

# **2019/2020 Classification Schedule Resolution 19-08**

2019/2020 Classification Schedule

| Administrative                                          |                     |                     |            |            |
|---------------------------------------------------------|---------------------|---------------------|------------|------------|
| Position                                                | Hourly Min          | Hourly Max          | Salary Min | Salary Max |
| <b>Administrative Asst. I</b>                           |                     |                     |            |            |
| 0-5 Years                                               | \$10.00             | \$11.00             |            |            |
| 6-10 Years                                              | \$11.00             | \$12.00             |            |            |
| 11+ Years                                               | \$12.00             | \$13.00             |            |            |
| <b>Administrative Asst. II Office Assistant I</b>       |                     |                     |            |            |
| 0-5 Years                                               | <del>11</del> 12.00 | <del>12</del> 13.50 |            |            |
| 6-10 Years                                              | <del>12</del> 13.50 | <del>13</del> 15.00 |            |            |
| 11+ Years                                               | <del>13</del> 15.00 | <del>14</del> 16.50 |            |            |
| <b>Administrative Asst. III Office Assistant II</b>     |                     |                     |            |            |
| 0-5 Years                                               | <del>12</del> 13.00 | <del>13</del> 14.50 |            |            |
| 6-10 Years                                              | <del>13</del> 14.50 | <del>14</del> 16.00 |            |            |
| 11+ Years                                               | <del>14</del> 16.00 | <del>15</del> 17.50 |            |            |
| <b>Administrative Asst. III Office Administrator I</b>  |                     |                     |            |            |
| 0-5 Years                                               | <del>12</del> 14.00 | <del>13</del> 15.50 |            |            |
| 6-10 Years                                              | <del>13</del> 15.50 | <del>14</del> 17.00 |            |            |
| 11+ Years                                               | <del>14</del> 17.00 | <del>15</del> 18.50 |            |            |
| <b>Administrative Asst. III Office Administrator II</b> |                     |                     |            |            |
| 0-5 Years                                               | <del>12</del> 15.00 | <del>13</del> 16.50 |            |            |
| 6-10 Years                                              | <del>13</del> 16.50 | <del>14</del> 18.00 |            |            |
| 11+ Years                                               | <del>14</del> 18.00 | <del>15</del> 19.50 |            |            |
| <b>Office Manager II (Jail Only)</b>                    |                     |                     |            |            |
| <del>1-5 Years</del>                                    | <del>\$20.00</del>  | <del>\$22.00</del>  |            |            |
| <del>6-10 Years</del>                                   | <del>\$22.00</del>  | <del>\$24.00</del>  |            |            |
| <del>11+ Years</del>                                    | <del>\$24.00</del>  | <del>\$26.00</del>  |            |            |
| <b>Office Manager + Financial Training (Jail Only)</b>  |                     |                     |            |            |
|                                                         | \$2.00              | \$2.00              |            |            |

REMOVE  
REFERENCE JAIL SECTION  
  
REMOVE  
REFERENCE JAIL SECTION

| Battlefield Golf Course and Parks       |            |            |              |              |
|-----------------------------------------|------------|------------|--------------|--------------|
| Battlefield Golf Course                 |            |            |              |              |
| Position                                | Hourly Min | Hourly Max | Salary Min   | Salary Max   |
| <b>Head Golf Shop Attendant</b>         |            |            |              |              |
| 0-5 Years of Service                    | \$11.00    | \$12.50    |              |              |
| 6-10 Years of Service                   | \$12.50    | \$14.00    |              |              |
| 11+ Years of Service                    | \$14.00    | \$15.50    |              |              |
|                                         |            |            | \$ 23,750.00 | \$ 27,000.00 |
| <b>Seasonal</b>                         |            |            |              |              |
| Seasonal Grounds Maintenance            | \$8.50     | \$10.00    |              |              |
| Seasonal Golf Shop                      | \$7.75     | \$10.00    |              |              |
| Seasonal Outside Cart Attendant         | \$7.50     | \$10.00    |              |              |
| <b>Assistant Golf Shop Attendant</b>    |            |            |              |              |
| 0-5 Years of Service                    | \$8.00     | \$8.25     |              |              |
| 6-10 Years of Service                   | \$8.25     | \$8.50     |              |              |
| 11+ Years of Service                    | \$8.50     | \$9.00     |              |              |
| <b>Head Grounds Superintendent</b>      |            |            |              |              |
| 0-5 Years of Service                    | \$20.00    | \$22.00    |              |              |
| 6-10 Years of Service                   | \$22.00    | \$24.00    |              |              |
| 11+ Years of Service                    | \$24.00    | \$28.00    |              |              |
|                                         |            |            | \$ 43,000.00 | \$ 55,000.00 |
| <b>Assistant Grounds Superintendent</b> |            |            |              |              |
| 0-5 Years of Service                    | \$14.00    | \$16.00    |              |              |
| 6-10 Years of Service                   | \$16.00    | \$18.00    |              |              |
| 11+ Years of Service                    | \$18.00    | \$20.00    |              |              |
|                                         |            |            | \$ 23,000.00 | \$ 30,000.00 |
| <b>Golf Pro</b>                         |            |            |              |              |
|                                         |            |            | \$ 10,000.00 | \$ 30,000.00 |
| Historic Properties                     |            |            |              |              |
| <b>Curator</b>                          |            |            |              |              |
| 0-5 Years of Service                    | \$16.00    | \$18.00    |              |              |
| 6-10 Years of Service                   | \$18.00    | \$20.00    |              |              |
| 11+ Years of Service                    | \$20.00    | \$24.00    |              |              |
|                                         | \$20.51    | \$23.08    |              |              |

| Battlefield Golf Course and Parks |  |  |              |              |
|-----------------------------------|--|--|--------------|--------------|
| Director                          |  |  |              |              |
|                                   |  |  | \$ 50,000.00 | \$ 65,000.00 |

