



**CLASSIFICATION & GRADE TABLE  
FISCAL YEAR 2012-2013**

Grade	Classification	FLSA		Minimum	Job Rate	Maximum
		Status	Frequency			
47	Chore Worker	NE	Annual	\$15,532	\$18,639	\$24,075
	Transportation Driver	NE	Monthly	\$1,294	\$1,553	\$2,006
	Equipment Operator	NE	Hourly	\$7.47	\$8.96	\$11.57
48	Not used	NE	Annual	\$16,372	\$19,646	\$25,376
49	Not used	NE	Annual	\$17,075	\$20,491	\$26,467
50		NE	Annual	\$17,810	\$21,371	\$27,605
			Monthly	\$1,484	\$1,781	\$2,300
			Hourly	\$8.56	\$10.27	\$13.27
51	EMT-Basic	NE	Annual	\$18,576	\$22,291	\$28,793
	Office Aide		Monthly	\$1,548	\$1,858	\$2,399
			Hourly	\$8.93	\$10.72	\$13.84
52	Housekeeper	NE	Annual	\$19,375	\$23,250	\$30,032
	Youth Program Assistant	NE	Monthly	\$1,615	\$1,938	\$2,503
		NE	Hourly	\$9.31	\$11.18	\$14.44
53			Annual	\$20,207	\$24,248	\$31,320
54	4-H Program Assistant	NE	Annual	\$21,077	\$25,293	\$32,670
	Community Health Assistant*	NE	Monthly	\$1,756	\$2,108	\$2,723
	Community Social Services Assistant*	NE	Hourly	\$10.13	\$12.16	\$15.71
	Custodian	NE				
	Data Entry Assistant	NE				
	EMT - Intermediate	NE				
	Family Resources Program Assistant	NE				
55	Library Aide	NE	Annual	\$21,983	\$26,380	\$34,074
			Monthly	\$1,832	\$2,198	\$2,840
			Hourly**	\$10.57	\$12.68	\$16.38
56	Community Health Technician*	NE	Annual	\$22,928	\$27,513	\$35,538
			Monthly	\$1,911	\$2,293	\$2,962
			Hourly	\$11.02	\$13.23	\$17.09
57	Animal Shelter Attendant	NE	Annual	\$23,915	\$28,698	\$37,068
	Bailiff	NE	Monthly	\$1,993	\$2,392	\$3,089
	Data Entry Operator II*	NE	Hourly	\$11.50	\$13.80	\$17.82
	Data Entry Specialist	NE				
	Landfill Maintenance Worker	NE				
	Library Assistant	NE				
	Medical Office Assistant*	NE				
	Office Assistant III*	NE				
	Parks Supervisor	NE				
	Processing Assistant III*	NE				
58	EMT - Paramedic	NE	Annual	\$24,942	\$29,931	\$38,661
	Maintenance Worker	NE	Monthly	\$2,079	\$2,494	\$3,222
	Office Assistant	NE	Hourly	\$11.99	\$14.39	\$18.59
	Security Screening Technicians	NE				
59	Accounting Clerk	NE	Annual	\$26,016	\$31,219	\$40,325
	Accounting Clerk IV*	NE	Monthly	\$2,168	\$2,602	\$3,360
	Deputy Fire Marshal	NE	Hourly	\$12.51	\$15.01	\$19.39
	Fire Inspector	NE				
	Meter Reader	NE				
	Office Assistant II	NE				
	Office Assistant IV*	NE				
	Processing Assistant IV*	NE				
	Senior EMT-Paramedic	NE				

Effective July 1, 2012



**CLASSIFICATION & GRADE TABLE  
FISCAL YEAR 2012-2013**

<b>Grade</b>	<b>Classification</b>	<b>FLSA Status</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Job Rate</b>	<b>Maximum</b>
	Transportation Services Assistant	NE				



