

2 **RESOLUTION: Adopting Revisions to the Winnebago County Compensation Schedule**
3 **for 2023 (Substitute Amendment)**

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5
6 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

7 **WHEREAS**, in 2022 Winnebago County engaged the services of McGrath and Associates as compensation
8 consultants to study the County's current pay structures and the labor markets, and make recommendations for
9 changes which will help the County attract and retain employees in the rapidly changing labor market; and

10 **WHEREAS**, the results of the study identified that 33% of the positions surveyed appear to have slipped
11 below the average market minimum and the recommended changes by the consultant would realign positions within
12 the market; and

13 **WHEREAS**, in range compression was identified as a major issue in the study and causes problems in
14 recruitment as the competitive hiring range is not available as current employees are in this part of the salary range;
15 and

16 **WHEREAS**, an adjustment to current employees' rate of pay based on the table below, will significantly
17 alleviate in-range compression; and

18 **WHEREAS**, the consultant identified the comp ratio as a comparison of the County's salary range to the
19 market, in which the proposed Compensation Schedule would have the top of Range A as a 45% comp ratio; the top
20 of Range B – the control point – as a 50% comp ratio; the top of Range C as a 60% comp ratio; and the top of Range
21 D as a 74% comp ratio; and

22 **WHEREAS**, a salary contingency fund of \$2,000,000 was included in the 2023 Winnebago County adopted
23 budget for the purpose of funding pay increases that were expected to be recommended by the compensation
24 consultant; and

25 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
26 adopts the attached revised Winnebago County Compensation Schedule, which will supersede the previously-
27 approved Compensation Schedule effective after the day of publication of this resolution: and

28 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that the pay rate of each
29 regular employee which currently falls below the minimum of the grade for that employee's position on the new
30 Compensation Schedule may be increased to the minimum for that grade, effective as of a date to be determined by
31 the Director of Human Resources; and

32 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that the years of service in
33 position for each employee may be determined as of December 31, 2023, and that the pay rate of each regular
34 employee which falls below the target pay rate for that employee's position and years of service in that position, as
35 determined by the table below, may be increased to the target pay rate, effective as of a date to be determined by
36 the Director of Human Resources, as follows:

<u>Years in Position</u>	<u>Target Pay Rate</u>
<u>3</u>	<u>45% of the comp ratio (top of range A)</u>
<u>1</u>	<u>42% of the comp ratio</u>
<u>2</u>	<u>44% of the comp ratio</u>

42	<u>3</u>	46% of the comp ratio
43	<u>4</u>	48% of the comp ratio
44	5	50% of the comp ratio (top of range B – control point)
45	7	52.5% of the comp ratio
46	9	55% of the comp ratio
47	11	57.5% of the comp ratio
48	13	60% of the comp ratio (top of range C)
49	15	62% of the comp ratio
50	17	64% of the comp ratio
51	19	66% of the comp ratio
52	21	68% of the comp ratio
53	23	70% of the comp ratio ; and

54 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that the pay rate of each
55 regular employee who was promoted to a higher-graded position after January 1, 2020 may be increased to the
56 higher of: (1) the employee's pay rate as determined under the preceding provisions of this resolution, or (2) what
57 the employee's pay rate would have been under the preceding provisions of this resolution if the employee had
58 remained in the employee's previous position, plus a minimum promotional increase of 5%, effective as of a date to
59 be determined by the Director of Human Resources.

60
61 *Fiscal Note: The pay adjustments under this resolution are expected to be approximately ~~\$2,070,000~~\$2,916,233*
62 *annually. Depending on the exact effective date, the increased total labor costs, including employee benefits, for the*
63 *remainder of 2023 are estimated to be ~~\$1,785,000~~\$2,515,251. \$2,000,000 is available to be transferred from the*
64 *salary contingency fund to labor accounts for various departments with future County Board action. **Because of***
65 *vacancies and normal turnover savings in labor budgets, if we make transfers from the salary contingency fund to*
66 *department budgets later in the year in amounts reflecting actual need, we anticipate that the salary contingency fund*
67 *will be sufficient without the need for additional appropriation.*

68
69 Respectfully submitted by:

70 **PERSONNEL & FINANCE COMMITTEE**

71 Committee Vote: 5-0

72
73 Vote Required for Passage: **Majority of Members Present**

74
75 Approved by the Winnebago County Executive this ____ day of _____, 2023.

