



## Human Resources

TO: Board of County Commissioners

FROM: Kathy R. Everett-Perry, Esq.  
Chief Human Resources Officer

THROUGH: Wendell M. Davis  
County Manager

DATE: August 27, 2019

SUBJECT: Classification and Compensation Update

As you are aware, the County Manager recommended, and you approved in the FY19-20 budget the allocation of 3.2 million dollars to implement the compensation and pay plan changes as recommended by the Management Advisory Group (MAG). The Human Resources Staff has been working diligently with MAG staff regarding the implementation of the Classification and Compensation recommendations for the Executive and General employees.

The implementation of the study for Executive and General employees will primarily impact those employees hired before July 2, 2018 who did not receive money during the initial implementation of the Classification and Compensation study in 2018. During this current implementation, as was the case in the previous implementation, all employees will receive at least a 2.5% salary adjustment. However, some employees will receive an additional increase to move them closer to the market rate and to address compression and equity concerns. Additionally, employees hired after July 2, 2018 whose salaries are less than the new minimum rate for their respective classification will receive salary increases to bring their salaries to the new minimum rate. A comparison of the current pay plan and the new pay plan adjustments for each classification is attached for your information. (Exhibit 1). Please note that the new pay plan moves the classifications of several of our lowest paid employees into higher pay bands, thereby, addressing some of your concerns as they pertain to employees who are currently making less than the median salary for Durham County. Furthermore, since several local municipalities have, also, recently completed comprehensive Classification and Compensation studies, we reached out for updates to see how Durham County compares. In doing so, we received feedback from Wake County and the City of Durham.

The City of Durham implemented its study recommendations with a retroactive effective date of January 1, 2019. The implementation included a new salary play plan and employee salary changes, as well. The employee salary changes were based on each employee's time in his/her

current pay grade, his/her current salary and any pending compression issues. Employees at the top of their salary pay ranges received a lump sum payment instead of a salary adjustment, if warranted. In addition to the recent salary changes, the City of Durham also addressed its pay for performance plan. Employees are eligible to receive merit increases from 4%-6%. Employees with an *Effective* rating are eligible to receive a 4% merit increase. Employees with a *Highly Effective* rating are eligible to receive a 5% merit increase and employees with an *Exceptional* rating are eligible to receive a 6% merit increase.

Although Wake County has completed its comprehensive review of its employees' salaries, it has not implemented the study recommendations at this time, as it is scheduled to be implemented in October 2019. However, Wake has chosen to remain competitive by giving all employees, except temporary employees, a 3% across-the-board salary increase, effective July 1, 2019, as they prepare for the upcoming implementation.

As you see, municipal and county government employee salaries in the local market are continuing to increase and are, thereby, threatening our ability to recruit and retain talented individuals. However, your decision to implement the MAG study to address the salaries of our employees is a move in the right decision to address this ever present and very challenging situation.

Thank you for your patience and support during this process. I am sure the employee population will be pleased with your decision to move forward with the implementation of the changes recommended by MAG staff.

If you have questions, please don't hesitate to let me know.

Class Comparison List by Pay Plan

Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
<b>EXECUTIVE</b>						
	<b>320</b>			<b>\$ 72,331</b>	<b>\$ 106,688</b>	<b>\$ 141,045</b>
E1		DIRECTOR OF YOUTH HOME	DIRECTOR OF YOUTH HOME	\$ 64,000	\$ 94,400	\$ 124,800
E1		DIRECTOR OF S & W CONSERVATION	DIRECTOR OF S & W CONSERVATION	\$ 64,000	\$ 94,400	\$ 124,800
E1		DIRECTOR OF VETERANS SERVICES	DIRECTOR OF VETERANS SERVICES	\$ 64,000	\$ 94,400	\$ 124,800
	<b>321</b>			<b>\$ 77,394</b>	<b>\$ 114,156</b>	<b>\$ 150,918</b>
E2		FIRE MARSHAL/EMERGENCY MGMT. DIR	FIRE MARSHAL/EMERGENCY MGMT. DIR	\$ 73,280	\$ 108,088	\$ 142,896
	<b>322</b>			<b>\$ 82,811</b>	<b>\$ 122,147</b>	<b>\$ 161,482</b>
E2		DIRECTOR OF CRIMINAL JUSTICE RES. CTR.	DIRECTOR OF CRIMINAL JUSTICE RES. CTR.	\$ 73,280	\$ 108,088	\$ 142,896
E1		DIRECTOR OF INTERNAL AUDIT	DIRECTOR OF INTERNAL AUDIT	\$ 64,000	\$ 94,400	\$ 124,800
	<b>324</b>			<b>\$ 94,811</b>	<b>\$ 139,846</b>	<b>\$ 184,881</b>
E2		DIRECTOR OF EMS	DIRECTOR OF EMS	\$ 73,280	\$ 108,088	\$ 142,896
E3		DIRECTOR OF ELECTIONS	DIRECTOR OF ELECTIONS	\$ 83,905	\$ 123,760	\$ 163,615
E3		DIRECTOR OF GENERAL SERVICES	DIRECTOR OF GENERAL SERVICES	\$ 83,905	\$ 123,760	\$ 163,615
E3		DIRECTOR OF ENGINEERING AND ENVIRON SVCS		\$ 83,905	\$ 123,760	\$ 163,615
E3		DIRECTOR OF LIBRARY SERVICES	DIRECTOR OF LIBRARY SERVICES	\$ 83,905	\$ 123,760	\$ 163,615
	<b>325</b>			<b>\$ 101,447</b>	<b>\$ 149,635</b>	<b>\$ 197,822</b>
E3		DIRECTOR OF BUDGET & MGMT.	DIRECTOR OF BUDGET & MGMT.	\$ 83,905	\$ 123,760	\$ 163,615
	<b>328</b>			<b>\$ 124,277</b>	<b>\$ 183,309</b>	<b>\$ 242,341</b>
E4		CHIEF HUMAN RES. OFFICER/CHIEF EMPLOY	CHIEF HUMAN RESOURCES	\$ 96,071	\$ 141,705	\$ 187,340
E4		DIRECTOR OF PUBLIC HEALTH	DIRECTOR OF PUBLIC HEALTH	\$ 96,071	\$ 141,705	\$ 187,340
E4		DIRECTOR OF SOCIAL SERVICES	CHIEF SOCIAL SERVICES OFFICER	\$ 96,071	\$ 141,705	\$ 187,340
E4		CHIEF FINANCIAL OFFICER	CHIEF FINANCIAL OFFICER	\$ 96,071	\$ 141,705	\$ 187,340
E4		CHIEF INFORMATION OFFICER	CHIEF INFORMATION OFFICER	\$ 96,071	\$ 141,705	\$ 187,340
	<b>330</b>			<b>\$ 142,285</b>	<b>\$ 209,871</b>	<b>\$ 277,456</b>
E5		GENERAL MANAGER	GENERAL MANAGER	\$ 110,002	\$ 162,253	\$ 214,504
	<b>333</b>	<b>FOR FUTURE USE</b>		<b>\$ 174,305</b>	<b>\$ 257,101</b>	<b>\$ 339,896</b>
*		CLERK TO THE BOARD	CLERK TO THE BOARD	-	-	-
*		COUNTY EXTENSION DIRECTOR	COUNTY EXTENSION DIRECTOR	-	-	-
*		REGISTER OF DEEDS	REGISTER OF DEEDS	-	-	-
*		TAX ADMINISTRATOR	TAX ADMINISTRATOR	-	-	-