**CLASSIFICATION & GRADE TABLE  
FISCAL YEAR 2012-2013**

Grade	Classification	FLSA		Minimum	Job Rate	Maximum
		Status	Frequency			
60	Administrative Support Specialist	NE	Annual	\$27,134	\$32,561	\$42,058
	EMS Transportation Dispatcher	NE	Monthly	\$2,261	\$2,713	\$3,505
	Deputy Register of Deeds	NE	Hourly	\$13.05	\$15.65	\$20.22
	Senior Maintenance Worker	NE				
	Senior Meter Reader	NE				
	Transportation Dispatcher	NE				
61	Accounting Clerk V*	NE	Annual	\$28,301	\$33,961	\$43,867
	Accounting Technician II*	NE	Monthly	\$2,358	\$2,830	\$3,656
	Accounts Payable Technician	NE	Hourly	\$13.61	\$16.33	\$21.09
	Call Taker	NE				
	EMS Billing and Insurance Specialist	NE				
	Income Maintenance Caseworker I*	NE				
	Library Program Specialist	NE				
	Patient Relations Representative V*	NE				
	Processing Assistant V*	NE				
	Processing Unit Supervisor V*	NE				
	Program Assistant V*	NE				
	Senior Deputy Register of Deeds	NE				
	Tax Program Assistant	NE				
	Utility Customer Services Representative	NE				
Water Quality Technician	NE					
62	Addressing Specialist	NE	Annual	\$29,519	\$35,423	\$45,754
	Animal Control Officer	NE	Monthly	\$2,460	\$2,952	\$3,813
	Detention Officer***	NE	Hourly	\$14.19	\$17.03	\$22.00
	EMS Shift Supervisor	NE	Hourly ***	\$13.28	\$15.93	\$20.58
	Fingerprint ID Technician	NE				
	Parks Maintenance Technician	NE				
	Practical Nurse II*	NE				
	Senior Administrative Support Specialist	NE				
	Solid Waste Accounts Manager	NE				
	Utility Locate Technician	NE				
Utility System Technician	NE					
63	Branch Library Supervisor	NE	Annual	\$30,789	\$36,946	\$47,723
	Business Property Assistant	NE	Monthly	\$2,566	\$3,079	\$3,977
	Central Permitting Technician	NE	Hourly	\$14.80	\$17.76	\$22.94
	Facility Maintenance Technician	NE				
	Finance Technician	NE				
	Fleet Maintenance Mechanic	NE				
	Foreign Language Interpreter II*	NE				
	Heavy Equipment Operator	NE				
	Human Resources Placement Specialist*	NE				
	Human Services Coordinator*	NE				
	Income Maintenance Caseworker II*	NE				
	Senior Utility Customer Service Representative	NE				
Social Worker I*	NE					
64	Administrative Assistant	NE	Annual	\$32,112	\$38,534	\$49,774
	Assistant Register of Deeds	NE	Monthly	\$2,676	\$3,211	\$4,148
	Child Support Agent I*	NE	Hourly	\$15.44	\$18.53	\$23.93
	Chief Deputy Register of Deeds	NE	Hourly**	\$14.03	\$16.84	\$21.75
	Computer Support Technician	NE				
	Elections Specialist/Deputy Director	NE				
	Evidence Technician	NE				

