

**Salary Structure  
Management  
50% Minimum to Maximum  
Proposed County 2021 - 3% Increase**

Grade	Minimum	Market Guide	Maximum	County Operations
9	\$5,812	\$6,974	\$8,718	Public Works Director Human Services Director Information Systems Director DHS County Attorney Finance/Accounting Director
	\$69,744	\$83,688	\$104,616	
	\$33.53	\$40.23	\$50.30	
8	\$5,559	\$6,671	\$8,339	Deputy Director DHS
	\$66,708	\$80,052	\$100,068	
	\$32.07	\$38.49	\$48.11	
7	\$5,294	\$6,353	\$7,941	Ambulance Services Director Services Division Administrator DHS
	\$63,528	\$76,236	\$95,292	
	\$30.54	\$36.65	\$45.81	
6	\$4,812	\$5,774	\$7,218	Bridge Construction Manager Road Construction Manager Shop Operations Manager
	\$57,744	\$69,288	\$86,616	
	\$27.76	\$33.31	\$41.64	
5	\$4,639	\$5,567	\$6,959	Building Maintenance Director Communications Director Environmental Director Emergency Management Director Human Resources Director Planning Administrator
	\$55,668	\$66,804	\$83,508	
	\$26.76	\$32.12	\$40.15	

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**Salary Structure**  
**Professional and Administrative**  
**50% Minimum to Maximum**  
**Proposed County 2021 - 3% Increase**

<b>Grade</b>	<b>Minimum</b>	<b>Market Guide</b>	<b>Maximum</b>	<b>County Operations</b>
11	\$3,978 \$47,736 \$22.95	\$4,774 \$57,288 \$27.54	\$5,967 \$71,604 \$34.43	Information Systems-System Analyst Chief Commercial Appraiser, Deputy Assessor Chief Residential Appraiser
10	\$3,687 \$44,244 \$21.27	\$4,424 \$53,088 \$25.52	\$5,531 \$66,372 \$31.91	Administrative Services Manager Deputy Assessor, Administrative Information Systems-Specialist
9	\$3,429 \$41,148 \$19.78	\$4,115 \$49,380 \$23.74	\$5,144 \$61,728 \$29.68	Horticulture & Youth Agent with MA
8	\$3,189 \$38,268 \$18.40	\$3,827 \$45,924 \$22.08	\$4,784 \$57,408 \$27.60	Horticulture & Youth Agent with BA Livestock Agent Fleet Coordinator Senior Real Estate Appraiser Senior Personal Property Appraiser Payroll Manager
7	\$2,966 \$35,592 \$17.11	\$3,559 \$42,708 \$20.53	\$4,449 \$53,388 \$25.67	Accounting Specialist Chief Deputy Clerk Chief Deputy Treasurer Payroll Specialist Appraiser III
6	\$2,761 \$33,132 \$15.93	\$3,313 \$39,756 \$19.11	\$4,142 \$49,704 \$23.90	Senior Accounting Clerk (Treas & Finance) Assessor Technician Appraiser II Administrative Specialists (Assessor, Elections, Clk & Rec)

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**Professional and Administrative  
50% Minimum to Maximum  
Proposed County 2021 - 3% Increase**

<b>Grade</b>	<b>Minimum</b>	<b>Market Guide</b>	<b>Maximum</b>	<b>County Operations</b>
5	\$2,567	\$3,080	\$3,851	Administrative Technician (Extension, Public Works, P & Z) Administrative Assistant (Admin, Public Works, P & Z, ASR) Clerk II (Recording, Motor Veh & Elections) Accounting Clerk II (Treasurer) Appraiser I Tourism Marketing Manager
	\$30,804	\$36,960	\$46,212	
	\$14.81	\$17.77	\$22.22	
4	\$2,388	\$2,866	\$3,582	Clerk I (Recording, Motor Veh, Elections, P&Z) Administrative Assistant (Parttime) Senior Appraisal Clerk
	\$28,656	\$34,392	\$42,984	
	\$13.78	\$18.53	\$20.67	
3	\$2,222	\$2,666	\$3,333	Courier Clerk (Parttime and Seasonal)
	\$26,664	\$31,992	\$39,996	
	\$12.82	\$15.38	\$19.23	

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**Salary Structure**  
**Maintenance and Trades**  
**50% Minimum to Maximum**  
**Proposed County 2021 - 3% Increase**

