

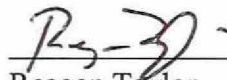
**RESOLUTION – 16-09**  
**MADISON COUNTY FISCAL COURT**

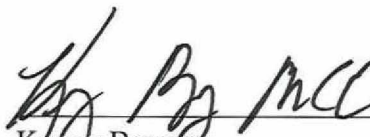
**A RESOLUTION TO UPDATE THE MADISON COUNTY ANNUAL EMPLOYEE CLASSIFICATIONS AND THE COMPENSATION FOR EMPLOYEE YEARS OF SERVICE BENEFIT FOR 2016/2017**

Whereas, the Madison County Fiscal Court has established an Employee Classification System and Years of Service for the benefit of all employees of the Fiscal Court; and

Whereas, the Employee Classification System needs to be updated.

Now therefore, be it resolved by the Fiscal Court, the attached document labeled as Attachment #1 Annual Employee Classification Schedule be adopted by this Fiscal Court the 26th day of July, 2016.

  
\_\_\_\_\_  
Reagan Taylor  
County Judge Executive

  
\_\_\_\_\_  
Kenny Barger  
County Clerk

# **2016/2017 Amended Classification Schedule**

| <b>Custodial</b>                                |                   |                   |                   |                   |
|-------------------------------------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Position</b>                                 | <b>Hourly Min</b> | <b>Hourly Max</b> | <b>Salary Min</b> | <b>Salary Max</b> |
| <b>Custodial I</b>                              |                   |                   |                   |                   |
| 1-5 Years of Service                            | \$8.00            | \$9.50            |                   |                   |
| 6-10 Years of Service                           | \$9.50            | \$11.00           |                   |                   |
| 11+ Years of Service                            | \$11.00           | \$13.00           |                   |                   |
| <b>Custodial II</b>                             |                   |                   |                   |                   |
| 1-5 Years of Service                            | \$9.50            | \$10.50           |                   |                   |
| 6-10 Years of Service                           | \$10.50           | \$12.50           |                   |                   |
| 11+ Years of Service                            | \$12.50           | \$14.00           |                   |                   |
| <b>Maintenance I</b>                            |                   |                   |                   |                   |
| 1-5 Years of Service                            | \$10.00           | \$12.00           |                   |                   |
| 6-10 Years of Service                           | \$12.00           | \$13.00           |                   |                   |
| 11+ Years of Service                            | \$13.00           | \$16.00           |                   |                   |
| <b>Maintenance II</b>                           |                   |                   |                   |                   |
| Electric, Heating and Air, Plumbing             |                   |                   | \$40,000.00       | \$60,000.00       |
| <b>Custodial Supervisor</b>                     |                   |                   |                   |                   |
| Oversees operation for the custodial department |                   |                   | \$26,000.00       | \$35,000.00       |