Effective July 1, 2012



**CLASSIFICATION & GRADE TABLE  
FISCAL YEAR 2012-2013**

Grade	Classification	FLSA		Minimum	Job Rate	Maximum
		Status	Frequency			
64	Family Resource Program Specialist	NE				
	Human Resources Technician	NE				
	Land Records Technician	NE				
	Medical Laboratory Technician II*	NE				
	Meter Services Specialist	NE				
	One-on-One Coordinator	NE				
	Records Supervisor	NE				
	Senior Center Administrator	NE				
	Senior Detention Officer	NE				
	Telecommunicator - EMD**	NE				
	Treatment Plant Operator	NE				
	Utility Inventory Technician	NE				
	Veterans Services Specialist	NE				
	Workforce Development Specialist	NE				
65	Administrative Assistant I*	NE	Annual	\$33,494	\$40,193	\$51,915
	Accounting Technician IV*	NE	Monthly	\$2,791	\$3,349	\$4,326
	Administrative Service Technician	NE	Hourly	\$16.10	\$19.32	\$24.96
	E-911 Database Coordinator	NE				
	Facility Maintenance Supervisor	NE				
	Income Maintenance Caseworker III*	NE				
	Income Maintenance Investigator II*	NE				
	Nutrition Project Coordinator II*	NE				
	Planning Technician	NE				
	Plant Maintenance Technician	NE				
	Public Health Education Specialist*	E				
	Senior Facility Maintenance Technician	NE				
	Senior Fleet Maintenance Mechanic	NE				
	Workforce Development/Joblink Coordinator	NE				
	Solid Waste Operations Crew Leader	NE				
	Utility System Pump Technician	NE				
66	Child Support Agent II*	NE	Annual	\$34,933	\$41,920	\$54,147
	Deputy Sheriff***	NE	Monthly	\$2,911	\$3,493	\$4,512
	Detention Shift Supervisor***	NE	Hourly	\$16.79	\$20.15	\$26.03
	EMS Operations Assistant	NE	Hourly**	\$15.27	\$18.32	\$23.67
	Family Resource Program Manager	NE	Hourly***	\$15.71	\$18.86	\$24.36
	Fleet Maintenance Supervisor	NE				
	Juvenile Restitution Coordinator	NE				
	Natural Resource Conservationist	NE				
	Nutritionist II*	NE				
	Purchasing Specialist	NE				
	Senior Central Permitting Technician	NE				
	Tax Customer Service Supervisor	NE				
	Telecommunications Shift Supervisor**	NE				
	Telecommunications Training Officer	NE				
	Utilities Collections Officer	NE				
	Volunteer Services Director*	NE				
67	Administrative Assistant II*	NE	Annual	\$36,435	\$43,722	\$56,475
	Child Support Lead Agent*	NE	Monthly	\$3,036	\$3,644	\$4,706
	Communications Administrative Officer	NE	Hourly	\$17.52	\$21.02	\$27.15
	GIS Technician	NE				
	Human Resources Development Specialist	NE				
	Income Maintenance Supervisor II*	NE				

*Effective July 1, 2012*



**CLASSIFICATION & GRADE TABLE  
FISCAL YEAR 2012-2013**

Grade	Classification	FLSA		Minimum	Job Rate	Maximum
		Status	Frequency			
	Laboratory Analyst	NE				
	Paralegal	NE				
	Paralegal I*	NE				
	Payroll Specialist	NE				
	Property Appraiser	NE				
	Public Health Educator II*	E				
	Social Worker II*	NE				
	Transit Services Manager	NE				
	Zoning Inspector	NE				
<b>68</b>	Animal Control Program Manager	NE	<i>Annual</i>	\$38,003	\$45,603	\$58,905
	Code Enforcement Officer Trainee	NE	<i>Monthly</i>	\$3,167	\$3,800	\$4,909
	Criminal Justice Partnership Program Administrator	NE	<i>Hourly</i>	\$18.27	\$21.92	\$28.32
	Librarian	E*				
	Medical Laboratory Technologist I*	NE				
	Meter Services Supervisor	NE				
	Pre-Trial Release Administrator	NE				
	Senior Treatment Plant Operator	NE				
	Senior Treatment Plant/Pre-Treatment Operator	NE				
	Solid Waste Operations Manager	NE				
	Utility System Crew Leader	NE				
	Veterans Services Director	NE				
<b>69</b>	Child Support Supervisor*	NE	<i>Annual</i>	\$39,636	\$47,563	\$61,436
	Deputy Sheriff - Corporal***	NE	<i>Monthly</i>	\$3,303	\$3,964	\$5,120
	Deputy Sheriff- Detective***	NE	<i>Hourly</i>	\$19.06	\$22.87	\$29.54
	Environmental Health Specialist*	NE	<i>Hourly***</i>	\$17.83	\$21.40	\$27.64
	Engineering Technician	NE				
	Family Resource Program Supervisor	NE				
	Finance & Accounting Specialist	E**				
	Latent Print Examiner***	NE				
	Right of Way Agent	NE				
	SCADA Technician	NE				
	Senior Utility System Crew Leader	NE				
	Senior Utility System Pump Technician	NE				
	Senior Zoning Inspector	NE				
	Social Worker III*	NE				
	Utilities Customer Services Supervisor	NE				
	Utility Construction Coordinator	NE				
	Utility Construction Inspector	NE				
<b>70</b>	Assistant Detention Center Administrator***	E	<i>Annual</i>	\$41,341	\$49,609	\$64,078
	Assistant Emergency Management Coordinator	NE	<i>Monthly</i>	\$3,445	\$4,134	\$5,340
	Clerk to the Board of Commissioners	NE	<i>Hourly</i>	\$19.88	\$23.85	\$30.81
	Code Enforcement Officer I	NE	<i>Hourly***</i>	\$18.60	\$22.32	\$28.83
	Detective Corporal***	NE				
	Information Systems Technician	E				
	Nutrition Program Director I*	E				
	Planner I	E*				
	Public Health Nurse I*	E				
	Senior Assistant Register of Deeds	NE				
	Social Work Supervisor II*	E				
	Social Worker Investigative, Assessment & Treatment	NE				
	Tax Collections Supervisor	NE				
<b>71</b>	Deputy Sheriff - Sergeant***	NE	<i>Annual</i>	\$43,119	\$51,743	\$66,835

