

Hanover County Pay Plan
Effective: 7/1/09

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (37.5 Hours/Week)			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Account Clerk I (CD)	1	N	14	10.77	14.53	18.30	20,999	28,341	35,689	22,399	30,231	38,068
Account Clerk II (CD)	2	N	16	11.88	16.04	20.20	23,160	31,276	39,385	24,704	33,361	42,010
Account Clerk III (CD)	3	N	18	13.12	17.71	22.30	25,586	34,537	43,491	27,292	36,840	46,390
Account Clerk-Senior (CD)	4	N	20	14.48	19.55	24.62	28,236	38,124	48,008	30,119	40,666	51,209
Accountant I (CD)	1	E	23	16.79	22.67	28.54	32,742	44,202	55,661	34,925	47,148	59,372
Accountant II (CD)	2	E	25	18.54	25.02	31.51	36,147	48,796	61,447			
Accountant III (CD)	3	E	27	20.45	27.61	34.77	39,878	53,836	67,794			
Accountant IV (CD)	4	E	29	22.58	30.48	38.38	44,036	59,439	74,849	46,972	63,402	79,839
Accountant -Senior (CD)	5	E	31	24.92	33.64	42.37	48,603	65,606	82,614			
Accounting Division Director		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Accounting Supervisor		E	32	26.18	35.35	44.51	51,050	68,926	86,795			
Administrative Assistant I (CD)	1	N	19	13.78	18.61	23.43	26,870	36,286	45,694	28,662	38,705	48,740
Administrative Assistant II (CD)	2	N	21	15.21	20.54	25.86	29,663	40,051	50,435	31,641	42,721	53,797
Administrative Assistant III (CD)	3	N	23	16.79	22.67	28.54	32,742	44,202	55,661	34,925	47,148	59,372
Administrative Assistant-Senior (CD)	4	N	25	18.54	25.02	31.51	36,147	48,796	61,447	38,556	52,050	65,544
Airport Manager		E	32	26.18	35.35	44.51				54,453	73,521	92,582
Animal Control Field Supervisor		N	24	17.64	23.81	29.98				36,686	49,520	62,358
Animal Control Officer-Chief		E	35	30.36	40.99	51.61				63,152	85,253	107,355
Animal Control Officer I (CD)	1	N	21	15.21	20.54	25.86				31,641	42,721	53,797
Animal Control Officer II (CD)	2	N	22	15.98	21.57	27.17				33,228	44,871	56,505
Animal Control Officer III (CD)	3	N	23	16.79	22.67	28.54				34,925	47,148	59,372
Animal Control Officer-Senior (CD)	4	N	24	17.64	23.81	29.98				36,686	49,520	62,358
Animal Facility Supervisor		N	23	16.79	22.67	28.54				34,925	47,148	59,372
Appraiser Supervisor		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Apprentice		N	8	8.01	10.81	13.61	15,617	21,078	26,543			
Assistant Chief Building Official		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Assistant Commonwealth Attorney - Senior		E	40	38.87	52.48	66.09				80,853	109,159	137,459
Assistant Commonwealth Attorney I		E	34	28.91	39.03	49.14				60,129	81,173	102,218
Assistant Commonwealth Attorney II		E	37	33.52	45.24	56.97				69,719	94,107	118,505
Assistant County Administrator		E	45	49.68	67.07	84.46				103,339	139,516	175,686
Assistant County Attorney - Senior		E	41	40.84	55.13	69.42				84,941	114,661	144,388
Assistant County Attorney I		E	34	28.91	39.03	49.14				60,129	81,173	102,218
Assistant County Attorney II		E	37	33.52	45.24	56.97				69,719	94,107	118,505
Assistant Director of Facilities Management		E	30	23.71	32.02	40.32				49,321	66,596	83,861
Assistant Director of Fleet Services		E	31	24.92	33.64	42.37				51,843	69,979	88,122
Assistant Director of Human Resources		E	39	36.99	49.94	62.89				76,939	103,878	130,809
Assistant Director of Parks & Recreation		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Assistant Director of Social Services		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Assistant Registrar II		N	12	9.75	13.17	16.58	19,021	25,673	32,329			
Assistant Registrar III		N	17	12.47	16.84	21.21	24,322	32,847	41,363			
Auditor		E	25	18.54	25.02	31.51	36,147	48,796	61,447			
Automation Specialist		N	20	14.48	19.55	24.62	28,236	38,124	48,008	30,119	40,666	51,209
Automation Specialist Senior		N	23	16.79	22.67	28.54	32,742	44,202	55,661	34,925	47,148	59,372

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (37.5 Hours/Week)			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Automotive Services Coordinator		N	24	17.64	23.81	29.98				36,686	49,520	62,358
