14           Budget Analyst         43							Ŧ	
Mechanic II/Service Advisor         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Tradesworker IV         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Legal Assistant         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Legal Assistant         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Mechanic III         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Utility Systems Operator         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Utility Systems Technician         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Ubraina II         43         \$ 42,066.97         \$ 55,675.65         \$ 69,048,14           Buiding Inspector II         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Othiel Of Trades         44	¥				Ŧ	,	т	
Tradesworker IV       41       \$ 38,220.00       \$ 50,461.98       \$ 62,703.96         Energy Management Coordinator       41       \$ 38,220.00       \$ 50,461.98       \$ 62,703.96         Senior Legal Assistant       41       \$ 38,220.00       \$ 50,461.98       \$ 62,703.96         Mechanic III       41       \$ 38,220.00       \$ 50,461.98       \$ 62,703.96         Mechanic III       41       \$ 38,220.00       \$ 50,461.98       \$ 62,703.96         Mechanic III       41       \$ 38,220.00       \$ 50,461.98       \$ 62,703.96         Utility Systems Deprator       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Outility Systems Technician       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Tourism Sales & Grants Manager       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Tansportation Manager       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Dubrat Analys       43       \$ 42,086.97       \$ 55,567.56       \$ 69,048.14         Buiding Inspector II       44       \$ 45,121.44       \$ 59,573.97       7 4,026.50         Otilitie Maintennec Supervisor       44       \$ 45,121.44       \$ 59,573.97       7 4,026.50         Adult Da								
Energy Management Coordinator         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Legal Assistant         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Mechanic III         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Utility Systems Operator         42         \$ 39,115.44         \$ 15,1644.23         \$ 64,173.03           Ti Support Specialist II         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Lbrarian II         43         \$ 42,006.97         \$ 55,567.56         \$ 60,048.14           Buidgin Inspector II         44         \$ 45,121.44         \$ 59,73.97         \$ 74,026.50           Aduit Day Care Program Manager Substitute         44         \$ 45,121.44         \$ 59,73.97         \$ 74,026.50           Aduit Day Care Program Manager Substitute         44         \$ 45,121.44         \$ 59,673.97         \$ 74,026.50								
Legal Assistant         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Senior Legal Assistant         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Mechanic III         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Unliky Systems Operator         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Unliky Systems Technician         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Accountant I         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Transportation Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tarasportation Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tarasportation Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Libratan II         43         \$ 42,066.97         \$ 55,667.56         \$ 69,048.14           Building Inspector II         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Uhilties Manager         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Outiltic Care Coordinator Substitute         44 <t< td=""><td></td><td></td><td></td><td>,</td><td>Ŧ</td><td></td><td></td><td></td></t<>				,	Ŧ			
Senior Legal Assistant         41         \$ 38,220.00         \$ 50,461.98         \$ 62,703.96           Utility Systems Operator         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Utility Systems Technician         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Utility Systems Technician         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Ubratan II         43         \$ 42,086.97         \$ 55,67.56         \$ 69,048.14           Buiding Inspector II         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Utilities Maintenance Supervisor         444         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Program Manager Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Program Manager Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50					Ŧ			
Mechanic III         41         \$ 38,220.00         \$ 50,461.98         \$ 52,703.96           Utility Systems Decrator         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           IT Support Specialist II         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Tansportation Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Librarian II         43         \$ 42,086.97         \$ 55,667.56         \$ 69,048.14           Budget Analyst         43         \$ 42,086.97         \$ 55,667.56         \$ 69,048.14           Budget Analyst         43         \$ 42,086.97         \$ 55,667.56         \$ 69,048.14           Budding Inspector II         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Child Day Care Coordinator Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Program Manager Substitute         44         \$ 45,124.48         \$ 63,262.72         \$ 79,310.97           Executive Admini						,		
Utility Systems Operator       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Utility Systems Technician       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         IT Support Specialist II       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Tourism Sales & Grants Manager       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Transportation Manager       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Libraina II       43       \$ 42,086.97       \$ 55,67.56       \$ 69,048.14         Budget Analyst       43       \$ 42,086.97       \$ 55,67.56       \$ 69,048.14         Budget Analyst       43       \$ 42,086.97       \$ 55,67.307       \$ 74,026.50         Chief of Trades       44       \$ 45,121.44       \$ 59,573.97       \$ 74,026.50         Adult Day Care Program Manager Substitute       44       \$ 45,121.44       \$ 59,573.97       \$ 74,026.50         Benefits and Weilness Manager       45       \$ 48,342.48       \$ 63,326.72       \$ 79,310.97         Construction Inspector       45       \$ 48,342.48       \$ 63,226.72       \$ 79,310.97         Senior Chief of Trades       46       \$ 1,498.72       \$ 67,993.91       \$ 84,489.11								
Utilitý System Technician         42         \$ 39,115.44         \$ 16,44.23         \$ 64,173.03           T Support Specialist II         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Accountant I         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Transportation Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Transportation Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Ubrarian II         43         \$ 42,066.97         \$ 55,677.56         \$ 69,048.14           Buiding Inspector II         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Chilties Manager         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Coordinator Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Program Manager Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Senior Chief of Trades         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Construction Inspector         45         \$ 48,342.48         \$ 63,326.72         \$ 79,310.97           Construction Inspector<								
IT Support Specialist II       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Accountant I       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Tourism Sales & Grants Manager       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Transportation Manager       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Durism Sales & Grants Manager       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Durism Sales & Grants Manager       43       \$ 42,066.97       \$ 55,567.56       \$ 60,048.14         Building Inspector II       44       \$ 45,121.44       \$ 59,573.97       \$ 74,026.50         Utilities Maintenance Supervisor       44       \$ 45,121.44       \$ 59,573.97       \$ 74,026.50         Adult Day Care Program Manager Substitute       44       \$ 45,121.44       \$ 59,573.97       \$ 74,026.50         Adult Day Care Program Manager Substitute       44       \$ 45,121.44       \$ 59,573.97       \$ 74,026.50         Adult Day Care Program Manager Substitute       44       \$ 445,342.48       \$ 63,226.72       \$ 79,310.97         Construction Inspector       45       \$ 48,342.48       \$ 63,226.72       \$ 79,310.97         Controt Extensin Dincor       46       \$ 51,					·			
Accountant 1         42         \$ 39,115,44         \$ 51,644,23         \$ 64,173.03           Transportation Manager         42         \$ 39,115,44         \$ 51,644,23         \$ 64,173.03           Transportation Manager         42         \$ 39,115,44         \$ 51,644,23         \$ 64,173.03           Librarian II         43         \$ 42,086.97         \$ 55,567.56         \$ 69,048.14           Building Inspector II         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Chief of Trades         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Coordinator Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Coordinator Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Benefits and Wellness Manager         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Executive Administrative Assistant         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Senior Chief of Trades         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           Lexecutive Administrative Assistant to County Administrator         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11							Ŧ	