76
77
78 _____
79 Jonathan D. Doemel
Winnebago County Executive

WINNEBAGO COUNTY COMPENSATION SCHEDULE

(Attachment to Resolution 206-032023 - Substitute Amendment)

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
<i>Grade 56</i>			\$15.31	\$16.15	\$16.96	\$18.70	\$21.04
56	Administrative Aide	Park View Health Center	\$16.03	\$16.92	\$17.81	\$19.59	\$22.08
56	Food Service Assistant	Park View Health Center					
56	Hospitality Aide	Park View Health Center					
<i>Grade 57</i>			\$17.00	\$17.94	\$18.83	\$20.76	\$23.36
57	Administrative Associate I	Clerk of Courts	\$16.95	\$17.89	\$18.83	\$20.71	\$23.35
57	Administrative Associate I	Facilities					
57	Administrative Associate I	Finance					
57	Administrative Associate I	Human Services - AD					
57	Administrative Associate I	Human Services - ES					
57	Cook	Park View Health Center					
57	Custodian	Park View Health Center					
57	Facilities Assistant	Facilities					
57	Public Health Aide	Public Health					
57	Tax Listing Associate	Planning and Zoning					
57	Transportation Aide	Park View Health Center					
57	Unit Assistant	Park View Health Center					
<i>Grade 58</i>			\$18.02	\$19.01	\$19.96	\$22.01	\$24.76
58	Administrative Associate II	Child Support	\$17.96	\$18.96	\$19.96	\$21.96	\$24.75
58	Administrative Associate II	Circuit Courts					
58	Administrative Associate II	Clerk of Courts					
58	Administrative Associate II	County Clerk					
58	Administrative Associate II	Human Services - BH					
58	Administrative Associate II	Human Services - AD					
58	C.N.A.	Park View Health Center					
58	Corrections Financial Associate	Sheriff					
58	Facilities Specialist	Facilities					
58	Financial Associate I	Highway					
58	Financial Associate I	Sheriff					
58	Financial Associate I	Treasurer					
58	Records Associate	Register of Deeds					
58	Restorative Aide	Park View Health Center					

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
58	Tax Listing Specialist	Planning and Zoning					
			\$18.92	\$19.96	\$20.96	\$23.11	\$24.76
	<i>Grade 59</i>		\$18.86	\$19.91	\$20.96	\$23.06	\$25.99
59	Administrative Associate III	Circuit Courts					
59	Administrative Associate III	Clerk of Courts					
59	Administrative Associate III	Corporation Counsel					
59	Administrative Associate III	County Clerk					
59	Administrative Associate III	District Attorney					
59	Administrative Associate III	Human Resources					
59	Administrative Associate III	Human Services - AD					
59	Administrative Associate III	Public Health					
59	Administrative Associate III	UW Extension					
59	Bridgetender	Highway					
59	Financial Associate II	Child Support					
59	Financial Associate II	Clerk of Courts					
59	Financial Associate II	Finance					
59	Financial Associate II	Human Services - AD					
59	Financial Associate II	Park View Health Center					
59	Financial Associate II	Treasurer					
59	Grandparents Raising Grandchildren Coord.	UW Extension					
59	Records & Transcription Associate	Sheriff					
59	Solid Waste Associate	Solid Waste					
59	Traffic and Warrant Associate	Sheriff					
59	Warrant & Electronic Monitoring Associate	Sheriff					
59	Zoning Associate	Planning and Zoning					
			\$19.87	\$20.96	\$22.01	\$24.26	\$26.00
	<i>Grade 60</i>		\$19.81	\$20.91	\$22.01	\$24.21	\$27.29
60	Crisis Center Specialist	Human Services - BH					
60	Economic Support Specialist I	Human Services - ES					
60	Mental Health Technician	Human Services - BH					
60	Peer Support Specialist	Human Services - BH					
60	Records Specialist	Register of Deeds					
60	Shelter Care Specialist	Human Services - BH					
60	Therapeutic Wellness Specialist	Park View Health Center					

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
60	WIC Breastfeeding Peer Counselor	Public Health					
	<i>Grade 61</i>		\$21.46 \$21.39	\$22.64 \$22.58	\$23.77 \$23.77	\$26.20 \$26.15	\$28.08 \$29.47
61	Administrative Associate IV	Land and Water Conservation					
61	Administrative Associate IV	Airport					
61	Administrative Associate IV	Medical Examiner					
61	Administrative Associate IV	Human Services - AD					
61	Administrative Associate IV	Human Services - AD					
61	Administrative Associate IV	Planning and Zoning					
61	Administrative Associate IV	UW Extension					
61	Administrative Associate IV	Administration					
61	Administrative Associate IV	Veterans					
61	Administrative Associate IV	Highway					
61	Booking Security Associate	Sheriff					
61	Case Aide	Human Services - CW					
61	Child Support Specialist	Child Support					
61	Civil Process Associate	Sheriff					
61	Court Record Associate	Clerk of Courts					
61	Deputy County Clerk	County Clerk					
61	Deputy County Treasurer	Treasurer					
61	Economic Support Specialist II	Human Services - ES					
61	Human Resource Associate I	Human Resources					
61	Mental Health Technician - Lead	Human Services - BH					
61	Painter	Park View Health Center					
61	Painter-Facilities	Facilities					
61	Problem Resolution Specialist	Human Services - ES					
61	Public Safety Records Associate	Sheriff					
	<i>Grade 62</i>		\$23.17 \$23.10	\$24.45 \$24.39	\$25.67 \$25.67	\$28.30 \$28.24	\$30.32 \$31.83
62	Administrative Assistant V	DA					
62	Care Advocate Specialist	Human Services - CW					
62	Child Support Specialist - Lead	Child Support					
62	Court Assistant	Clerk of Courts					
62	Deputy Register in Probate	Circuit Courts					