Automotive Services Worker		N	14	10.77	14.53	18.30				22,399	30,231	38,068
Automotive Technician I (CD)	1	N	22	15.98	21.57	27.17				33,228	44,871	56,505
Automotive Technician II (CD)	2	N	23	16.79	22.67	28.54				34,925	47,148	59,372
Automotive Technician III (CD)	3	N	24	17.64	23.81	29.98				36,686	49,520	62,358
Automotive Technician-Senior (CD)	4	N	25	18.54	25.02	31.51				38,556	52,050	65,544
Battalion Chief		E	35	30.36	40.99	51.61				63,152	85,253	107,355
Budget Division Director		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Budget/Management Analyst I (CD)	1	E	26	19.47	26.29	33.10	37,961	51,257	64,546	40,492	54,674	68,849
Budget/Management Analyst II (CD)	2	E	28	21.49	29.01	36.53	41,896	56,564	71,228	44,689	60,335	75,977
Budget/Management Analyst III (CD)	3	E	30	23.71	32.02	40.32	46,238	62,433	78,620	49,321	66,596	83,861
Budget/Management Analyst -Senior (CD)	4	E	32	26.18	35.35	44.51	51,050	68,926	86,795	54,453	73,521	92,582
Building Inspector I (CD)	1	N	23	16.79	22.67	28.54	32,742	44,202	55,661			
Building Inspector II (CD)	2	N	25	18.54	25.02	31.51	36,147	48,796	61,447			
Building Inspector III (CD)	3	N	26	19.47	26.29	33.10	37,961	51,257	64,546			
Building Inspector-Senior (CD)	4	N	28	21.49	29.01	36.53	41,896	56,564	71,228			
Business Assistance Coordinator		E	30	23.71	32.02	40.32	46,238	62,433	78,620	49,321	66,596	83,861
Business Manager		E	31	24.92	33.64	42.37	48,603	65,606	82,614	51,843	69,979	88,122
Cannery Attendant		N	11	9.28	12.53	15.78	18,104	24,428	30,761			
Cannery Floor Manager		N	19	13.78	18.61	23.43	26,870	36,286	45,694			
Cannery Supervisor		N	23	16.79	22.67	28.54	32,742	44,202	55,661			
Capital Projects Specialist		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Captain - Fire/EMS		E	33	27.51	37.14	46.77				57,215	77,252	97,281
Captain - LE		E	35	30.36	40.99	51.61				63,152	85,253	107,355
CASA Coordinator		E	26	19.47	26.29	33.10	37,961	51,257	64,546			
Case Aide (Social Services)		N	14	10.77	14.53	18.30	20,999	28,341	35,689			
Chief Assessor		E	41	40.84	55.13	69.42				84,941	114,661	144,388
Chief Building Official		E	41	40.84	55.13	69.42				84,941	114,661	144,388
Chief Deputy Circuit Court		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Chief Deputy Commissioner of Revenue		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Chief Deputy Treasurer		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Chief of Fire & EMS		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Chief of Operations & Maintenance		E	36	31.90	43.07	54.24				66,348	89,585	112,810
Child Protective Services Worker		N	26	19.47	26.29	33.10	37,961	51,257	64,546			
Civil Engineer I (CD)	1	E	28	21.49	29.01	36.53	41,896	56,564	71,228			
Civil Engineer II (CD)	2	E	32	26.18	35.35	44.51	51,050	68,926	86,795			
Civil Engineer III (CD)	3	E	34	28.91	39.03	49.14	56,371	76,100	95,830			
Clerk II		N	13	10.25	13.83	17.42	19,980	26,977	33,972			
Clerk III		N	15	11.30	15.26	19.22	22,039	29,764	37,481			
Clerk of Circuit Court		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Clinical Supervisor		E	31	24.92	33.64	42.37	48,603	65,606	82,614			
Clinician I (CD)	1	E	28	21.49	29.01	36.53	41,896	56,564	71,228			
Clinician II (CD)	2	E	29	22.58	30.48	38.38	44,036	59,439	74,849			
Clinician III (CD)	3	E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Code Compliance Officer I (CD)	1	N	23	16.79	22.67	28.54	32,742	44,202	55,661			
Code Compliance Officer II (CD)	2	N	24	17.64	23.81	29.98	34,393	46,425	58,461			
Code Compliance Officer III (CD)	3	N	25	18.54	25.02	31.51	36,147	48,796	61,447			
Code Compliance Officer-Senior (CD)	4	N	27	20.45	27.61	34.77	39,878	53,836	67,794			
Commissioner of Revenue		E	44	47.32	63.88	80.44				98,424	132,875	167,324