Tourism Sales & Grants Manager         42         \$ 39,115.44         \$ 51,644.23         \$ 64,173.03           Librarian II         43         \$ 42,086.97         \$ 55,567.56         \$ 69,048.14           Budget Analyst         43         \$ 42,086.97         \$ 55,567.56         \$ 69,048.14           Budget Analyst         43         \$ 42,086.97         \$ 55,567.56         \$ 69,048.14           Budget Analyst         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Chief of Trades         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Program Manager Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Program Manager Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Program Manager Substitute         44         \$ 45,342.48         \$ 63,826.72         \$ 79,310.97           Construction Inspector         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Senior Building Inspector         46         \$ 51,498.72         \$ 67,939.91         \$ 84,499.11           Executive Administrative Assistant to County Administrator         46         \$ 51,498.72         \$ 77,270.5         \$ 23,472.03							т	
Transportation Manager       42       \$ 39,115.44       \$ 51,644.23       \$ 64,173.03         Librarian II       43       \$ 42,086.97       \$ 55,567.56       \$ 69,048.14         Buidget Analyst       43       \$ 42,086.97       \$ 55,67.56       \$ 69,048.14         Buidging Inspector II       44       \$ 44,5121.44       \$ 59,573.97       \$ 74,026.50         Chief of Trades       44       \$ 445,121.44       \$ 59,573.97       \$ 74,026.50         Adult Day Care Coordinator Substitute       44       \$ 45,121.44       \$ 59,573.97       \$ 74,026.50         Adult Day Care Program Manager Substitute       44       \$ 45,121.44       \$ 59,573.97       \$ 74,026.50         Benefits and Wellness Manager       45       \$ 443,342.48       \$ 63,826.72       \$ 79,310.97         Executive Administrative Assistant       45       \$ 443,342.48       \$ 63,826.72       \$ 79,310.97         Senior Chief of Trades       46       \$ 51,498.72       \$ 67,993.91       \$ 84,489.11         Executive Administrative Assistant to County Administrator       46       \$ 51,498.72       \$ 67,993.91       \$ 84,489.11         Agriculture Agent II       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         Ocunty Extension Director       99       \$ 17,777.76						,	Ŧ	
Librarian II       43       \$ 42,086.97       \$ 55,567.56       \$ 69,048.14         Buiding Inspector II       44       \$ 42,086.97       \$ 55,67.56       \$ 69,048.14         Buiding Inspector II       44       \$ 45,121.44       \$ 59,57.397       \$ 74,026.50         Utilities Maintenance Supervisor       44       \$ 45,121.44       \$ 59,57.397       \$ 74,026.50         Aduit Day Care Coordinator Substitute       44       \$ 45,121.44       \$ 59,57.397       \$ 74,026.50         Aduit Day Care Program Manager Substitute       44       \$ 45,121.44       \$ 59,57.397       \$ 74,026.50         Benefits and Wellness Manager       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Construction Inspector       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Senior Building Inspector       45       \$ 44,342.48       \$ 63,826.72       \$ 79,310.97         Senior Chief of Trades       46       \$ 51,498.72       \$ 67,993.91       \$ 84,489.11         Executive Administrative Assistant to County Administrator       46       \$ 51,498.72       \$ 67,993.91       \$ 84,489.11         Executive Agent II       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         Gounty Extension Director       99       \$ 17,777.76 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td>,</td> <td></td> <td></td>						,		
Budget Analyst         43         \$ 42,086.97         \$ 55,567.56         \$ 69,048.14           Building Inspector II         44         \$ 44,5121.44         \$ 59,573.97         \$ 74,026.50           Chief of Trades         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Coordinator Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Program Manager Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Benefits and Wellness Manager         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Construction Inspector         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Senior Building Inspector         45         \$ 443,342.48         \$ 63,826.72         \$ 79,310.97           Senior Chief of Trades         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           Executive Administrative Assistant to County Administrator         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           4-H Agent I         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           County Extension Director         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30								
Building Inspector II         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Chief of Trades         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Coordinator Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Program Manager Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Program Manager Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Benefits and Wellness Manager         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Construction Inspector         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Senior Building Inspector         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Senior Chief of Trades         46         \$ 51,498.72         \$ 67,993.91         \$ 84,499.11           Executive Administrative Assistant to County Administrator         46         \$ 51,498.72         \$ 67,993.91         \$ 84,499.11           4H Agent I         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           County Extension Director         300         \$ 70,77.76         \$ 23,472.03         <					Ŧ			,
Chief of Trades         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Utilities Maintenance Supervisor         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Coordinator Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Adult Day Care Coordinator Substitute         44         \$ 45,121.44         \$ 59,573.97         \$ 74,026.50           Benefits and Wellness Manager         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Construction Inspector         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Senior Chief of Trades         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           Executive Administrative Assistant to County Administrator         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           Agriculture Agent I         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           County Extension Director         90         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           Firefighter/EMTCB hour         301         \$ 34,911.24         \$ 46,093.41         \$ 57,275.59           Firefighter/EMTCAptain         302         \$ 36,606.57         \$ 48,331.76         \$							Ŧ	
Utilities Maintenance Supervisor       44       \$ 45,121.44       \$ 59,573.97       \$ 74,026.50         Adult Day Care Coordinator Substitute       44       \$ 45,121.44       \$ 59,573.97       \$ 74,026.50         Banefits and Wellness Manager       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Executive Administrative Assistant       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Construction Inspector       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Senior Building Inspector       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Senior Chief of Trades       46       \$ 51,498.72       \$ 67,993.91       \$ 84,499.11         4-H Agent I       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         County Extension Director       90       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         Medical Director       300       -       -       -       -         Einfeighter/EMT 56 hour       301       \$ 34,911.24       \$ 46,093.41       \$ 57,275.59         Firefighter/EMT 76 hours       302       \$ 36,606.57       \$ 48,331.76       \$ 60,056.96         Firefighter/EMT/Leutenant       302       \$ 36,606.57       \$ 48,331.76       \$ 6							Ŧ	
Adult Day Care Coordinator Substitute       44       \$ 45,121.44       \$ 59,573.97       \$ 74,026.50         Adult Day Care Program Manager Substitute       44       \$ 44,321.44       \$ 59,573.97       \$ 74,026.50         Benefits and Wellness Manager       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Executive Administrative Assistant       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Senior Building Inspector       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Senior Euliding Inspector       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Senior Chief of Trades       46       \$ 51,498.72       \$ 67,993.91       \$ 84,489.11         Executive Administrative Assistant to County Administrator       46       \$ 51,498.72       \$ 67,993.91       \$ 84,489.11         Executive Agent I       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         Gounty Extension Director       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         Medical Director       300       \$ 34,911.24       \$ 46,093.41       \$ 57,275.59         Firefighter/EMT/Leutenant       302       \$ 36,606.57       \$ 48,331.76       \$ 60,056.96         Firefighter/EMT/Leutenant       302								