Class Comparison List by Pay Plan

Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
*		COUNTY ATTORNEY	COUNTY ATTORNEY	-	-	-
*		COUNTY MANAGER	COUNTY MANAGER	-	-	-
<b>* Not included in the county's pay plan</b>						
<b>General</b>						
	<b>107</b>			<b>\$30,015</b>	<b>\$42,021</b>	<b>\$54,026</b>
A2		LIBRARY PAGE	LIBRARY PAGE	\$25,639	\$30,819	\$36,000
B1		ELECTIONS POLL WORKER	ELECTIONS POLL WORKER	\$25,639	\$30,819	\$36,000
B1		ELECTIONS STAFF ASSISTANT	ELECTIONS STAFF ASSISTANT	\$25,639	\$30,819	\$36,000
B1		LIBRARY COURIER	LIBRARY COURIER	\$25,639	\$32,619	\$39,600
B2		COMMUNITY HEALTH ASSISTANT	COMMUNITY HEALTH ASSISTANT	\$26,120	\$34,840	\$43,560
B2		COOK/HOUSEKEEPER	COOK/HOUSEKEEPER	\$26,120	\$34,840	\$43,560
B2		DATA ENTRY SPECIALIST	DATA ENTRY SPECIALIST	\$26,120	\$34,840	\$43,560
B2		MAIL CLERK	MAIL CLERK	\$26,120	\$34,840	\$43,560
B2		OFFICE ASSISTANT	OFFICE ASSISTANT	\$26,120	\$34,840	\$43,560
B2		OUTREACH WORKER	OUTREACH WORKER	\$26,120	\$34,840	\$43,560
B2		PROCESSING ASSISTANT	PROCESSING ASSISTANT	\$26,120	\$34,840	\$43,560
B2		SOLID WASTE SITE ATTENDANT	SOLID WASTE SITE ATTENDANT	\$26,120	\$34,840	\$43,560
B2		SUPPORT SPECIALIST	SUPPORT SPECIALIST	\$26,120	\$34,840	\$43,560
B2		CUSTOMER SERVICE AMBASSADOR	CUSTOMER SERVICE AMBASSADOR	\$26,120	\$34,840	\$43,560
B3		CASE MANAGEMENT ASSISTANT	CASE MANAGEMENT ASSISTANT	\$26,620	\$37,268	\$47,916
B3		COMMUNITY SOCIAL SERVICES ASST.	COMMUNITY SOCIAL SERVICES ASST.	\$26,620	\$37,268	\$47,916
B3		CUSTODIAN	CUSTODIAN	\$26,620	\$37,268	\$47,916
B3		DEPUTY REGISTER OF DEEDS I	DEPUTY REGISTER OF DEEDS I	\$26,620	\$37,268	\$47,916
B3		HUMAN SERVICES TECHNICIAN	HUMAN SERVICES TECHNICIAN	\$26,620	\$37,268	\$47,916
B3		RECORDS ASSISTANT	RECORDS ASSISTANT	\$26,620	\$37,268	\$47,916
B3		ADMINISTRATIVE SUPPORT ASSISTANT	ADMINISTRATIVE SUPPORT ASSISTANT	\$26,620	\$37,268	\$47,916
	<b>108</b>			<b>\$32,116</b>	<b>\$44,962</b>	<b>\$57,808</b>
B2		VIOLENCE INTERRUPTER	VIOLENCE INTERRUPTER	\$26,120	\$34,840	\$43,560
B3		COMMUNITY HEALTH WORKER	COMMUNITY HEALTH WORKER	\$26,620	\$37,268	\$47,916
B3		LIBRARY ASSISTANT	LIBRARY ASSISTANT	\$26,620	\$37,268	\$47,916
B3		PRE-TRIAL ASSISTANT	PRE-TRIAL ASSISTANT	\$26,620	\$37,268	\$47,916

Class Comparison List by Pay Plan

Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
B3		SENIOR MAIL CLERK	SENIOR MAIL CLERK	\$26,620	\$37,268	\$47,916
B3		SENIOR OFFICE ASSISTANT	SENIOR OFFICE ASSISTANT	\$26,620	\$37,268	\$47,916
B3		SENIOR PATIENT RELATIONS REP	SENIOR PATIENT RELATIONS REP	\$26,620	\$37,268	\$47,916
B3		ELECTIONS SPECIALIST	ELECTIONS SPECIALIST	\$26,620	\$37,268	\$47,916
B3		MAINTENANCE TECHNICIAN	MAINTENANCE TECHNICIAN	\$26,620	\$37,268	\$47,916
B3		SENIOR PROCESSING ASSISTANT	SENIOR PROCESSING ASSISTANT	\$26,620	\$37,268	\$47,916
B4		MAINTENANCE SERVICES COORDINATOR	MAINTENANCE SERVICES COORDINATOR	\$29,282	\$40,994	\$52,707
B4		COLLECTIONS OFFICER	COLLECTIONS OFFICER	\$29,282	\$40,994	\$52,707
B4		COUNTY EXTENSION PROGRAM ASSISTANT	COUNTY EXTENSION PROGRAM ASSISTANT	\$29,282	\$40,994	\$52,707
B4		CRIME DATA TECHNICIAN	CRIME DATA TECHNICIAN	\$29,282	\$40,994	\$52,707
B4		DEPUTY REGISTER OF DEEDS II	DEPUTY REGISTER OF DEEDS II	\$29,282	\$40,994	\$52,707
B4		EMS PATIENT ACCOUNT REPRESENTATIVE	EMS PATIENT ACCOUNT REPRESENTATIVE	\$29,282	\$40,994	\$52,707
B4		EVIDENCE TECHNICIAN	FORENSIC & EVIDENCE TECHNICIAN	\$29,282	\$40,994	\$52,707
B4		LEAD CUSTODIAN	LEAD CUSTODIAN	\$29,282	\$40,994	\$52,707
B4		PROCESSING UNIT SUPERVISOR	PROCESSING UNIT SUPERVISOR	\$29,282	\$40,994	\$52,707
B4		PROJECT BUILD OUTREACH WORKER	PROJECT BUILD OUTREACH WORKER	\$29,282	\$40,994	\$52,707
B4		QUARTERMASTER	QUARTERMASTER	\$29,282	\$40,994	\$52,707
B4		SIGN GRAPHICS TECHNICIAN	SIGN GRAPHICS TECHNICIAN	\$29,282	\$40,994	\$52,707
B4		TAX ASSISTANT	TAX ASSISTANT	\$29,282	\$40,994	\$52,707
B4		INTERPRETER	INTERPRETER	\$29,282	\$40,994	\$52,707
B4		TELECOMMUNICATOR TRAINEE	TELECOMMUNICATOR TRAINEE	\$29,282	\$40,994	\$52,707
B4		MAINTENANCE SERVICES COORDINATOR	MAINTENANCE SERVICES COORDINATOR	\$29,282	\$40,994	\$52,707
	<b>109</b>			<b>\$34,364</b>	<b>\$48,110</b>	<b>\$61,855</b>
B2		SENIOR MEDICAL LABORATORY ASSISTANT	SENIOR MEDICAL LABORATORY ASSISTANT	\$26,120	\$34,840	\$43,560
B3		OPERATIONS AND MAINTENANCE SPECIALIST I	OPERATIONS AND MAINTENANCE SPECIALIST I	\$26,620	\$37,268	\$47,916
B3		PHARMACY TECHNICIAN	PHARMACY TECHNICIAN	\$26,620	\$37,268	\$47,916
B4		SENIOR ADMINISTRATIVE SUPPORT ASSISTANT	SENIOR ADMINISTRATIVE SUPPORT ASSISTANT	\$29,282	\$40,994	\$52,707