| Fire                                                 |            |            |              |              |
|------------------------------------------------------|------------|------------|--------------|--------------|
| Position                                             | Hourly Min | Hourly Max | Salary Min   | Salary Max   |
| Firefighter I                                        |            |            |              |              |
| New hire working on 400 hours certification (1 yrs.) | \$7.25     | \$7.25     |              |              |
| New hire completed 200 hours certification           | \$7.25     | \$7.50     |              |              |
| New hire with Emergency Management (EMT, BLS)        | \$7.50     | \$8.00     |              |              |
| Firefighter II (Completed 400 Hrs.)                  |            |            |              |              |
| 1-5 Years of Service                                 | \$7.50     | \$8.00     |              |              |
| 6-10 Years of Service                                | \$8.00     | \$9.00     |              |              |
| 11+ Years of Service                                 | \$9.00     | \$10.00    |              |              |
| Firefighter III (IFSCA and Haz Mat Ops)              |            |            |              |              |
| 1-5 Years of Service                                 | \$8.00     | \$9.00     |              |              |
| 6-10 Years of Service                                | \$9.00     | \$10.00    |              |              |
| 11+ Years of Service                                 | \$10.00    | \$11.00    |              |              |
| Firefighter IV (Training Instructor)                 |            |            |              |              |
| 1-5 Years of Service                                 | \$9.00     | \$10.00    |              |              |
| 6-10 Years of Service                                | \$10.00    | \$11.00    |              |              |
| 11+ Years of Service                                 | \$11.00    | \$12.00    |              |              |
| Firefighter Level+Animal Control                     |            |            |              |              |
| Leveled firefighter + Animal Control Officer         | \$1.88     | \$1.88     |              |              |
| Emergency Vehicle Technician                         |            |            |              |              |
| Leveled firefighter + EVT                            | \$1.90     | \$1.90     |              |              |
| Lieutenant                                           |            |            |              |              |
| 1-5 Years of Service                                 | \$10.00    | \$11.00    |              |              |
| 6-10 Years of Service                                | \$11.00    | \$12.00    |              |              |
| 11+ Years of Service                                 | \$12.00    | \$13.00    |              |              |
| Captain                                              |            |            |              |              |
| 1-5 Years of Service                                 | \$11.00    | \$12.00    |              |              |
| 6-10 Years of Service                                | \$12.00    | \$13.00    |              |              |
| 11+ Years of Service                                 | \$13.00    | \$14.00    |              |              |
| Chief                                                |            |            |              |              |
|                                                      |            |            | \$ 45,000.00 | \$ 70,000.00 |

| Road                                         |            |            |             |             |
|----------------------------------------------|------------|------------|-------------|-------------|
| Position                                     | Hourly Min | Hourly Max | Salary Min  | Salary Max  |
| <b>General Laborer</b>                       |            |            |             |             |
| Must be CDL Training for a maximum of 1 year | \$10.00    | \$10.00    |             |             |
| <b>Light Equipment Operator</b>              |            |            |             |             |
| 1-5 Years of Service                         | \$14.00    | \$14.50    |             |             |
| 6-10 Years of Service                        | \$14.50    | \$15.00    |             |             |
| 11+ Years of Service                         | \$15.00    | \$16.00    |             |             |
| <b>Heavy Equipment Operator</b>              |            |            |             |             |
| 1-5 Years of Service                         | \$16.00    | \$17.00    |             |             |
| 6-10 Years of Service                        | \$17.00    | \$18.00    |             |             |
| 11+ Years of Service                         | \$18.00    | \$19.00    |             |             |
| <b>Truck Driver/General Laborer</b>          |            |            |             |             |
| 1-5 Years of Service                         | \$13.00    | \$13.50    |             |             |
| 6-10 Years of Service                        | \$13.50    | \$14.00    |             |             |
| 11+ Years of Service                         | \$14.00    | \$15.00    |             |             |
| <b>Light Duty Mechanic</b>                   |            |            |             |             |
| 1-5 Years of Service                         | \$16.00    | \$17.75    |             |             |
| 6-10 Years of Service                        | \$17.75    | \$19.00    |             |             |
| 11+ Years of Service                         | \$19.00    | \$21.00    |             |             |
| <b>Medium Duty Mechanic</b>                  |            |            |             |             |
| 1-5 Years of Service                         | \$17.00    | \$18.75    |             |             |
| 6-10 Years of Service                        | \$18.75    | \$20.00    |             |             |
| 11+ Years of Service                         | \$20.00    | \$22.00    |             |             |
| <b>Heavy Duty Mechanic</b>                   |            |            |             |             |
| 1-5 Years of Service                         | \$18.00    | \$20.00    |             |             |
| 6-10 Years of Service                        | \$20.00    | \$22.00    |             |             |
| 11+ Years of Service                         | \$22.00    | \$26.00    |             |             |
| <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>                     |            |            |             |             |
| 1-5 Years of Service                         | \$15.00    | \$17.50    |             |             |
| 6-10 Years of Service                        | \$17.50    | \$19.00    |             |             |
| 11+ Years of Service                         | \$19.00    | \$21.00    |             |             |
| <b>Foreman</b>                               |            |            |             |             |
| 1-5 Years of Service                         | \$20.00    | \$21.50    |             |             |
| 6-10 Years of Service                        | \$21.50    | \$23.00    |             |             |
| 11+ Years of Service                         | \$23.00    | \$25.00    |             |             |
| <b>Road Administrator</b>                    |            |            |             |             |
|                                              |            |            | \$50,000.00 | \$65,000.00 |
| <b>Road Supervisor</b>                       |            |            |             |             |
|                                              |            |            | \$60,000.00 | \$75,000.00 |