2019/2020 Classification Schedule

| Coroner (Set by the Coroner) |             |
|------------------------------|-------------|
| Position                     | Salary Rate |
| Entry Level Coroner          |             |
|                              | \$7,200.00  |
| Basic Coroner                |             |
|                              | \$8,502.00  |
| Advanced Coroner             |             |
|                              | \$9,700.00  |
| Master Coroner               |             |
|                              | \$10,900.00 |

2019/2020 Classification Schedule

| Custodial                                       |                        |                        |             |             |
|-------------------------------------------------|------------------------|------------------------|-------------|-------------|
| Position                                        | Hourly Min             | Hourly Max             | Salary Min  | Salary Max  |
| <b>Custodial I</b>                              |                        |                        |             |             |
| 0-5 Years of Service                            | <del>9</del> 10.00     | <del>10</del> 11.50    |             |             |
| 6-10 Years of Service                           | <del>10</del> 11.50    | <del>11</del> 13.00    |             |             |
| 11+ Years of Service                            | <del>11</del> 13.00    | <del>13</del> 14.50    |             |             |
| <b>Custodial II</b>                             |                        |                        |             |             |
| 0-5 Years of Service                            | <del>10</del> 11.00    | <del>11</del> 12.50    |             |             |
| 6-10 Years of Service                           | <del>11</del> 12.50    | <del>12.50</del> 14.00 |             |             |
| 11+ Years of Service                            | <del>12.50</del> 14.00 | <del>14</del> 15.50    |             |             |
| <b>Maintenance I</b>                            |                        |                        |             |             |
| 0-5 Years of Service                            | <del>11</del> 12.00    | <del>12</del> 13.50    |             |             |
| 6-10 Years of Service                           | <del>12</del> 13.50    | <del>13</del> 15.00    |             |             |
| 11+ Years of Service                            | <del>13</del> 15.00    | <del>16</del> 16.50    |             |             |
| <b>Custodial Supervisor</b>                     |                        |                        |             |             |
| Oversees operation for the custodial department | <del>13.33</del> 13.50 | <del>17.95</del> 20.00 | \$26,000.00 | \$35,000.00 |

| Detention Center                                   |            |            |  |
|----------------------------------------------------|------------|------------|--|
| POSITION                                           | HOURLY MIN | HOURLY MAX |  |
| <b>DEPUTY I</b>                                    |            |            |  |
| New hire 12 month probationary period              | \$11.00    | \$11.00    |  |
| <b>DEPUTY II</b>                                   |            |            |  |
| After 1 year of service through 5 years of service | \$12.00    | \$14.50    |  |
| 6 THROUGH 10 YEARS OF SERVICE                      | \$14.50    | \$17.00    |  |
| 11 PLUS YEARS OF SERVICE                           | \$17.00    | \$22.00    |  |
| <b>LIEUTENANT</b>                                  |            |            |  |
| After 1 year of service through 5 years of service | \$14.00    | \$16.50    |  |
| 6 THROUGH 10 YEARS OF SERVICE                      | \$16.50    | \$19.00    |  |
| 11 PLUS YEARS OF SERVICE                           | \$19.00    | \$24.00    |  |
| <b>CAPTAIN</b>                                     |            |            |  |
| After 1 year of service through 5 years of service | \$16.00    | \$18.50    |  |
| 6 THROUGH 10 YEARS OF SERVICE                      | \$18.50    | \$21.00    |  |
| 11 PLUS YEARS OF SERVICE                           | \$21.00    | \$26.00    |  |
| <b>MAINTENANCE SUPERVISOR</b>                      |            |            |  |
| MAINTENANCE SUPERVISOR                             | \$14.00    | \$20.00    |  |
| <b>INSTRUCTOR INCENTIVE</b>                        |            |            |  |
| INSTRUCTOR INCENTIVE (ADDED TO HOURLY WAGE)        | 2 PER HOUR |            |  |
| <b>FINANCE OFFICER</b>                             |            |            |  |
| After 1 year of service through 5 years of service | \$14.00    | \$16.50    |  |
| 6 THROUGH 10 YEARS OF SERVICE                      | \$16.50    | \$19.00    |  |
| 11 PLUS YEARS OF SERVICE                           | \$19.00    | \$24.00    |  |
| <b>CHIEF FINANCIAL OFFICER</b>                     |            |            |  |
| After 1 year of service through 5 years of service | \$18.00    | \$20.50    |  |
| 6 THROUGH 10 YEARS OF SERVICE                      | \$20.50    | \$23.00    |  |
| 11 PLUS YEARS OF SERVICE                           | \$23.00    | \$28.00    |  |
| <b>HOME INCARCERATION MANAGER</b>                  |            |            |  |
| After 1 year of service through 5 years of service | \$16.00    | \$18.50    |  |
| 6 THROUGH 10 YEARS OF SERVICE                      | \$18.50    | \$21.00    |  |
| 11 PLUS YEARS OF SERVICE                           | \$21.00    | \$26.00    |  |
| <b>HOME INCARCERATION DEPUTY</b>                   |            |            |  |
| After 1 year of service through 5 years of service | \$14.00    | \$16.50    |  |

