

**Salary Structure
Management
50% Minimum to Maximum
Approved County 2023**

Grade	Minimum	Market Guide	Maximum	County Operations
9	\$7,104	\$8,525	\$10,656	Public Works Director Human Services Director Information Systems Director DHS County Attorney Finance/Accounting Director
	\$85,248	\$102,300	\$127,872	
	\$40.98	\$49.18	\$61.48	
8	\$6,795	\$8,154	\$10,193	Deputy Director DHS
	\$81,540	\$97,848	\$122,316	
	\$39.20	\$47.04	\$58.81	
7	\$6,472	\$7,766	\$9,708	Ambulance Services Director Services Division Administrator DHS
	\$77,664	\$93,192	\$116,496	
	\$37.34	\$44.80	\$56.01	
6	\$5,882	\$7,058	\$8,823	Bridge Construction Manager Road Construction Manager Shop Operations Manager
	\$70,584	\$84,696	\$105,876	
	\$33.93	\$40.72	\$50.90	
5	\$5,671	\$6,805	\$8,507	Building Maintenance Director Communications Director Environmental Director Emergency Management Director Human Resources Director Planning Administrator
	\$68,052	\$81,660	\$102,084	
	\$32.72	\$39.26	\$49.08	

Approved/Date GAW 1/29/23
 Approved/Date JB 1-23-2023
 Approved/Date MJA 1-23-23



Salary Structure
Professional and Administrative
50% Minimum to Maximum
Approved County 2023

Grade	Minimum	Market Guide	Maximum	County Operations
11	\$4,862	\$5,834	\$7,293	Information Systems-System Analyst Chief Commercial Appraiser, Deputy Assessor Chief Residential Appraiser
	\$58,344	\$70,008	\$87,516	
	\$28.05	\$33.66	\$42.08	
10	\$4,506	\$5,407	\$6,759	Administrative Services Manager Deputy Assessor, Administrative Information Systems-Specialist
	\$54,072	\$64,884	\$81,108	
	\$26.00	\$31.19	\$38.99	
9	\$4,191	\$5,029	\$6,287	Horticulture & Youth Agent with MA
	\$50,292	\$60,348	\$75,444	
	\$24.18	\$29.01	\$36.27	
8	\$3,897	\$4,676	\$5,846	Horticulture & Youth Agent with BA Livestock Agent Fleet Coordinator Senior Real Estate Appraiser Senior Personal Property Appraiser Payroll Manager
	\$46,764	\$56,112	\$70,152	
	\$22.48	\$26.98	\$33.73	
7	\$3,626	\$4,351	\$5,439	Accounting Specialist Chief Deputy Clerk Chief Deputy Treasurer Payroll Specialist Appraiser III
	\$43,512	\$52,212	\$65,268	
	\$20.92	\$25.10	\$31.38	
6	\$3,374	\$4,049	\$5,061	Senior Accounting Clerk (Treas & Finance) Assessor Technician Appraiser II Administrative Specialists (Assessor, Elections, Clk & Rec) Data Clerk
	\$40,488	\$48,588	\$60,732	
	\$19.47	\$23.36	\$29.20	

Approved/Date *GHW 1-23-23*
 Approved/Date *JB 1-23-23*
 Approved/Date *MAA 1-23-23*

**Professional and Administrative
50% Minimum to Maximum
Approved County 2023**

Grade	Minimum	Market Guide	Maximum	County Operations
5	\$3,139	\$3,767	\$4,709	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 Data Clerk - Road & Bridge Tourism Marketing Manager
	\$37,668	\$45,204	\$56,508	
	\$18.11	\$21.73	\$27.17	
4	\$2,919	\$3,503	\$4,379	Clerk I (Recording, Motor Veh, Elections, P&Z) Administrative Assistant (Parttime) Senior Appraisal Clerk
	\$35,028	\$42,036	\$52,548	
	\$16.84	\$20.21	\$25.26	
3	\$2,716	\$3,259	\$4,074	Courier Clerk (Parttime and Seasonal)
	\$32,592	\$39,108	\$48,888	
	\$15.67	\$18.80	\$23.50	

Approved/Date GHG 1/23/23
 Approved/Date SR 1-23-2023
 Approved/Date MAR 1-23-23

Salary Structure
Maintenance and Trades
50% Minimum to Maximum
Approved County 2023