| <b>Solid Waste</b>                                                |                   |                   |                   |                   |
|-------------------------------------------------------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Position</b>                                                   | <b>Hourly Min</b> | <b>Hourly Max</b> | <b>Salary Min</b> | <b>Salary Max</b> |
| Commercial Driver License Grade B/Laborer                         |                   |                   |                   |                   |
| 1-5 Years of Service                                              | \$13.00           | \$13.50           |                   |                   |
| 6-10 Years of Service                                             | \$13.50           | \$14.00           |                   |                   |
| 11+ Years of Service                                              | \$14.00           | \$15.00           |                   |                   |
| <b>Animal Control</b>                                             |                   |                   |                   |                   |
| Animal Control Officer I (Basic Animal Control Officer)           |                   |                   |                   |                   |
| 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           |                   |                   |
| Animal Control Officer II (Euthenization)                         |                   |                   |                   |                   |
| 1-5 Years of Service                                              | \$10.50           | \$12.00           |                   |                   |
| 6-10 Years of Service                                             | \$12.00           | \$13.50           |                   |                   |
| 11+ Years of Service                                              | \$13.50           | \$15.00           |                   |                   |
| Kennel Tech I (Assess Condition of Animals and give Vaccinations) |                   |                   |                   |                   |
| 1-5 Years of Service                                              | \$10.00           | \$11.50           |                   |                   |
| 6-10 Years of Service                                             | \$11.50           | \$13.00           |                   |                   |
| 11+ Years of Service                                              | \$13.00           | \$14.50           |                   |                   |
| Kennel Tech II (Kennel Tech I plus Grooming)                      |                   |                   |                   |                   |
| 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           |                   |                   |
| Operation Coordinator                                             |                   |                   |                   |                   |
| 1-5 Years of Service                                              | \$17.00           | \$18.50           |                   |                   |
| 6-10 Years of Service                                             | \$18.50           | \$20.00           |                   |                   |
| 11+ Years of Service                                              | \$20.00           | \$21.50           |                   |                   |
| <b>Environmental and Animal Care</b>                              |                   |                   |                   |                   |
| Director                                                          |                   |                   |                   |                   |
|                                                                   |                   |                   | \$60,000.00       | \$75,000.00       |