Class Comparison List by Pay Plan

Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
B4		SENIOR LIBRARY ASSISTANT	SENIOR LIBRARY ASSISTANT	\$29,282	\$40,994	\$52,707
B4		EMS TECHNOLOGY SYSTEMS ANALYST	EMS TECHNOLOGY SYSTEMS ANALYST	\$29,282	\$40,994	\$52,707
B4		ACCOUNTING CLERK	ACCOUNTING CLERK	\$29,282	\$40,994	\$52,707
B4		CREW LEADER	CREW LEADER	\$29,282	\$40,994	\$52,707
B5		DEPUTY REGISTER OF DEEDS III	DEPUTY REGISTER OF DEEDS III	\$32,210	\$45,094	\$57,978
B5		INCOME MAINTENANCE CASEWORKER II	INCOME MAINTENANCE CASEWORKER II	\$32,210	\$45,094	\$57,978
B5		LEAD OUTREACH WORKER	LEAD OUTREACH WORKER	\$32,210	\$45,094	\$57,978
B5		LIBRARY ASSOCIATE	LIBRARY ASSOCIATE	\$32,210	\$45,094	\$57,978
B5		SOLID WASTE DRIVER	SOLID WASTE DRIVER	\$32,210	\$45,094	\$57,978
B5		PLANT MAINTENANCE TECHNICIAN	PLANT MAINTENANCE TECHNICIAN	\$32,210	\$45,094	\$57,978
B5		SENIOR ACCOUNTING CLERK	SENIOR ACCOUNTING CLERK	\$32,210	\$45,094	\$57,978
	<b>110</b>			<b>\$36,769</b>	<b>\$51,477</b>	<b>\$66,185</b>
B5		GRAPHIC DESIGNER	GRAPHIC DESIGNER	\$32,210	\$45,094	\$57,978
B5		OPERATIONS AND MAINTENANCE SPECIALIST II	OPERATIONS AND MAINTENANCE SPECIALIST II	\$32,210	\$45,094	\$57,978
B5		SENIOR MAINTENANCE TECHNICIAN	SENIOR MAINTENANCE TECHNICIAN	\$32,210	\$45,094	\$57,978
B5		SENIOR TAX ASSISTANT	SENIOR TAX ASSISTANT	\$32,210	\$45,094	\$57,978
B5		VOLUNTEER SERVICES COORDINATOR	VOLUNTEER SERVICES COORDINATOR	\$32,210	\$45,094	\$57,978
B5		CHILD SUPPORT AGENT I	CHILD SUPPORT AGENT I	\$32,210	\$45,094	\$57,978
B5		DENTAL ASSISTANT	DENTAL ASSISTANT	\$32,210	\$45,094	\$57,978
B5		INTERPRETER UNIT SUPERVISOR	INTERPRETER UNIT SUPERVISOR	\$32,210	\$45,094	\$57,978
B5		LEGAL SECRETARY	LEGAL SECRETARY	\$32,210	\$45,094	\$57,978
B5		LOCKSMITH	LOCKSMITH	\$32,210	\$45,094	\$57,978
B5		MEDICAL LABORATORY TECHNICIAN	MEDICAL LABORATORY TECHNICIAN	\$32,210	\$45,094	\$57,978
B5		PERSONAL PROPERTY APPRAISER	PERSONAL PROPERTY APPRAISER	\$32,210	\$45,094	\$57,978
B5		PROCUREMENT ASSISTANT	PROCUREMENT ASSISTANT	\$32,210	\$45,094	\$57,978
B5		SENIOR PROCESSING UNIT SUPERVISOR	SENIOR PROCESSING UNIT SUPERVISOR	\$32,210	\$45,094	\$57,978
B5		SOCIAL WORKER I	SOCIAL WORKER I	\$32,210	\$45,094	\$57,978
B5		TELECOMMUNICATOR	TELECOMMUNICATOR	\$32,210	\$45,094	\$57,978
	<b>111</b>			<b>\$39,343</b>	<b>\$55,080</b>	<b>\$70,817</b>
B6		SENIOR AUTO MECHANIC	SENIOR AUTO MECHANIC	\$35,431	\$49,603	\$63,776
B6		ELECTRICIAN	ELECTRICIAN	\$35,431	\$49,603	\$63,776

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Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
B6		HVAC TECHNICIAN	HVAC TECHNICIAN	\$35,431	\$49,603	\$63,776
B6		PEST CONTROL TECHNICIAN	PEST CONTROL TECHNICIAN	\$35,431	\$49,603	\$63,776
B6		PLUMBER	PLUMBER	\$35,431	\$49,603	\$63,776
B6		SENIOR CHILD SUPPORT AGENT	SENIOR CHILD SUPPORT AGENT	\$35,431	\$49,603	\$63,776
C1		ASSOCIATE EXTENSION AGENT	ASSOCIATE EXTENSION AGENT	\$36,000	\$50,400	\$64,800
C1		CASE MANAGER	CASE MANAGER	\$36,000	\$50,400	\$64,800
C1		COMMUNITY DISEASE CONTROL SPECIALIST I	COMMUNITY DISEASE CONTROL SPECIALIST I	\$36,000	\$50,400	\$64,800
C1		COMMUNITY SERVICES CONSULTANT	COMMUNITY SERVICES CONSULTANT	\$36,000	\$50,400	\$64,800
C1		CONTRACTS SPECIALIST	CONTRACTS SPECIALIST	\$36,000	\$50,400	\$64,800
C1		COUNTY ASSOCIATE EXTENSION AGENT	COUNTY ASSOCIATE EXTENSION AGENT	\$36,000	\$50,400	\$64,800
C1		CUSTOMER INFO CENTER MANAGER	CUSTOMER INFO CENTER MANAGER	\$36,000	\$50,400	\$64,800
C1		PARALEGAL	PARALEGAL	\$36,000	\$50,400	\$64,800
C1		PLANT LABORATORY ANALYST	PLANT LABORATORY ANALYST	\$36,000	\$50,400	\$64,800
C1		PRETRIAL SPECIALIST	PRETRIAL SPECIALIST	\$36,000	\$50,400	\$64,800
C1		PROCUREMENT SPECIALIST	PROCUREMENT SPECIALIST	\$36,000	\$50,400	\$64,800
C1		PROJECT FACILITATOR	PROJECT FACILITATOR	\$36,000	\$50,400	\$64,800
C1		QUALITY CONTROL AND CONTRACT SPECIALIST	QUALITY CONTROL AND CONTRACT SPECIALIST	\$36,000	\$50,400	\$64,800
C1		REVENUE AGENT	REVENUE AGENT	\$36,000	\$50,400	\$64,800
C1		OPERATIONS AND MAINTENANCE SPECIALIST III	OPERATIONS AND MAINTENANCE SPECIALIST III	\$36,000	\$50,400	\$64,800
C1		TAX APPRAISER-RESIDENTIAL	TAX APPRAISER-RESIDENTIAL	\$36,000	\$50,400	\$64,800
C1		ACCOUNTING TECHNICIAN II	ACCOUNTING TECHNICIAN II	\$36,000	\$50,400	\$64,800
C1		ADMINISTRATIVE ASSISTANT	ADMINISTRATIVE ASSISTANT	\$36,000	\$50,400	\$64,800
C1		PLANNER/EVALUATOR	PLANNER/EVALUATOR	\$36,000	\$50,400	\$64,800
C1		ELECTIONS ADMINISTRATOR	ELECTIONS ADMINISTRATOR	\$36,000	\$50,400	\$64,800
C1		ENVIRONMENTAL HEALTH SPECIALIST INTERN	ENVIRONMENTAL HEALTH SPECIALIST INTERN	\$36,000	\$50,400	\$64,800
C1		HUMAN RESOURCES TECHNICIAN	HUMAN RESOURCES TECHNICIAN	\$36,000	\$50,400	\$64,800
C1		INCOME MAINTENANCE CASEWORKER III	INCOME MAINTENANCE CASEWORKER III	\$36,000	\$50,400	\$64,800
C1		SENIOR PERSONAL PROPERTY APPRAISER	SENIOR PERSONAL PROPERTY APPRAISER	\$36,000	\$50,400	\$64,800