Grade	Minimum	Market Guide	Maximum	County Operations
10	\$4,506	\$5,407	\$6,759	Environmental Operations Manager Technical Mechanic
	\$54,072	\$64,884	\$81,108	
	\$26.00	\$31.19	\$38.99	
9	\$4,191	\$5,029	\$6,287	Fleet Mechanic-Automotive Mechanic II
	\$50,292	\$60,348	\$75,444	
	\$24.18	\$29.01	\$36.27	
8	\$3,897	\$4,676	\$5,846	Building Inspector Bridge Foreman Road Foreman Building Construction Supervisor
	\$46,764	\$56,112	\$70,152	
	\$22.48	\$26.98	\$33.73	
7	\$3,626	\$4,351	\$5,439	Asphalt Maintenance Crewman CDL Bridge Crewman Heavy Equipment Operator Landfill Heavy Equipment Operator Grounds Construction Supervisor Truck Driver
	\$43,512	\$52,212	\$65,268	
	\$20.92	\$25.10	\$31.38	
6	\$3,374	\$4,049	\$5,061	Signage Technician
	\$40,488	\$48,588	\$60,732	
	\$19.47	\$23.36	\$29.20	
5	\$3,139	\$3,767	\$4,709	Facilities Maintenance Technician II Grounds Maintenance Technician II Fairgrounds Maintenance Technician Landfill Office Manager Non-CDL Bridge Crewman
	\$37,668	\$45,204	\$56,508	
	\$18.11	\$21.73	\$27.17	
4	\$2,919	\$3,503	\$4,379	
	\$35,028	\$42,036	\$52,548	
	\$16.84	\$20.21	\$25.26	

Approved/Date GHW 1/23/23
 Approved/Date MB 1-23-23
 Approved/Date MA 1-23-23

Maintenance and Trades
50% Minimum to Maximum
Approved County 2023

Grade	Minimum	Market Guide	Maximum	County Operations
3	\$2,716	\$3,259	\$4,074	Mower (seasonal)
	\$32,592	\$39,108	\$48,888	
	\$15.67	\$18.80	\$23.50	

Approved/Date GBH 1/23/23
 Approved/Date JB 1-23-2023
 Approved/Date MAH 1-23-23

Salary Structure
Public Safety - Command Structure
50% Minimum to Maximum
Approved County 2023

Grade	Minimum	Market Guide	Maximum	County Operations
6	\$4,097	\$4,916	\$6,146	Communication Operations Supervisor Public Safety Dispatcher - Lead
	\$49,164	\$58,992	\$73,752	
	\$23.64	\$28.36	\$35.46	
5	\$3,811	\$4,573	\$5,717	Communications Technician
	\$45,732	\$54,876	\$68,604	
	\$21.99	\$26.38	\$32.98	
4	\$3,543	\$4,252	\$5,315	Victim Advocate
	\$42,516	\$51,024	\$63,780	
	\$20.44	\$24.53	\$30.66	
3	\$3,298	\$3,958	\$4,947	
	\$39,576	\$47,496	\$59,364	
	\$19.03	\$22.83	\$28.54	
2	\$3,067	\$3,680	\$4,601	Accounting Clerk II -Sheriff Administrative Assistant Administrative Technician
	\$36,804	\$44,160	\$55,212	
	\$17.69	\$21.23	\$26.54	
1				Deputy Coroner-On call Rate of pay is \$48/day for on-call (\$2/hour). Physical hours worked paid at time and half \$29.25/hour after the first hour worked according to policy. First hour physically works paid at \$19.50/hour

Approved/Date GMW 1-23-23
 Approved/Date JS 1-23-2023
 Approved/Date MAA 1-23-23

Salary Structure
Public Safety - Law Enforcement
50% Minimum to Maximum
Approved County 2023

Grade	Minimum	Market Guide	Maximum	County Operations
11	\$6,153	\$7,384	\$9,230	Undersheriff
	\$73,836	\$88,608	\$110,760	
	\$35.50	\$42.60	\$53.25	
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9	\$5,659	\$6,791	\$8,489	Commander
	\$67,908	\$81,492	\$101,868	
	\$32.65	\$39.18	\$48.98	
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8	\$5,616	\$6,739	\$8,424	Detention Sergeant Sergeant Investigator
	\$67,392	\$80,868	\$101,088	
	\$32.40	\$38.88	\$48.60	
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7	\$5,202	\$6,242	\$7,803	Deputy Sheriff - Post Certified
	\$62,424	\$74,904	\$93,636	
	\$30.01	\$38.01	\$45.02	
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6	\$4,628	\$5,554	\$6,942	Detention Deputy - Post Certified
	\$55,536	\$66,648	\$83,304	
	\$26.70	\$32.04	\$40.05	
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5	\$4,304	\$5,165	\$6,456	Detention Deputy - NO Post Certified
	\$51,648	\$61,980	\$77,472	
	\$24.83	\$29.80	\$37.25	

