

# NON-BARGAINING EMPLOYEE COMPENSATION PLAN

Effective July 1, 2025 - June 30, 2026  
ATB 3.25%

Pay Grade	Job Title	1st Quartile Minimum	2nd Quartile 25%	3rd Quartile Midpoint	4th Quartile 75%	Top Maximum
251/GS-1		\$30,400.27 \$14.62	\$32,680.29 \$15.71	\$34,960.31 \$16.81	\$37,240.33 \$17.91	\$39,520.35 \$19.00
252/GS-2		\$31,817.91 \$15.30	\$34,204.25 \$16.45	\$36,590.59 \$17.59	\$38,976.94 \$18.74	\$41,363.28 \$19.89
253/GS-3		\$33,339.99 \$16.03	\$35,840.49 \$17.23	\$38,340.99 \$18.43	\$40,841.49 \$19.64	\$43,341.98 \$20.84
254/GS-4		\$34,893.69 \$16.78	\$37,510.72 \$18.04	\$40,127.74 \$19.29	\$42,744.77 \$20.55	\$45,361.80 \$21.81
255/GS-5		\$36,513.86 \$17.55	\$39,252.40 \$18.87	\$41,990.94 \$20.19	\$44,729.48 \$21.51	\$47,468.02 \$22.82
256/GS-6	Commissary Clerk (PT)	\$38,268.51 \$18.40	\$41,138.65 \$19.78	\$44,008.79 \$21.16	\$46,878.93 \$22.54	\$49,749.06 \$23.92
257/GS-7		\$40,057.97 \$19.26	\$43,062.32 \$20.71	\$46,066.67 \$22.15	\$49,071.02 \$23.59	\$52,075.36 \$25.04
258/GS-8		\$41,977.17 \$20.18	\$45,125.46 \$21.70	\$48,273.74 \$23.21	\$51,422.03 \$24.72	\$54,570.32 \$26.24
259/GS-9		\$44,018.19 \$21.16	\$47,319.56 \$22.75	\$50,620.92 \$24.34	\$53,922.29 \$25.93	\$57,223.65 \$27.51
260/GS10		\$46,056.07 \$22.14	\$49,510.28 \$23.81	\$52,964.48 \$25.46	\$56,418.69 \$27.13	\$59,872.89 \$28.79
261/GS11		\$47,267.32 \$22.72	\$51,403.21 \$24.72	\$55,539.10 \$26.70	\$59,674.99 \$28.69	\$63,810.88 \$30.68
262/GS12	Payroll Specialist Accounting Specialist	\$49,523.54 \$23.81	\$53,856.85 \$25.90	\$58,190.16 \$27.98	\$62,523.47 \$30.06	\$66,856.78 \$32.14
263/GS13	Law Enforcement Liason (PT) Motor Vehicle Title/Registration Technician I	\$51,929.93 \$24.97	\$56,473.80 \$27.15	\$61,017.66 \$29.34	\$65,561.53 \$31.52	\$70,105.40 \$33.70
264/GS14	Compliance Specialist Executive Administrative Aide	\$54,461.80 \$26.18	\$59,227.21 \$28.48	\$63,992.61 \$30.77	\$68,758.02 \$33.06	\$73,523.43 \$35.35
265/GS15	Education & Outreach Coordinator Emergency Preparedness Specialist Motor Vehicle Title/Registration Technician II Senior Veteran Service Officer	\$57,030.78 \$27.42	\$62,020.97 \$29.82	\$67,011.16 \$32.22	\$72,001.36 \$34.62	\$76,991.55 \$37.02
266/GS16	Business Office Manager Health Communications Strategist Roadside Biologist Technology Support Specialist I	\$59,861.51 \$28.78	\$65,099.40 \$31.30	\$70,337.28 \$33.82	\$75,575.16 \$36.34	\$80,813.04 \$38.85
267/GS17	Accountant Financial Analyst Human Resources Generalist Jail Diversion Social Worker Mental Health Advocate Public Health Information Analyst Technology Support Specialist II	\$62,706.14 \$30.15	\$68,192.93 \$32.79	\$73,679.72 \$35.42	\$79,166.51 \$38.06	\$84,653.29 \$40.70

