

Non-bargaining Pay Plan Effective July 1, 2025 (FY 2026)

Pay Grade	Job Title	Minimum	Midpoint	Maximum
21		139498.32	167398.14	195297.70
		5365.32	6438.39	7511.45
		67.07	80.48	93.89
20		131602.12	157922.44	184243.02
		5061.62	6073.94	7086.27
		63.27	75.92	88.58
	County Engineer Public Health Director			
19		124153.12	148983.64	173814.16
		4775.12	5730.14	6685.16
		59.69	71.63	83.56
	Ambulance Director Conservation Director			
18		117125.58	140550.54	163970.82
		4504.83	5405.79	6306.57
		56.31	67.57	78.83
	Assistant County Attorney III Finance Director Human Resources Director Information Technology Director Medical Examiner Director Planning, Development & Sustainability Director Social Services Director	(Maximum must be < 85% of County Attorney's salary)		
17		110495.84	132594.80	154694.02
		4249.84	5099.80	5949.77
		53.12	63.75	74.37
	Board Office Executive Director Enterprise Solutions Architect Facilities Director Transportation and Fleet Director			
16		104241.28	125089.64	145938.00
		4009.28	4811.14	5613.00
		50.12	60.14	70.16
	Assistant County Attorney II Emergency Management Coordinator Full Stack Software Developer III			
15		98340.84	118009.06	137677.02
		3782.34	4538.81	5295.27
		47.28	56.74	66.19
	Assistant Ambulance Director Assistant County Engineer			

14	92774.24	111329.40	129883.78
	3568.24	4281.90	4995.53
	44.60	53.52	62.44
Assistant Planning, Development & Sustainability Director			
Clinical Services Manager			
Community Health Division Manager			
Employment Manager			
Full Stack Software Developer II			
Maintenance Superintendent			
13	87523.02	105027.78	122532.28
	3366.27	4039.53	4712.78
	42.08	50.49	58.91
Assistant County Attorney I			
Cyber Security Analyst			
Environmental Health Manager			
GIS Coordinator			
Network Administrator			
Software Support Specialist III			
Medical Examiner Assistant Director			
12	82568.72	99082.62	115596.52
	3175.72	3810.87	4446.02
	39.70	47.64	55.58
Business Systems Analyst			
Case Management Director			
Community Services Manager			
Conservation Program Manager			
Corrections Healthcare Supervisor			
Education / Training Supervisor			
Fiscal Manager			
Full Stack Software Developer I			
Grants Manager			
Local Food and Farm Manager			
Medical Examiner Investigative Supervisor			
Office Administrator			
Operations Superintendent			
Programmer/Analyst II			
Roadside Vegetation Manager			
Special Projects Manager			
Youth & Family Services Manager			
Veteran Services (VS) Director			
11	77895.22	93474.16	109053.36
	2995.97	3595.16	4194.36
	37.45	44.94	52.43
Communications Manager			
Fleet Maintenance Supervisor			
Human Resources Generalist			
Legal Support Manager			
Natural Resource Manager			
Operations Supervisor			
Planner			
Public Safety and Justice Info Officer			

Risk and Safety Advisor
 Senior Building Inspector
 Senior Financial Analyst
 Software Support Specialist II
 Transportation/Fleet Supervisor

10	73465.60	88171.20	102897.60
	2825.60	3391.20	3957.60
	35.32	42.39	49.47

Assistant Maintenance Superintendent
 Assistant Operations Superintendent
 Assistant to the County Engineer
 Community Violence Prevention Coordinator
 Deputy Emergency Management Coordinator
 Early Childhood Coordinator
 Economic Development Planner
 * Environmental Health Specialist II
 Environmental Regulations Coordinator
 * Field (Paramedic) Supervisor
 Human Resources Coordinator
 Law Enforcement Mental Health Liaison
 * Maintenance Supervisor
 * Medical Examiner Investigator
 * Park Ranger II
 * Server Support Specialist
 Social Determinates of Health Coordinator
 Software Support Specialist I
 Sustainability Coordinator
 Webmaster