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (37.5 Hours/Week)			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Commonwealth Attorney		E	47	54.77	73.95	93.12				113,929	153,809	193,685
Communications Call Taker		N	20	14.48	19.55	24.62				30,119	40,666	51,209
Communications Officer I (CD)	1	N	22	15.98	21.57	27.17				33,228	44,871	56,505
Communications Officer II (CD)	2	N	23	16.79	22.67	28.54				34,925	47,148	59,372
Communications Officer III (CD)	3	N	24	17.64	23.81	29.98				36,686	49,520	62,358
Communications Officer-Senior (CD)	4	N	25	18.54	25.02	31.51				38,556	52,050	65,544
Communications Operations Manager		E	30	23.71	32.02	40.32				49,321	66,596	83,861
Communications Supervisor		N	27	20.45	27.61	34.77				42,536	57,425	72,313
Communications Senior Supervisor		N	29	22.58	30.48	38.38				46,972	63,402	79,839
Communications Support Manager		E	30	23.71	32.02	40.32				49,321	66,596	83,861
Community Resources Program Coordinator		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Comprehensive Services Act Coordinator		E	30	23.71	32.02	40.32	56,371	62,433	78,620			
Computer Operations Manager		E	34	28.91	39.03	49.14				60,129	81,173	102,218
Computer Operator - Lead I (CD)	1	N	22	15.98	21.57	27.17				33,228	44,871	56,505
Computer Operator - Lead II (CD)	2	N	24	17.64	23.81	29.98				36,686	49,520	62,358
Computer Operator - Lead Sr. (CD)	3	N	26	19.47	26.29	33.10				40,492	54,674	68,849
Construction Coordinator I (CD)	1	N	24	17.64	23.81	29.98	34,393	46,425	58,461			
Construction Coordinator II (CD)	2	N	26	19.47	26.29	33.10	37,961	51,257	64,546			
Construction Coordinator III (CD)	3	N	29	22.58	30.48	38.38	44,036	59,439	74,849			
Controller		E	36	31.90	43.07	54.24	62,201	83,986	105,760	66,348	89,585	112,810
Coordinator of Community Relations		E	32	26.18	35.35	44.51	51,050	68,926	86,795			
Court Bailiff (CD)	1	N	21	15.21	20.54	25.86				31,641	42,721	53,797
Court Bailiff-First Class (CD)	2	N	22	15.98	21.57	27.17				33,228	44,871	56,505
Court Bailiff-Senior (CD)	3	N	23	16.79	22.67	28.54				34,925	47,148	59,372
Court Bailiff-Master (CD)	4	N	24	17.64	23.81	29.98				36,686	49,520	62,358
Court Bailiff-Career (CD)	5	N	25	18.54	25.02	31.51				38,556	52,050	65,544
Court Services Probation Officer		E	25	18.54	25.02	31.51				38,556	52,050	65,544
Court Services Program Coordinator		N	25	18.54	25.02	31.51				38,556	52,050	65,544
Court Services Youth Supervisor		N	24	17.64	23.81	29.98				36,686	49,520	62,358
Crime & Intelligence Analyst		N	24	17.64	23.81	29.98				36,686	49,520	62,358
Custodian		N	11	9.28	12.53	15.78	18,104	24,428	30,761			
Customer Operations Manager		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Customer Service Agent I (CD)	1	N	17	12.47	16.84	21.21	24,322	32,847	41,363	25,943	35,037	44,121
Customer Service Agent II (CD)	2	N	19	13.78	18.61	23.43	26,870	36,286	45,694	28,662	38,705	48,740
Customer Service Agent-Senior (CD)	3	N	21	15.21	20.54	25.86	29,663	40,051	50,435	31,641	42,721	53,797
Customer Service Manager		E	30	23.71	32.02	40.32	46,238	62,433	78,620	49,321	66,596	83,861
Customer Service Supervisor		N	24	17.64	23.81	29.98	34,393	46,425	58,461	36,686	49,520	62,358
Data Retrieval Specialist		N	22	15.98	21.57	27.17				33,228	44,871	56,505
Deputy Chief Assessor		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Deputy Chief Commonwealth Attorney		E	42	42.91	57.92	72.94				89,247	120,479	151,715
Deputy Chief - Fire/EMS		E	40	38.87	52.48	66.09				80,853	109,159	137,459
Deputy Clerk I		N	16	11.88	16.04	20.20	23,160	31,276	39,385			
Deputy Clerk II		N	20	14.48	19.55	24.62	28,236	38,124	48,008			
Deputy Clerk III		N	22	15.98	21.57	27.17	31,152	42,067	52,973			
Deputy County Administrator		E	46	52.17	70.43	88.70				108,515	146,504	184,487
Deputy County Attorney		E	42	42.91	57.92	72.94				89,247	120,479	151,715
Deputy Director of Communications		E	35	30.36	40.99	51.61				63,152	85,253	107,355