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Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
	<b>112</b>			<b>\$42,097</b>	<b>\$58,936</b>	<b>\$75,775</b>
C1		UTILITY TECHNICIAN	UTILITY TECHNICIAN	\$36,000	\$50,400	\$64,800
C1		GROUPS MAINTENANCE SUPERVISOR	GROUPS MAINTENANCE SUPERVISOR	\$36,000	\$50,400	\$64,800
C1		CUSTODIAN SUPERVISOR	CUSTODIAN SUPERVISOR	\$36,000	\$50,400	\$64,800
C1		LIBRARIAN	LIBRARIAN	\$36,000	\$50,400	\$64,800
C1		MASTER PLUMBER	MASTER PLUMBER	\$36,000	\$50,400	\$64,800
C1		SENIOR HVAC TECHNICIAN	SENIOR HVAC TECHNICIAN	\$36,000	\$50,400	\$64,800
C1		ELECTIONS LOGISTICS SPECIALIST	ELECTIONS LOGISTICS SPECIALIST	\$36,000	\$50,400	\$64,800
C1		SENIOR PLANT MAINTENANCE TECHNICIAN	SENIOR PLANT MAINTENANCE TECHNICIAN	\$36,000	\$50,400	\$64,800
C2		BILLING AND CODING MANAGER	BILLING AND CODING MANAGER	\$39,600	\$55,440	\$71,280
C2		BUILDING MAINTENANCE SUPERVISOR	BUILDING MAINTENANCE SUPERVISOR	\$39,600	\$55,440	\$71,280
C2		CHILD CARE SERVICES SUPERVISOR	CHILD CARE SERVICES SUPERVISOR	\$39,600	\$55,440	\$71,280
C2		ELECTIONS TRAINING SPECIALIST	ELECTIONS TRAINING SPECIALIST	\$39,600	\$55,440	\$71,280
C2		ENVIRONMENTAL HEALTH SPECIALIST	ENVIRONMENTAL HEALTH SPECIALIST	\$39,600	\$55,440	\$71,280
C2		FLEET COORDINATOR	FLEET COORDINATOR	\$39,600	\$55,440	\$71,280
C2		GIS CARTOGRAPHER	GIS CARTOGRAPHER	\$39,600	\$55,440	\$71,280
C2		HUMAN SERVICES COORDINATOR II	HUMAN SERVICES COORDINATOR II	\$39,600	\$55,440	\$71,280
C2		LIBRARY CIRCULATION MANAGER	LIBRARY CIRCULATION MANAGER	\$39,600	\$55,440	\$71,280
C2		LIBRARY DEVELOPMENT OFFICER	LIBRARY DEVELOPMENT OFFICER	\$39,600	\$55,440	\$71,280
C2		LIBRARY WEBMASTER	LIBRARY WEBMASTER	\$39,600	\$55,440	\$71,280
C2		MANAGER OF COMMUNITY ENGAGEMENT	MANAGER OF COMMUNITY ENGAGEMENT	\$39,600	\$55,440	\$71,280
C2		MEDICAL LABORATORY SUPERVISOR	MEDICAL LABORATORY SUPERVISOR	\$39,600	\$55,440	\$71,280
C2		OUTREACH SUPERVISOR	OUTREACH SUPERVISOR	\$39,600	\$55,440	\$71,280
C2		INTERNAL AUDITOR	INTERNAL AUDITOR	\$39,600	\$55,440	\$71,280
C2		PROJECT BUILD SUPERVISOR	PROJECT BUILD SUPERVISOR	\$39,600	\$55,440	\$71,280
C2		PUBLIC HEALTH EDUCATOR	PUBLIC HEALTH EDUCATOR	\$39,600	\$55,440	\$71,280
C2		SCADA/INSTRUMENTATION TECHNICIAN	SCADA/INSTRUMENTATION TECHNICIAN	\$39,600	\$55,440	\$71,280
C2		SOCIAL WORKER II	SOCIAL WORKER II	\$39,600	\$55,440	\$71,280
C2		SOLID WASTE OPERATIONS SUPERVISOR	SOLID WASTE OPERATIONS SUPERVISOR	\$39,600	\$55,440	\$71,280
C2		STAFF DEVELOPMENT SPECIALIST	STAFF DEVELOPMENT SPECIALIST	\$39,600	\$55,440	\$71,280



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Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
C2		STORMWATER AND EROSION CONTROL TECHNICIAN	STORMWATER AND EROSION CONTROL TECHNICIAN	\$39,600	\$55,440	\$71,280
C2		SUBSTANCE ABUSE COUNSELOR	SUBSTANCE ABUSE COUNSELOR	\$39,600	\$55,440	\$71,280
C2		SYSTEMS SUPPORT TECHNICIAN	SYSTEMS SUPPORT TECHNICIAN	\$39,600	\$55,440	\$71,280
C2		TELECOMMUNICATOR SUPERVISOR	TELECOMMUNICATOR SUPERVISOR	\$39,600	\$55,440	\$71,280
C2		VETERANS SERVICE OFFICER	VETERANS SERVICE OFFICER	\$39,600	\$55,440	\$71,280
C2		WASTE REDUCTION SUPERVISOR	WASTE REDUCTION SUPERVISOR	\$39,600	\$55,440	\$71,280
C2		CHILD SUPPORT SUPERVISOR	CHILD SUPPORT SUPERVISOR	\$39,600	\$55,440	\$71,280
C2		HUMAN SRVS PLAN/EVALUATOR II	HUMAN SRVS PLAN/EVALUATOR II	\$39,600	\$55,440	\$71,280
C2		ACCOUNTING TECHNICIAN III	ACCOUNTING TECHNICIAN III	\$39,600	\$55,440	\$71,280
C2		COGNITIVE BEHAVIORAL COUNSELOR	COGNITIVE BEHAVIORAL COUNSELOR	\$39,600	\$55,440	\$71,280
C2		COMMUNITY DISEASE CONTROL SPECIALIST II	COMMUNITY DISEASE CONTROL SPECIALIST II	\$39,600	\$55,440	\$71,280
C2		COOPERATIVE EXTENSION OUTREACH COORDINATOR	COOPERATIVE EXTENSION OUTREACH COORDINATOR	\$39,600	\$55,440	\$71,280
C2		DRUG TREATMENT COURT CASE COORDINATOR	DRUG TREATMENT COURT CASE COORDINATOR	\$39,600	\$55,440	\$71,280
C2		EMERGENCY MANAGEMENT PLANNER	EMERGENCY MANAGEMENT PLANNER	\$39,600	\$55,440	\$71,280
C2		EMERGENCY SERVICES DATA ANALYST	EMERGENCY SERVICES DATA ANALYST	\$39,600	\$55,440	\$71,280
C2		EXTENSION AGENT	EXTENSION AGENT	\$39,600	\$55,440	\$71,280
C2		LIBRARY GRANT WRITER	LIBRARY GRANT WRITER	\$39,600	\$55,440	\$71,280
C2		LIBRARY HISPANIC SERVICES COORDINATOR	LIBRARY HISPANIC SERVICES COORDINATOR	\$39,600	\$55,440	\$71,280
C2		LOCAL REENTRY COUNCIL COORDINATOR	LOCAL REENTRY COUNCIL COORDINATOR	\$39,600	\$55,440	\$71,280
C2		MWBE COORDINATOR	MWBE COORDINATOR	\$39,600	\$55,440	\$71,280
C2		PROJECT COORDINATOR	PROJECT COORDINATOR	\$39,600	\$55,440	\$71,280
C2		SENIOR ADMINISTRATIVE ASSISTANT	SENIOR ADMINISTRATIVE ASSISTANT	\$39,600	\$55,440	\$71,280
	<b>113</b>			<b>\$45,044</b>	<b>\$63,062</b>	<b>\$81,079</b>
C2		MASS APPRAISAL SPECIALIST	MASS APPRAISAL SPECIALIST	\$39,600	\$55,440	\$71,280
C2		TAX APPRAISER-COMMERCIAL	TAX APPRAISER-COMMERCIAL	\$39,600	\$55,440	\$71,280
C2		SOCIAL WORK SUPERVISOR I	SOCIAL WORK SUPERVISOR I	\$43,560	\$60,984	\$78,408

