

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

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