| Information Technology                                                                                      |            |            |             |              |
|-------------------------------------------------------------------------------------------------------------|------------|------------|-------------|--------------|
| Position                                                                                                    | Hourly Min | Hourly Max | Salary Min  | Salary Max   |
| Systems Administrator I                                                                                     |            |            |             |              |
| Microsoft MCP Designation (Pass any Microsoft Certification Exam)                                           |            |            | \$35,000.00 | \$40,000.00  |
| CompTIA Professional Series Certification (1st Certification) Net+ or A+                                    |            |            | \$40,000.00 | \$45,000.00  |
| Microsoft MCSA Designation (minimum 3 yrs. of Experience)                                                   |            |            | \$45,000.00 | \$50,000.00  |
| Systems Administrator II                                                                                    |            |            |             |              |
| CompTIA Professional Series Certification (2nd Certification) Security+ or Server+                          |            |            | \$50,000.00 | \$54,000.00  |
| vmWare Certification (1st Certification)                                                                    |            |            | \$54,000.00 | \$57,000.00  |
| Microsoft MCSE Designation (minimum of 5 years experience)                                                  |            |            | \$57,000.00 | \$60,000.00  |
| Systems Administrator III                                                                                   |            |            |             |              |
| vmWare Certification (2nd Certification) plus 5-8 years experience                                          |            |            | \$60,000.00 | \$64,000.00  |
| Meet all six of the criteria plus 10 - 12 years experience                                                  |            |            | \$64,000.00 | \$67,000.00  |
| CompTIA Professional Series (3rd Certification) or Higher Certification                                     |            |            | \$67,000.00 | \$70,000.00  |
| GIS Coordinator                                                                                             |            |            |             |              |
| 4+ Years Experience + Bachelors Degree + 1 Certification                                                    |            |            | \$48,000.00 | \$52,999.00  |
| 5+ Years Experience + Bachelors Degree + 1 Certification + GISP                                             |            |            | \$53,000.00 | \$57,999.00  |
| 5+ Years Experience + Bachelors Degree + 1 Certification + GISP + 15 Hrs. Professional Development per year |            |            | \$58,000.00 | \$70,000.00  |
| GIS Specialist I                                                                                            |            |            |             |              |
| 0-1 Years Experience, No Degree                                                                             | \$12.50    | \$13.50    |             |              |
| 1-2 Years of Experience, No Degree + 10 Credit Hours Professional Development per year                      | \$13.50    | \$14.50    |             |              |
| 2+ Years Experience or Associates Degree or GIS Certificate                                                 | \$14.50    | \$15.50    |             |              |
| GIS Specialist II                                                                                           |            |            |             |              |
| Bachelors Degree - 0-1 Years Experience                                                                     | \$15.50    | \$17.00    |             |              |
| 1-2 Years Experience + Bachelors Degree + 10 Credit Hours Professional Development per year                 | \$17.00    | \$18.00    |             |              |
| 2+ Years Experience or Associates Degree or GIS Certificate                                                 | \$18.00    | \$19.00    |             |              |
| GIS Specialist III                                                                                          |            |            |             |              |
| 3+ Years Experience + Bachelors Degree                                                                      | \$19.00    | \$20.00    |             |              |
| 3+ Years Experience + Bachelors Degree + 1 Certification                                                    | \$20.00    | \$21.00    |             |              |
| 3+ Years Experience + Bachelors Degree + 1 Certification + 10 Credit Hrs. Professional Development per year | \$21.00    | \$22.00    |             |              |
| Director of Information Technology                                                                          |            |            |             |              |
|                                                                                                             |            |            | \$70,000.00 | \$100,000.00 |

| Finance                       |            |            |            |            |
|-------------------------------|------------|------------|------------|------------|
| Position                      | Hourly Min | Hourly Max | Salary Min | Salary Max |
| Tax and Payroll Administrator |            |            |            |            |
| 1-5 Years of Service          | \$15.50    | \$18.00    |            |            |
| 6-10 Years of Service         | \$18.00    | \$21.00    |            |            |
| 11+ Years of Service          | \$21.00    | \$25.00    |            |            |
| Accounts Payable              |            |            |            |            |
| 1-5 Years of Service          | \$12.50    | \$14.00    |            |            |
| 6-10 Years of Service         | \$14.00    | \$16.00    |            |            |
| 11+ Years of Service          | \$16.00    | \$18.00    |            |            |
| Finance Administrator         |            |            |            |            |
| 1-5 Years of Service          | \$15.50    | \$18.00    |            |            |
| 6-10 Years of Service         | \$18.00    | \$23.00    |            |            |
| 11+ Years of Service          | \$23.00    | \$25.00    |            |            |
| Treasurer                     |            |            |            |            |
|                               |            |            | \$55,000   | \$75,000   |