Grade	Minimum	Market Guide	Maximum	County Operations
10	\$3,687 \$44,244 \$21.27	\$4,424 \$53,088 \$25.52	\$5,531 \$66,372 \$31.91	Environmental Operations Manager
9	\$3,429 \$41,148 \$19.78	\$4,115 \$49,380 \$23.74	\$5,144 \$61,728 \$29.68	Technical Mechanic
8	\$3,189 \$38,268 \$18.40	\$3,827 \$45,924 \$22.08	\$4,784 \$57,408 \$27.60	Building Inspector Bridge Foreman Road Foreman Fleet Mechanic-Automotive Mechanic II Building Construction Supervisor
7	\$2,966 \$35,592 \$17.11	\$3,559 \$42,708 \$20.53	\$4,449 \$53,388 \$25.67	Asphalt Maintenance Crewman Bridge Crewman Heavy Equipment Operator Landfill Heavy Equipment Operator Grounds Construction Supervisor Truck Driver
6	\$2,761 \$33,132 \$15.93	\$3,313 \$39,756 \$19.11	\$4,142 \$49,704 \$23.90	Signage Technician
5	\$2,567 \$30,804 \$14.81	\$3,080 \$36,960 \$17.77	\$3,851 \$46,212 \$22.22	Facilities Maintenance Technician II Grounds Maintenance Technician II Fairgrounds Maintenance Technician Landfill Office Manager
4	\$2,388 \$28,656 \$13.78	\$2,866 \$34,392 \$16.53	\$3,582 \$42,984 \$20.67	

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**Maintenance and Trades**  
**50% Minimum to Maximum**  
**Proposed County 2021 - 3% Increase**

Grade	Minimum	Market Guide	Maximum	County Operations
3	\$2,222	\$2,666	\$3,333	Mower (seasonal)
	\$26,664	\$31,992	\$39,996	
	\$12.82	\$15.38	\$19.23	

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**Salary Structure**  
**Public Safety - Command Structure**  
**50% Minimum to Maximum**  
**Proposed County 2021 - 3% Increase**

Grade	Minimum	Market Guide	Maximum	County Operations
6	\$3,352 \$40,224 \$19.34	\$4,022 \$48,264 \$23.20	\$5,028 \$60,336 \$29.01	Communication Operations Supervisor Public Safety Dispatcher - Lead
5	\$3,118 \$37,416 \$17.99	\$3,742 \$44,904 \$21.59	\$4,677 \$56,124 \$26.98	Communications Technician
4	\$2,899 \$34,788 \$16.73	\$3,479 \$41,748 \$20.07	\$4,349 \$52,188 \$25.09	Victim Advocate
3	\$2,698 \$32,376 \$15.57	\$3,238 \$38,856 \$18.68	\$4,047 \$48,564 \$23.35	
2	\$2,509 \$30,108 \$14.48	\$3,011 \$36,132 \$17.37	\$3,764 \$45,168 \$21.72	Accounting Clerk II -Sheriff Administrative Assistant Administrative Technician
1	\$2,335 \$28,020 \$13.47	\$2,802 \$33,624 \$16.17	\$3,503 \$42,036 \$20.21	

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**Salary Structure**  
**Public Safety - Law Enforcement**  
**50% Minimum to Maximum**  
**Proposed County 2021 - 3% Increase**

Grade	Minimum	Market Guide	Maximum	County Operations
11	\$4,902	\$5,882	\$7,353	Undersheriff
	\$58,824	\$70,584	\$88,236	
	\$28.28	\$33.93	\$42.42	
10	\$4,539	\$5,447	\$6,809	
	\$54,468	\$65,364	\$81,708	
	\$26.19	\$31.43	\$39.28	
9	\$4,508	\$5,410	\$6,762	Commander
	\$54,096	\$64,920	\$81,144	
	\$26.01	\$31.21	\$39.01	
8	\$4,475	\$5,370	\$6,713	Detention Sergeant Sergeant Investigator
	\$53,700	\$64,440	\$80,556	
	\$25.82	\$30.98	\$38.73	
7	\$4,145	\$4,974	\$6,218	Deputy Sheriff - Post Certified
	\$49,740	\$59,688	\$74,616	
	\$23.91	\$28.70	\$35.87	
6	\$3,687	\$4,424	\$5,531	Detention Deputy - Post Certified
	\$44,244	\$53,088	\$66,372	
	\$21.27	\$25.52	\$31.91	
5	\$3,430	\$4,116	\$5,145	Detention Deputy - NO Post Certified
	\$41,160	\$49,392	\$61,740	
	\$19.79	\$23.75	\$29.68	

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**Salary Structure**  
**Professional and Administrative - Social Services**  
**50% Minimum to Maximum**  
**Proposed County 2021 - 3% Increase**

