

Pay Ranges for Non-bargaining Pay Plan Effective July 1, 2022

Pay Grade	Job Title	Entry	Midpoint	Maximum
21		\$125,033.68	\$150,040.41	\$175,047.14
		\$4,808.99	\$5,770.79	\$6,732.58
		\$60.11	\$72.13	\$84.16
20	County Engineer Public Health Director	\$117,956.31	\$141,547.56	\$165,138.82
		\$4,536.78	\$5,444.14	\$6,351.49
		\$56.71	\$68.05	\$79.39
19	Conservation Director	\$111,279.52	\$133,535.43	\$155,791.34
		\$4,279.98	\$5,135.98	\$5,991.97
		\$53.50	\$64.20	\$74.90
18	Assistant County Attorney III (maximum must be ≤ 85% of County Attorney's salary)	\$104,980.69	\$125,976.83	\$139,227.08
		\$4,037.72	\$4,845.26	\$5,354.89
		\$50.47	\$60.57	\$66.94
17	Ambulance Director Board Office Executive Director Enterprise Architect Facilities Director Finance Director Human Resources Director Information Technology Director Medical Examiner Administrative Director MH/DS Director Planning, Development & Sustainability Director Social Services Director Transportation and Fleet Director	\$99,038.38	\$118,846.05	\$138,653.74
		\$3,809.17	\$4,571.00	\$5,332.84
		\$47.61	\$57.14	\$66.66
16	Assistant County Attorney II Emergency Management Coordinator Full Stack Software Developer III	\$93,432.44	\$112,118.91	\$130,805.41
		\$3,593.56	\$4,312.27	\$5,030.98
		\$44.92	\$53.90	\$62.89
15	Assistant County Engineer	\$88,143.80	\$105,772.57	\$123,401.33
		\$3,390.15	\$4,068.18	\$4,746.21
		\$42.38	\$50.85	\$59.33
14	Assistant Planning, Development & Sustainability Director Clinical Services Manager Full Stack Software Developer II	\$83,154.54	\$99,785.44	\$116,416.35
		\$3,198.25	\$3,837.90	\$4,477.55
		\$39.98	\$47.97	\$55.97

Maintenance Superintendent
Operations Superintendent

13	\$78,447.67	\$94,137.21	\$109,826.75
	\$3,017.22	\$3,620.66	\$4,224.11
	\$37.72	\$45.26	\$52.80

- Assistant Ambulance Director
- Assistant County Attorney I
- Community Health Division Manager
- Cyber Security Analyst
- Environmental Health Manager
- GIS Coordinator
- Network Administrator
- Software Support Specialist III

12	\$74,007.24	\$88,808.70	\$103,610.14
	\$2,846.43	\$3,415.72	\$3,985.01
	\$35.58	\$42.70	\$49.81

- Business Systems Analyst
- Conservation Program Manager
- Corrections Healthcare Supervisor
- Employment Manager
- Financial/Analytical Coordinator
- Fiscal Manager
- Full Stack Software Developer I
- Grants Manager
- Medical Examiner Supervisor
- Programmer/Analyst II
- Youth & Family Services Manager

11	\$69,818.16	\$83,781.79	\$97,745.42
	\$2,685.31	\$3,222.38	\$3,759.44
	\$33.57	\$40.28	\$46.99

- Business Manager
- Case Management Administrator
- Fleet Maintenance Supervisor
- Natural Resource Manager
- Office Administrator
- Operations Supervisor
- Planner
- Senior Building Inspector
- Software Support Specialist II
- Special Projects Manager
- Transportation/Fleet Supervisor
- Veteran Affairs (VA) Director
- WIC/MH Coordinator

10	\$65,866.18	\$79,039.42	\$92,212.66
	\$2,533.31	\$3,039.98	\$3,546.64
	\$31.67	\$38.00	\$44.33

- Assistant Maintenance Superintendent
- Assistant Operations Superintendent
- Assistant to the County Engineer
- Communications Coordinator
- Deputy Emergency Management Coordinator
- Early Childhood Coordinator
- Education/Training Supervisor
- Environmental Health Specialist II

Human Resources Coordinator
 Maintenance Supervisor
 Medical Examiner Investigator
 Park Ranger II
 Risk Management Coordinator
 Roadside Vegetation Manager
 Server Support Specialist
 Software Support Specialist I
 Webmaster