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268/GS18	Communications Shift Supervisor	\$65,846.57	\$71,608.14	\$77,369.72	\$83,131.29	\$88,892.87
	Conservation Planning Administrator	\$31.66	\$34.43	\$37.20	\$39.97	\$42.74
	Environmental Health Services Supervisor					
	Fiscal Coordinator (Public Health, Engineer)					
	General Assistance Coordinator					
	GIS Coordinator					
	Marketing Coordinator					
	Property Tax Supervisor					
	Public Health Planner					
	Roadside Foreman					
	Safety Coordinator					
	Shop Foreman					
269/GS19	Assistant County Engineer I	\$68,951.39	\$74,984.64	\$81,017.88	\$87,051.13	\$93,084.37
	Clinical Services Supervisor (RN)	\$33.15	\$36.05	\$38.95	\$41.85	\$44.75
	Epidemiologist					
	Senior Human Resources Generalist					
270/GS20	Business Operations Manager - Attorney	\$72,305.49	\$78,632.23	\$84,958.95	\$91,285.69	\$97,612.42
	Engineering Project Manager	\$34.76	\$37.81	\$40.85	\$43.89	\$46.93
	Facilities Operations Manager					
	Motor Vehicle & Operations Manager					
	Nature Center Manager					
271/GS21	Communcations Operations Manager	\$74,319.91	\$81,751.90	\$89,183.89	\$94,757.89	\$100,331.88
	Community Health Manager	\$35.73	\$39.31	\$42.88	\$45.56	\$48.24
	Conservation Unit Ranger					
	Disease Surveillance & Investigations Manager					
	Elections Manager					
	Environmental Health Manager					
	Payroll/Accounting Manager					
	Roadside Maintenance Superintendent					
	Systems/Real Estate Tax Manager					
272/GS22	Clinics Manager (RN)	\$79,515.43	\$86,473.04	\$93,430.64	\$100,388.24	\$107,345.84
	Financial/Accounting Manager	\$38.23	\$41.58	\$44.92	\$48.27	\$51.61
	Network Administrator					
	Security Administrator					
	System Administrator					
	Veteran Director					
273/GS23		\$83,470.39	\$90,774.05	\$98,077.71	\$105,381.37	\$112,685.03
		\$40.13	\$43.64	\$47.15	\$50.67	\$54.18
274/GS24	Civil Attorney I	\$85,691.91	\$94,261.11	\$102,830.30	\$111,399.49	\$119,968.68
		\$41.20	\$45.32	\$49.44	\$53.56	\$57.68
275/GS25	Assistant County Engineer	\$89,869.24	\$98,856.16	\$107,843.08	\$116,830.01	\$125,816.93
	Assistant IT Director	\$43.21	\$47.53	\$51.85	\$56.17	\$60.49
	Deputy Director (Public Health)					
276/GS26	Consolidated Communications Director	\$93,364.51	\$102,700.97	\$112,037.42	\$121,373.87	\$130,710.32
		\$44.89	\$49.38	\$53.86	\$58.36	\$62.84
277/GS27		\$97,919.12	\$107,711.03	\$117,502.94	\$127,294.86	\$137,086.77
		\$47.08	\$51.79	\$56.49	\$61.20	\$65.91

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278/GS28	Civil Attorney II	\$102,756.06	\$113,031.67	\$123,307.27	\$133,582.88	\$143,858.48
	Conservation Director	\$49.40	\$54.34	\$59.28	\$64.23	\$69.16
	Facilities Director					
	Human Resources Director					
279/GS29		\$107,812.26	\$118,593.48	\$129,374.71	\$140,155.94	\$150,937.16
		\$51.83	\$57.02	\$62.20	\$67.39	\$72.57
280/GS30	Finance Director	\$113,078.69	\$124,386.56	\$135,694.42	\$147,002.30	\$158,310.16
	Information Technology Director	\$54.36	\$59.80	\$65.24	\$70.68	\$76.11
	Public Health Director					
281/GS31		\$118,630.43	\$130,493.47	\$142,356.51	\$154,219.56	\$166,082.60
		\$57.03	\$62.74	\$68.44	\$74.15	\$79.85
282/GS32		\$124,561.95	\$137,018.15	\$149,474.34	\$161,930.54	\$174,386.73
		\$59.89	\$65.88	\$71.86	\$77.85	\$83.84