Deputy Director of Economic Development		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Deputy Director of Information Technology		E	39	36.99	49.94	62.89				76,939	103,878	130,809

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (37.5 Hours/Week)			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Deputy Director of Planning		E	39	36.99	49.94	62.89				76,939	103,878	130,809
Deputy Director of Public Utilities		E	39	36.99	49.94	62.89				76,939	103,878	130,809
Deputy Director of Public Works		E	39	36.99	49.94	62.89				76,939	103,878	130,809
Deputy Director of Purchasing and General Services		E	37	33.52	45.24	56.97				69,719	94,107	118,505
Deputy Registrar		N	21	15.21	20.54	25.86	29,663	40,051	50,435			
Deputy Sheriff - Recruit (CD)		N	25	18.54	25.02	31.51				38,556	52,050	65,544
Deputy Sheriff (CD)	1	N	26	19.47	26.29	33.10				40,492	54,674	68,849
Deputy Sheriff -First Class (CD)	2	N	27	20.45	27.61	34.77				42,536	57,425	72,313
Deputy Sheriff-Senior (CD)	3	N	28	21.49	29.01	36.53				44,689	60,335	75,977
Deputy Sheriff-Master (CD)	4	N	29	22.58	30.48	38.38				46,972	63,402	79,839
Deputy Sheriff-Career (CD)	5	N	30	23.71	32.02	40.32				49,321	66,596	83,861
Director of Clinical Services		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Director of Communications		E	41	40.84	55.13	69.42				84,941	114,661	144,388
Director of Community Corrections		E	35	30.36	40.99	51.61				63,152	85,253	107,355
Director of Community Resources		E	39	36.99	49.94	62.89				76,939	103,878	130,809
Director of Community Support Services		E	38	35.21	47.54	59.86				73,242	98,882	124,518
Director of Economic Development		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Director of Facilities Management		E	36	31.90	43.07	54.24				66,348	89,585	112,810
Director of Finance		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Director of Fleet Services		E	36	31.90	43.07	54.24				66,348	89,585	112,810
Director of Human Resources		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Director of Information Technology		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Director of Internal Audit		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Director of Parks & Recreation		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Director of Planning		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Director of Public Utilities		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Director of Public Works		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Director of Purchasing & General Services		E	41	40.84	55.13	69.42				84,941	114,661	144,388
Director of Social Services		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Division Chief - Fire & EMS		E	37	33.52	45.24	56.97				69,719	94,107	118,505
Drug Court Coordinator		E	29	22.58	30.48	38.38	44,036	59,439	74,849			
DSS Program Coordinator		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Eligibility Manager		E	31	24.92	33.64	42.37	48,603	65,606	82,614			
Eligibility Supervisor		E	28	21.49	29.01	36.53	41,896	56,564	71,228			
Eligibility Worker I (CD)	1	N	22	15.98	21.57	27.17	31,152	42,067	52,973			
Eligibility Worker II (CD)	2	N	23	16.79	22.67	28.54	32,742	44,202	55,661			
Eligibility Worker III (CD)	3	N	24	17.64	23.81	29.98	34,393	46,425	58,461			
Eligibility Worker-Senior (CD)	4	N	25	18.54	25.02	31.51	36,147	48,796	61,447			
Engineering Manager		E	36	31.90	43.07	54.24	62,201	83,986	105,760	66,348	89,585	112,810
Environmental Compliance Manager		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Environmental Technician		N	22	15.98	21.57	27.17				33,228	44,871	56,505
Executive Assistant		N	26	19.47	26.29	33.10	37,961	51,257	64,546	40,492	54,674	68,849
Executive Director of MH/MR/SA		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Facilities Coordinator		N	24	17.64	23.81	29.98				36,686	49,520	62,358
Facilities Service Coordinator		N	18	13.12	17.71	22.30	25,586	34,537	43,491			