| <b>Battlefield Golf Course</b>      |                   |                   |                   |                   |
|-------------------------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Position</b>                     | <b>Hourly Min</b> | <b>Hourly Max</b> | <b>Salary Min</b> | <b>Salary Max</b> |
| Head Golf Shop Attendant            |                   |                   |                   |                   |
| 1-5 Years of Service                | \$9.00            | \$9.25            |                   |                   |
| 6-10 Years of Service               | \$9.25            | \$9.50            |                   |                   |
| 11+ Years of Service                | \$9.50            | \$10.00           |                   |                   |
| <b>Seasonal</b>                     |                   |                   |                   |                   |
| Seasonal Grounds                    | 8                 | 10                |                   |                   |
| Seasonal Golf Shop                  | 7.25              | 10                |                   |                   |
| Assistant Golf Shop Attendant       |                   |                   |                   |                   |
| 1-5 Years of Service                | \$8.00            | \$8.25            |                   |                   |
| 6-10 Years of Service               | \$8.25            | \$8.50            |                   |                   |
| 11+ Years of Service                | \$8.50            | \$9.00            |                   |                   |
| Head Grounds Superintendent         |                   |                   |                   |                   |
|                                     |                   |                   | \$ 43,000.00      | \$ 55,000.00      |
| Assistant Grounds Superintendent    |                   |                   |                   |                   |
|                                     |                   |                   | \$ 23,000.00      | \$ 30,000.00      |
| Golf Pro                            |                   |                   |                   |                   |
|                                     |                   |                   | \$ 10,000.00      | \$ 30,000.00      |
| Director of Battlefield Golf Course |                   |                   |                   |                   |
|                                     |                   |                   | \$ 50,000.00      | \$ 65,000.00      |

| <b>EMA/CSEPP</b>                  |                   |                   |                   |                   |
|-----------------------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Position</b>                   | <b>Hourly Min</b> | <b>Hourly Max</b> | <b>Salary Min</b> | <b>Salary Max</b> |
| Director                          |                   |                   |                   |                   |
|                                   |                   |                   | \$65,000.00       | \$85,000.00       |
| Asst. Director/CSEPP Director     |                   |                   |                   |                   |
|                                   |                   |                   | \$55,000.00       | \$70,000.00       |
| Hazard Analyst/IT                 |                   |                   |                   |                   |
|                                   |                   |                   | \$36,000.00       | \$55,000.00       |
| Operations Lead                   |                   |                   |                   |                   |
|                                   |                   |                   | \$36,000.00       | \$55,000.00       |
| Planner                           |                   |                   |                   |                   |
|                                   |                   |                   | \$32,000.00       | \$52,000.00       |
| Assistant Communication Officer   |                   |                   |                   |                   |
|                                   |                   |                   | \$32,000.00       | \$52,000.00       |
| Public Information Officer        |                   |                   |                   |                   |
|                                   |                   |                   | \$32,000.00       | \$52,000.00       |
| Assistant Communication Officer   |                   |                   |                   |                   |
|                                   |                   |                   | \$32,000.00       | \$52,000.00       |
| Logistic Officer                  |                   |                   |                   |                   |
|                                   |                   |                   | \$32,000.00       | \$52,000.00       |
| Training Officer                  |                   |                   |                   |                   |
|                                   |                   |                   | \$32,000.00       | \$52,000.00       |
| Medical Officer                   |                   |                   |                   |                   |
|                                   |                   |                   | \$32,000.00       | \$52,000.00       |
| Database Coordinator/Admin. Asst. |                   |                   |                   |                   |
|                                   |                   |                   | \$25,000.00       | \$50,000.00       |
| CSEPP Bookkeeper I                |                   |                   |                   |                   |
|                                   |                   |                   | \$32,000.00       | \$52,000.00       |
| CSEPP Finance Officer             |                   |                   |                   |                   |
|                                   |                   |                   | \$36,000.00       | \$55,000.00       |
| EOC Technician                    |                   |                   |                   |                   |
|                                   |                   |                   | \$32,000.00       | \$45,000.00       |