Previously 10-11

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|                               |         |         |
|-------------------------------|---------|---------|
| 6 THROUGH 10 YEARS OF SERVICE | \$16.50 | \$19.00 |
| 11 PLUS YEARS OF SERVICE      | \$19.00 | \$24.00 |

## CHIEF DEPUTY

|                                                    |         |         |
|----------------------------------------------------|---------|---------|
| After 1 year of service through 5 years of service | \$17.00 | \$19.50 |
| 6 THROUGH 10 YEARS OF SERVICE                      | \$19.50 | \$22.00 |
| 11 PLUS YEARS OF SERVICE                           | \$22.00 | \$27.00 |

## ASSISTANT JAILER

|                                                    |         |         |
|----------------------------------------------------|---------|---------|
| After 1 year of service through 5 years of service | \$24.00 | \$28.00 |
| 6 THROUGH 10 YEARS OF SERVICE                      | \$28.00 | \$32.00 |
| 11 PLUS YEARS OF SERVICE                           | \$32.00 | \$36.00 |

| EMA/CSEPP                                  |            |            |             |             |
|--------------------------------------------|------------|------------|-------------|-------------|
| Position                                   | Hourly Min | Hourly Max | Salary Min  | Salary Max  |
| <b>Operations Lead I</b>                   |            |            |             |             |
|                                            | \$18.46    | \$21.54    | \$36,000.00 | \$42,000.00 |
| <b>Operations Lead II</b>                  |            |            |             |             |
|                                            | \$21.54    | \$24.62    | \$42,000.00 | \$48,000.00 |
| <b>Operations Lead III</b>                 |            |            |             |             |
|                                            | \$24.62    | \$28.21    | \$48,000.00 | \$55,000.00 |
| <b>IT Specialist I/Hazard Analyst</b>      |            |            |             |             |
|                                            |            |            | \$28,000.00 | \$35,000.00 |
| <b>IT Specialist II/Hazard Analyst</b>     |            |            |             |             |
|                                            |            |            | \$35,000.00 | \$38,000.00 |
| <b>IT Specialist III/Hazard Analyst</b>    |            |            |             |             |
|                                            |            |            | \$38,000.00 | \$45,000.00 |
| <b>Senior IT Specialist/Hazard Analyst</b> |            |            |             |             |
|                                            |            |            | \$45,000.00 | \$50,000.00 |
| <b>Planner I</b>                           |            |            |             |             |
|                                            | \$16.41    | \$20.51    | \$32,000.00 | \$40,000.00 |
| <b>Planner II</b>                          |            |            |             |             |
|                                            | \$20.51    | \$23.59    | \$40,000.00 | \$46,000.00 |
| <b>Planner III</b>                         |            |            |             |             |
|                                            | \$23.59    | \$26.67    | \$46,000.00 | \$52,000.00 |
| <b>Communication Officer I</b>             |            |            |             |             |
|                                            | \$16.41    | \$20.51    | \$32,000.00 | \$40,000.00 |
| <b>Communication Officer II</b>            |            |            |             |             |
|                                            | \$20.51    | \$23.59    | \$40,000.00 | \$46,000.00 |
| <b>Communication Officer III</b>           |            |            |             |             |
|                                            | \$23.59    | \$26.67    | \$46,000.00 | \$52,000.00 |
| <b>Public Information Officer I</b>        |            |            |             |             |
|                                            | \$16.41    | \$20.51    | \$32,000.00 | \$40,000.00 |
| <b>Public Information Officer II</b>       |            |            |             |             |
|                                            | \$20.51    | \$23.59    | \$40,000.00 | \$46,000.00 |
| <b>Public Information Officer III</b>      |            |            |             |             |
|                                            | \$23.59    | \$26.67    | \$46,000.00 | \$52,000.00 |

