

MANAGEMENT CONFIDENTIAL EMPLOYEE SALARY SCHEDULE

	Year 1 Step	Year 10 Step	Year 20 Step
GRADE 1			
ADMINISTRATIVE ASSISTANT	\$ 45,899	\$ 52,784	\$ 61,389
HUMAN RESOURCES CLERK			
LEGISLATIVE SEC			
PERSONNEL ASSISTANT			
SENIOR PAYROLL CLERK			
GRADE 2			
ACCOUNTS PAYABLE COORDINATOR	Year 1 Step \$51,636	Year 10 Step \$58,521	Year 20 Step \$67,128
CHIEF CIVIL CLERK			
CONF SEC COUNTY ATTORNEY			
CONF SEC DISTRICT ATTORNEY			
CONF SEC DIV OF H&H SERVICES			
CONF SEC HR			
CONF SEC JAIL ADMINISTRATOR			
CONF SEC OF PUBLIC SAFETY			
CONF SEC OF PLANNING			
CONF SEC SHERIFF			
COORDINATOR OF COMMUNICATIONS			
FINANCIAL ACCOUNT CLERK			
HR BENEFITS SPECIALIST			
DEPUTY COUNTY CLERK-DMV			
EXEC ASST TO COUNTY MGR			
EXECUTIVE SECRETARY (OMB)			
EXECUTIVE SECRETARY (DPW)			
PRINCIPAL PAYROLL CLERK			
SENIOR PERSONNEL ASSISTANT			
GRADE 3			
ASSISTANT DIRECTOR OF PURCHASING & CENTRAL SERVICES	Year 1 Step \$65,406	Year 10 Step \$72,290	Year 20 Step \$80,897
ASSISTANT DIRECTOR OF PARKS AND RECREATION			
HUMAN RESOURCES BENEFITS COORDINATOR			
CHIEF EMERGENCY DISPATCHER			
COORDINATOR OF CHILD SUPPORT ENF			
COORDINATOR OF CHILDREN WITH SPECIAL NEEDS PROGRAM			
DEPUTY DIRECTOR OF REAL PROPERTY TAXES			
DIVISION CONTRACT COMPLIANCE OFFICER			
DMV ADMINISTRATOR			
INVESTIGATOR			
MANAGER OF YOUTH SERVICES			
MANAGER OF RISK MANAGEMENT			
MUNI DIR OF WEIGHTS & MEASURERS/SAFETY COORD			
PARALEGAL			
PERSONNEL PROJECT COORDINATOR			
RABIES CONTROL OFFICER			
SENIOR ACCOUNTS PAYABLE COORDINATOR			
SOCIAL SERVICES INTERVENTION & OUTREACH COORDINATOR			
FINANCIAL ANALYST			
GRADE 4			
BUDGET ANALYST	Year 1 Step	Year 10 Step	Year 20 Step
FISCAL ADMINISTRATIVE OFFICER	\$ 71,144	\$ 78,028	\$ 86,060
STAFF AUDITOR			
GRADE 5			
AIRPORT SUPERINTENDENT	Year 1 Step	Year 10 Step	Year 20 Step
CLERK TO LEGISLATURE	\$76,880	\$83,765	\$92,372

COMPLIANCE PROGRAM COORDINATOR			
DEP COUNTY TREASURER			
DEPUTY COUNTY CLERK I			
DEPUTY DIRECTOR OF HUMAN RESOURCES			
DIRECTOR OF APPLICATIONS DEVELOPMENT AND SUPPORT			
DIRECTOR OF OPERATIONS AND NETWORK ADMINISTRATION			
EMERGENCY MANAGEMENT COORDINATOR			
GRANTS ADMINISTRATION SUPERVISOR			
TRAINING AND QUALITY IMPROVEMENT COORDINATOR			
HR RECRUITMENT & TRAINING COORDINATOR			
GRADE 6			
ASSISTANT DIRECTOR OF NURSING SERVICES	Year 1 Step	Year 10 Step	Year 20 Step
DIRECTOR CENTER FOR WORKFORCE DEVELOPMENT	\$ 80,323	\$ 87,208	\$ 95,814
DIRECTOR OF ADMINISTRATIVE SERVICES			
DIRECTOR OF AGING SERVICES			
DIRECTOR OF COMMUNICATIONS			
DIRECTOR OF FRAUD INVESTIGATIONS			
DIRECTOR OF PARKS RECREATION & BEAUTIFICATION PROGRAMS			
DIRECTOR OF REAL PROPERTY TAX SERVICES III			
DIRECTOR OF FOOD SERVICES			
DIRECTOR OF REHABILITATION SERVICES			
DIRECTOR OF RISK MANAGEMENT AND INSURANCE			
DIRECTOR OF TEMPORARY ASSISTANCE			
DIRECTOR OF TRANSPORTATION			
DIRECTOR VETERANS SERVICES			
E911 COORDINATOR			
SENIOR ACCOUNTANT			
SENIOR BUDGET ANALYST			
SENIOR FISCAL ADMINISTRATIVE OFFICER			
GRADE 7	Year 1 Step	Year 10 Step	Year 20 Step
ASSISTANT COUNTY MANAGER	\$94,093	\$100,977	\$109,583
DIRECTOR OF PLANNING			
DEPUTY PROBATION DIRECTOR B			
DEPUTY PUBLIC HEALTH DIRECTOR			
DIRECTOR OF NURSING SERVICES			
DIRECTOR OF PATIENT SERVICES TRAINEE			
DIRECTOR OF SERVICES			
DIRECTOR OF PURCHASING AND CENTRAL SERVICE			
FACILITIES BRIDGE SUPERINTENDENT			
GARAGE SUPERINTENDENT			
NURSE PRACTITIONER			
REHAB THERAPY SUPERVISOR			
DEPUTY ADMINISTRATOR OF ACC			
ROAD MAINTAINANCE SUPERINTENDENT			
COMPLIANCE OFFICER			
GRADE 8			
BUDGET DIRECTOR	Year 1 Step	Year 10 Step	Year 20 Step
COUNTY AUDITOR	\$ 98,396	\$ 105,280	\$ 113,887
DIRECTOR OF COMMUNITY SERVICES			
DEPUTY CHIEF INFORMATION OFFICER			
DEPUTY COMMISSIONER FOR FAMILY SERVICES			
PERSONNEL OFFICER			
ADMINISTRATOR OF ADULT CARE CENTER			
PROBATION DIRECTOR B			
GRADE 9	Year 1 Step	Year 10 Step	Year 20 Step
PUBLIC HEALTH DIRECTOR	\$ 102,698	\$ 109,583	\$ 118,189