9	69347.20	83200.00	97052.80
	2667.20	3200.00	3732.80
	33.34	40.00	46.66

* Adolescent & Women's Health Services Coordinator
 Assistant Planner
 Budget Analyst
 * Chronic Disease Prevention Specialist
 * Code Enforcement Inspector II
 * Community Engagement & Policy Coordinator
 * Community Health Educator
 * Corrections Health Nurse
 * Corrections Social Worker
 County Attorney Investigator
 * Dental Hygienist
 * Disease Prevention Specialist
 Economic Development Coordinator
 Education Specialist
 * Emergency Preparedness Planner
 * Epidemiologist
 Financial Analyst
 * GIS Analyst
 * Lead Dietitian
 * Maternal Child and Adolescent Health (MCAH) Coordinator
 * Media Production and Technology Specialist
 * Office Coordinator

- * Oral Health Coordinator
- * Outreach and Engagement Coordinator
- * Park Ranger I
- * Performance Improvement & Accreditation Coordinator
- * Public Health Nurse
- * Public Health Nurse-Child Care Nurse Consultant
- * Public Health Systems Analyst
- * Senior Combination Inspector
- * Project and Systems Analyst

8	65395.20	78478.40	91561.60
	2515.20	3018.40	3521.60
	31.44	37.73	44.02

- Accountant
- * Admin Coordinator
- * Audio-Visual Specialist/PC Desktop Support Technician
- * Clinical Services Coordinator
- * Code Enforcement Inspector I
- * Combination Inspector
- * Environmental Health Specialist
- * Health Educator
- * Health Planner
- * Grants Specialist
- * Mental Health Advocate
- * Natural Resource Management Specialist
- * PC Desktop Support Technician
- * Program Compliance Specialist
- * Dietitian - PH
- * Competent Professional Authority (CPA) Dietitian for WIC

7	61713.60	74027.20	86382.40
	2373.60	2847.20	3322.40
	29.67	35.59	41.53

- * Administrative Assistant
- * Administrative Billing Specialist
- * Confidential Legal Assistant
- * Communications Assistant
- * County Veteran Service Officer
- * Elections Technician III
- * GIS Project Specialist
- * Help Desk Specialist
- * Maintenance Specialist
- * Mechanic
- * Media Production and Technology Assistant
- * Mobility Coordinator
- * Office Manager/Secretary
- * Utility Person
- * Health Promotion Specialist

6	58219.20	69825.60	81494.40
	2239.20	2685.60	3134.40
	27.99	33.57	39.18

- * Admin Assistant I
- * Community Violence Intervention Outreach Worker

- * Custodial Coordinator
- * Environmental Health Administrative Assistant
- * Event and Program Assistant
- * Field Worker II
- * Health Educator Assistant
- * Human Resources Assistant
- * Legal Assistant III
- * Local Foods Assistant
- * Office Manager-PDS
- * Data Analyst/Administrative Assistant
- * Payroll Specialist
- * Victim-Witness Coordinator
- * Zoning Inspector

5	54912.00	65894.40	76876.80
	2112.00	2534.40	2956.80
	26.40	31.68	36.96

- * Clerk III
- * Confidential Secretary
- * Dental Assistant
- * Executive Clerk to the Board
- * E911 Coordinator
- * GIS Technician
- * Grants Analyst
- * Groundskeeper
- * Office Assistant-PDS
- * Public Health Billing Specialist
- * Legal Assistant II
- * VITA Coordinator (temporary)

4	51812.80	62150.40	72529.60
	1992.80	2390.40	2789.60
	24.91	29.88	34.87

- * Account Clerk II
- * Custodian II
- * Elections Outreach & Pollworker Clerk II
- * Elections Technician II
- * Field Worker I
- * Legal Assistant I
- * Map Delineator
- * Natural Resource Management Technician
- * Secretary II

3	48859.20	58656.00	68411.20
	1879.20	2256.00	2631.20
	23.49	28.20	32.89

- * Account Clerk I
- * Confidential Recording Secretary
- * Office Assistant Conservation
- * Maintenance Worker I
- * Office Assistant Human Resources

2	46092.80	55328.00	64542.40
	1772.80	2128.00	2482.40

	22.16	26.60	31.03
* Breastfeeding Peer Counselor			
* Clerk II			
* Secretary I			
1	43492.80	52208.00	60881.60
	1672.80	2008.00	2341.60
	20.91	25.10	29.27
* Clerk I			
* Custodian			
* Custodian - Conservation			

KEY: * Non-exempt; **lump sum

BOS Approved 07/17/2025

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