REMOVE PLANNER POSITION

2019/2020 Classification Schedule

|                             |         |         |             |             |
|-----------------------------|---------|---------|-------------|-------------|
| <b>Logistic Officer I</b>   |         |         |             |             |
|                             | \$16.41 | \$20.51 | \$32,000.00 | \$40,000.00 |
| <b>Logistic Officer II</b>  |         |         |             |             |
|                             | \$20.51 | \$23.59 | \$40,000.00 | \$46,000.00 |
| <b>Logistic Officer III</b> |         |         |             |             |
|                             | \$23.59 | \$26.67 | \$46,000.00 | \$52,000.00 |
| <b>Training Officer I</b>   |         |         |             |             |
|                             | \$16.41 | \$20.51 | \$32,000.00 | \$40,000.00 |
| <b>Training Officer II</b>  |         |         |             |             |
|                             | \$20.51 | \$23.59 | \$40,000.00 | \$46,000.00 |
| <b>Training Officer III</b> |         |         |             |             |
|                             | \$23.59 | \$26.67 | \$46,000.00 | \$52,000.00 |
| <b>Medical Officer I</b>    |         |         |             |             |
|                             | \$16.41 | \$20.51 | \$32,000.00 | \$40,000.00 |
| <b>Medical Officer II</b>   |         |         |             |             |
|                             | \$20.51 | \$23.59 | \$40,000.00 | \$46,000.00 |
| <b>Medical Officer III</b>  |         |         |             |             |
|                             | \$23.59 | \$26.67 | \$46,000.00 | \$52,000.00 |
| <b>Finance Officer I</b>    |         |         |             |             |
|                             | \$18.46 | \$21.54 | \$36,000.00 | \$42,000.00 |
| <b>Finance Officer II</b>   |         |         |             |             |
|                             | \$21.54 | \$24.62 | \$42,000.00 | \$48,000.00 |
| <b>Finance Officer III</b>  |         |         |             |             |
|                             | \$24.62 | \$28.21 | \$48,000.00 | \$55,000.00 |
| <b>EOC Technician I</b>     |         |         |             |             |
|                             | \$16.41 | \$18.50 |             |             |
| <b>EOC Technician II</b>    |         |         |             |             |
|                             | \$18.50 | \$21.00 |             |             |
| <b>EOC Technician III</b>   |         |         |             |             |
|                             | \$21.00 | \$23.00 |             |             |
| <b>Team Lead I</b>          |         |         |             |             |
|                             | \$17.00 | \$19.20 |             |             |
| <b>Team Lead II</b>         |         |         |             |             |
|                             | \$19.20 | \$21.40 |             |             |

|                                          |         |         |             |             |
|------------------------------------------|---------|---------|-------------|-------------|
| <b>Team Lead III</b>                     |         |         |             |             |
|                                          | \$21.40 | \$23.60 |             |             |
| <b>Database Coordinator/Admin. Asst.</b> |         |         |             |             |
|                                          | \$16.41 | \$18.50 | \$25,000.00 | \$50,000.00 |
| <b>Deputy Director</b>                   |         |         |             |             |
|                                          |         |         | \$55,000.00 | \$70,000.00 |
| <b>Director</b>                          |         |         |             |             |
|                                          |         |         | \$65,000.00 | \$85,000.00 |

2019/2020 Classification Schedule

| Environmental and Animal Care                                                                |                       |                       |            |            |
|----------------------------------------------------------------------------------------------|-----------------------|-----------------------|------------|------------|
| Solid Waste                                                                                  |                       |                       |            |            |
| Position                                                                                     | Hourly Min            | Hourly Max            | Salary Min | Salary Max |
| <b>CDL Trainee/General Laborer</b>                                                           |                       |                       |            |            |
| Must be CDL Training for a maximum of 1 year                                                 | \$10.00               | \$10.00               |            |            |
| <b>Commercial Driver License Grade B/Laborer <del>CDL Truck Driver/General Laborer</del></b> |                       |                       |            |            |
| 0-5 Years of Service                                                                         | <del>13</del> 14.00   | <del>13.5</del> 15.50 |            |            |
| 6-10 Years of Service                                                                        | <del>13.5</del> 15.50 | <del>14</del> 17.00   |            |            |
| 11+ Years of Service                                                                         | <del>14</del> 17.00   | <del>15</del> 18.50   |            |            |
| Animal Shelter                                                                               |                       |                       |            |            |
| <b>Shelter Operation Technician</b>                                                          |                       |                       |            |            |
| 1-5 Years of Service                                                                         | \$11.00               | \$12.50               |            |            |
| 6-10 Years of Service                                                                        | \$12.50               | \$14.00               |            |            |
| 11+ Years of Service                                                                         | \$14.00               | \$15.50               |            |            |
| <b>Animal Control Officer I Non-Sworn</b>                                                    |                       |                       |            |            |
| 1-5 Years of Service                                                                         | \$9.50                | \$11.00               |            |            |
| 6-10 Years of Service                                                                        | \$11.00               | \$12.00               |            |            |
| 11+ Years of Service                                                                         | \$12.00               | \$13.00               |            |            |
| <b>Animal Control Officer I (Basic Animal Control Officer)</b>                               |                       |                       |            |            |
| 0-5 Years of Service                                                                         | 9.5 <del>11.00</del>  | <del>11</del> 12.50   |            |            |
| 6-10 Years of Service                                                                        | <del>11</del> 12.50   | <del>12</del> 14.00   |            |            |
| 11+ Years of Service                                                                         | <del>12</del> 14.00   | <del>13</del> 15.50   |            |            |
| <b>Animal Control Officer II (Euthenization)</b>                                             |                       |                       |            |            |
| 0-5 Years of Service                                                                         | <del>10.5</del> 12.00 | <del>12</del> 13.50   |            |            |
| 6-10 Years of Service                                                                        | <del>12</del> 13.50   | <del>13.5</del> 15.00 |            |            |
| 11+ Years of Service                                                                         | <del>13.5</del> 15.00 | <del>15</del> 16.50   |            |            |
| <b>Kennel Technician I (Assess Condition of Animals and give Vaccinations)</b>               |                       |                       |            |            |
| 0-5 Years of Service                                                                         | <del>10</del> 10.50   | <del>11.5</del> 12.00 |            |            |
| 6-10 Years of Service                                                                        | <del>11.5</del> 12.00 | <del>13</del> 13.50   |            |            |
| 11+ Years of Service                                                                         | <del>13</del> 13.50   | <del>14.5</del> 15.00 |            |            |
| <b>Kennel Technician II (Kennel Tech I plus Grooming)</b>                                    |                       |                       |            |            |
| 0-5 Years of Service                                                                         | <del>11</del> 11.50   | <del>12.5</del> 13.00 |            |            |
| 6-10 Years of Service                                                                        | <del>12.5</del> 13.00 | <del>14</del> 14.50   |            |            |
| 11+ Years of Service                                                                         | <del>14</del> 14.50   | <del>15.5</del> 16.00 |            |            |

Not eligible for pay increases or CPI.