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
62	Emergency Management Associate	Emergency Management					
62	Equipment Operator I	Solid Waste					
62	Harm Reduction Program Coordinator	Public Health					
62	Home Consultant	Human Services - CW					
62	Human Resource Associate II	Human Resources					
62	Inmate Classification Associate	Sheriff					
62	Juvenile Restitution Program Coordinator	Human Services - CW					
62	Lead Cook	Park View Health Center					
62	Lead Food Service Assistant	Park View Health Center					
62	Legal Secretary	District Attorney					
62	Maintenance Equipment Operator I	Airport					
62	Medical Records Associate	Park View Health Center					
62	Paralegal	Corporation Counsel					
62	Paralegal	District Attorney					
62	Paralegal	Human Services - AD					
62	Purchasing Associate	Park View Health Center					
62	Veterans Benefits Specialist	Veterans					
62	Victim Witness Specialist	District Attorney					
62	WI Well Woman Program Specialist	Public Health					
	Grade 63		\$24.26	\$25.60	\$26.95	\$29.65	\$33.42
63	Accounting Associate	Facilities					
63	Accounting Associate	Park View Health Center					
63	Accounting Associate	Public Health					
63	C.N.A. Coordinator	Park View Health Center					
63	Disability Benefit Specialist	Human Services - LTS					
63	Economic Support Specialist - Lead	Human Services - ES					
63	Elder Benefit Specialist	Human Services - LTS					
63	Highway Operator I	Highway					
63	Equipment Operator II	Solid Waste					
63	GPS Coordinator	Sheriff					
63	IT Accountant	Information Technology					

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
63	Judicial Associate - Lead	Clerk of Courts					
63	Maintenance Equipment Operator II	Airport					
63	Maintenance Technician	Facilities					
63	Nursing Scheduler	Park View Health Center					
63	Parks Caretaker	Parks					
63	Payroll and Benefits Specialist	Human Resources					
63	Staff Development Specialist	Human Services - ES					
63	User Support Specialist	Information Systems					
	<i>Grade 64 - Hourly</i>		\$26.28	\$27.72	\$29.11	\$32.09	\$34.39
			\$26.20	\$27.65	\$29.11	\$32.02	\$36.10
	<i>Grade 64 - Salaried</i>		\$54,658	\$57,665	\$60,548	\$66,754	\$71,522
			\$54,493	\$57,521	\$60,548	\$66,603	\$75,080
64	Administrative Coordinator	Park View Health Center					
64	Communications/Program Development Specialist	Solid Waste					
64	Dispatcher	Sheriff					
64	Environmental Services Supervisor	Park View Health Center					
64	Environmental Technician	Solid Waste					
64	Highway Operator II	Highway					
64	Erosion Control Technician	Planning and Zoning					
64	Human Resource Generalist	Human Resources					
64	LPN	Park View Health Center					
64	LPN - Psychiatric Nurse	Human Services - BH					
64	LPN-Unit Assistant	Park View Health Center					
64	Prevention Services Coordinator	Human Services - BH					
64	Program and Marketing Coordinator	Parks					
64	Register of Deeds Supervisor	Register of Deeds					
64	Risk Assessment Specialist	District Attorney					
64	Solid Waste Mechanical Technician I	Solid Waste					
64	Special Program Coordinator	District Attorney					
64	User Support Specialist - Lead	Information Technology					
64	Victim Witness Program Coordinator	District Attorney					
64	WIC Program Nutritionist	Public Health					
	<i>Grade 65 - Hourly</i>		\$27.59	\$29.11	\$30.57	\$33.70	\$36.10
			\$27.51	\$29.04	\$30.57	\$33.63	\$37.91