| Planning and Development              |            |            |                    |                    |
|---------------------------------------|------------|------------|--------------------|--------------------|
| Position                              | Hourly Min | Hourly Max | Salary Min         | Salary Max         |
| Trainee                               |            |            |                    |                    |
| 1 Year                                | Min. Wage  | 13.00      |                    |                    |
| One and Two Dwelling Family Inspector |            |            |                    |                    |
| 1-5 Years of Service                  | 13.00      | 13.50      |                    |                    |
| 6-10 Years of Service                 | 13.50      | 13.85      |                    |                    |
| 11+ Years of Service                  | 13.85      | 14.36      |                    |                    |
| Building Inspector I                  |            |            |                    |                    |
| 1-5 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        |
| Building Inspector II                 |            |            |                    |                    |
| 1-5 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        |
| Building Inspector III                |            |            |                    |                    |
| 1-5 Years of Service                  | 22.05      | 23.59      | \$43,000.00        | \$46,000.00        |
| 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        |
| Electrical Inspector                  |            |            |                    |                    |
| 1-5 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        |
| Co-Director                           |            |            |                    |                    |
|                                       |            |            | (Level + \$12,000) | (Level + \$12,000) |
| Director                              |            |            |                    |                    |
|                                       |            |            | \$60,000.00        | \$75,000.00        |

| Parks Department      |            |            |             |             |
|-----------------------|------------|------------|-------------|-------------|
| Position              | Hourly Min | Hourly Max | Salary Min  | Salary Max  |
| Tour Guide            |            |            |             |             |
| 1-5 Years of Service  | \$10.00    | \$12.00    |             |             |
| 6-10 Years of Service | \$12.00    | \$13.50    |             |             |
| 11+ Years of Service  | \$13.50    | \$15.00    |             |             |
| Director              |            |            |             |             |
|                       |            |            | \$45,000.00 | \$60,000.00 |

| <b>Administrative</b>                                  |                   |                   |                   |                   |
|--------------------------------------------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Position</b>                                        | <b>Hourly Min</b> | <b>Hourly Max</b> | <b>Salary Min</b> | <b>Salary Max</b> |
| <b>Administrative Asst. I</b>                          |                   |                   |                   |                   |
| 1-5 Years                                              | \$10.00           | \$11.00           |                   |                   |
| 6-10 Years                                             | \$11.00           | \$12.00           |                   |                   |
| 11+ Years                                              | \$12.00           | \$13.00           |                   |                   |
| <b>Administrative Asst. II</b>                         |                   |                   |                   |                   |
| 1-5 Years                                              | \$11.00           | \$12.00           |                   |                   |
| 6-10 Years                                             | \$12.00           | \$13.00           |                   |                   |
| 11+ Years                                              | \$13.00           | \$14.00           |                   |                   |
| <b>Administrative Asst. III</b>                        |                   |                   |                   |                   |
| 1-5 Years                                              | \$12.00           | \$13.00           |                   |                   |
| 6-10 Years                                             | \$13.00           | \$14.00           |                   |                   |
| 11+ Years                                              | \$14.00           | \$15.00           |                   |                   |
| <b>Office Manager I</b>                                |                   |                   |                   |                   |
| 1-5 Years                                              | \$14.00           | \$15.00           |                   |                   |
| 6-10 Years                                             | \$15.00           | \$16.00           |                   |                   |
| 11+ Years                                              | \$16.00           | \$17.00           |                   |                   |
| <b>Office Manager II (Jail Only)</b>                   |                   |                   |                   |                   |
| 1-5 Years                                              | \$20.00           | \$22.00           |                   |                   |
| 6-10 Years                                             | \$22.00           | \$24.00           |                   |                   |
| 11+ Years                                              | \$24.00           | \$26.00           |                   |                   |
| <b>Office Manager + Financial Training (Jail Only)</b> |                   |                   |                   |                   |
|                                                        | \$2.00            | \$2.00            |                   |                   |

| Human Resources        |            |            |             |             |
|------------------------|------------|------------|-------------|-------------|
| Position               | Hourly Min | Hourly Max | Salary Min  | Salary Max  |
| Director               |            |            |             |             |
|                        |            |            | \$55,000.00 | \$75,000.00 |
|                        |            |            |             |             |
| Judge's Office         |            |            |             |             |
| Position               | Hourly Min | Hourly Max | Salary Min  | Salary Max  |
| Deputy Judge Executive |            |            |             |             |
|                        |            |            | \$75,000.00 | \$95,000.00 |