Class Comparison List by Pay Plan

Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
C3		ACCOUNTANT	ACCOUNTANT	\$43,560	\$60,984	\$78,408
C3		ADMINISTRATIVE OFFICER	ADMINISTRATIVE OFFICER	\$43,560	\$60,984	\$78,408
C3		ASSISTANT REGISTER OF DEEDS	ASSISTANT REGISTER OF DEEDS	\$43,560	\$60,984	\$78,408
C3		ASSISTANT TO THE COUNTY MANAGER	ASSISTANT TO THE COUNTY MANAGER	\$43,560	\$60,984	\$78,408
C3		BUSINESS PERSONAL PROPERTY TAX SUPERVISOR	BUSINESS PERSONAL PROPERTY TAX SUPERVISOR	\$43,560	\$60,984	\$78,408
C3		CONTRACTS OFFICER	CONTRACTS OFFICER	\$43,560	\$60,984	\$78,408
C3		DENTAL HYGIENIST	DENTAL HYGIENIST	\$43,560	\$60,984	\$78,408
C3		DEPUTY CLERK TO THE BOARD	DEPUTY CLERK TO THE BOARD	\$43,560	\$60,984	\$78,408
C3		EMERGENCY MANAGEMENT COORDINATOR	EMERGENCY MANAGEMENT COORDINATOR	\$43,560	\$60,984	\$78,408
C3		HUMAN RESOURCES CONSULTANT	HUMAN RESOURCES CONSULTANT	\$43,560	\$60,984	\$78,408
C3		HUMAN SERVICES CLINICAL COUNSELOR	HUMAN SERVICES CLINICAL COUNSELOR	\$43,560	\$60,984	\$78,408
C3		HUMAN SERVICES COORDINATOR III	HUMAN SERVICES COORDINATOR III	\$43,560	\$60,984	\$78,408
C3		ICMA FELLOW	ICMA FELLOW	\$43,560	\$60,984	\$78,408
C3		INCOME MAINTENANCE CASEWORKER SUPERVISOR	INCOME MAINTENANCE CASEWORKER SUPERVISOR	\$43,560	\$60,984	\$78,408
C3		LOCAL HISTORY LIBRARY SPECIALIST	LOCAL HISTORY LIBRARY SPECIALIST	\$43,560	\$60,984	\$78,408
C3		NUTRITIONIST	NUTRITIONIST	\$43,560	\$60,984	\$78,408
C3		PRE-TRIAL PROGRAM SUPERVISOR	PRE-TRIAL PROGRAM SUPERVISOR	\$43,560	\$60,984	\$78,408
C3		PUBLIC HEALTH EDUCATION SPEC	PUBLIC HEALTH EDUCATION SPEC	\$43,560	\$60,984	\$78,408
C3		PUBLIC INFORMATION SPECIALIST	PUBLIC INFORMATION SPECIALIST	\$43,560	\$60,984	\$78,408
C3		QUALITY MANAGEMENT SPECIALIST	QUALITY MANAGEMENT SPECIALIST	\$43,560	\$60,984	\$78,408
C3		SAFETY AND RISK MANAGEMENT TECHNICIAN	SAFETY AND RISK MANAGEMENT TECHNICIAN	\$43,560	\$60,984	\$78,408
C3		SENIOR LIBRARIAN	SENIOR LIBRARIAN	\$43,560	\$60,984	\$78,408
C3		SENIOR PROCUREMENT SPECIALIST	SENIOR PROCUREMENT SPECIALIST	\$43,560	\$60,984	\$78,408
C3		SENIOR STAFF DEVELOPMENT SPECIALIST	SENIOR STAFF DEVELOPMENT SPECIALIST	\$43,560	\$60,984	\$78,408
C3		SOCIAL WORKER III	SOCIAL WORKER III	\$43,560	\$60,984	\$78,408
C3		SUSTAINABILITY SPECIALIST	SUSTAINABILITY SPECIALIST	\$43,560	\$60,984	\$78,408
C3		TAX DIVISION SUPERVISOR	TAX DIVISION SUPERVISOR	\$43,560	\$60,984	\$78,408
	<b>114</b>			<b>\$48,197</b>	<b>\$67,476</b>	<b>\$86,754</b>

Class Comparison List by Pay Plan

Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
C3		STRATEGIC INITIATIVE ANALYST	STRATEGIC INITIATIVE ANALYST	\$43,560	\$60,984	\$78,408
C3		SAFETY OFFICER	SAFETY OFFICER	\$43,560	\$60,984	\$78,408
C3		SENIOR INTERNAL AUDITOR	SENIOR INTERNAL AUDITOR	\$43,560	\$60,984	\$78,408
C3		APPLICATIONS SYSTEMS ANALYST	APPLICATIONS SYSTEMS ANALYST	\$43,560	\$60,984	\$78,408
C3		TECHNOLOGY SUPPORT ANALYST	TECHNOLOGY SUPPORT ANALYST	\$43,560	\$60,984	\$78,408
C3		SUBSTANCE ABUSE PROGRAM SUPERVISOR	SUBSTANCE ABUSE PROGRAM SUPERVISOR	\$43,560	\$60,984	\$78,408
C3		REAL ESTATE TAX SUPERVISOR	REAL ESTATE TAX SUPERVISOR	\$43,560	\$60,984	\$78,408
C3		SOLID WASTE PROGRAM MANAGER	SOLID WASTE PROGRAM MANAGER	\$43,560	\$60,984	\$78,408
C3		WAREHOUSE MANAGER	WAREHOUSE MANAGER	\$43,560	\$60,984	\$78,408
C3		HUMAN RESOURCES ANALYST	HUMAN RESOURCES ANALYST	\$43,560	\$60,984	\$78,408
C3		PUBLIC HEALTH NURSE	PUBLIC HEALTH NURSE	\$43,560	\$60,984	\$78,408
	<b>115</b>			<b>\$51,571</b>	<b>\$72,199</b>	<b>\$92,827</b>
C4		ASSISTANT PROCUREMENT MANAGER	ASSISTANT PROCUREMENT MANAGER	\$47,916	\$67,082	\$86,248
C4		BUDGET AND MANAGEMENT ANALYST	BUDGET AND MANAGEMENT ANALYST	\$47,916	\$67,082	\$86,248
C4		ADMINISTRATIVE LIBRARIAN I	ADMINISTRATIVE LIBRARIAN I	\$47,916	\$67,082	\$86,248
C4		CHILD WELFARE SOCIAL WORKER	CHILD WELFARE SOCIAL WORKER	\$47,916	\$67,082	\$86,248
C4		CLINICAL SOCIAL WORKER	CLINICAL SOCIAL WORKER	\$47,916	\$67,082	\$86,248
C4		TRANSPORTATION PROGRAM MANAGER	TRANSPORTATION PROGRAM MANAGER	\$47,916	\$67,082	\$86,248
C4		ENVIRONMENTAL HEALTH PROGRAM SPECIALIST	ENVIRONMENTAL HEALTH PROGRAM SPECIALIST	\$47,916	\$67,082	\$86,248
C4		GANG INTERVENTION/VIOLENT CRIME PREV. PROG. MGR.	GANG INTERVENTION/VIOLENT CRIME PREV. PROG. MGR.	\$47,916	\$67,082	\$86,248
C4		GIS ANALYST	GIS ANALYST	\$47,916	\$67,082	\$86,248
C4		GIS/INFORMATION SPECIALIST	GIS/INFORMATION SPECIALIST	\$47,916	\$67,082	\$86,248
C4		BUSINESS SYSTEMS ANALYST	BUSINESS SYSTEMS ANALYST	\$47,916	\$67,082	\$86,248
C4		LIBRARY PUBLIC RELATIONS OFFICER	LIBRARY PUBLIC RELATIONS OFFICER	\$47,916	\$67,082	\$86,248
C4		NATURAL RESOURCES COORDINATOR	NATURAL RESOURCES COORDINATOR	\$47,916	\$67,082	\$86,248
C4		NUTRITION SPECIALIST	NUTRITION SPECIALIST	\$47,916	\$67,082	\$86,248
C4		OPEN SPACE COORDINATOR	OPEN SPACE COORDINATOR	\$47,916	\$67,082	\$86,248
C4		PUBLIC HEALTH CERTIFIED DENTAL HYGIENIST	PUBLIC HEALTH CERTIFIED DENTAL HYGIENIST	\$47,916	\$67,082	\$86,248