Facilities Technician I (CD)	1	N	18	13.12	17.71	22.30	25,586	34,537	43,491			
Facilities Technician II (CD)	2	N	20	14.48	19.55	24.62	28,236	38,124	48,008			
Facilities Technician III (CD)	3	N	21	15.21	20.54	25.86	29,663	40,051	50,435			
Facilities Technician - Senior(CD)	4	N	22	15.98	21.57	27.17	31,152	42,067	52,973			

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				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Facilities Technician Supervisor		N	24	17.64	23.81	29.98	34,393	46,425	58,461			
Firefighter/Medic - Recruit (CD)		N	25	18.54	25.02	31.51				38,556	52,050	65,544
Firefighter/Medic I (CD)	1	N	26	19.47	26.29	33.10				40,492	54,674	68,849
Firefighter/Medic II (CD)	2	N	27	20.45	27.61	34.77				42,536	57,425	72,313
Firefighter/Medic III (CD)	3	N	29	22.58	30.48	38.38				46,972	63,402	79,839
Firefighter/Medic-Master(CD)	4	N	30	23.71	32.02	40.32				49,321	66,596	83,861
Fire Instructor		N	31	24.92	33.64	42.37				51,843	69,979	88,122
Fleet Operations Manager		N	25	18.54	25.02	31.51				38,556	52,050	65,544
Fraud Investigator		N	24	17.64	23.81	29.98	34,393	46,425	58,461			
GIS Analyst I (CD)	1	E	27	20.45	27.61	34.77	39,878	53,836	67,794			
GIS Analyst II (CD)	2	E	28	21.49	29.01	36.53	41,896	56,564	71,228			
GIS Analyst III (CD)	3	E	29	22.58	30.48	38.38	44,036	59,439	74,849			
GIS Analyst-Senior (CD)	4	E	30	23.71	32.02	40.32	46,238	62,433	78,620			
GIS Engineer		E	31	24.92	33.64	42.37	48,603	65,606	82,614			
GIS Manager		E	36	31.90	43.07	54.24	62,201	83,986	105,760			
Grants Coordinator		E	29	22.58	30.48	38.38	44,036	59,439	74,849			
Groundskeeper Supervisor		N	20	14.48	19.55	24.62				30,119	40,666	51,209
Groundskeeper I (CD)	1	N	13	10.25	13.83	17.42				21,311	28,776	36,236
Groundskeeper II (CD)	2	N	15	11.30	15.26	19.22				23,508	31,748	39,979
Groundskeeper III (CD)	3	N	17	12.47	16.84	21.21				25,943	35,037	44,121
Groundskeeper-Senior (CD)	4	N	19	13.78	18.61	23.43				28,662	38,705	48,740
Human Resources Coordinator		E	32	26.18	35.35	44.51	51,050	68,926	86,795			
Human Resources Analyst I (CD)	1	E	26	19.47	26.29	33.10	37,961	51,257	64,546	40,492	54,674	68,849
Human Resources Analyst II (CD)	2	E	28	21.49	29.01	36.53	41,896	56,564	71,228	44,689	60,335	75,977
Human Resource Analyst - Senior (CD)	3	E	29	22.58	30.48	38.38	44,036	59,439	74,849	46,972	63,402	79,839
Human Resources Specialist I (CD)	1	N	21	15.21	20.54	25.86	29,663	40,051	50,435			
Human Resources Specialist II (CD)	2	N	23	16.79	22.67	28.54	32,742	44,202	55,661			
Human Resources Specialist III (CD)	3	N	25	18.54	25.02	31.51	36,147	48,796	61,447			
Intern		N	16	11.88	16.04	20.20				24,704	33,361	42,010
Internal Auditor I (CD)	1	E	27	20.45	27.61	34.77				42,536	57,425	72,313
Internal Auditor II (CD)	2	E	29	22.58	30.48	38.38				46,972	63,402	79,839
Internal Auditor III (CD)	3	E	31	24.92	33.64	42.37				51,843	69,979	88,122
Internal Auditor -Senior (CD)	4	E	33	27.51	37.14	46.77				57,215	77,252	97,281
IT Project Manager		E	38	35.21	47.54	59.86				73,242	98,882	124,518
IT Programmer Analyst (CD)	1	E	28	21.49	29.01	36.53				44,689	60,335	75,977
IT Programmer Analyst-Senior (CD)	2	E	30	23.71	32.02	40.32				49,321	66,596	83,861
IT Systems Engineer (CD)	3	E	33	27.51	37.14	46.77				57,215	77,252	97,281
IT Systems Engineer-Senior (CD)	4	E	36	31.90	43.07	54.24				66,348	89,585	112,810
Kennel Attendant I (CD)	1	N	15	11.30	15.26	19.22				23,508	31,748	39,979
Kennel Attendant II (CD)	2	N	16	11.88	16.04	20.20				24,704	33,361	42,010
Kennel Attendant III (CD)	3	N	17	12.47	16.84	21.21				25,943	35,037	44,121
Kennel Attendant-Senior (CD)	4	N	18	13.12	17.71	22.30				27,292	36,840	46,390
Laboratory Services Coordinator		E	29	22.58	30.48	38.38				46,972	63,402	79,839
Laboratory Technician		N	20	14.48	19.55	24.62				30,119	40,666	51,209
Law Clerk		E	25	18.54	25.02	31.51	36,147	48,796	61,447			
Legal Assistant I (CD)	1	N	21	15.21	20.54	25.86	29,663	40,051	50,435	31,641	42,721	53,797