Adult Day Care Program Manager Substitute       44       \$ 45, 121.44       \$ 59,573.97       \$ 74,026.50         Benefits and Wellness Manager       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Construction Inspector       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Construction Inspector       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Senior Duilding Inspector       45       \$ 48,342.48       \$ 63,826.72       \$ 79,310.97         Senior Chief of Trades       46       \$ 51,498.72       \$ 67,993.91       \$ 84,489.11         Executive Administrative Assistant to County Administrator       46       \$ 51,498.72       \$ 67,993.91       \$ 84,489.11         4-H Agent I       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         Gounty Extension Director       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         Medical Director       300       -       -       -       -         Emf       300       -       -       -       -       -         Paramedic-S6 hour       300       \$ 30,075.40       \$ 49,782.55       \$ 61,859.70       \$         Firefighter/EMT/Lieutenant       302       \$ 36,606.57       \$ 48,331.76					·			
Benefits and Wellness Manager         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Executive Administrative Assistant         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Construction Inspector         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Senior Duilding Inspector         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Senior Chief of Trades         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           Executive Administrative Assistant to County Administrator         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           4H Agent I         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           County Extension Director         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           Medical Director         300         -         -         -         -           EMT         301         \$ 34,911.24         \$ 46,093.41         \$ 57,275.59           Firefighter/EMT/Leutenant         302         \$ 36,606.57         \$ 48,331.76         \$ 60,056.96           Firefighter/EMT/Leutenant         303         \$ 37,705.40         \$ 49,782.55         \$ 61,859.70           Paramedi								
Executive Administrative Assistant         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Construction Inspector         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Senior Building Inspector         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Senior Chief of Trades         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           Executive Administrative Assistant to County Administrator         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           4-H Agent I         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           Agriculture Agent II         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           County Extension Director         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           Medical Director         300         -         -         -         -           EMT         301         \$ 34,911.24         \$ 46,093.41         \$ 57,275.59           Firefighter/EMT/Lieutenant         302         \$ 36,606.57         \$ 48,331.76         \$ 60,056.96           Firefighter/EMT/Lieutenant         303         \$ 37,705.40         \$ 49,782.55         \$ 61,859.70           Paramedic-56 h								
Construction Inspector         45         \$ 48,342,48         \$ 63,826.72         \$ 79,310.97           Senior Building Inspector         45         \$ 48,342,48         \$ 63,826.72         \$ 79,310.97           Senior Chief of Trades         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           Lexecutive Administrative Assistant to County Administrator         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           4-H Agent I         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           County Extension Director         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           Medical Director         300         -         -         -         -         -           EMT         301         \$ 34,911.24         \$ 46,093.41         \$ 57,275.59         \$         \$           Firefighter/EMT/Cateutenant         302         \$ 36,606.57         \$ 48,331.76         \$ 60,056.96         \$           Fire Rescue/Paramedic/Lieutenant         303         \$ 37,705.40         \$ 49,782.55         \$ 61,859.70           Paramedic-56 hours         303         \$ 37,705.40         \$ 49,782.55         \$ 61,859.70           Fire Rescue/Paramedic/Lieutenant         304         \$ 33,843.81         \$ 44,684.								
Senior Building Inspector         45         \$ 48,342.48         \$ 63,826.72         \$ 79,310.97           Senior Chief of Trades         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           Lexecutive Administrative Assistant to County Administrator         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           4-H Agent I         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           County Extension Director         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           Medical Director         300         -         -         -         -           EMT         301         \$ 34,911.24         \$ 46,093.41         \$ 57,275.59           Firefighter/EMT/56 hour         302         \$ 36,606.57         \$ 48,331.76         \$ 60,056.96           Firefighter/EMT/Lieutenant         302         \$ 36,606.57         \$ 48,331.76         \$ 61,859.70           Paramedic-56 hours         303         \$ 37,705.40         \$ 49,782.55         \$ 61,859.70           Fire Rescue/Paramedic/Lieutenant         304         \$ 33,843.81         \$ 44,684.08         \$ 55,524.36           Fire Rescue/Paramedic/Captain         305         \$ 34,754.27         \$ 44,863.46         \$ 59,233.35         \$ 73,603.25						,	Ŧ	
Senior Chief of Trades         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           Executive Administrative Assistant to County Administrator         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           4-H Agent I         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           Agriculture Agent II         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           County Extension Director         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           Medical Director         300         -         -         -         -           EMT         301         \$ 34,911.24         \$ 46,093.41         \$ 57,275.59           Firefighter/EMT/Lieutenant         302         \$ 36,606.57         \$ 48,331.76         \$ 60,056.96           Firefighter/EMT/Captain         303         \$ 37,705.40         \$ 49,782.55         \$ 61,859.70           Paramedic-56 hours         303         \$ 37,705.40         \$ 49,782.55         \$ 61,859.70           Fire Rescue/Paramedic/Lieutenant         304         \$ 33,843.81         \$ 44,684.08         \$ 55,524.36           Fire Rescue/Paramedic/Captain         305         \$ 34,754.27         \$ 45,886.16         \$ 57,018.06           F/R Firefighter/								
Executive Administrative Assistant to County Administrator         46         \$ 51,498.72         \$ 67,993.91         \$ 84,489.11           4-H Agent I         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           Agriculture Agent II         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           County Extension Director         99         \$ 17,777.76         \$ 23,472.03         \$ 29,166.30           Medical Director         300         -         -         -         -           EMT         301         \$ 34,911.24         \$ 46,093.41         \$ 57,275.59           Firefighter/EMT/Lieutenant         302         \$ 36,606.57         \$ 48,331.76         \$ 60,056.96           Firefighter/EMT/Captain         303         \$ 37,705.40         \$ 49,782.55         \$ 61,859.70           Paramedic-56 hours         303         \$ 37,705.40         \$ 49,782.55         \$ 61,859.70           Fire Rescue/Paramedic/Captain         304         \$ 33,843.81         \$ 44,684.08         \$ 55,524.36           F/R Firefighter/Paramedic         4000         \$ 44,863.46         \$ 59,233.35         \$ 73,603.25           F/R Firefighter/Paramedic Captain         402         \$ 59,863.46         \$ 79,037.90         \$ 98,212.34           Public Wor								
4-H Agent I       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         Agriculture Agent II       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         County Extension Director       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         Medical Director       300       -       -       -         EMT       301       \$ 34,911.24       \$ 46,093.41       \$ 57,275.59         Firefighter/EMT/Lieutenant       302       \$ 36,606.57       \$ 48,331.76       \$ 60,056.96         Firefighter/EMT/Captain       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Paramedic-56 hours       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Fire Rescue/Paramedic/Lautenant       304       \$ 33,843.81       \$ 44,684.08       \$ 55,524.36         Fire Rescue/Paramedic/Captain       305       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Fire Rescue/Paramedic/Captain       305       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Fire Fighter/Paramedic       Soot \$ 38,977.27       \$ 45,886.16       \$ 57,018.06       \$ 7,018.06         F/R Firefighter/Paramedic Lautenant       400       \$ 44,683.46       \$ 59,233.35       \$ 7,603.25							Ŧ	