Remove

Remove

2019/2020 Classification Schedule

| Operation Coordinator         |         |         |             |             |
|-------------------------------|---------|---------|-------------|-------------|
| 0-5 Years of Service          | \$17.00 | \$18.50 |             |             |
| 6-10 Years of Service         | \$18.50 | \$20.00 |             |             |
| 11+ Years of Service          | \$20.00 | \$21.50 |             |             |
| Environmental and Animal Care |         |         |             |             |
| Director                      |         |         |             |             |
|                               |         |         | \$60,000.00 | \$75,000.00 |

2019/2020 Classification Schedule

| Human Resources               |            |            |             |             |
|-------------------------------|------------|------------|-------------|-------------|
| Position                      | Hourly Min | Hourly Max | Salary Min  | Salary Max  |
| <b>Director</b>               |            |            |             |             |
|                               |            |            | \$55,000.00 | \$75,000.00 |
| <b>Coordinator</b>            |            |            |             |             |
|                               |            |            | \$40,000.00 | \$60,000.00 |
| Judge's Office                |            |            |             |             |
| Position                      | Hourly Min | Hourly Max | Salary Min  | Salary Max  |
| <b>Deputy Judge Executive</b> |            |            |             |             |
|                               |            |            | \$75,000.00 | \$95,000.00 |

| Finance                              |                       |                     |                         |                         |
|--------------------------------------|-----------------------|---------------------|-------------------------|-------------------------|
| Position                             | Hourly Min            | Hourly Max          | Salary Min              | Salary Max              |
| <b>Tax and Payroll Administrator</b> |                       |                     |                         |                         |
| 0-5 Years of Service                 | <del>15.5</del> 16.00 | <del>18</del> 20.00 |                         |                         |
| 6-10 Years of Service                | <del>18</del> 20.00   | <del>23</del> 24.00 |                         |                         |
| 11+ Years of Service                 | <del>23</del> 24.00   | <del>25</del> 28.00 |                         |                         |
| <b>Finance Assistant</b>             |                       |                     |                         |                         |
| 0-5 Years of Service                 | \$12.00               | \$14.00             |                         |                         |
| 6-10 Years of Service                | \$14.00               | \$16.00             |                         |                         |
| 11+ Years of Service                 | \$16.00               | \$18.00             |                         |                         |
| <b>Finance Administrator</b>         |                       |                     |                         |                         |
| 0-5 Years of Service                 | <del>15.5</del> 16.00 | <del>18</del> 20.00 |                         |                         |
| 6-10 Years of Service                | <del>18</del> 20.00   | <del>23</del> 24.00 |                         |                         |
| 11+ Years of Service                 | <del>23</del> 24.00   | <del>25</del> 28.00 |                         |                         |
| <b>Treasurer</b>                     |                       |                     |                         |                         |
|                                      |                       |                     | <del>55000</del> 60,000 | <del>75000</del> 80,000 |

2019/2020 Classification Schedule

| Fire                                                 |                      |                     |              |              |
|------------------------------------------------------|----------------------|---------------------|--------------|--------------|
| Position                                             | Hourly Min           | Hourly Max          | Salary Min   | Salary Max   |
| <b>Firefighter I</b>                                 |                      |                     |              |              |
| New hire working on 400 hours certification (1 yrs.) | <del>7.25</del> 7.50 | \$7.50              |              |              |
| <b>Firefighter II</b>                                |                      |                     |              |              |
| 0-5 Years of Service                                 | <del>7.5</del> 8.00  | <del>8</del> 9.50   |              |              |
| 6-10 Years of Service                                | <del>8</del> 9.50    | <del>9</del> 11.00  |              |              |
| 11+ Years of Service                                 | <del>9</del> 11.00   | <del>10</del> 12.50 |              |              |
| <b>Firefighter III</b>                               |                      |                     |              |              |
| 0-5 Years of Service                                 | <del>8</del> 8.50    | <del>9</del> 10.00  |              |              |
| 6-10 Years of Service                                | <del>9</del> 10.00   | <del>10</del> 11.50 |              |              |
| 11+ Years of Service                                 | <del>10</del> 11.50  | <del>11</del> 13.00 |              |              |
| <b>Firefighter IV</b>                                |                      |                     |              |              |
| 0-5 Years of Service                                 | <del>9</del> 9.50    | <del>10</del> 11.00 |              |              |
| 6-10 Years of Service                                | <del>10</del> 11.00  | <del>11</del> 12.50 |              |              |
| 11+ Years of Service                                 | <del>11</del> 12.50  | <del>12</del> 14.00 |              |              |
| <b>Lieutenant</b>                                    |                      |                     |              |              |
| 0-5 Years of Service                                 | <del>10</del> 10.50  | <del>11</del> 12.00 |              |              |
| 6-10 Years of Service                                | <del>11</del> 12     | <del>12</del> 13.50 |              |              |
| 11+ Years of Service                                 | <del>12</del> 13.50  | <del>13</del> 15.00 |              |              |
| <b>Captain</b>                                       |                      |                     |              |              |
| 0-5 Years of Service                                 | <del>11</del> 11.50  | <del>12</del> 13.00 |              |              |
| 6-10 Years of Service                                | <del>12</del> 13.00  | <del>13</del> 14.50 |              |              |
| 11+ Years of Service                                 | <del>13</del> 14.50  | <del>14</del> 16.00 |              |              |
| <b>Chief</b>                                         |                      |                     |              |              |
|                                                      |                      |                     | \$ 45,000.00 | \$ 70,000.00 |