Legal Assistant II (CD)	2	N	23	16.79	22.67	28.54	32,742	44,202	55,661	34,925	47,148	59,372
Legal Assistant III (CD)	3	N	24	17.64	23.81	29.98	34,393	46,425	58,461	36,686	49,520	62,358
Legal Assistant-Senior (CD)	4	N	26	19.47	26.29	33.10	37,961	51,257	64,546	40,492	54,674	68,849

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (37.5 Hours/Week)			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Lieutenant - Court Services		E	29	22.58	30.48	38.38				46,972	63,402	79,839
Lieutenant - LE		E	33	27.51	37.14	46.77				57,215	77,252	97,281
Lieutenant- Fire		N	31	24.92	33.64	42.37				51,843	69,979	88,122
Lt. Colonel - LE		E	40	38.87	52.48	66.09				80,853	109,159	137,459
Maintenance Service Technician		N	17	12.47	16.84	21.21	24,322	32,847	41,363	25,943	35,037	44,121
Maintenance Supervisor		N	24	17.64	23.81	29.98				36,686	49,520	62,358
Major		E	37	33.52	45.24	56.97				69,719	94,107	118,505
Marketing Analyst		E	26	19.47	26.29	33.10	37,961	51,257	64,546	40,492	54,674	68,849
Marketing Specialist		N	20	14.48	19.55	24.62	28,236	38,124	48,008			
MH/MR Case Manager I (CD)	1	E	25	18.54	25.02	31.51	36,147	48,796	61,447			
MH/MR Case Manager II (CD)	2	E	26	19.47	26.29	33.10	37,961	51,257	64,546			
MH/MR Case Manager III (CD)	3	E	27	20.45	27.61	34.77	39,878	53,836	67,794			
MH/MR Case Manager Supervisor		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
MH/MR Manager		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
MH/SA Prevention Specialist		N	23	16.79	22.67	28.54	32,742	44,202	55,661			
Program Coordinator I		E	34	28.91	39.03	49.14	56,371	76,100	95,830			
Program Coordinator II		E	35	30.36	40.99	51.61	59,205	79,924	100,646			
Office Manager		N	26	19.47	26.29	33.10	37,961	51,257	64,546	40,492	54,674	68,849
Parts Expediter		N	18	13.12	17.71	22.30				27,292	36,840	46,390
Parts / Fuel Coordinator		N	20	14.48	19.55	24.62				30,119	40,666	51,209
Payroll Technician I (CD)	1	N	22	15.98	21.57	27.17	31,152	42,067	52,973			
Payroll Technician II (CD)	2	N	24	17.64	23.81	29.98	34,393	46,425	58,461			
Payroll Technician Sr. (CD)	3	N	26	19.47	26.29	33.10	37,961	51,257	64,546			
Peer Counselor		N	19	13.78	18.61	23.43	26,870	36,286	45,694			
Plan Examiner		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Plan Review Technician I (CD)	1	E	26	19.47	26.29	33.10	37,961	51,257	64,546			
Plan Review Technician II (CD)	2	E	27	20.45	27.61	34.77	39,878	53,836	67,794			
Plan Review Technician Sr. (CD)	3	E	28	21.49	29.01	36.53	41,896	56,564	71,228			
Planner I (CD)	1	E	25	18.54	25.02	31.51	36,147	48,796	61,447			
Planner II (CD)	2	E	26	19.47	26.29	33.10	37,961	51,257	64,546			
Planner I-Senior (CD)	3	E	28	21.49	29.01	36.53	41,896	56,564	71,228			
Planner II-Senior (CD)	4	E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Planning Technician		N	21	15.21	20.54	25.86	29,663	40,051	50,435			
Polygraph Examiner		N	27	20.45	27.61	34.77				42,536	57,425	72,313
Pre-Trial Investigator		N	24	17.64	23.81	29.98				36,686	49,520	62,358
Principal Planner		E	34	28.91	39.03	49.14	56,371	76,100	95,830			
Probation Officer		N	24	17.64	23.81	29.98				36,686	49,520	62,358
Probation Officer - Sr.		N	26	19.47	26.29	33.10				40,492	54,674	68,849
Psychiatric Nurse I (CD)	1	E	28	21.49	29.01	36.53	41,896	56,564	71,228			
Psychiatric Nurse II (CD)	2	E	29	22.58	30.48	38.38	44,036	59,439	74,849			
Psychiatric Nurse III (CD)	3	E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Psychiatric Nurse Supervisor		E	31	24.92	33.64	42.37	48,603	65,606	82,614			
Public Information Officer		E	31	24.92	33.64	42.37	48,603	65,606	82,614	51,843	69,979	88,122
Purchasing Officer I (CD)	1	E	25	18.54	25.02	31.51	36,147	48,796	61,447			
Purchasing Officer II (CD)	2	E	27	20.45	27.61	34.77	39,878	53,836	67,794			
Purchasing Officer III (CD)	3	E	29	22.58	30.48	38.38	44,036	59,439	74,849			
Purchasing Officer -Senior (CD)	4	E	31	24.92	33.64	42.37	48,603	65,606	82,614			