DEPUTY COMMISSIONER PUBLIC WORKS-OPERATIONS			
DEPUTY COMMISSIONER OF HEALTH AND FAMILY SERVICES			
DEPUTY COMMISSIONER OF PUBLIC SAFETY- E-911/EMS			
DEPUTY COMMISSIONER OF PUBLIC SAFETY			
DEPUTY COMM PLANNING & ENVR MGT			
DEPUTY COMMISSIONER OF PUBLIC WORKS FAC/BRIDGES			
GRADE 10	Starting		Max
CHIEF INFORMATION OFFICER	\$117,810		\$160,650
COMMISSIONER OF COMMUNITY RESOURCES			
COMMISSIONER OF HUMAN RESOURCES/PERSONNEL OFFICER			
COMMISSIONER OF MANAGEMENT & BUDGET			
COMMISSIONER OF PLANNING AND ENVIRONMENTAL MANAGEMENT			
COMMISSIONER OF PUBLIC SAFETY			
COMMISSIONER OF PUBLIC WORKS			
COMMISSIONER OF THE DIVISION OF HEALTH AND HUMAN SERVICES			
DEPUTY COUNTY MANAGER			

*All Management/Confidential Employees other than the County Manager and elected officials shall received compensation as follows:

2021- 2% increase, retroactive to 1/1/2021

2022- 2% or \$1,500 retroactive to 1/1/2022 whichever is higher

2023- 2% on January 1, 2023

2024- 2% on January 1, 2024

2025- 5% on January 1, 2025

*Position changes that are on a promotional basis shall receive the base salary for that position or 5% of current salary whichever is higher.

*Positions above shall receive no less than 3% higher than any direct subordinate staff, excluding medical professional staff (calculations shall not include overtime).

*Any newly created titles will be placed in the appropriate Grade as agreed to by the County Manager, Commissioner of Human Resources and appointing authority and/or Commissioner of placement of newly created title.

*Longevity shall be paid at \$200 per year of service with no cap for existing employees. Employees hired after January 1, 2023 longevity payments shall be paid at \$200 a year of service starting at the completion of their 5th year of service with no cap.

*Division of Public Works Grade 7 Superintendent positions shall received the same annual infrastructure pay as set by the Laborers International Union of North America Local 17 CBA and a \$3,000 annual stipend for continuous on-call rotation for hazardous weather/incident related events.

*Effective January 1, 2023 all Management/Confidential Exempt employees upon hire shall receive 25 Paid Days Off and after 10 years of continuous service 35 Paid Days off and shall be able to roll 12 days of unused Paid Days Off into Sick Days on January 1st of every year. Any Paid Days Off above 12 days on December 31st of every year shall be disgarded from

*Effective January 1, 2023 all Management/Confidential Non-Exempt employees upon hire shall receive 20 Paid Days off and after 10 years of continuous service 30 Paid Days off and shall be able to roll 12 days of Paid Days Off into Sick Days off on January 1st of every year. Any Paid Days Off above 12 days on December 31st of every year shall be disgarded from accruals.

*All Management/Confidential employees hired before Janauary 1, 2023 shall have the ability to "cash out" up to a two weeks of vacation time if they are at or above two weeks of accrued vacation time on November 1st of each year. These payments shall be disbursed with the last paycheck received in November .

*Commencing for calendar year 2023, the Health Insurance Buyout for all Management/Confidential Employees shall be \$5,000 for family and \$2,500 for single.

*Commencing for calendar year 2025, the Health Insurance Buyout for all Management/Confidential Employees shall be 51% of the total premium that the employee is eligible to receive.

*Assignment of Acting Deputy County Manager shall receive a stipend of \$30,000 annually.

*Above salary schedule to be evaluated by the County Manager's Office and the Human Resources Department on a periodic basis to be presented to the Legislature for increases to salaries based on internal and external market conditions.

*Above salary schedule and payments are subject to annual appropriation.

*Salary Schedule for Attorneys, Administrator of Assigned Counsel and Uniformed Sheriff's Management Confidential Employees, will be presented separately.

*Non-Union Handbook shall be updated/changed with the above information.

*Effective July 24, 2023 All Management/Confidential employees previously 35 hours a week will work 37.5 hours a week