| <b>Jail (Set by the Jailer)</b>             |                   |                   |                   |                   |
|---------------------------------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Position</b>                             | <b>Hourly Min</b> | <b>Hourly Max</b> | <b>Salary Min</b> | <b>Salary Max</b> |
| Deputy I (16 hours of new service training) |                   |                   |                   |                   |
| 1-5 Years of Service                        | \$10.00           | \$11.00           |                   |                   |
| 6-10 Years of Service                       | \$11.00           | \$12.00           |                   |                   |
| 11+ Years of Service                        | \$12.00           | \$13.00           |                   |                   |
| Deputy II (16 hours of in service training) |                   |                   |                   |                   |
| 1-5 Years of Service                        | \$12.00           | \$13.00           |                   |                   |
| 6-10 Years of Service                       | \$13.00           | \$14.00           |                   |                   |
| 11+ Years of Service                        | \$14.00           | \$15.00           |                   |                   |
| Lieutenant                                  |                   |                   |                   |                   |
| 1-5 Years of Service                        | \$14.00           | \$15.00           |                   |                   |
| 6-10 Years of Service                       | \$15.00           | \$16.00           |                   |                   |
| 11+ Years of Service                        | \$16.00           | \$17.00           |                   |                   |
| Captain                                     |                   |                   |                   |                   |
| 1-5 Years of Service                        | \$16.00           | \$17.00           |                   |                   |
| 6-10 Years of Service                       | \$17.00           | \$18.00           |                   |                   |
| 11+ Years of Service                        | \$18.00           | \$19.00           |                   |                   |
| Deputy Level + Maintenance Responsibilities |                   |                   |                   |                   |
|                                             | \$2.00            | \$2.00            |                   |                   |
| Deputy Level + Instructor Level             |                   |                   |                   |                   |
|                                             | \$2.00            | \$2.00            |                   |                   |
| Asst. Jailer                                |                   |                   |                   |                   |
|                                             |                   |                   | \$50,000.00       | \$80,000.00       |

| 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 |

| Road                                         |            |            |            |            |
|----------------------------------------------|------------|------------|------------|------------|
| Position                                     | Hourly Min | Hourly Max | Salary Min | Salary Max |
| <b>General Laborer</b>                       |            |            |            |            |
| Must be CDL Training for a maximum of 1 year | \$10.00    | \$10.00    |            |            |
| <b>Light Equipment Operator</b>              |            |            |            |            |
| 1-5 Years of Service                         | \$14.00    | \$14.50    |            |            |
| 6-10 Years of Service                        | \$14.50    | \$15.00    |            |            |
| 11+ Years of Service                         | \$15.00    | \$16.00    |            |            |
| <b>Heavy Equipment Operator</b>              |            |            |            |            |
| 1-5 Years of Service                         | \$16.00    | \$17.00    |            |            |
| 6-10 Years of Service                        | \$17.00    | \$18.00    |            |            |
| 11+ Years of Service                         | \$18.00    | \$19.00    |            |            |
| <b>Truck Driver/General Laborer</b>          |            |            |            |            |
| 1-5 Years of Service                         | \$13.00    | \$13.50    |            |            |
| 6-10 Years of Service                        | \$13.50    | \$14.00    |            |            |
| 11+ Years of Service                         | \$14.00    | \$15.00    |            |            |
| <b>Light Duty Mechanic</b>                   |            |            |            |            |
| 1-5 Years of Service                         | \$16.00    | \$17.75    |            |            |
| 6-10 Years of Service                        | \$17.75    | \$19.00    |            |            |
| 11+ Years of Service                         | \$19.00    | \$21.00    |            |            |
| <b>Medium Duty Mechanic</b>                  |            |            |            |            |
| 1-5 Years of Service                         | \$17.00    | \$18.75    |            |            |
| 6-10 Years of Service                        | \$18.75    | \$20.00    |            |            |
| 11+ Years of Service                         | \$20.00    | \$22.00    |            |            |
| <b>Heavy Duty Mechanic</b>                   |            |            |            |            |
| 1-5 Years of Service                         | \$18.00    | \$20.00    |            |            |
| 6-10 Years of Service                        | \$20.00    | \$22.00    |            |            |
| 11+ Years of Service                         | \$22.00    | \$26.00    |            |            |
| <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    |            |            |