Agriculture Agent II       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         County Extension Director       99       \$ 17,777.76       \$ 23,472.03       \$ 29,166.30         Medical Director       300       -       -       -       -         EMT       301       \$ 34,911.24       \$ 46,093.41       \$ 57,275.59         Firefighter/EMT 56 hour       302       \$ 36,606.57       \$ 48,331.76       \$ 60,056.96         Firefighter/EMT/Lieutenant       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Paramedic-56 hours       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Paramedic-26 hours       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Paramedic-26 hours       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Fire Rescue/Paramedic/Lieutenant       304       \$ 33,843.81       \$ 44,684.08       \$ 55,524.36         Fire Rescue/Paramedic/Captain       305       \$ 34,754.27       \$ 45,886.16       \$ 57,018.06         F/R Firefighter/Paramedic       400       \$ 44,863.46       \$ 59,233.35       \$ 73,603.25         F/R Firefighter/Paramedic Captain       402       \$ 59,863.46       \$ 79,037.00       \$ 98,212.34								
County Extension Director         99         \$ 17,777.6         \$ 23,472.03         \$ 29,166.30           Medical Director         300         -							T	
Medical Director         300         -         -         -           EMT         301         \$ 34,911.24         \$ 46,093.41         \$ 57,275.59           Firefighter/EMT/EMT/Lieutenant         302         \$ 36,606.57         \$ 48,331.76         \$ 60,056.96           Firefighter/EMT/Captain         303         \$ 37,705.40         \$ 49,782.55         \$ 61,859.70           Paramedic-56 hours         303         \$ 37,705.40         \$ 49,782.55         \$ 61,859.70           Fire Rescue/Paramedic/Lieutenant         304         \$ 33,843.81         \$ 44,684.08         \$ 55,524.36           Fire Rescue/Paramedic/Captain         305         \$ 34,754.27         \$ 45,886.16         \$ 57,018.06           F/R Firefighter/Paramedic         400         \$ 44,863.46         \$ 59,233.35         \$ 73,603.25           F/R Firefighter/Paramedic Lieutenant         401         \$ 49,863.46         \$ 59,233.35         \$ 73,603.25           F/R Firefighter/Paramedic Captain         402         \$ 59,863.46         \$ 59,233.35         \$ 73,603.25           F/R Firefighter/Paramedic Captain         402         \$ 59,863.46         \$ 65,834.87         \$ 81,806.28           F/R Firefighter/Paramedic Captain         402         \$ 59,863.46         \$ 67,9037.90         \$ 98,212.34           P							⊅€	
EMT       301       \$ 34,911.24       \$ 46,093.41       \$ 57,275.59         Firefighter/EMT 56 hour       302       \$ 36,606.57       \$ 48,331.76       \$ 60,056.96         Firefighter/EMT/Lieutenant       302       \$ 36,606.57       \$ 48,331.76       \$ 60,056.96         Firefighter/EMT/Captain       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Paramedic-56 hours       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Fire Rescue/Paramedic/Lieutenant       304       \$ 33,843.81       \$ 44,684.08       \$ 55,524.36         Fire Rescue/Paramedic/Captain       305       \$ 34,754.27       \$ 45,886.16       \$ 57,018.06         F/R Firefighter/Paramedic       400       \$ 44,863.46       \$ 59,233.35       \$ 73,603.25         F/R Firefighter/Paramedic Captain       402       \$ 59,863.46       \$ 79,037.90       \$ 98,212.34         Public Works Supervisor I       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Development Technician       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         GIS & E911 Addressing Coordinator       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Management Coordinator       500       \$ 38,977.27       \$ 51,461.			\$	17,777.76	\$	23,472.03	\$	29,166.30
Firefighter/EMT 56 hour       302       \$ 36,606.57       \$ 49,331.76       \$ 60,056.96         Firefighter/EMT/Lieutenant       302       \$ 36,606.57       \$ 48,331.76       \$ 60,056.96         Firefighter/EMT/Captain       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Paramedic-56 hours       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Fire Rescue/Paramedic/Lieutenant       304       \$ 33,843.81       \$ 44,684.08       \$ 55,524.36         Fire Rescue/Paramedic/Captain       305       \$ 34,754.27       \$ 45,886.16       \$ 57,018.06         F/R Firefighter/Paramedic       400       \$ 44,863.46       \$ 59,233.35       \$ 73,603.25         F/R Firefighter/Paramedic Lieutenant       401       \$ 49,863.46       \$ 65,834.87       \$ 81,806.28         F/R Firefighter/Paramedic Captain       402       \$ 59,863.46       \$ 79,037.90       \$ 98,212.34         Public Works Supervisor I       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Development Technician       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Video Production Coordinator       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         GIS & E911 Addressing Coordinator       500       \$			¢	-	¢	-	¢	-
Firefighter/EMT/Lieutenant       302       \$ 36,606.57       \$ 48,331.76       \$ 60,056.96         Firefighter/EMT/Captain       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Paramedic-56 hours       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Fire Rescue/Paramedic/Lieutenant       304       \$ 33,843.81       \$ 44,684.08       \$ 55,524.36         Fire Rescue/Paramedic/Captain       305       \$ 34,754.27       \$ 45,886.16       \$ 57,018.06         F/R Firefighter/Paramedic       400       \$ 44,863.46       \$ 59,233.35       \$ 73,603.25         F/R Firefighter/Paramedic Lieutenant       401       \$ 49,863.46       \$ 65,834.87       \$ 81,806.28         F/R Firefighter/Paramedic Captain       402       \$ 59,863.46       \$ 79,037.90       \$ 98,212.34         Public Works Supervisor I       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Development Technician       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Video Production Coordinator       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Management Planner       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Management Coordinator       500       \$ 38,977								
Firefighter/EMT/Captain       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Paramedic-56 hours       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Fire Rescue/Paramedic/Lieutenant       304       \$ 33,843.81       \$ 44,684.08       \$ 55,524.36         Fire Rescue/Paramedic/Captain       305       \$ 34,754.27       \$ 45,886.16       \$ 57,018.06         F/R Firefighter/Paramedic       400       \$ 44,4863.46       \$ 59,233.35       \$ 73,603.25         F/R Firefighter/Paramedic Lieutenant       401       \$ 49,863.46       \$ 65,834.87       \$ 81,806.28         F/R Firefighter/Paramedic Captain       402       \$ 59,863.46       \$ 79,037.90       \$ 98,212.34         Public Works Supervisor I       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Development Technician       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Video Production Coordinator       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Emergency Management Planner       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         GIS & E911 Addressing Coordinator       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Management Coordinator       500								
Paramedic-56 hours       303       \$ 37,705.40       \$ 49,782.55       \$ 61,859.70         Fire Rescue/Paramedic/Lieutenant       304       \$ 33,843.81       \$ 44,684.08       \$ 55,524.36         Fire Rescue/Paramedic/Captain       305       \$ 34,754.27       \$ 45,886.16       \$ 57,018.06         F/R Firefighter/Paramedic       400       \$ 44,863.46       \$ 59,233.35       \$ 73,603.25         F/R Firefighter/Paramedic Lieutenant       401       \$ 49,863.46       \$ 65,834.87       \$ 81,806.28         F/R Firefighter/Paramedic Captain       402       \$ 59,863.46       \$ 79,037.90       \$ 98,212.34         Public Works Supervisor I       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Development Technician       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Video Production Coordinator       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Emergency Management Planner       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Management Coordinator       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Management Coordinator       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Land Management Coordinator       500 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>								
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Veteran's Services Officer       500       \$ 38,977.27       \$ 51,461.81       \$ 63,946.35         Public Works Supervisor II       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Adult Day Care Program Manager       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         IT Infrastructure Administrator       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Assistant Road & Bridge Manager       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Development Engineer       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40								
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Adult Day Care Program Manager506\$ 50,428.56\$ 66,580.98\$ 82,733.40IT Infrastructure Administrator506\$ 50,428.56\$ 66,580.98\$ 82,733.40Assistant Road & Bridge Manager506\$ 50,428.56\$ 66,580.98\$ 82,733.40Development Engineer506\$ 50,428.56\$ 66,580.98\$ 82,733.40							Ŧ	
IT Infrastructure Administrator       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Assistant Road & Bridge Manager       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Development Engineer       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40								
Assistant Road & Bridge Manager         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Development Engineer         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40							Ŧ	
Development Engineer 506 \$ 50,428.56 \$ 66,580.98 \$ 82,733.40								
			\$		\$		\$	
Emergency Management Senior Mitigation Planner         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40					\$		\$	
	Emergency Management Senior Mitigation Planner	506	\$	50,428.56	\$	66,580.98	\$	82,733.40