Class Comparison List by Pay Plan

Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
C4		REAL ESTATE COORDINATOR	REAL ESTATE COORDINATOR	\$47,916	\$67,082	\$86,248
C4		SENIOR ACCOUNTANT	SENIOR ACCOUNTANT	\$47,916	\$67,082	\$86,248
C4		SENIOR ADMINISTRATIVE OFFICER	SENIOR ADMINISTRATIVE OFFICER	\$47,916	\$67,082	\$86,248
C4		SOCIAL WORK SUPERVISOR II	SOCIAL WORK SUPERVISOR II	\$47,916	\$67,082	\$86,248
C4		STAFF DEVELOPMENT SUPERVISOR	STAFF DEVELOPMENT SUPERVISOR	\$47,916	\$67,082	\$86,248
C4		TECHNOLOGY SUPPORT SPECIALIST	TECHNOLOGY SUPPORT SPECIALIST	\$47,916	\$67,082	\$86,248
C4		CHILD SUPPORT MANAGER	CHILD SUPPORT MANAGER	\$47,916	\$67,082	\$86,248
C4		CRIMINAL JUSTICE PROG MANAGER	CRIMINAL JUSTICE PROG MANAGER	\$47,916	\$67,082	\$86,248
C4		GANG REDUCTION STRATEGY MANAGER	GANG REDUCTION STRATEGY MANAGER	\$47,916	\$67,082	\$86,248
C4		INCOME MAINTENANCE PROGRAM MANAGER	INCOME MAINTENANCE PROGRAM MANAGER	\$47,916	\$67,082	\$86,248
C4		INFORMATION TECHNOLOGY MANAGER - CLIENT	INFORMATION TECHNOLOGY MANAGER - CLIENT	\$47,916	\$67,082	\$86,248
C4		INFORMATION TECHNOLOGY PROJECT MANAGER	INFORMATION TECHNOLOGY PROJECT MANAGER	\$47,916	\$67,082	\$86,248
C4		MWBE CONTRACTS COMPLIANCE MANAGER	MWBE CONTRACTS COMPLIANCE MANAGER	\$47,916	\$67,082	\$86,248
C4		NETWORK ADMINISTRATOR	NETWORK ADMINISTRATOR	\$47,916	\$67,082	\$86,248
C4		PERFORMANCE MANAGEMENT ANALYST	PERFORMANCE MANAGEMENT ANALYST	\$47,916	\$67,082	\$86,248
C4		PUBLIC HEALTH EDUCATION PROGRAM MANAGER	PUBLIC HEALTH EDUCATION PROGRAM MANAGER	\$47,916	\$67,082	\$86,248
C4		PUBLIC HEALTH EPIDEMIOLOGIST	PUBLIC HEALTH EPIDEMIOLOGIST	\$47,916	\$67,082	\$86,248
C4		PUBLIC HEALTH PREPAREDNESS COORDINATOR	PUBLIC HEALTH PREPAREDNESS COORDINATOR	\$47,916	\$67,082	\$86,248
C4		SAFETY AND OCCUPATIONAL HEALTH SPECIALIST	SAFETY AND OCCUPATIONAL HEALTH SPECIALIST	\$47,916	\$67,082	\$86,248
C4		SENIOR PUBLIC HEALTH NURSE	SENIOR PUBLIC HEALTH NURSE	\$47,916	\$67,082	\$86,248
C4		SENIOR PUBLIC INFORMATION SPECIALIST	SENIOR PUBLIC INFORMATION SPECIALIST	\$47,916	\$67,082	\$86,248
C4		STADIUM MANAGER	STADIUM MANAGER	\$47,916	\$67,082	\$86,248
C4		WATERSHED CONSERVATIONIST	WATERSHED CONSERVATIONIST	\$47,916	\$67,082	\$86,248
	<b>116</b>			<b>\$55,181</b>	<b>\$77,253</b>	<b>\$99,325</b>

Class Comparison List by Pay Plan

<b>Current Pay Band</b>	<b>Proposed Pay Band</b>	<b>Original Title</b>	<b>Proposed Class Title</b>	<b>Min</b>	<b>Midpoint</b>	<b>Max</b>
C4		ECONOMIC DEVELOPMENT OFFICER	ECONOMIC DEVELOPMENT OFFICER	\$47,916	\$67,082	\$86,248
C4		QUALITY MANAGEMENT AND PRIVACY OFFICER	QUALITY MANAGEMENT AND PRIVACY OFFICER	\$47,916	\$67,082	\$86,248
C5		ACCOUNTS PAYABLE MANAGER	ACCOUNTS PAYABLE MANAGER	\$52,707	\$73,790	\$94,873
C5		EROSION CONTROL SUPERVISOR	EROSION CONTROL SUPERVISOR	\$52,707	\$73,790	\$94,873
C5		EXECUTIVE ACCOUNTANT	EXECUTIVE ACCOUNTANT	\$52,707	\$73,790	\$94,873
C5		LISTING DIVISION MANAGER	LISTING DIVISION MANAGER	\$52,707	\$73,790	\$94,873
C5		PAYROLL MANAGER	PAYROLL MANAGER	\$52,707	\$73,790	\$94,873
C5		APPRAISAL DIVISION MANAGER	APPRAISAL DIVISION MANAGER	\$52,707	\$73,790	\$94,873
C5		CLINICAL SOCIAL WORK SUPERVISOR	CLINICAL SOCIAL WORK SUPERVISOR	\$52,707	\$73,790	\$94,873
C5		ELECTIONS MANAGER	ELECTIONS MANAGER	\$52,707	\$73,790	\$94,873
C5		COLLECTION DIVISION MANAGER	COLLECTION DIVISION MANAGER	\$52,707	\$73,790	\$94,873
C5		COMMUNICATIONS AND PUBLIC RELATIONS MANAGER	COMMUNICATIONS AND PUBLIC RELATIONS MANAGER	\$52,707	\$73,790	\$94,873
C5		PROJECT MANAGER	PROJECT MANAGER	\$52,707	\$73,790	\$94,873
C5		PUBLIC HEALTH NURSE SPECIALIST	PUBLIC HEALTH NURSE SPECIALIST	\$52,707	\$73,790	\$94,873
C5		PUBLIC HEALTH NUTRITION PROGRAM MANAGER	PUBLIC HEALTH NUTRITION PROGRAM MANAGER	\$52,707	\$73,790	\$94,873
C5		QUALITY ASSURANCE AND DATA INTEGRITY MANAGER	QUALITY ASSURANCE AND DATA INTEGRITY MANAGER	\$52,707	\$73,790	\$94,873
C5		SENIOR APPLICATIONS SYSTEMS ANALYST	SENIOR APPLICATIONS SYSTEMS ANALYST	\$52,707	\$73,790	\$94,873
C5		SENIOR HUMAN RESOURCES ANALYST	SENIOR HUMAN RESOURCES ANALYST	\$52,707	\$73,790	\$94,873
C5		SENIOR HUMAN RESOURCES CONSULTANT	SENIOR HUMAN RESOURCES CONSULTANT	\$52,707	\$73,790	\$94,873
C5		HRIS ANALYST	HRIS ANALYST	\$52,707	\$73,790	\$94,873
C5		BUSINESS SPECIALIST	BUSINESS SPECIALIST	\$52,707	\$73,790	\$94,873
C5		SENIOR REAL ESTATE OFFICER	SENIOR REAL ESTATE OFFICER	\$52,707	\$73,790	\$94,873
C5		STORMWATER MANAGER	STORMWATER MANAGER	\$52,707	\$73,790	\$94,873
C5		TAX AUDITING DIVISION MANAGER	TAX AUDITING DIVISION MANAGER	\$52,707	\$73,790	\$94,873
C5		UTILITY SUPERVISOR	UTILITY SUPERVISOR	\$52,707	\$73,790	\$94,873