## 2016/2017 Classification Schedule

|                           |         |         |             |             |
|---------------------------|---------|---------|-------------|-------------|
| 6-10 Years of Service     | \$15.00 | \$15.50 |             |             |
| 11+ Years of Service      | \$15.50 | \$16.00 |             |             |
| <b>Assistant Foreman</b>  |         |         |             |             |
| 1-5 Years of Service      | \$15.00 | \$17.50 |             |             |
| 6-10 Years of Service     | \$17.50 | \$19.00 |             |             |
| 11+ Years of Service      | \$19.00 | \$21.00 |             |             |
| <b>Foreman</b>            |         |         |             |             |
| 1-5 Years of Service      | \$20.00 | \$21.50 |             |             |
| 6-10 Years of Service     | \$21.50 | \$23.00 |             |             |
| 11+ Years of Service      | \$23.00 | \$25.00 |             |             |
| <b>Road Administrator</b> |         |         |             |             |
|                           |         |         | \$50,000.00 | \$65,000.00 |
| <b>Road Supervisor</b>    |         |         |             |             |
|                           |         |         | \$60,000.00 | \$75,000.00 |

| EMA/CSEPP                                |            |            |             |             |
|------------------------------------------|------------|------------|-------------|-------------|
| Position                                 | Hourly Min | Hourly Max | Salary Min  | Salary Max  |
| <b>Director</b>                          |            |            |             |             |
|                                          |            |            | \$65,000.00 | \$85,000.00 |
| <b>Asst. Director/CSEPP Director</b>     |            |            |             |             |
|                                          |            |            | \$55,000.00 | \$70,000.00 |
| <b>Hazard Analyst/IT</b>                 |            |            |             |             |
|                                          |            |            | \$36,000.00 | \$55,000.00 |
| <b>Operations Lead</b>                   |            |            |             |             |
|                                          |            |            | \$36,000.00 | \$55,000.00 |
| <b>Planner</b>                           |            |            |             |             |
|                                          |            |            | \$32,000.00 | \$52,000.00 |
| <b>Assistant Communication Officer</b>   |            |            |             |             |
|                                          |            |            | \$32,000.00 | \$52,000.00 |
| <b>Public Information Officer</b>        |            |            |             |             |
|                                          |            |            | \$32,000.00 | \$52,000.00 |
| <b>Assistant Communication Officer</b>   |            |            |             |             |
|                                          |            |            | \$32,000.00 | \$52,000.00 |
| <b>Logistic Officer</b>                  |            |            |             |             |
|                                          |            |            | \$32,000.00 | \$52,000.00 |
| <b>Training Officer</b>                  |            |            |             |             |
|                                          |            |            | \$32,000.00 | \$52,000.00 |
| <b>Medical Officer</b>                   |            |            |             |             |
|                                          |            |            | \$32,000.00 | \$52,000.00 |
| <b>Database Coordinator/Admin. Asst.</b> |            |            |             |             |
|                                          |            |            | \$25,000.00 | \$50,000.00 |
| <b>CSEPP Bookkeeper I</b>                |            |            |             |             |
|                                          |            |            | \$32,000.00 | \$52,000.00 |
| <b>CSEPP Finance Officer</b>             |            |            |             |             |
|                                          |            |            | \$36,000.00 | \$55,000.00 |
| <b>EOC Technician</b>                    |            |            |             |             |
|                                          |            |            | \$32,000.00 | \$45,000.00 |