

## NON-BARGAINING EMPLOYEE COMPENSATION PLAN

Effective July 1, 2020 - June 30, 2021

ATB 2.75%

Pay Grade	Job Title	1st Quartile Minimum	2nd Quartile 25%	3rd Quartile Midpoint	4th Quartile 75%	Top Maximum
251/GS-1		\$24,996.98 \$12.02	\$27,395.88 \$13.17	\$29,794.78 \$14.32	\$32,193.68 \$15.48	\$34,592.57 \$16.63
252/GS-2		\$26,206.49 \$12.60	\$28,695.34 \$13.80	\$31,184.18 \$14.99	\$33,673.03 \$16.19	\$36,161.88 \$17.39
253/GS-3		\$27,416.03 \$13.18	\$30,045.99 \$14.45	\$32,675.95 \$15.71	\$35,305.90 \$16.98	\$37,935.85 \$18.24
254/GS-4		\$28,687.58 \$13.79	\$31,443.15 \$15.12	\$34,198.71 \$16.44	\$36,954.27 \$17.77	\$39,709.83 \$19.09
255/GS-5		\$30,021.15 \$14.43	\$32,903.88 \$15.82	\$35,786.61 \$17.21	\$38,669.33 \$18.59	\$41,552.05 \$19.98
256/GS-6	Commissary Clerk	\$31,447.79 \$15.12	\$34,477.05 \$16.58	\$37,506.31 \$18.03	\$40,535.57 \$19.49	\$43,564.83 \$20.94
257/GS-7		\$32,874.42 \$15.81	\$36,067.28 \$17.34	\$39,260.13 \$18.88	\$42,452.99 \$20.41	\$45,645.85 \$21.95
258/GS-8		\$34,487.13 \$16.58	\$37,814.11 \$18.18	\$41,141.10 \$19.78	\$44,468.08 \$21.38	\$47,795.05 \$22.98
259/GS-9	Payroll Specialist	\$36,099.86 \$17.36	\$39,620.67 \$19.05	\$43,141.47 \$20.74	\$46,662.29 \$22.44	\$50,183.09 \$24.13
260/GS10		\$37,774.60 \$18.16	\$41,456.68 \$19.93	\$45,138.76 \$21.70	\$48,820.85 \$23.47	\$52,502.94 \$25.24
261/GS11	Accounting Specialist	\$39,604.38 \$19.04	\$43,468.68 \$20.90	\$47,332.97 \$22.76	\$51,197.27 \$24.62	\$55,061.56 \$26.47
262/GS12	Administrative Aide II	\$41,496.21 \$19.95	\$45,544.27 \$21.90	\$49,592.33 \$23.84	\$53,640.37 \$25.79	\$57,688.41 \$27.73
263/GS13	Motor Vehicle Title/Registration Technician Service Officer	\$43,450.05 \$20.89	\$47,726.06 \$22.95	\$52,002.05 \$25.00	\$56,278.06 \$27.06	\$60,554.07 \$29.11
264/GS14	Administrative Aide III Assistant Financial Manager Conservation Business Office Manager Jail Diversion Social Worker	\$45,621.04 \$21.93	\$50,079.24 \$24.08	\$54,537.44 \$26.22	\$58,995.65 \$28.37	\$63,453.84 \$30.51
265/GS15	Budget Administrator Human Resources Specialist	\$47,729.93 \$22.95	\$52,419.96 \$25.20	\$57,109.99 \$27.46	\$61,800.03 \$29.71	\$66,490.06 \$31.97
266/GS16	Communications Shift Supervisor Network Specialist Road Maintenance Supervisor	\$50,055.97 \$24.07	\$55,000.32 \$26.44	\$59,944.66 \$28.82	\$64,889.00 \$31.20	\$69,833.33 \$33.57

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267/GS17	Child Health Program Manager	\$52,443.99	\$57,618.62	\$62,793.24	\$67,967.86	\$73,142.48
	Chronic Disease Prevention Program Manager	\$25.21	\$27.70	\$30.19	\$32.68	\$35.16
	Clinical Services Supervisor					
	Environmental Health Services Supervisor					
	Financial Manager					
	Mental Health Advocate					
	Public Health Information Analyst Public Health Planner					
268/GS18	Communications Administrative Supervisor	\$55,049.15	\$60,493.59	\$65,938.02	\$71,382.47	\$76,826.91
	Conservation Unit Manager - Hartman Reserve	\$26.47	\$29.09	\$31.70	\$34.32	\$36.94
	Epidemiologist					
	General Assistance Coordinator					
	Payroll/Accounting Manager Property Tax Supervisor					
269/GS19	Assistant County Engineer I	\$57,685.30	\$63,366.23	\$69,047.16	\$74,728.08	\$80,409.00
	Computer Programmer/Analyst	\$27.73	\$30.47	\$33.20	\$35.93	\$38.66
	Conservation Unit Ranger					
	Engineering Technician II					
	Environmental Health Program Manager					
270/GS20	Disease Surveillance & Investigations Manager	\$60,445.53	\$66,425.73	\$72,405.92	\$78,386.11	\$84,366.30
	Election Manager	\$29.06	\$31.94	\$34.81	\$37.69	\$40.56
	Financial Management Supervisor					
	MVR/Tax Operations Manager					
	Road Maintenance Superintendent Superintendent of Maintenance					
271/GS21	System/Real Estate Tax Manager	\$63,484.87	\$69,745.74	\$76,006.61	\$82,267.47	\$88,528.33
		\$30.52	\$33.53	\$36.54	\$39.55	\$42.56
272/GS22	Chief Operating Officer Network Administrator	\$66,493.16	\$73,059.52	\$79,625.88	\$86,192.24	\$92,758.59
		\$31.97	\$35.13	\$38.28	\$41.44	\$44.60
273/GS23	Assistant County Engineer Human Resources Coordinator	\$69,842.63	\$76,714.48	\$83,586.33	\$90,458.17	\$97,330.01
		\$33.58	\$36.88	\$40.19	\$43.49	\$46.79
274/GS24		\$73,099.08	\$80,367.89	\$87,636.70	\$94,905.51	\$102,174.32
		\$35.14	\$38.64	\$42.13	\$45.63	\$49.12
275/GS25	Finance Director	\$76,696.66	\$84,302.74	\$91,908.83	\$99,514.91	\$107,121.00
		\$36.87	\$40.53	\$44.19	\$47.85	\$51.50
276/GS26	Deputy Director - Public Health Human Resources Director	\$80,480.32	\$88,445.39	\$96,410.45	\$104,375.53	\$112,340.60
		\$38.69	\$42.52	\$46.35	\$50.18	\$54.01

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277/GS27		\$84,326.00 \$40.54	\$92,719.83 \$44.58	\$101,113.65 \$48.61	\$109,507.48 \$52.65	\$117,901.31 \$56.68
278/GS28		\$88,481.83 \$42.54	\$97,295.11 \$46.78	\$106,108.39 \$51.01	\$114,921.68 \$55.25	\$123,734.97 \$59.49
279/GS29	Public Health Director	\$92,885.76 \$44.66	\$102,107.65 \$49.09	\$111,329.54 \$53.52	\$120,551.44 \$57.96	\$129,773.34 \$62.39
280/GS30		\$97,382.73 \$46.82	\$107,075.26 \$51.48	\$116,767.79 \$56.14	\$126,460.31 \$60.80	\$136,152.84 \$65.46
281/GS31		\$102,127.83 \$49.10	\$112,314.24 \$54.00	\$122,500.65 \$58.89	\$132,687.06 \$63.79	\$142,873.47 \$68.69