Quality Assurance Coordinator		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Radio Maintenance Supervisor		N	29	22.58	30.48	38.38				46,972	63,402	79,839

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (37.5 Hours/Week)			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Radio Systems Manager		E	33	27.51	37.14	46.77				57,215	77,252	97,281
Radio Technician I (CD)	1	N	22	15.98	21.57	27.17				33,228	44,871	56,505
Radio Technician II (CD)	2	N	24	17.64	23.81	29.98				36,686	49,520	62,358
Radio Technician III (CD)	3	N	25	18.54	25.02	31.51				38,556	52,050	65,544
Radio Technician - Senior (CD)	4	N	26	19.47	26.29	33.10				40,492	54,674	68,849
Real Estate Appraiser I (CD)	1	E	22	15.98	21.57	27.17	31,152	42,067	52,973			
Real Estate Appraiser II (CD)	2	E	24	17.64	23.81	29.98	34,393	46,425	58,461			
Real Estate Appraiser III (CD)	3	E	26	19.47	26.29	33.10	37,961	51,257	64,546			
Real Estate Appraiser-Senior (CD)	4	E	28	21.49	29.01	36.53	41,896	56,564	71,228			
Real Property Manager		E	27	20.45	27.61	34.77	39,878	53,836	67,794			
Recreation Aide I		N	11	9.28	12.53	15.78	18,104	24,428	30,761			
Recreation Aide II		N	12	9.75	13.17	16.58	19,021	25,673	32,329			
Recreation Coordinator		N	24	17.64	23.81	29.98	34,393	46,425	58,461			
Recreation Program Assistant		N	16	11.88	16.04	20.20	23,160	31,276	39,385			
Recreation Program Director		E	32	26.18	35.35	44.51	51,050	68,926	86,795			
Recreation Supervisor		N	16	11.88	16.04	20.20	23,160	31,276	39,385			
Relief Worker		N	17	12.47	16.84	21.21	24,322	32,847	41,363			
Revenue Collection Agent		N	21	15.21	20.54	25.86				31,641	42,721	53,797
Revenue Collection Agent - Sr.		N	23	16.79	22.67	28.54				34,925	47,148	59,372
Safety and Risk Manager		E	31	24.92	33.64	42.37	48,603	65,606	82,614			
Safety Specialist I (CD)		E	24	17.64	23.81	29.98	34,393	46,425	58,461			
Safety Specialist II (CD)		E	26	19.47	26.29	33.10	37,961	51,257	64,546			
Safety Specialist III (CD)		E	28	21.49	29.01	36.53	41,896	56,564	71,228			
Safety Specialist Sr. (CD)		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
School Resource Officer (CD)	1	N	26	19.47	26.29	33.10				40,492	54,674	68,849
School Resource Officer-First Class (CD)	2	N	27	20.45	27.61	34.77				42,536	57,425	72,313
School Resource Officer-Senior (CD)	3	N	28	21.49	29.01	36.53				44,689	60,335	75,977
School Resource Officer-Master (CD)	4	N	29	22.58	30.48	38.38				46,972	63,402	79,839
School Resource Officer-Career (CD)	5	N	30	23.71	32.02	40.32				49,321	66,596	83,861
Sergeant - Court Services		N	27	20.45	27.61	34.77				42,536	57,425	72,313
Sergeant - LE		N	31	24.92	33.64	42.37				51,843	69,979	88,122
Sheriff		E	46	52.17	70.43	88.70				108,515	146,504	184,487
Social Work Supervisor		E	30	23.71	32.02	40.32	46,238	62,433	78,620			
Social Worker I (CD)	1	N	25	18.54	25.02	31.51	36,147	48,796	61,447			
Social Worker II (CD)	2	N	26	19.47	26.29	33.10	37,961	51,257	64,546			
Social Worker III (CD)	3	N	27	20.45	27.61	34.77	39,878	53,836	67,794			
Social Worker -Senior		N	28	21.49	29.01	36.53	41,896	56,564	71,228			
Solid Waste Equipment Operator I (CD)	1	N	17	12.47	16.84	21.21	24,322	32,847	41,363	25,943	35,037	44,121
Solid Waste Equipment Operator II (CD)	2	N	19	13.78	18.61	23.43	26,870	36,286	45,694	28,662	38,705	48,740
Solid Waste Equipment Operator III (CD)	3	N	21	15.21	20.54	25.86	29,663	40,051	50,435	31,641	42,721	53,797
Solid Waste Equipment Operator-Senior (CD)	4	N	23	16.79	22.67	28.54	32,742	44,202	55,661	34,925	47,148	59,372
Solid Waste Operator I (CD)	1	N	15	11.30	15.26	19.22	22,039	29,764	37,481			
Solid Waste Operator II (CD)	2	N	17	12.47	16.84	21.21	24,322	32,847	41,363			
Support Services Coordinator		N	26	19.47	26.29	33.10				40,492	54,674	68,849
Systems Administrator		E	30	23.71	32.02	40.32	46,238	62,433	78,620	49,321	66,596	83,861