*Effective July 1, 2012*



**CLASSIFICATION & GRADE TABLE  
FISCAL YEAR 2012-2013**

Grade	Classification	FLSA		Minimum	Job Rate	Maximum
		Status	Frequency			
71	Distribution and Collections System Supervisor	NE	Monthly	\$3,593	\$4,312	\$5,570
	District Resource Conservationist	E	Hourly	\$20.73	\$24.88	\$32.13
	Environmental Health Program Specialist*	NE	Hourly***	\$19.40	\$23.28	\$30.07
	Public Health Educator III*	E				
	Senior Engineering Technician	NE				
72	Chief Deputy Fire Marshal	NE	Annual	\$44,972	\$53,966	\$69,706
	Code Enforcement Officer II	NE	Monthly	\$3,748	\$4,497	\$5,809
	Communications Manager	E	Hourly	\$21.62	\$25.95	\$33.51
	Elections Director	NE				
	Emergency Management Coordinator	NE				
	Environmental Health Supervisor I*	E				
	Facility Maintenance Manager	NE				
	Income Maintenance Administrator*	E				
	Information Systems Specialist	NE				
	Planner II	NE				
	Property Revaluation Coordinator	E				
	Public Health Nurse II*	E				
	Soil Scientist*	NE				
	Tax Database Administrator	NE				
73	Accounting Services Supervisor	E	Annual	\$46,905	\$56,286	\$72,703
	E-911 Operations Administrator	NE	Monthly	\$3,909	\$4,691	\$6,059
	Economic Development Program Coordinator	NE	Hourly	\$22.55	\$27.06	\$34.95
	Electrical/Mechanical Supervisor	NE				
	Finance & Budget Analyst	NE				
	GIS Supervisor	E				
	Local Public Health Administrator	E				
	Public Health Nurse III*	E				
	Risk Management and Safety Coordinator	E				
	Senior Planner	E*				
	Social Work Supervisor III*	E				
	Water Treatment Plant Supervisor	E				
74	Administrative and Budget Officer	E	Annual	\$48,923	\$58,708	\$75,831
	Captain		Monthly	\$4,077	\$4,892	\$6,319
	Chief Tax Appraiser	NE	Hourly	\$23.52	\$28.23	\$36.46
	Code Enforcement Officer III	E				
	Database Administrator	E				
	Deputy Sheriff - Lieutenant***	E				
	Detention Center Administrator***	E				
	EMS Training Officer	NE				
	Network Administrator	E				
	Public Health Nursing Supervisor I*	E				
	Social Work Program Manager*	E				
	SR Information Systems Specialist	E				
	75	Assistant Building Codes Administrator	NE	Annual	\$51,027	\$61,232
Capital Project Manager		E	Monthly	\$4,252	\$5,103	\$6,591
Central Permitting/Community Dev Administrator		E	Hourly	\$24.53	\$29.44	\$38.03
Deputy Sheriff - Captain		E				
Fire Marshal		NE				
Treatment Plant Superintendent		NE				
76	Applications Analyst	E	Annual	\$53,221	\$63,865	\$82,493
	Assistant Economic Development Director	E	Monthly	\$4,435	\$5,322	\$6,874