9	\$62,137.91	\$74,565.50	\$86,993.06
	\$2,389.92	\$2,867.90	\$3,345.89
	\$29.87	\$35.85	\$41.82

Adolescent & Women's Health Services Coordinator
 Assistant Planner
 Budget Analyst
 Chronic Disease Prevention Specialist
 Clinical Services Data Specialist
 Code Enforcement Inspector II
 Community Health Nurse
 Corrections Health Nurse
 Corrections Social Worker
 Disease Prevention Specialist
 Diversity, Equity & Inclusion Coordinator
 Education Specialist
 Emergency Preparedness Planner
 Epidemiologist
 Field (Paramedic) Supervisor
 GIS Analyst
 Media Production and Technology Specialist
 Oral Health Coordinator
 Performance Improvement & Accrediation Coordinator
 Project & Systems Analyst
 Public Health Nurse
 Public Health Nurse-Child Care Nurse Consultant
 Public Health Systems Analyst
 Senior Combination Inspector
 Soil and Water Conservation Coordinator

8	\$58,620.67	\$70,344.80	\$82,068.93
	\$2,254.64	\$2,705.57	\$3,156.50
	\$28.18	\$33.82	\$39.46

Accountant
 Code Enforcement Inspector I
 Combination Inspector
 Dental Hygienist
 Environmental Health Specialist
 Health Educator
 Health Planner
 Natural Resource Management Specialist
 Park Ranger I
 PC Desktop Support Technician
 Program Compliance Specialist
 Public Health Dietitian
 Sustainability Coordinator

7	\$55,302.52	\$66,363.02	\$77,423.53
	\$2,127.02	\$2,552.42	\$2,977.83

		\$26.59	\$31.91	\$37.22
	Administrative Assistant			
	Administrative Billing Specialist			
	Communications Assistant			
	Elections Technician III			
	GIS Project Specialist			
	Help Desk Specialist			
	Maintenance Specialist			
	Mechanic			
	Media Production and Technology Assistant			
	Mental Health Advocate			
	Mobility Coordinator			
	Secretary/Office Manager			
	Utility Person			
6		\$52,172.18	\$62,606.63	\$73,041.06
		\$2,006.62	\$2,407.95	\$2,809.27
		\$25.08	\$30.10	\$35.12
	Admin Assistant I			
	Custodial Coordinator			
	Field Worker II			
	Grants Assistant			
	Health Educator Assistant			
	Human Resources Assistant			
	Legal Assistant			
	Local Foods Coordinator			
	ME Data Analyst/Administrative Assistant			
	Victim-Witness Coordinator			
5		\$49,219.04	\$59,062.85	\$68,906.66
		\$1,893.04	\$2,271.65	\$2,650.26
		\$23.66	\$28.40	\$33.13
	Clerk III			
	Confidential Secretary			
	Dental Assistant			
	GIS Technician			
	Groundskeeper			
	Public Health Billing Specialist			
4		\$46,433.06	\$55,719.67	\$65,006.29
		\$1,785.89	\$2,143.06	\$2,500.24
		\$22.32	\$26.79	\$31.25
	Account Clerk II			
	Custodian II			
	Elections Outreach & Pollworker Clerk II			
	Elections Technician II			
	Map Delineator			
	Secretary II			
	Zoning Aide			
3		\$43,804.77	\$52,565.72	\$61,326.68
		\$1,684.80	\$2,021.76	\$2,358.72
		\$21.06	\$25.27	\$29.48
	Account Clerk I			
	Confidential Recording Secretary			
	Conservation Office Assistant			
	Maintenance Worker I			

2	\$41,325.26	\$49,590.31	\$57,855.36
	\$1,589.43	\$1,907.32	\$2,225.21
	\$19.87	\$23.84	\$27.82
Breastfeeding Peer Counselor			
Clerk II			
Secretary I			
1	\$38,986.09	\$46,783.31	\$54,580.53
	\$1,499.47	\$1,799.36	\$2,099.25
	\$18.74	\$22.49	\$26.24
Clerk I			
Custodian			
Custodian - Conservation			

Although every effort was made to ensure the accuracy of this information, we reserve the right to correct any errors, inaccuracies or omissions.