2019/2020 Classification Schedule

| Information Technology                                                                   |            |            |             |             |
|------------------------------------------------------------------------------------------|------------|------------|-------------|-------------|
| Position                                                                                 | Hourly Min | Hourly Max | Salary Min  | Salary Max  |
| <b>Senior Systems Engineer</b>                                                           |            |            |             |             |
| Bachelors Degree, Minimum 12 Years of Professional Experience                            |            |            | \$72,000.00 | \$75,000.00 |
| (Requires Microsoft Enterprise Admin, vmWare VCAP, Security +)                           |            |            |             |             |
|                                                                                          |            |            |             |             |
| <b>Systems Engineer II</b>                                                               |            |            |             |             |
| Bachelors Degree, Minimum 8 Years of Professional Experience                             |            |            | \$68,000.00 | \$72,000.00 |
| (Requires Microsoft Enterprise Admin, vmWare VCP, Security +)                            |            |            |             |             |
|                                                                                          |            |            |             |             |
| <b>Systems Engineer I</b>                                                                |            |            |             |             |
| Bachelors Degree, Minimum 5 Years of Professional Experience                             |            |            | \$65,000.00 | \$68,000.00 |
| (Requires Microsoft Enterprise Admin, vmwWare VCA, Security +)                           |            |            |             |             |
|                                                                                          |            |            |             |             |
| <b>Senior Systems Administrator</b>                                                      |            |            |             |             |
| Bachelors Degree, Minimum 8 Years of Professional Experience                             |            |            | \$60,000.00 | \$65,000.00 |
| (Requires Microsoft Systems Administrator, CompTIA Network +, CompTIA Security +)        |            |            |             |             |
|                                                                                          |            |            |             |             |
| <b>Systems Administrator II</b>                                                          |            |            |             |             |
| Bachelors Degree, Minimum 5 Years of Professional Experience                             |            |            | \$53,000.00 | \$60,000.00 |
| (Requires Microsoft Systems Administrator, CompTIA Network +, CompTIA Security +)        |            |            |             |             |
|                                                                                          |            |            |             |             |
| <b>Systems Administrator I</b>                                                           |            |            |             |             |
| Bachelors Degree, Minimum 3 Years of Professional Experience                             |            |            | \$42,500.00 | \$52,000.00 |
| (Requires Microsoft Systems Administrator, CompTIA Network +)                            |            |            |             |             |
|                                                                                          |            |            |             |             |
| <b>Senior IT Specialist</b>                                                              |            |            |             |             |
| Bachelors Degree, Minimum 6 Years of Professional Experience                             |            |            | \$45,000.00 | \$50,000.00 |
| (Requires MCP Designation, MS Windows Operating System Configuration, CompTIA Network +) |            |            |             |             |
|                                                                                          |            |            |             |             |
| <b>IT Specialist III</b>                                                                 |            |            |             |             |
| Bachelors Degree, Minimum 4 Years of Professional Experience                             |            |            | \$38,000.00 | \$45,000.00 |
| (Requires MCP Designation, MS Windows Operating System Configuration)                    |            |            |             |             |
|                                                                                          |            |            |             |             |

2019/2020 Classification Schedule

|                                                                                                                    |         |         |             |              |
|--------------------------------------------------------------------------------------------------------------------|---------|---------|-------------|--------------|
| <b>IT Specialist II</b>                                                                                            |         |         |             |              |
| Bachelors Degree, Minimum 2 Years of Professional Experience                                                       |         |         | \$35,000.00 | \$38,000.00  |
| (Requires Microsoft Certified Professional Designation)                                                            |         |         |             |              |
|                                                                                                                    |         |         |             |              |
| <b>IT Specialist I</b>                                                                                             |         |         |             |              |
| Bachelors Degree 0+ Years of Professional Experience                                                               |         |         | \$28,000.00 | \$35,000.00  |
|                                                                                                                    |         |         |             |              |
| <b>GIS Coordinator</b>                                                                                             |         |         |             |              |
|                                                                                                                    |         |         | \$48,000.00 | \$70,000.00  |
|                                                                                                                    |         |         |             |              |
| <b>Senior GIS Specialist (1950 Hours)</b>                                                                          |         |         |             |              |
| Minimum 5 Years Experience + Bachelors Degree + 1 Certification + 15 Credit Hrs. Professional Development per year | \$20.52 | \$23.58 |             |              |
|                                                                                                                    |         |         |             |              |
| <b>GIS Specialist II (1950 Hours)</b>                                                                              |         |         |             |              |
| Minimum 3 Years Professional Experience + Bachelors Degree + 15 Credit Hours Professional Development per year     | \$17.35 | \$20.51 |             |              |
|                                                                                                                    |         |         |             |              |
| <b>GIS Specialist I (1950 Hours)</b>                                                                               |         |         |             |              |
| Minimum 2 Years of Professional Experience + Bachelors Degree + 10 Credit Hours Professional Development per year  | \$15.90 | \$17.34 |             |              |
|                                                                                                                    |         |         |             |              |
| <b>GIS Technician II (1950 Hours)</b>                                                                              |         |         |             |              |
| Bachelors; 0+ Years Professional Experience                                                                        | \$14.36 | \$15.89 |             |              |
|                                                                                                                    |         |         |             |              |
| <b>GIS Technician I (1950 Hours)</b>                                                                               |         |         |             |              |
| Associates or Certificate; 0+ Years Professional Experience                                                        | \$12.82 | \$14.35 |             |              |
| <b>Director of Information Technology</b>                                                                          |         |         |             |              |
|                                                                                                                    |         |         | \$70,000.00 | \$100,000.00 |