**CLASSIFICATION & GRADE TABLE  
FISCAL YEAR 2012-2013**

<b>Grade</b>	<b>Classification</b>	<b>FLSA Status</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Job Rate</b>	<b>Maximum</b>
	Building Codes Administrator	E				
	GIS Administrator	E				
	Parks and Recreation Director	E				
	Public Health Nursing Supervisor II*	E				



**CLASSIFICATION & GRADE TABLE  
FISCAL YEAR 2012-2013**

Grade	Classification	FLSA		Minimum	Job Rate	Maximum
		Status	Frequency			
77	Library Director	E	Annual	\$55,510	\$66,612	\$86,040
	Manager of Planning Services	E	Monthly	\$4,626	\$5,551	\$7,170
	Register of Deeds	E				
	Treatment Plants Manager	E				
78	EMS Division Chief	E	Annual	\$57,896	\$69,476	\$89,740
	Deputy Sheriff - Major	E	Monthly	\$4,825	\$5,790	\$7,478
79	Information Systems Administrator	E	Annual	\$60,387	\$72,465	\$93,599
	Public Health Nursing Director II	E	Monthly	\$5,032	\$6,039	\$7,800
80	Deputy Finance Officer	E	Annual	\$62,983	\$75,580	\$97,624
			Monthly	\$5,249	\$6,298	\$8,135
81	General Services Director	E	Annual	\$65,692	\$78,831	\$101,823
	Human Resources Director	E	Monthly	\$5,474	\$6,569	\$8,485
	Physician Extender II	E				
82	Assistant Public Utilities Director	E	Annual	\$68,518	\$82,221	\$106,202
	Attorney II*	E	Monthly	\$5,710	\$6,852	\$8,850
	Emergency Services Director	E				
83	County Engineer	E	Annual	\$71,462	\$85,755	\$110,767
			Monthly	\$5,955	\$7,146	\$9,231
84	Deputy County Manager/Tax Administrator	E	Annual	\$74,536	\$89,443	\$115,531
	Economic Development Director	E	Monthly	\$6,211	\$7,454	\$9,628
	Information Technology Director	E				
	Planning & Development Services Director	E				
	Sheriff	E				
	Staff Attorney	E				
85	Finance Director	E	Annual	\$77,740	\$93,288	\$120,498
	Local Health Director*	E	Monthly	\$6,478	\$7,774	\$10,042
	Public Utilities Director	E				
	Senior Staff Attorney	E				
	Social Services Director*	E				
86	Not Used		Annual	\$81,084	\$97,300	\$125,680
87	Not Used		Annual	\$84,569	\$101,483	\$131,082
88	Not Used		Annual	\$88,206	\$105,847	\$136,719
89	Not Used		Annual	\$92,001	\$110,401	\$142,601
90	Not Used		Annual	\$95,987	\$115,184	\$148,779
91	Not Used		Annual	\$100,114	\$120,137	\$155,177
92	Not Used		Annual	\$104,419	\$125,303	\$161,849
93	Not Used		Annual	\$108,909	\$130,691	\$168,809
94	ALS Medical Director	E	Annual	\$113,593	\$136,310	\$176,068
			Monthly	\$9,466	\$11,359	\$14,672
			Hourly	\$54.61	\$65.53	\$84.65

E = Exempt from the Wage and Hour Provisions of the Fair Labor Standards Act

\* = FLSA status determined by the Office of State Personnel

E\* = Exempt when position filled by employee with MA/MS in area of profession (ie planning, library science, etc.)

E\*\* = Exempt when position filled by employee with BA/BS in area of profession (ie accounting, business, etc.)

Hourly rate is based on a 40 hour work week.

\*\*Hourly rate is based on 2288 annual hours.

\*\*\*Hourly rate is based on 2223 annual hours.



