

MANAGEMENT CONFIDENTIAL EMPLOYEE SALARY SCHEDULE

	Year 1 Step	Year 10 Step	Year 20 Step
GRADE 1	\$ 40,000	\$ 46,000	\$ 53,500
ADMINISTRATIVE ASSISTANT			
LEGISLATIVE SEC			
PERSONNEL ASSISTANT			
SENIOR PAYROLL CLERK			
GRADE 2	Year 1 Step	Year 10 Step	Year 20 Step
ACCOUNTS PAYABLE COORDINATOR	\$45,000	\$51,000	\$58,500
CONF SEC COUNTY ATTORNEY			
CONF SEC DISTRICT ATTORNEY			
CONF SEC DIV OF H&H SERVICES			
CONF SEC HR			
CONF SEC JAIL ADMINISTRATOR			
CONF SEC SHERIFF			
COORDINATOR OF COMMUNICATIONS			
DEPUTY COUNTY CLERK-DMV			
EXEC ASST TO COUNTY MGR			
EXECUTIVE SECRETARY (OMB)			
EXECUTIVE SECRETARY (DPW)			
PRINCIPAL PAYROLL CLERK			
GRADE 3	Year 1 Step	Year 10 Step	Year 20 Step
ASSISTANT DIRECTOR OF PURCHASING & CENTRAL SERVICES	\$57,000	\$63,000	\$70,500
ASSISTANT DIRECTOR OF RISK MANAGEMENT & INSURANCE			
COORDINATOR OF CHILD SUPPORT ENF			
COORDINATOR OF CHILDREN WITH SPECIAL NEEDS PROGRAM			
DEPUTY DIRECTOR OF REAL PROPERTY TAXES			
DIVISION CONTRACT COMPLIANCE OFFICER			
DMV ADMINISTRATOR			
MANAGER OF YOUTH SERVICES			
MUNI DIR OF WEIGHTS & MEASURERS/SAFETY COORD			
PERSONNEL PROJECT COORDINATOR			
SENIOR ACCOUNTS PAYABLE COORDINATOR			
GRADE 4	NEW STEP 4		
BUDGET ANALYST	Year 1 Step	Year 10 Step	Year 20 Step
FISCAL ADMINISTRATIVE OFFICER	\$ 62,000	\$ 68,000	\$ 75,000
STAFF AUDITOR			
GRADE 5	New Step 5		
AIRPORT SUPERINTENDENT	Year 1 Step	Year 10 Step	Year 20 Step
CLERK TO LEGISLATURE	\$67,000	\$73,000	\$80,500
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			
GRANTS ADMINISTRATION SUPERVISOR			
TRAINING AND QUALITY IMPROVEMENT COORDINATOR			
GRADE 6	NEW STEP 6		
ASSISTANT DIRECTOR OF NURSING SERVICES	Year 1 Step	Year 10 Step	Year 20 Step
DIRECTOR CENTER FOR WORKFORCE DEVELOPMENT	\$ 70,000	\$ 76,000	\$ 83,500
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 SERVICES				
DIRECTOR OF TEMPORARY ASSISTANCE				
DIRECTOR OF TRANSPORTATION				
DIRECTOR VETERANS SERVICES				
E911 COORDINATOR				
SENIOR ACCOUNTANT				
SENIOR BUDGET ANALYST				
SENIOR FISCAL ADMINISTRATIVE OFFICER				
GRADE 7				
ASSISTANT COUNTY MANAGER	NEW STEP 7			
DEPUTY COMM PLANNING	Year 1 Step	Year 10 Step	Year 20 Step	
DEPUTY COMM PLANNING & ENVR MGT	\$82,000	\$88,000	\$95,500	
DEPUTY PROBATION DIRECTOR B				
DEPUTY PUBLIC HEALTH DIRECTOR				
DIRECTOR OF NURSING SERVICES				
DIRECTOR OF PATIENT SERVICES TRAINEE				
DIRECTOR OF PURCHASING AND CENTRAL SERVICE				
FACILITIES BRIDGE SUPERINTENDENT				
GARAGE SUPERINTENDENT				
NURSE PRACTITIONER				
ROAD MAINTAINANCE SUPERINTENDENT				
GRADE 8				
ADMINISTRATOR OF ADULT CARE CENTER	NEW STEP 8			
BUDGET DIRECTOR	Year 1 Step	Year 10 Step	Year 20 Step	
COUNTY AUDITOR	\$ 85,750	\$ 91,750	\$ 99,250	
DEPUTY CHIEF INFORMATION OFFICER				
DEPUTY COMMISSIONER FOR FAMILY SERVICES				
DIRECTOR OF COMMUNITY SERVICES				
PERSONNEL OFFICER				
PROBATION DIRECTOR B				
PUBLIC HEALTH DIRECTOR				
GRADE 9				
DEPUTY COMMISSIONER PUBLIC WORKS-OPERATIONS	NEW STEP 9			
DEPUTY COMMISSIONER OF HEALTH AND FAMILY SERVICES	Year 1 Step	Year 10 Step	Year 20 Step	
	\$ 89,500	\$ 95,500	\$ 103,000	
GRADE 10				
CHIEF INFORMATION OFFICER	NEW STEP 10			
COMMISSIONER OF COMMUNITY RESOURCES	Year 1 Step	Year 10 Step	Year 20 Step	
COMMISSIONER OF HUMAN RESOURCES/PERSONNEL OFFICER	\$97,000	\$103,000	\$110,500	
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- 2% on January 1, 2025

(The above excludes Assistant District Attorney positions as compensation for those positions have been addressed via Reso. 412-21)

*Position changes that are on a promotional basis shall receive the base salary for that position or 3% of current salary whichever is higher.

*Positions above shall receive no less than 3% higher than any direct subordinate 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 \$100 per year of service with no cap for existing employees. Employees hired after January 1, 2023 longevity payments shall be paid at \$100 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 week of vacation time if they are at or above four weeks of accured 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.

*A Commissioner assigned the Deputy County Manager duties shall receive a stipend of \$25,000 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 Employes, will be presented seperately.

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