Systems Administrator-Senior		E	32	26.18	35.35	44.51	51,050	68,926	86,795	54,453	73,521	92,582
Systems Administrator-Fire/EMS		E	30	23.71	32.02	40.32				49,321	66,596	83,861
Systems Administrator-LE		E	30	23.71	32.02	40.32				49,321	66,596	83,861
Telecommunications Technician		N	26	19.47	26.29	33.10	37,961	51,257	64,546			

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (37.5 Hours/Week)			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Therapeutic Recreation Aide I		N	14	10.77	14.53	18.30	20,999	28,341	35,689			
Therapeutic Recreation Aide II		N	15	11.30	15.26	19.22	22,039	29,764	37,481			
Training Specialist Supervisor		E	29	22.58	30.48	38.38	44,036	59,439	74,849			
Training Specialist I (CD)	1	N	19	13.78	18.61	23.43	26,870	36,286	45,694			
Training Specialist II (CD)	2	N	21	15.21	20.54	25.86	29,663	40,051	50,435			
Training Specialist III (CD)	3	N	23	16.79	22.67	28.54	32,742	44,202	55,661			
Training Specialist-Senior (CD)	4	N	25	18.54	25.02	31.51	36,147	48,796	61,447			
Transportation Supervisor		N	24	17.64	23.81	29.98	34,393	46,425	58,461			
Treasurer		E	44	47.32	63.88	80.44				98,424	132,875	167,324
Utility Agent I (CD)	1	N	25	18.54	25.02	31.51	36,147	48,796	61,447			
Utility Agent II (CD)	2	N	27	20.45	27.61	34.77	39,878	53,836	67,794			
Utility Agent III (CD)	3	N	29	22.58	30.48	38.38	44,036	59,439	74,849			
Utility Assistant Chief of Operations & Maintenance		E	33	27.51	37.14	46.77				57,215	77,252	97,281
Utility Construction Inspector (CD)	1	N	25	18.54	25.02	31.51	36,147	48,796	61,447			
Utility Construction Inspector-Senior (CD)	2	N	27	20.45	27.61	34.77	39,878	53,836	67,794			
Utility Construction Inspector-Principal (CD)	3	N	29	22.58	30.48	38.38	44,036	59,439	74,849			
Utility Engineer I (CD)	1	E	28	21.49	29.01	36.53	41,896	56,564	71,228			
Utility Engineer II (CD)	2	E	32	26.18	35.35	44.51	51,050	68,926	86,795			
Utility Engineer III (CD)	3	E	34	28.91	39.03	49.14	56,371	76,100	95,830			
Utility Field Agent I		N	15	11.30	15.26	19.22				23,508	31,748	39,979
Utility Field Agent II		N	17	12.47	16.84	21.21				25,943	35,037	44,121
Utility Field Agent III		N	19	13.78	18.61	23.43				28,662	38,705	48,740
Utility Maintenance Worker		N	15	11.30	15.26	19.22				23,508	31,748	39,979
Utility Operator-In Training (CD)	1	N	18	13.12	17.71	22.30				27,292	36,840	46,390
Utility Operator-Apprentice (CD)	2	N	21	15.21	20.54	25.86				31,641	42,721	53,797
Utility Operator-Journeyman (CD)	3	N	24	17.64	23.81	29.98				36,686	49,520	62,358
Utility Operator-Master (CD)	4	N	27	20.45	27.61	34.77				42,536	57,425	72,313
Utility Station Attendant		N	13	10.25	13.83	17.42				21,311	28,776	36,236
Utility Superintendent		N	31	24.92	33.64	42.37				51,843	69,979	88,122
Utility Supervisor		N	26	19.47	26.29	33.10				40,492	54,674	68,849
Utility Technician I (CD)	1	N	17	12.47	16.84	21.21				25,943	35,037	44,121
Utility Technician II (CD)	2	N	19	13.78	18.61	23.43				28,662	38,705	48,740
Utility Technician III (CD)	3	N	22	15.98	21.57	27.17				33,228	44,871	56,505
Utility Technician-Senior (CD)	4	N	24	17.64	23.81	29.98				36,686	49,520	62,358
Victim Witness Program Assistant Director		N	23	16.79	22.67	28.54				34,925	47,148	59,372
Victim Witness Program Director		E	28	21.49	29.01	36.53				44,689	60,335	75,977
Vocational Aide		N	8	8.01	10.81	13.61						
Volunteer Membership Coordinator		N	24	17.64	23.81	29.98				36,686	49,520	62,358
Waste Collection Superintendent		N	25	18.54	25.02	31.51				38,556	52,050	65,544
Waste Disposal Superintendent		N	25	18.54	25.02	31.51				38,556	52,050	65,544
Waste Service Superintendent		N	25	18.54	25.02	31.51				38,556	52,050	65,544
Youth Services Specialist		N	23	16.79	22.67	28.54	32,742	44,202	55,661			
Zoning Administrator		E	31	24.92	33.64	42.37	48,603	65,606	82,614			

(CD) denotes position that is part of an approved Career Development Program

** Hourly Rate for some Public Safety positions depends on the scheduled hours