Financial Management Coordinator       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Fire Amschall       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Fire Rescue Training Officer       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Paralegal       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Planner I       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Special Projects Coordinator       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Special Projects Coordinator       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Public Information Officer       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Public DAFETY SYSTEM SCOORINATOR       506       \$ 50,428.56       \$ 66,580.98       \$ 82,733.40         Public Cordernent Supervisor/Inspector I       509       \$ 51,933.71       \$ 68,568.23       \$ 85,202.75         Code Enforment Supervisor/Inspector I       509       \$ 51,933.71       \$ 68,568.23       \$ 85,202.75         Ti Support Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Purkes Accreation Manager       512       \$ 55,888.56       \$ 73,789	Classification	Grade	Minimum	Midpoint	Maximum
Fire Marshall         504         50.428.66         \$66.500.98         \$2.733.40           Fire Rescue Training Officer         506         \$50.428.56         \$66.500.98         \$82.733.40           Paralegal         506         \$50.428.56         \$66.500.98         \$82.733.40           Paralegal         506         \$50.428.56         \$66.500.98         \$82.733.40           ShliP Administrator         506         \$50.428.56         \$66.580.98         \$82.733.40           Special Projects Coordinator         506         \$50.428.56         \$66.580.98         \$82.733.40           Public Information Officer         506					
Fire Rescue Training Officer         506         \$ 50,428.56         \$ 66,580.98         \$ 2,733.40           Pieat Services Manager         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Planner I         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Special Projects Coordinator         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Durism Marketing Manager         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Public Information Officer         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Public Information Officer         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           PUBLIC SAFETY SYSTEMS COORINATOR         500         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Code Enforcement Superviso/Inspector         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Utility Services Coordinator         512         \$ 55,885.66         \$ 73,789.83         \$ 91,691.11           DEO Project Manager         512         \$ 55,885.66         \$ 73,789.83         \$ 91,691.11           Becinces Program Manager         512         \$ 55,885.66         \$ 73,789.83         \$ 91,691.11		506			
Field Services Manager         506         5 0,428.56         \$ 66,580.98         \$ 82,733.40           Planner I         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Planner I         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           ShliP Administrator         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Special Projects Coordinator         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Public Information Officer         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Public Information Officer         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Public Information Officer         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Code Enforcement Supervisor/Inspector         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Code Enforcement Supervisor/Inspector         512         \$ 55,885.66         \$ 73,789.83         \$ 91,691.11           Deroject Manager         512         \$ 55,885.66         \$ 73,789.83         \$ 91,691.11           Deroject Manager         512         \$ 55,885.66         \$ 73,789.83         \$ 91,691.11           Droject Manag	Fire Rescue Training Officer	506	\$ 50,428.56	\$ 66,580.98	\$ 82,733.40
Paralegal         506         \$ 50,428.65         \$ 66,580.98         \$ 2,733.40           SHIP Administrator         506         \$ 50,428.65         \$ 66,580.98         \$ 82,733.40           Special Projects Coordinator         506         \$ 50,428.65         \$ 66,580.98         \$ 82,733.40           Tourism Marketing Manager         506         \$ 50,428.65         \$ 66,580.98         \$ 82,733.40           Public Information Officer         506         \$ 50,428.65         \$ 66,580.98         \$ 82,733.40           Public Information Officer         506         \$ 50,428.65         \$ 66,580.98         \$ 82,733.40           Public Information Officer         509         \$ 51,933.71         \$ 66,560.98         \$ 82,733.40           Assistant Library Director         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Code Enforcement SupervisorInspector         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Itility Services Coordinator         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Perice Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Parks & Recreation Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11		506	\$ 50,428.56	\$ 66,580.98	\$ 82,733.40
Planner1         506         \$ 50,428,56         \$ 66,580,98         \$ 8,2733,40           SHIP Administrator         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Special Projects Coordinator         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Tourism Marketing Manager         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Public Information Officer         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Public Information Officer         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Assistant Library Director         509         \$ 51,933,71         \$ 68,568,23         \$ 85,202,75           Code Enforcement Supervisor/Inspector         509         \$ 51,933,71         \$ 68,568,23         \$ 85,202,75           Utility Services Coordinator         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           DEO Project Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Development Revices Program Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Development Revices Program Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11		506		\$ 66,580.98	
Special Projects Coordinator         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Tourism Marketing Manager         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Public Information Officer         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Public Information Officer         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Public Information Officer         509         \$ 51,933,71         \$ 68,568,23         \$ 82,022,75           Code Enforcement Supervisor/Inspector         509         \$ 51,933,71         \$ 68,568,23         \$ 85,202,75           TS Support Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Project Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Project Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Project Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Project Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Services Program Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Sevices Assis		506	\$ 50,428.56	\$ 66,580.98	\$ 82,733.40
Special Projects Coordinator         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Tourism Marketing Manager         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Public Information Officer         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Public Information Officer         506         \$ 50,428,56         \$ 66,580,98         \$ 82,733,40           Public Information Officer         509         \$ 51,933,71         \$ 68,568,23         \$ 82,022,75           Code Enforcement Supervisor/Inspector         509         \$ 51,933,71         \$ 68,568,23         \$ 85,202,75           TS Support Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Project Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Project Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Project Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Project Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Services Program Manager         512         \$ 55,888,56         \$ 73,789,83         \$ 91,691,11           Sevices Assis	SHIP Administrator	506	\$ 50,428.56	\$ 66,580.98	\$ 82,733.40
Public Information Officer         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           PUBLIC SAFETY SYSTEMS COORINATOR         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Assistant Library Director         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Code Enforcement Supervisor/Inspector         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           T Support Manager         501         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Utility Services Coordinator         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           DEO Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Senior Services Program Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Develot Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Devide Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91	Special Projects Coordinator	506	\$ 50,428.56		\$ 82,733.40
Public Information Officer         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           PUBLIC SAFETY SYSTEMS COORINATOR         506         \$ 50,428.56         \$ 66,580.98         \$ 82,733.40           Assistant Library Director         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Code Enforcement Supervisor/Inspector         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           T Support Manager         501         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Utility Services Coordinator         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           DEO Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Senior Services Program Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Develot Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Devide Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91	Tourism Marketing Manager	506	\$ 50,428.56	\$ 66,580.98	\$ 82,733.40
Assistant Library Director       509       \$ 51,933.71       \$ 68,568.23       \$ 85,202.75         Chief Building Inspector/Fire Inspector       509       \$ 51,933.71       \$ 68,568.23       \$ 85,202.75         Code Enforcement Supervisor/Inspector       509       \$ 51,933.71       \$ 68,568.23       \$ 85,202.75         Utility Services Coordinator       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         DEO Project Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Parks & Recreation Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Parks & Recreation Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Parks & Recreation Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Project Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Senior Services Program Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         General Services Assistant Director       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Development Review Planner III       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Public Lands & Natural Resources Manager       5		506	\$ 50,428.56	\$ 66,580.98	\$ 82,733.40
Assistant Library Director         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Code Enforcement Supervisor/Inspector         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Code Enforcement Supervisor/Inspector         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Utility Services Coordinator         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           DEO Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Parks & Recreation Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Parks & Recreation Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Parks & Recreation Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           General Services Assistant Director         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           General Services Assistant Director         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Theybic Lands & Natural Resources Manager         512         \$ 55,888.66         \$ 73,789.	PUBLIC SAFETY SYSTEMS COORINATOR	506	\$ 50,428.56	\$ 66,580.98	
Code Enforcement Supervisor/Inspector         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           IT Support Manager         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Uility Services Coordinator         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           DEO Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Parks & Recreation Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Senior Services Program Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Development Review Planner III         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           General Services Assistant Director         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$	Assistant Library Director	509	\$ 51,933.71		\$ 85,202.75