2019/2020 Classification Schedule

| Planning and Development                     |            |            |             |             |
|----------------------------------------------|------------|------------|-------------|-------------|
| Position                                     | Hourly Min | Hourly Max | Salary Min  | Salary Max  |
| <b>Trainee</b>                               |            |            |             |             |
| 1 Year                                       | Min. Wage  | 13.00      |             |             |
| <b>Permit Technician</b>                     |            |            |             |             |
| 0-5 Years of Service                         | \$11.50    | \$12.50    |             |             |
| 6-10 Years of Service                        | \$13.00    | \$14.00    |             |             |
| 11+ Years of Service                         | \$14.50    | \$15.50    |             |             |
| <b>Zoning Technician</b>                     |            |            |             |             |
| 0-5 Years of Service                         | \$11.50    | \$12.50    |             |             |
| 6-10 Years of Service                        | \$13.00    | \$14.00    |             |             |
| 11+ Years of Service                         | \$14.50    | \$15.50    |             |             |
| <b>Permit and Zoning Technician</b>          |            |            |             |             |
| 0-5 Years of Service                         | \$12.75    | \$13.75    |             |             |
| 6-10 Years of Service                        | \$13.50    | \$14.50    |             |             |
| 11+ Years of Service                         | \$16.25    | \$17.25    |             |             |
| <b>Code Enforcement Officer</b>              |            |            |             |             |
| 0-5 Years of Service                         | \$13.00    | \$14.50    |             |             |
| 6-10 Years of Service                        | \$14.50    | \$16.00    |             |             |
| 11+ Years of Service                         | \$16.00    | \$17.50    |             |             |
| <b>One and Two Dwelling Family Inspector</b> |            |            |             |             |
| 0-5 Years of Service                         | 13.00      | 13.50      |             |             |
| 6-10 Years of Service                        | 13.50      | 13.85      |             |             |
| 11+ Years of Service                         | 13.85      | 14.36      |             |             |
| <b>Building Inspector I</b>                  |            |            |             |             |
| 0-5 Years of Service                         | 14.36      | 15.38      | \$28,000.00 | \$30,000.00 |
| 6-10 Years of Service                        | 15.38      | 16.41      | \$30,000.00 | \$32,000.00 |
| 11+ Years of Service                         | 16.41      | 17.44      | \$32,000.00 | \$34,000.00 |
| <b>Building Inspector II</b>                 |            |            |             |             |
| 0-5 Years of Service                         | 17.44      | 18.97      | \$34,000.00 | \$37,000.00 |
| 6-10 Years of Service                        | 18.97      | 20.51      | \$37,000.00 | \$40,000.00 |
| 11+ Years of Service                         | 20.51      | 22.05      | \$40,000.00 | \$43,000.00 |
| <b>Building Inspector III</b>                |            |            |             |             |
| 0-5 Years of Service                         | 22.05      | 23.59      | \$43,000.00 | \$46,000.00 |

2019/2020 Classification Schedule

|                             |       |       |                    |                    |
|-----------------------------|-------|-------|--------------------|--------------------|
| 6-10 Years of Service       | 23.59 | 25.13 | \$46,000.00        | \$49,000.00        |
| 11+ Years of Service        | 25.13 | 28.21 | \$49,000.00        | \$55,000.00        |
| <b>Electrical Inspector</b> |       |       |                    |                    |
| 0-5 Years of Service        | 20.51 | 22.05 | \$40,000.00        | \$43,000.00        |
| 6-10 Years of Service       | 22.05 | 23.59 | \$43,000.00        | \$46,000.00        |
| 11+ Years of Service        | 23.59 | 25.64 | \$46,000.00        | \$50,000.00        |
| <b>Co-Director</b>          |       |       |                    |                    |
|                             |       |       | {Level + \$12,000} | {Level + \$12,000} |
| <b>Director</b>             |       |       |                    |                    |
|                             |       |       | \$60,000.00        | \$75,000.00        |