Class Comparison List by Pay Plan

Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
C5		ADMINISTRATIVE LIBRARIAN II	ADMINISTRATIVE LIBRARIAN II	\$52,707	\$73,790	\$94,873
C5		SOCIAL WORK SUPERVISOR III	SOCIAL WORK SUPERVISOR III	\$52,707	\$73,790	\$94,873
	<b>117</b>			<b>\$59,043</b>	<b>\$82,661</b>	<b>\$106,278</b>
C6		SENIOR EMERGENCY MANAGEMENT COORDINATOR	SENIOR EMERGENCY MANAGEMENT COORDINATOR	\$57,978	\$81,169	\$104,361
C6		LEGAL AND COUNTY CARES SERVICE MANAGER	LEGAL AND COUNTY CARES SERVICE MANAGER	\$57,978	\$81,169	\$104,361
D1		CLAIMS PROGRAM MANAGER	CLAIMS PROGRAM MANAGER	\$54,000	\$78,300	\$97,200
D1		PUBLIC HEALTH NURSE SUPERVISOR	PUBLIC HEALTH NURSE SUPERVISOR	\$54,000	\$78,300	\$97,200
D1		SAP SENIOR HR BUSINESS ANALYST	SAP SENIOR HR BUSINESS ANALYST	\$54,000	\$78,300	\$97,200
D1		SAP SENIOR FINANCE BUSINESS ANALYST	SAP SENIOR FINANCE BUSINESS ANALYST	\$54,000	\$78,300	\$97,200
D1		SENIOR BUDGET ANALYST	SENIOR BUDGET ANALYST	\$54,000	\$78,300	\$97,200
D1		SAP TECHNICAL SUPPORT ANALYST	SAP TECHNICAL SUPPORT ANALYST	\$54,000	\$78,300	\$97,200
D1		SENIOR WEB ADMINISTRATOR	SENIOR WEB ADMINISTRATOR	\$54,000	\$78,300	\$97,200
D1		CLINICAL SERVICES MANAGER	CLINICAL SERVICES MANAGER	\$54,000	\$78,300	\$97,200
D1		SOCIAL SERVICES PROGRAM MANAGER	SOCIAL SERVICES PROGRAM MANAGER	\$54,000	\$78,300	\$97,200
D1		SOCIAL WORK PROGRAM MANAGER	SOCIAL WORK PROGRAM MANAGER	\$54,000	\$78,300	\$97,200
D1		OPERATIONS & DEVELOPMENT MANAGER	OPERATIONS & DEVELOPMENT MANAGER	\$54,000	\$78,300	\$97,200
D1		FINANCE MANAGER	FINANCE MANAGER	\$54,000	\$78,300	\$97,200
D1		INFORMATION TECHNOLOGY MANAGER	INFORMATION TECHNOLOGY MANAGER	\$54,000	\$78,300	\$97,200
D1		IT SENIOR BUSINESS ANALYST	IT SENIOR BUSINESS ANALYST	\$54,000	\$78,300	\$97,200
D1		AGRI-BUSINESS AND ENVIRONMENTAL SERVICES MANAGER	AGRI-BUSINESS AND ENVIRONMENTAL SERVICES MANAGER	\$54,000	\$78,300	\$97,200
D1		COMPLIANCE MANAGER	COMPLIANCE MANAGER	\$54,000	\$78,300	\$97,200
D1		DEPUTY DIRECTOR OF ELECTIONS	DEPUTY DIRECTOR OF ELECTIONS	\$54,000	\$78,300	\$97,200
D1		PROCUREMENT MANAGER	PROCUREMENT MANAGER	\$54,000	\$78,300	\$97,200
D1		SUSTAINABILITY MANAGER	SUSTAINABILITY MANAGER	\$54,000	\$78,300	\$97,200
	<b>118</b>			<b>\$63,176</b>	<b>\$88,447</b>	<b>\$113,717</b>
D2		ASSISTANT DIRECTOR OF GENERAL SERVICES	ASSISTANT DIRECTOR OF GENERAL SERVICES	\$59,400	\$78,300	\$106,920
D2		COMPLIANCE AND PRIVACY OFFICER	COMPLIANCE AND PRIVACY OFFICER	\$59,400	\$78,300	\$106,920

Class Comparison List by Pay Plan

Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
D2		DATABASE ADMINISTRATOR	DATABASE ADMINISTRATOR	\$59,400	\$78,300	\$106,920
D2		DEPUTY ASSESSOR	DEPUTY ASSESSOR	\$59,400	\$78,300	\$106,920
D2		LABORATORY AND COMPLIANCE MANAGER	LABORATORY AND COMPLIANCE MANAGER	\$59,400	\$78,300	\$106,920
D2		PROGRAM MANAGER OF ACCREDITATION & STRATEGIC INIT.	PROGRAM MANAGER OF ACCREDITATION & STRATEGIC INIT.	\$59,400	\$78,300	\$106,920
D2		PUBLIC HEALTH FINANCE ADMINISTRATOR	PUBLIC HEALTH FINANCE ADMINISTRATOR	\$59,400	\$78,300	\$106,920
D2		ASSISTANT DIRECTOR OF LIBRARY SERVICES	ASSISTANT DIRECTOR OF LIBRARY SERVICES	\$59,400	\$78,300	\$106,920
D2		ENVIRONMENTAL HEALTH SUPERVISOR	ENVIRONMENTAL HEALTH SUPERVISOR	\$59,400	\$78,300	\$106,920
D2		MY BROTHER'S KEEPER MANAGER	MY BROTHER'S KEEPER MANAGER	\$59,400	\$78,300	\$106,920
D2		OPEN SPACE/REAL ESTATE MANAGER	OPEN SPACE/REAL ESTATE MANAGER	\$59,400	\$78,300	\$106,920
D2		PUBLIC HEALTH NURSE PROGRAM MANAGER	PUBLIC HEALTH NURSE PROGRAM MANAGER	\$59,400	\$78,300	\$106,920
D2		PUBLIC HEALTH NUTRITION ADMINISTRATOR	PUBLIC HEALTH NUTRITION ADMINISTRATOR	\$59,400	\$78,300	\$106,920
D2		REVALUATION DEPUTY ASSESSOR	REVALUATION DEPUTY ASSESSOR	\$59,400	\$78,300	\$106,920
D2		SENIOR PROJECT MANAGER	SENIOR PROJECT MANAGER	\$59,400	\$78,300	\$106,920
D2		STORMWATER AND EROSION CONTROL MANAGER	STORMWATER AND EROSION CONTROL MANAGER	\$59,400	\$78,300	\$106,920
D2		STRATEGIC INITIATIVE MANAGER	STRATEGIC INITIATIVE MANAGER	\$59,400	\$78,300	\$106,920
D2		ASSISTANT CHIEF FINANCIAL OFFICER	ASSISTANT CHIEF FINANCIAL OFFICER	\$59,400	\$78,300	\$97,200
D2		NETWORK ENGINEER	NETWORK ENGINEER	\$59,400	\$78,300	\$97,200
D2		UTILITY SUPERINTENDENT	UTILITY SUPERINTENDENT	\$59,400	\$78,300	\$97,200
D2		ASSISTANT DIRECTOR OF CRIMINAL JUSTICE RESOURCE CTR	ASSISTANT DIRECTOR OF CRIMINAL JUSTICE RESOURCE CTR	\$59,400	\$78,300	\$106,920
	<b>119</b>			<b>\$67,599</b>	<b>\$94,639</b>	<b>\$121,678</b>
D3		ASSISTANT DIRECTOR OF SOCIAL SERVICES	ASSISTANT DIRECTOR OF SOCIAL SERVICES	\$65,340	\$91,476	\$117,612
D3		DEPUTY TAX ADMINISTRATOR	DEPUTY TAX ADMINISTRATOR	\$65,340	\$91,476	\$117,612