Approved/Date CHW 1/23/23
 Approved/Date JB 1-23-23
 Approved/Date MAA 1-23-23

Salary Structure
Professional and Administrative - Social Services
50% Minimum to Maximum
Approved County 2023

Grade	Minimum	Market Guide	Maximum	County Operations
13	\$5,882	\$7,058	\$8,823	Adult Protection Manager Child Protection Manager Core Services Manager
	\$70,584	\$84,696	\$105,876	
	\$33.93	\$40.72	\$50.90	
12	\$5,348	\$6,418	\$8,022	Child Support Manager Eligibility/ColoWorks/Childcare Manager Fraud/Investigation/Recovery Manager
	\$64,176	\$77,016	\$96,264	
	\$30.85	\$37.03	\$46.28	
11	\$4,862	\$5,834	\$7,293	Senior Leadworker Service Division
	\$58,344	\$70,008	\$87,516	
	\$28.05	\$33.66	\$42.08	
10	\$4,506	\$5,407	\$6,759	Senior Caseworker DHS Accounting Manager
	\$54,072	\$64,884	\$81,108	
	\$26.00	\$31.19	\$38.99	
9	\$4,191	\$5,029	\$6,287	System Analyst Office Manager/Executive Secretary Journey Caseworker Senior Case Manager
	\$50,292	\$60,348	\$75,444	
	\$24.18	\$29.01	\$36.27	
8	\$3,897	\$4,676	\$5,846	Journey Case Manager Entry Caseworker
	\$46,764	\$56,112	\$70,152	
	\$22.48	\$26.98	\$33.73	
7	\$3,626	\$4,351	\$5,439	Leadworker Child Support Leadworker Front Desk Leadworker Income Maint Technician Entry Case Manager Senior Investigation Technician
	\$43,512	\$52,212	\$65,268	
	\$20.92	\$25.10	\$31.38	

Approved/Date GH 1-23-23
 Approved/Date JB 1-23-23
 Approved/Date MAA 1-23-23

Professional and Administrative - Social Services
50% Minimum to Maximum
Approved County 2023

Grade	Minimum	Market Guide	Maximum	County Operations
6	\$3,374	\$4,049	\$5,061	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
	\$40,488	\$48,588	\$60,732	
	\$19.47	\$23.36	\$29.20	
5	\$3,139	\$3,767	\$4,709	Senior Case Services Aide Entry Investigation Technician Journey Clerk & Bilingual Clerk Journey Income Maintenance Technician Journey Legal Assistant/Support Clerk Journey Legal Technician
	\$37,668	\$45,204	\$56,508	
	\$18.11	\$21.73	\$27.17	
4	\$2,919	\$3,503	\$4,379	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
	\$35,028	\$42,036	\$52,548	
	\$16.84	\$20.21	\$25.26	
3	\$2,716	\$3,259	\$4,074	Entry Case Service Aide Case Service Aide - Visitation (.5 FTE)
	\$32,592	\$39,108	\$48,888	
	\$15.67	\$18.80	\$23.50	

Approved/Date *GHW 1/23/23*
 Approved/Date *DB 1-23-23*
 Approved/Date *MAA 1-23-23*

Salary Structure
Emergency Medical Response
50% Minimum to Maximum
Approved County 2023

FULL TIME AMBULANCE EMPLOYEES

Grade	Minimum Hrly	Market Guide Hrly	Maximum Hrly	County Operations
7	\$21.13 \$63,897	\$25.36 \$76,677	\$31.70 \$95,846	Paramedic Supervisor Operations Supervisor
6	\$19.42 \$58,726	\$23.30 \$70,471	\$29.13 \$88,089	Paramedic
5	\$18.06 \$54,613	\$21.67 \$65,536	\$27.09 \$81,920	
4	\$17.38 \$52,557	\$ 20.86 \$63,069	\$26.07 \$78,836	
3	\$17.04 \$51,529	\$ 20.45 \$61,835	\$25.56 \$77,293	
2	\$16.70 \$50,501	\$20.04 \$60,601	\$25.05 \$75,751	
1	\$16.35 \$49,442	\$19.62 \$59,331	\$24.53 \$74,164	Basic EMT

(Annual Salary is estimate not including shift overtime and optional shifts)
(Shifts are 72 hours, 3 days on 6 days off)

Approved/Date GHW 1/23/23
 Approved/Date TD 1-23-23
 Approved/Date MAA 1-23-23