Code Enforcement Supervisor/Inspector         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           IT Support Manager         509         \$ 51,933.71         \$ 68,568.23         \$ 85,202.75           Uility Services Coordinator         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           DEO Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Parks & Recreation Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Senior Services Program Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Development Review Planner III         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           General Services Assistant Director         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$	Chief Building Inspector/Fire Inspector I	509	\$ 51,933.71	\$ 68,568.23	\$ 85,202.75
Utility Services Coordinator       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         DEO Project Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Purso Corrected Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Parks & Recreation Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Project Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Senior Services Program Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Development Review Planner III       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         General Services Assistant Director       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Public Lands & Natural Resources Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Public Vandage Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Public Lands & Natural Resources Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Public Vandage Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Project Administrator       515       \$ 61,392		509		\$ 68,568.23	\$ 85,202.75
DEO Project Manager         512         \$ 55,888.66         \$ 73,789.83         \$ 91,691.11           Human Services Program Manager         512         \$ 55,888.66         \$ 73,789.83         \$ 91,691.11           Parks & Recreation Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Senior Services Program Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Development Review Planner III         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           General Services Assistant Director         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Puchasing Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Administrator         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Administrator         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Administrator         512         \$ 55,888.56         \$ 73,789.83	IT Support Manager	509	\$ 51,933.71	\$ 68,568.23	\$ 85,202.75
DEO Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Human Services Program Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Parks & Recreation Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Senvices Program Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Development Review Planner III         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           General Services Assistant Director         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Puchasing Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Bridge Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Administrator         515         \$ 61,332.24         \$ 81,691.5.36         \$ 100,720.48           Library Director         517         \$ 65,454.48         \$ 86,419.75         \$	Utility Services Coordinator	512	\$ 55,888.56	\$ 73,789.83	\$ 91,691.11
Parks & Recreation Manager         512         \$ 56,888.56         \$ 73,789.83         \$ 91,691.11           Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Senior Services Program Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Development Review Planner III         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           General Services Assistant Director         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Puchasing Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Road & Bridge Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Administrator         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Road & Bridge Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Road & Bridge Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Road & Bridge Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11      <	DEO Project Manager	512		\$ 73,789.83	
Parks & Recreation Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Project Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Senior Services Program Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Development Review Planner III       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         General Services Assistant Director       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Public Lands & Natural Resources Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Public Lands & Natural Resources Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Puchsing Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Road & Bridge Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Project Administrator       515       \$ 61,392.24       \$ 81,056.36       \$ 100,720.48         Library Director       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Chief Pilot       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Fight Operations Chief       517       \$ 65,454.48       \$ 86,4	Human Services Program Manager	512	\$ 55,888.56	\$ 73,789.83	\$ 91,691.11
Project Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Senior Services Program Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Development Review Planner III         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           General Services Assistant Director         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Publications Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Puchasing Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Road & Bridge Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Road & Bridge Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Road & Bridge Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Road & Bridge Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Administrator         515         \$ 61,392.24         \$ 81,056.36         \$ 100,720.48           Library Director         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01           Fligh Operat		512	\$ 55,888.56	\$ 73,789.83	\$ 91,691.11
Senior Services Program Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Development Review Planner III         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           General Services Assistant Director         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           IT Applications Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Matural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Road & Bridge Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Ir Infrastructure Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Administrator         515         \$ 61,392.24         \$ 81,056.36         \$ 100,720.48           Library Director         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01           Chief Pilot         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01           Fight Operations Chief         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01<	Project Manager	512	\$ 55,888.56	\$ 73,789.83	
Development Review Planner III         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           General Services Assistant Director         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           IT Applications Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Public Lands & Natural Resources Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Purchasing Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Purchasing Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Procenda & Bridge Manager         512         \$ 55,888.56         \$ 73,789.83         \$ 91,691.11           Project Administrator         515         \$ 61,392.24         \$ 81,056.36         \$ 100,720.48           Library Director         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01           Assistant Public Works Director/Assistant County Engineer         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01           Flier Rescue Deputy Chief         519         \$ 69,516.72         \$ 91,783.13         \$ 114,049.55           Planning Director         519         \$ 69,516.72         \$ 91,783.13         \$		512	\$ 55,888.56	\$ 73,789.83	\$ 91,691.11
IT Applications Manager       512       \$ 55,888.56       \$ 77,789.83       \$ 91,691.11         Public Lands & Natural Resources Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Purchasing Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Road & Bridge Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Road & Bridge Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Infrastructure Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Project Administrator       515       \$ 61,392.24       \$ 81,056.36       \$ 100,720.48         Library Director       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Assistant Public Works Director/Assistant County Engineer       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Chief Pilot       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Fire Rescue Deputy Chief       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Chief Building Official/Fire Inspector I       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Growth Management Chief       521       \$ 79,148.16		512		\$ 73,789.83	\$ 91,691.11
IT Applications Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Public Lands & Natural Resources Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Purchasing Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Road & Bridge Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         IT Infrastructure Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Project Administrator       515       \$ 61,392.24       \$ 81,056.36       \$ 100,720.48         Library Director       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Assistant Public Works Director/Assistant County Engineer       517       \$ 66,454.48       \$ 86,419.75       \$ 107,385.01         Flight Operations Chief       517       \$ 66,454.48       \$ 86,419.75       \$ 107,385.01         Fire Rescue Deputy Chief       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Chief Building Official/Fire Inspector I       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Growth Management Chief       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Tourism Development Director       521	General Services Assistant Director	512	\$ 55,888.56	\$ 73,789.83	\$ 91,691.11
Public Lands & Natural Resources Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Purchasing Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Road & Bridge Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         IT Infrastructure Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Project Administrator       515       \$ 61,392.24       \$ 81,056.36       \$ 100,720.48         Library Director       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Assistant Public Works Director/Assistant County Engineer       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Fliep Plot       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Fire Rescue Deputy Chief       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Planning Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Growth Management Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Growth Management Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Growth Management Chief       521       \$ 79,148.16 <t< td=""><td>IT Applications Manager</td><td>512</td><td>\$ 55,888.56</td><td>\$ 73,789.83</td><td></td></t<>	IT Applications Manager	512	\$ 55,888.56	\$ 73,789.83	
Road & Bridge Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         IT Infrastructure Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Project Administrator       515       \$ 61,392.24       \$ 81,056.36       \$ 100,720.48         Library Director       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Assistant Public Works Director/Assistant County Engineer       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Chief Pilot       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Flight Operations Chief       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Fire Rescue Deputy Chief       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Planning Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Growth Management Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Community Services Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Community Services Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Community Services Director       521       \$ 79,148.16       <		512			