Grade	Minimum	Market Guide	Maximum	County Operations
13	\$4,812	\$5,774	\$7,218	Adult Protection Manager Child Protection Manager Core Services Manager
	\$57,744	\$69,288	\$86,816	
	\$27.76	\$33.31	\$41.64	
12	\$4,375	\$5,250	\$6,563	Child Support Manager Eligibility/ColoWorks/Childcare Manager Fraud/Investigation/Recovery Manager
	\$52,500	\$63,000	\$78,756	
	\$25.24	\$30.29	\$37.86	
11	\$3,978	\$4,774	\$5,967	Senior Leadworker Service Division
	\$47,736	\$57,288	\$71,604	
	\$22.95	\$27.54	\$34.43	
10	\$3,687	\$4,424	\$5,531	Senior Caseworker DHS Accounting Manager
	\$44,244	\$53,088	\$66,372	
	\$21.27	\$25.52	\$31.91	
9	\$3,429	\$4,115	\$5,144	System Analyst Office Manager/Executive Secretary Journey Caseworker Senior Case Manger
	\$41,148	\$49,380	\$61,728	
	\$1.65	\$1.98	\$2.47	
8	\$3,189	\$3,827	\$4,784	Journey Case Manager Entry Caseworker
	\$38,268	\$45,924	\$57,408	
	\$18.40	\$22.08	\$27.60	
7	\$2,966	\$3,559	\$4,449	Leadworker Child Support Leadworker Front Desk Leadworker Income Maint Technician Entry Case Manager Senior Investigation Technician
	\$35,592	\$42,708	\$53,388	
	\$17.11	\$20.53	\$25.67	

Approved/Date MAR 14 2021  
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**Professional and Administrative - Social Services**  
**50% Minimum to Maximum**  
**Proposed County 2021 - 3% Increase**

<b>Grade</b>	<b>Minimum</b>	<b>Market Guide</b>	<b>Maximum</b>	<b>County Operations</b>
6	\$2,761	\$3,313	\$4,142	Accounting Specialist Journey Investigation Technician Recovery Technician Senior Childcare Technician Senior Income Maint Technician Senior Legal Assistant/Support Clerk Senior Clerk & Bilingual Clerk Senior Legal Technician
	\$33,132	\$39,756	\$49,704	
	\$15.93	\$19.11	\$23.90	
5	\$2,567	\$3,080	\$3,851	Senior Case Services Aide Entry Investigation Technician Journey Clerk & Bilingual Clerk Journey Income Maintenance Technician Journey Legal Assistant/Support Clerk Journey Legal Technician
	\$30,804	\$36,960	\$46,212	
	\$14.81	\$17.77	\$22.22	
4	\$2,388	\$2,866	\$3,582	Entry Clerk & Bilingual Clerk Entry Income Maintenance Technician Entry Legal Technician Entry Legal Assistant/Support Clerk Journey Case Service Aide Seasonal Income Maintenance Tech LEAP
	\$28,656	\$34,392	\$42,984	
	\$13.78	\$16.53	\$20.67	
3	\$2,222	\$2,666	\$3,333	Entry Case Service Aide Case Service Aide - Visitation (.5 FTE)
	\$26,664	\$31,992	\$39,996	
	\$12.82	\$15.38	\$19.23	

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**Salary Structure**  
**Emergency Medical Response**  
**50% Minimum to Maximum**  
**Proposed County 2021 - 3% Increase**

**FULL TIME AMBULANCE EMPLOYEES**

<b>Grade</b>	<b>Minimum Hrly</b>	<b>Market Guide Hrly</b>	<b>Maximum Hrly</b>	<b>County Operations</b>
7	\$15.97 \$48,293	\$19.16 \$57,952	\$23.96 \$72,440	Paramedic Supervisor Operations Supervisor
6	\$14.68 \$44,392	\$17.62 \$53,271	\$22.02 \$66,588	Paramedic
5	\$13.65 \$41,278	\$16.38 \$49,533	\$20.48 \$61,916	
4	\$ 13.14 \$39,735	\$ 15.77 \$47,682	\$19.71 \$59,603	
3	\$ 12.88 \$38,949	\$ 15.46 \$46,739	\$19.32 \$58,424	
2	\$12.62 \$38,163	\$15.14 \$45,795	\$18.93 \$57,244	
1	\$12.36 \$37,377	\$14.83 \$44,852	\$18.54 \$56,065	Basic EMT

*(Annual Salary is estimate not including shift overtime and optional shifts)*

*(Shifts are 72 hours, 3 days on 6 days off)*

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**PART TIME EMS EMPLOYEES**

Grade	Minimum Hrly	Market Guide Hrly	Maximum Hrly	County Operations
	\$12.36 \$18,688	\$14.83 \$22,426	\$18.54 \$28,032	Basic EMT P/T
	\$12.62 \$19,081	\$15.14 \$22,898	\$18.93 \$28,622	Intermediate EMT P/T
	\$14.68 \$22,196	\$17.62 \$26,635	\$22.02 \$33,294	Paramedic P/T

**ALL CALL EMS EMPLOYEES**

Per Run	County Operations
\$27.00 Flat rate for 1 hr and minimum wage for each hour thereafter	Paramedic
\$25.00 Flat rate for 1 hr and minimum wage for each hour thereafter	Intermediate EMT
\$20.00 flat rate for 1 hr and minimum wage for each hour thereafter	Basic EMT

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