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| Road                                         |                       |                       |            |            |
|----------------------------------------------|-----------------------|-----------------------|------------|------------|
| Position                                     | Hourly Min            | Hourly Max            | Salary Min | Salary Max |
| <b>CDL Trainee/General Laborer</b>           |                       |                       |            |            |
| Must be CDL Training for a maximum of 1 year | \$10.00               | \$10.00               |            |            |
| <b>Seasonal</b>                              |                       |                       |            |            |
|                                              | \$10.00               | \$14.00               |            |            |
| <b>CDL Truck Driver/General Laborer</b>      |                       |                       |            |            |
| 0-5 Years of Service                         | <del>13</del> 14.00   | <del>13.5</del> 15.50 |            |            |
| 6-10 Years of Service                        | <del>13.5</del> 15.50 | <del>14</del> 17.00   |            |            |
| 11+ Years of Service                         | <del>14</del> 17.00   | <del>15</del> 18.50   |            |            |
| <b>Light Equipment Operator</b>              |                       |                       |            |            |
| 0-5 Years of Service                         | <del>14</del> 15.00   | <del>14.5</del> 16.50 |            |            |
| 6-10 Years of Service                        | <del>14.5</del> 16.50 | <del>15</del> 18.00   |            |            |
| 11+ Years of Service                         | <del>15</del> 18.00   | <del>16</del> 19.50   |            |            |
| <b>Heavy Equipment Operator</b>              |                       |                       |            |            |
| 0-5 Years of Service                         | 16 17.00              | 17 18.50              |            |            |
| 6-10 Years of Service                        | 17 18.50              | 18 20.00              |            |            |
| 11+ Years of Service                         | 18 20.00              | 19 21.50              |            |            |
| <b>Clerical/Sign Graphics</b>                |                       |                       |            |            |
| <del>1</del> 5 Years of Service              | \$12.00               | \$12.50               |            |            |
| <del>6</del> 10 Years of Service             | \$12.50               | \$13.00               |            |            |
| <del>11</del> 1+ Years of Service            | \$13.00               | \$13.50               |            |            |
| <b>Mechanic Trainee</b>                      |                       |                       |            |            |
| Not to exceed 5 years                        | \$14.00               | \$16.00               |            |            |
| <b>Light Duty Mechanic</b>                   |                       |                       |            |            |
| 0-5 Years of Service                         | 16 17.00              | 17.75 19.00           |            |            |
| 6-10 Years of Service                        | 17.75 19.00           | 19 21.00              |            |            |
| 11+ Years of Service                         | 19 21.00              | 21 23.00              |            |            |
| <b>Medium Duty Mechanic</b>                  |                       |                       |            |            |
| 0-5 Years of Service                         | 17 18.00              | 18.75 20.00           |            |            |
| 6-10 Years of Service                        | 18.75 20.00           | 20 22.00              |            |            |
| 11+ Years of Service                         | 20 22.00              | 22 24.00              |            |            |
| <b>Heavy Duty Mechanic</b>                   |                       |                       |            |            |
| 0-5 Years of Service                         | 18 19.00              | 20 21.00              |            |            |

This position is not eligible for pay increases or CPI.

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|                                |            |            |             |             |
|--------------------------------|------------|------------|-------------|-------------|
| 6-10 Years of Service          | 20 21.00   | 22 23.00   |             |             |
| 11+ Years of Service           | 22 23.00   | 26 25.00   |             |             |
| <b>Masonry Asst.</b>           |            |            |             |             |
| 1-5 Years of Service           | \$13.50    | \$14.00    |             |             |
| 6-10 Years of Service          | \$14.00    | \$14.50    |             |             |
| 11+ Years of Service           | \$14.50    | \$15.00    |             |             |
| <b>Masonry</b>                 |            |            |             |             |
| 1-5 Years of Service           | \$14.50    | \$15.00    |             |             |
| 6-10 Years of Service          | \$15.00    | \$15.50    |             |             |
| 11+ Years of Service           | \$15.50    | \$16.00    |             |             |
| <b>Assistant Foreman</b>       |            |            |             |             |
| 0-5 Years of Service           | 15 16.00   | 17.5 18.00 |             |             |
| 6-10 Years of Service          | 17.5 18.00 | 19 20.00   |             |             |
| 11+ Years of Service           | 19 20.00   | 21 22.00   |             |             |
| <b>Foreman</b>                 |            |            |             |             |
| 0-5 Years of Service           | 20 21.00   | 21.5 23.00 |             |             |
| 6-10 Years of Service          | 21.5 23.00 | 23 25.00   |             |             |
| 11+ Years of Service           | 23 25.00   | 25 27.00   |             |             |
| <b>Service Parts Manager</b>   |            |            |             |             |
| 0-5 Years of Service           | 20 21.00   | 21 22.50   |             |             |
| 6-10 Years of Service          | 21 22.50   | 22 24.00   |             |             |
| 11+ Years of Service           | 22 24.00   | 23 25.50   |             |             |
| <b>Solid Waste Coordinator</b> |            |            |             |             |
| 0-5 Years of Service           | \$18.00    | \$20.00    |             |             |
| 6-10 Years of Service          | \$20.00    | \$22.00    |             |             |
| 11+ Years of Service           | \$22.00    | \$24.00    |             |             |
| <b>Road Administrator</b>      |            |            |             |             |
|                                |            |            | \$50,000.00 | \$65,000.00 |
| <b>Road Supervisor</b>         |            |            |             |             |
|                                |            |            | \$60,000.00 | \$75,000.00 |
|                                |            |            | \$65,000.00 | \$80,000.00 |