IT Infrastructure Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Project Administrator       515       \$ 61,392.24       \$ 81,056.36       \$ 100,720.48         Library Director       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Assistant Public Works Director/Assistant County Engineer       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Chief Pilot       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Flight Operations Chief       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Fire Rescue Deputy Chief       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Planning Director       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Growth Management Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Tourism Development Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Community Services Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Community Services Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Growth Management Chief       521       \$ 79,148.16	Purchasing Manager	512	\$ 55,888.56	\$ 73,789.83	\$ 91,691.11
IT Infrastructure Manager       512       \$ 55,888.56       \$ 73,789.83       \$ 91,691.11         Project Administrator       515       \$ 61,392.24       \$ 81,056.36       \$ 100,720.48         Library Director       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Assistant Public Works Director/Assistant County Engineer       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Chief Pilot       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Flight Operations Chief       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Fire Rescue Deputy Chief       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Planning Director       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Growth Management Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Tourism Development Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Community Services Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Community Services Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Growth Management Chief       521       \$ 79,148.16	Road & Bridge Manager	512	\$ 55,888.56	\$ 73,789.83	\$ 91,691.11
Library Director         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01           Assistant Public Works Director/Assistant County Engineer         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01           Chief Pilot         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01           Flight Operations Chief         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01           Fire Rescue Deputy Chief         519         \$ 69,516.72         \$ 91,783.13         \$ 114,049.55           Planning Director         519         \$ 69,516.72         \$ 91,783.13         \$ 114,049.55           Chief Building Official/Fire Inspector I         519         \$ 69,516.72         \$ 91,783.13         \$ 114,049.55           Growth Management Director         521         \$ 79,148.16         \$ 104,499.55         \$ 129,850.95           Tourism Development Director         521         \$ 79,148.16         \$ 104,499.55         \$ 129,850.95           Community Services Director         521         \$ 79,148.16         \$ 104,499.55         \$ 129,850.95           Executive Director for Economic Opportunity         521         \$ 79,148.16         \$ 104,499.55         \$ 129,850.95           General Services Director         521         \$ 79,148.16         \$ 104,49	IT Infrastructure Manager	512	\$ 55,888.56	\$ 73,789.83	\$ 91,691.11
Assistant Public Works Director/Assistant County Engineer       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Chief Pilot       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Flight Operations Chief       517       \$ 65,454.48       \$ 86,419.75       \$ 107,385.01         Fire Rescue Deputy Chief       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Planning Director       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Chief Building Official/Fire Inspector I       519       \$ 69,516.72       \$ 91,783.13       \$ 114,049.55         Growth Management Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Emergency Management Chief       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Tourism Development Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Community Services Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Community Services Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Executive Director for Economic Opportunity       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Financial Services Director<	Project Administrator	515	\$ 61,392.24	\$ 81,056.36	\$ 100,720.48
Chief Pilot         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01           Flight Operations Chief         517         \$ 65,454.48         \$ 86,419.75         \$ 107,385.01           Fire Rescue Deputy Chief         519         \$ 69,516.72         \$ 91,783.13         \$ 114,049.55           Planning Director         519         \$ 69,516.72         \$ 91,783.13         \$ 114,049.55           Chief Building Official/Fire Inspector I         519         \$ 69,516.72         \$ 91,783.13         \$ 114,049.55           Growth Management Director         521         \$ 79,148.16         \$ 104,499.55         \$ 129,850.95           Emergency Management Director         521         \$ 79,148.16         \$ 104,499.55         \$ 129,850.95           Tourism Development Director         521         \$ 79,148.16         \$ 104,499.55         \$ 129,850.95           Airport Director         521         \$ 79,148.16         \$ 104,499.55         \$ 129,850.95           Community Services Director         521         \$ 79,148.16         \$ 104,499.55         \$ 129,850.95           Executive Director for Economic Opportunity         521         \$ 79,148.16         \$ 104,499.55         \$ 129,850.95           General Services Director         521         \$ 79,148.16         \$ 104,499.55         \$ 12	Library Director	517	\$ 65,454.48	\$ 86,419.75	\$ 107,385.01
Flight Operations Chief517\$ 65,454.48\$ 86,419.75\$ 107,385.01Fire Rescue Deputy Chief519\$ 69,516.72\$ 91,783.13\$ 114,049.55Planning Director519\$ 69,516.72\$ 91,783.13\$ 114,049.55Chief Building Official/Fire Inspector I519\$ 69,516.72\$ 91,783.13\$ 114,049.55Growth Management Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Emergency Management Chief521\$ 79,148.16\$ 104,499.55\$ 129,850.95Tourism Development Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Airport Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Community Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Executive Director for Economic Opportunity521\$ 79,148.16\$ 104,499.55\$ 129,850.95General Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Innovation Technology Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Assistant Public Works Director/Assistant County Engineer	517	\$ 65,454.48	\$ 86,419.75	\$ 107,385.01
Fire Rescue Deputy Chief519\$ 69,516.72\$ 91,783.13\$ 114,049.55Planning Director519\$ 69,516.72\$ 91,783.13\$ 114,049.55Chief Building Official/Fire Inspector I519\$ 69,516.72\$ 91,783.13\$ 114,049.55Growth Management Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Emergency Management Chief521\$ 79,148.16\$ 104,499.55\$ 129,850.95Tourism Development Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Airport Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Community Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Executive Director for Economic Opportunity521\$ 79,148.16\$ 104,499.55\$ 129,850.95General Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Innovation Technology Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Chief Pilot	517	\$ 65,454.48	\$ 86,419.75	\$ 107,385.01
Planning Director519\$69,516.72\$91,783.13\$114,049.55Chief Building Official/Fire Inspector I519\$69,516.72\$91,783.13\$114,049.55Growth Management Director521\$79,148.16\$104,499.55\$129,850.95Emergency Management Chief521\$79,148.16\$104,499.55\$129,850.95Tourism Development Director521\$79,148.16\$104,499.55\$129,850.95Airport Director521\$79,148.16\$104,499.55\$129,850.95Community Services Director521\$79,148.16\$104,499.55\$129,850.95Executive Director for Economic Opportunity521\$79,148.16\$104,499.55\$129,850.95General Services Director521\$79,148.16\$104,499.55\$129,850.95Financial Services Director521\$79,148.16\$104,499.55\$129,850.95Innovation Technology Director521\$79,148.16\$104,499.55\$129,850.95Fire Rescue Division Chief523\$84,835.58\$112,008.66\$139,181.75Deputy County Administrator525\$100,000.00\$127,500.00\$155,000.00Deputy County Attorney525\$100,000.00\$127,500.00\$155,000.00		517	\$ 65,454.48	\$ 86,419.75	\$ 107,385.01
Chief Building Official/Fire Inspector I519\$ 69,516.72\$ 91,783.13\$ 114,049.55Growth Management Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Emergency Management Chief521\$ 79,148.16\$ 104,499.55\$ 129,850.95Tourism Development Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Airport Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Community Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Executive Director for Economic Opportunity521\$ 79,148.16\$ 104,499.55\$ 129,850.95General Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Fire Rescue Deputy Chief	519	\$ 69,516.72	\$ 91,783.13	\$ 114,049.55
Growth Management Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Emergency Management Chief521\$ 79,148.16\$ 104,499.55\$ 129,850.95Tourism Development Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Airport Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Community Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Executive Director for Economic Opportunity521\$ 79,148.16\$ 104,499.55\$ 129,850.95General Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Planning Director	519	\$ 69,516.72	\$ 91,783.13	\$ 114,049.55
Emergency Management Chief521\$ 79,148.16\$ 104,499.55\$ 129,850.95Tourism Development Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Airport Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Community Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Executive Director for Economic Opportunity521\$ 79,148.16\$ 104,499.55\$ 129,850.95General Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Chief Building Official/Fire Inspector I	519	\$ 69,516.72	\$ 91,783.13	\$ 114,049.55
Tourism Development Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Airport Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Community Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Executive Director for Economic Opportunity521\$ 79,148.16\$ 104,499.55\$ 129,850.95General Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Innovation Technology Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Growth Management Director	521	\$ 79,148.16	\$ 104,499.55	\$ 129,850.95
Tourism Development Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Airport Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Community Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Executive Director for Economic Opportunity521\$ 79,148.16\$ 104,499.55\$ 129,850.95General Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Innovation Technology Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Emergency Management Chief	521	\$ 79,148.16	\$ 104,499.55	\$ 129,850.95
Community Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Executive Director for Economic Opportunity521\$ 79,148.16\$ 104,499.55\$ 129,850.95General Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Innovation Technology Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Tourism Development Director	521	\$ 79,148.16	\$ 104,499.55	
Executive Director for Economic Opportunity521\$ 79,148.16\$ 104,499.55\$ 129,850.95General Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Innovation Technology Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Airport Director	521	\$ 79,148.16	\$ 104,499.55	\$ 129,850.95
General Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Innovation Technology Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Community Services Director	521	\$ 79,148.16	\$ 104,499.55	\$ 129,850.95
Financial Services Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Innovation Technology Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Executive Director for Economic Opportunity	521	\$ 79,148.16	\$ 104,499.55	\$ 129,850.95
Innovation Technology Director521\$ 79,148.16\$ 104,499.55\$ 129,850.95Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	General Services Director	521	\$ 79,148.16	\$ 104,499.55	\$ 129,850.95
Innovation Technology Director       521       \$ 79,148.16       \$ 104,499.55       \$ 129,850.95         Fire Rescue Division Chief       523       \$ 84,835.58       \$ 112,008.66       \$ 139,181.75         Deputy County Administrator       525       \$ 100,000.00       \$ 127,500.00       \$ 155,000.00         Deputy County Attorney       525       \$ 100,000.00       \$ 127,500.00       \$ 155,000.00	Financial Services Director	521	\$ 79,148.16		
Fire Rescue Division Chief523\$ 84,835.58\$ 112,008.66\$ 139,181.75Deputy County Administrator525\$ 100,000.00\$ 127,500.00\$ 155,000.00Deputy County Attorney525\$ 100,000.00\$ 127,500.00\$ 155,000.00	Innovation Technology Director	521			
Deputy County Administrator         525         \$ 100,000.00         \$ 127,500.00         \$ 155,000.00           Deputy County Attorney         525         \$ 100,000.00         \$ 127,500.00         \$ 155,000.00					
Deputy County Attorney 525 \$ 100,000.00 \$ 127,500.00 \$ 155,000.00					
	Deputy County Attorney		\$ 100,000.00		
	Public Works Director/County Engineer	525			