**SPECIAL PAY PLAN - PUBLIC UTILITIES**

*Schedule B*

**Distribution/Utility System Technicians**

Waste Water	Water	Salary Point Grade 62	Minimum Projected Salary	3/5 Point Marker	Projected 3/5 Point (Adj Job Rate)	Max
(Trainee)	No Certificate (Trainee)	Minimum	\$ 29,519	Job Rate	\$ 35,423	\$ 45,754
I	C	Min + 5%	\$ 30,995	Job Rate	\$ 35,423	\$ 45,754
II	B	Level 1 + 5%	\$ 32,545	MP + 5%	\$ 39,519	\$ 45,754
III		Job Rate	\$ 35,423	MP + 10%	\$ 41,401	\$ 45,754
IV	A	Midpoint	\$ 37,637	MP + 15%	\$ 43,283	\$ 45,754

**Treatment Plant Operators**

Waste Water	Water	Salary Point Grade 64	Minimum Projected Salary	3/5 Point Marker	Projected 3/5 Point (Adj Job Rate)	Max
(Trainee)	No Certificate (Trainee)	Minimum	\$ 32,112			\$ 49,774
I		Min + 5%	\$ 33,718	Job Rate	\$ 38,534	\$ 49,774
	C	Level I + 5%	\$ 35,404	JR + 5%	\$ 40,461	\$ 49,774
II		Job Rate	\$ 38,534	MP + 5%	\$ 42,990	\$ 49,774
III	B	Midpoint	\$ 40,943	MP + 10%	\$ 45,037	\$ 49,774
IV	A	MP + 5%	\$ 42,990	MP + 15%	\$ 47,084	\$ 49,774

**Utility System Pump Technician**

Waste Water	Water	Salary Point Grade 65	Minimum Projected Salary	3/5 Point Marker	Projected 3/5 Point (Adj Job Rate)	Max
(Trainee)	No Certificate (Trainee)	Minimum	\$ 33,494	Job Rate	\$ 40,193	\$ 51,915
I	C	Min + 5%	\$ 35,169	Job Rate	\$ 40,193	\$ 51,915
II	B	Level 1 + 5%	\$ 36,927	MP + 5%	\$ 44,840	\$ 51,915
III		Job Rate	\$ 40,193	MP + 10%	\$ 46,976	\$ 51,915
IV	A	Midpoint	\$ 42,705	MP + 15%	\$ 49,111	\$ 51,915

**Crew Leader**

Waste Water	Water	Salary Point Grade 68	Minimum Projected Salary	3/5 Point Marker	Projected 3/5 Point (Adj Job Rate)	Max
No Certificate/I	No CertificateC	Minimum	\$ 38,003	Job Rate	\$ 45,603	\$ 58,905
II	B	Min + 5%	\$ 39,903	MidPoint	\$ 48,454	\$ 58,905
III		Level II + 5%	\$ 41,898	MP + 5%	\$ 50,877	\$ 58,905
IV	A	Level III + 5%	\$ 43,993	MP + 10%	\$ 53,299	\$ 58,905

**Sr. Treatment/Pre-Treatment Plant Operators**

Waste Water	Water	Salary Point Grade 68	Minimum Projected Salary	3/5 Point Marker	Projected 3/5 Point (Adj Job Rate)	Max
I	C	Minimum	\$ 38,003	Job Rate	\$ 45,603	\$ 58,905
II	B	Min + 10%	\$ 41,803	MP + 5%	\$ 50,877	\$ 58,905
III		Job Rate	\$ 45,603	MP + 10%	\$ 53,299	\$ 58,905
IV	A	Midpoint	\$ 48,454	MP + 15%	\$ 55,722	\$ 58,905

**Senior Crew Leader**

Waste Water	Water	Salary Point Grade 69	Minimum Projected Salary	3/5 Point Marker	Projected 3/5 Point (Adj Job Rate)	Max
No Certificate/I	No CertificateC	Minimum	\$ 39,636	Job Rate	\$ 47,563	\$ 61,436
II	B	Min + 5%	\$ 41,618	MidPoint	\$ 50,536	\$ 61,436
III		Level II + 5%	\$ 43,699	MP + 5%	\$ 53,063	\$ 61,436
IV	A	Level III + 5%	\$ 45,884	MP + 15%	\$ 58,116	\$ 61,436

**Effective July 1, 2012**