Class Comparison List by Pay Plan

Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
D3		ENVIRONMENTAL HEALTH DIRECTOR	ENVIRONMENTAL HEALTH DIRECTOR	\$65,340	\$91,476	\$117,612
D3		LOCAL PUBLIC HEALTH ADMINISTRATOR	LOCAL PUBLIC HEALTH ADMINISTRATOR	\$65,340	\$91,476	\$117,612
D3		PHYSICIAN EXTENDER	PHYSICIAN EXTENDER	\$65,340	\$91,476	\$117,612
D3		PUBLIC HEALTH EDUCATION ADMINISTRATOR	PUBLIC HEALTH EDUCATION ADMINISTRATOR	\$65,340	\$91,476	\$117,612
D3		SECURITY MANAGER	SECURITY MANAGER	\$65,340	\$91,476	\$117,612
D3		SAFETY AND RISK MANAGER	SAFETY AND RISK MANAGER	\$65,340	\$91,476	\$117,612
	<b>120</b>			<b>\$72,331</b>	<b>\$101,263</b>	<b>\$130,195</b>
D3		DEPUTY DIRECTOR OF GENERAL SERVICES	DEPUTY DIRECTOR OF GENERAL SERVICES	\$65,340	\$91,476	\$117,612
D3		SENIOR PSYCHOLOGIST	SENIOR PSYCHOLOGIST	\$65,340	\$91,476	\$117,612
D3		DEPUTY DIRECTOR OF LIBRARY SERVICES	DEPUTY DIRECTOR OF LIBRARY SERVICES	\$65,340	\$91,476	\$117,612
D3		INFORMATION TECHNOLOGY MANAGER - SYSTEMS	INFORMATION TECHNOLOGY MANAGER - SYSTEMS	\$65,340	\$91,476	\$117,612
D3		INFORMATION TECHNOLOGY MANAGER - APPLICATIONS	INFORMATION TECHNOLOGY MANAGER - APPLICATIONS	\$65,340	\$91,476	\$117,612
D3		INFORMATION TECHNOLOGY MANAGER - NETWORK	INFORMATION TECHNOLOGY MANAGER - NETWORK	\$65,340	\$91,476	\$117,612
D3		SAP BASIS ADMINISTRATOR	SAP BASIS ADMINISTRATOR	\$65,340	\$91,476	\$117,612
D3		SAP SENIOR NETWEAVER ADMINISTRATOR	SAP SENIOR NETWEAVER ADMINISTRATOR	\$65,340	\$91,476	\$117,612
D3		SAP SENIOR TECHNICAL BUSINESS ANALYST	SAP SENIOR TECHNICAL BUSINESS ANALYST	\$65,340	\$91,476	\$117,612
	<b>121</b>			<b>\$77,394</b>	<b>\$108,352</b>	<b>\$139,309</b>
D4		ASSISTANT COUNTY ATTORNEY	ASSISTANT COUNTY ATTORNEY	\$71,874	\$100,623	\$129,373
D3		HUMAN RESOURCES MANAGER	HUMAN RESOURCES MANAGER	\$65,340	\$91,476	\$117,612
D4		LEGAL ADVISOR	LEGAL ADVISOR	\$71,874	\$100,623	\$129,373
D3		PUBLIC HEALTH NURSE DIVISION DIRECTOR	PUBLIC HEALTH NURSE DIVISION DIRECTOR	\$65,340	\$91,476	\$117,612
D4		ASSISTANT DIRECTOR OF BUDGET AND MANAGEMENT	ASSISTANT DIRECTOR OF BUDGET AND MANAGEMENT	\$71,874	\$100,623	\$129,373
	<b>122</b>			<b>\$82,811</b>	<b>\$115,936</b>	<b>\$149,060</b>



Class Comparison List by Pay Plan

Current Pay Band	Proposed Pay Band	Original Title	Proposed Class Title	Min	Midpoint	Max
D4		PHARMACIST	PHARMACIST	\$71,874	\$100,623	\$129,373
D4		CHIEF OF STAFF - ADMINISTRATION	CHIEF OF STAFF - ADMINISTRATION	\$71,874	\$100,623	\$129,373
D5		ASSISTANT DIRECTOR OF PUBLIC HEALTH	DEPUTY DIRECTOR OF PUBLIC HEALTH	\$79,061	\$110,685	\$142,310
D5		DEPUTY DIRECTOR OF SOCIAL SERVICES	DEPUTY DIRECTOR OF SOCIAL SERVICES	\$79,061	\$110,685	\$142,310
	<b>123</b>			<b>\$88,608</b>	<b>\$124,051</b>	<b>\$159,494</b>
D5		EEO COUNSEL	EEO COUNSEL	\$79,061	\$110,685	\$142,310
D5		ASSISTANT DIRECTOR OF INFO TECHNOLOGY	ASSISTANT DIRECTOR OF INFO TECHNOLOGY	\$79,061	\$110,685	\$142,310
D5		SENIOR ASSISTANT COUNTY ATTORNEY	SENIOR ASSISTANT COUNTY ATTORNEY	\$79,061	\$110,685	\$142,310
D5		PHARMACY MANAGER	PHARMACY MANAGER	\$79,061	\$110,685	\$142,310
		DEPUTY DIRECTOR OF ENGINEERING	DEPUTY DIRECTOR OF ENGINEERING	\$79,061	\$110,685	\$142,310
		DEPUTY HR DIRECTOR	DEPUTY HR DIRECTOR			
	<b>124</b>			<b>\$94,811</b>	<b>\$132,735</b>	<b>\$170,659</b>
D6		DENTAL PRACTICE ADMINISTRATOR	DENTAL PRACTICE ADMINISTRATOR	\$86,967	\$121,754	\$156,541
D6		DEPUTY CHIEF FINANCIAL OFFICER	DEPUTY CHIEF FINANCIAL OFFICER	\$86,967	\$121,754	\$156,541
E3		ASSISTANT GENERAL MANAGER/CHIEF OF STAFF	ASSISTANT GENERAL MANAGER	\$83,905	\$123,760	\$163,615
E3		CHIEF OF STAFF	COUNTY MANAGER BUSINESS OFFICER	\$83,905	\$123,760	\$163,615
	<b>125</b>	FOR FUTURE USE		<b>\$101,447</b>	<b>\$142,026</b>	<b>\$182,605</b>
	<b>126</b>	FOR FUTURE USE		<b>\$108,549</b>	<b>\$151,969</b>	<b>\$195,388</b>