## Public Market Survey Results Flagler County, Florida





**Evergreen Solutions, LLC** 

**August 2018** 

## **Overview**

- Study Goals
- Project Phases
- Comp Survey
- Findings
- Recommendations

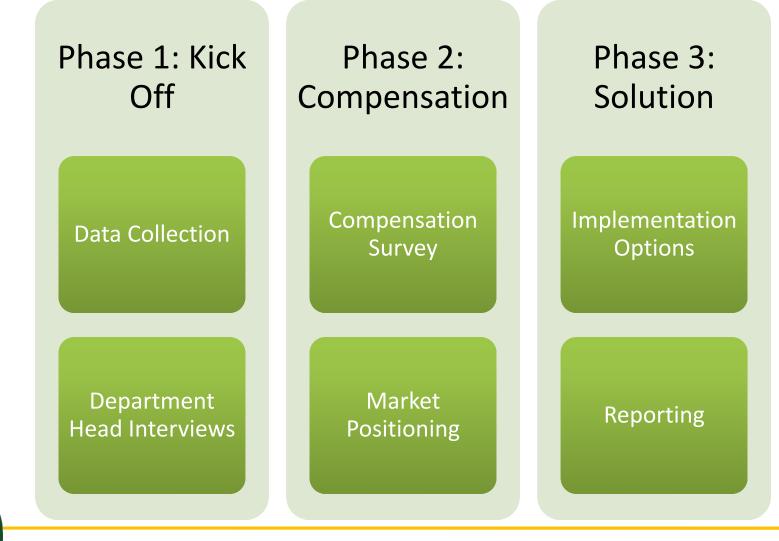


# Study Goals

- Review current compensation system
- Survey peer organizations to ensure external equity
- Produce recommendations to provide the organization with a compensation system that is equitable, both internally and externally



## **Project Phases**





# Comp Survey

- Salary and benefits survey resulted in 18 responses.
- All responses are adjusted for cost of living differentials.
- Salary ranges and average actuals were collected from the respondents.
- A total of 53 jobs were benchmarked representing all participating parties.

Respondents Alachua County Sumter County Bay County Volusia County **Highlands County** City of Gainesville Indian River County City of Jacksonville Lake County City of Ocala Marion County City of Orlando Santa Rosa County City of Palm Coast Seminole County City of Port Orange St. Johns County City of St. Augustine





- The County utilizes a classification structure, ranges, and levels similar to its peers.
- On average, the County falls behind its public peers at the range minimum, midpoint, and maximum.
- The County's average actual salary gap significantly impacts a number of non-exempt positions in the trades, fire and rescue, and other support classifications.



# Average Actuals

Classifications with average actual differentials of -15 percent or more:

- Equipment Operator I, II, and III
- F/R Firefighter/Paramedic Lt
- F/R Deputy Chief
- General Services Director
- IT Support Specialist
- Park Ranger
- Park and Recreation Manager
- Procurement Analyst
- Public Information Officer
- Purchasing Manager
- Tradesworker I, III



Comp Structure Recs

- **Recommendation 1**: Evergreen recommends the County adopt a new, step-based compensation plan for all employees, and adjust its starting salary rates for each grade to account for the gap to the market average.
- **Recommendation 2**: Evergreen recommends the County adjust the pay grade assignments of 82 classifications.
- **Recommendation 3**: Transition employee salaries on to the new step plan.



## **Other Recs**

- Recommendation 4: Based on the information provided by the County, Evergreen recommends that the Adult Day Care Program Manager be exempt for overtime.
- **Recommendation 5**: Conduct small-scale salary surveys as needed to assess the market competitiveness of hard-to-fill classifications and/or classifications with retention issues and make adjustments to pay grade assignments if necessary.
- **Recommendation 6**: Conduct a comprehensive compensation and classification study every three to five years.