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
<i>Grade 65 - Salaried</i>			\$57,291 \$57,218	\$60,548 \$60,396	\$63,575 \$63,575	\$70,092 \$69,933	\$75,098 \$78,833
65	Accountant	Finance					
65	Accountant	Human Services - AD					
65	Accountant	Sheriff					
65	Agronomist	Land and Water Conservation					
65	Carpenter	Facilities					
65	Case Manager - Justice Programs	Human Services - BH					
65	Clinical Dietitian	Park View Health Center					
65	Community Health Strategist I	Public Health					
65	Conservation Technician	Land and Water Conservation					
65	Crime Data Analyst	District Attorney					
65	Educator - 4H Youth & Science	UW Extension					
65	Environmental Health Specialist I	Public Health					
65	Evidence and Records Supervisor	Sheriff					
65	Foreman - Highway	Highway					
65	Foreman - Parks Maintenance	Parks					
65	GIS Technician	Land and Water Conservation					
65	Mechanic	Airport					
65	Mechanic	Highway					
65	Real Property Listing Supervisor	Planning and Zoning					
65	Records Administrative Supervisor	Sheriff					
65	Solid Waste Mechanical Technician II	Solid Waste					
65	SUD Counselor-In Training	Human Services - BH					
65	Therapeutic Wellness Supervisor	Park View Center					
65	Watershed Specialist	Land and Water Conservation					
65	Work Release Unit Supervisor	Sheriff					
<i>Grade 66 - Hourly</i>			\$29.25 \$29.16	\$30.86 \$30.78	\$32.40 \$32.40	\$35.72 \$35.64	\$38.27 \$40.18
<i>Grade 66- Salaried</i>			\$60,835 \$60,651	\$64,181 \$64,021	\$67,390 \$67,390	\$74,297 \$74,129	\$79,604 \$83,564
66	Accounting Supervisor	Clerk of Courts					
66	ADRC Specialist	Human Services - LTS					
66	APS Specialist	Human Services - LTS					
66	Case Manager	Human Services - BH					

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
66	Case Manager	Human Services - BH					
66	Code Enforcement Officer	Planning and Zoning					
66	Community Health Strategist II	Public Health					
66	Crisis Center Professional	Human Services - BH					
66	Crisis Center Specialist - Lead	Human Services - BH					
66	Dementia Care Specialist	Human Services - LTS					
66	Deputy Director of Emergency Management	Emergency Management					
66	Deputy Medical Examiner	Medical Examiner					
66	Drug Court Coordinator	Human Services - BH					
66	Electrician	Facilities					
66	Environmental Health Specialist II	Public Health					
66	Family Support Crisis Worker	Human Services - BH					
66	GIS Specialist	Land and Water Conservation					
66	GIS Specialist	Planning and Zoning					
66	Health Programs Evaluator	Public Health					
66	Intensive In-Home Case Specialist	Human Services - BH					
66	Investigator	District Attorney					
66	Intake Specialist-Juvenile	Human Services - CW					
66	Maintenance Supervisor	Facilities					
66	Mental Health Crisis Specialist	Human Services - BH					
66	Multi Media/Public Relations Coordinator	Public Health					
66	Multi Media/Public Relations Coordinator	Park View Health Center					
66	Network Technician	Information Technology					
66	Register in Probate	Circuit Courts					
66	Resource Conservationist	Land and Water Conservation					
66	Social Work Specialist	Human Services - CW					
66	Social Work Specialist	Human Services - LTS					
66	Social Worker - Medical	Park View Health Center					
66	Stockroom Coordinator	Highway					
66	Substance Use Disorder Counselor	Human Services - BH					
66	Systems Analyst	Information Technology					

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
66	Veterans Services Supervisor	Veterans					
66	Youth CCS Case Specialist I	Human Services - BH					
	<i>Grade 67 - Hourly</i>		\$31.00	\$32.71	\$34.34	\$37.86	\$40.57
	<i>Grade 67 - Salaried</i>		\$30.91	\$32.62	\$34.34	\$37.77	\$42.58
			\$64,485	\$68,032	\$71,433	\$78,755	\$84,380
			\$64,290	\$67,861	\$71,433	\$78,576	\$88,577
67	Assistant Zoning Administrator	Planning and Zoning					
67	Case Manager - Lead	Human Services - BH					
67	Chief Deputy Clerk of Courts	Clerk of Courts					
67	Chief Deputy Medical Examiner	Medical Examiner					
67	Diversion Program Coordinator	District Attorney					
67	Family Court Services Mediator	Circuit Courts					
67	Finance Analyst	Finance					
67	Food and Nutrition Services Manager	Park View Health Center					
67	Highway Maintenance Supervisor	Highway					
67	Human Resource Advisor	Human Resources					
67	Land Use Planner	Planning and Zoning					
67	Lead Abatement Project Coordinator	Public Health					
67	Maintenance & Operations Manager	Airport					
67	Mental Health Project Coordinator	Public Health					
67	Office Supervisor	Child Support					
67	Office Supervisor	District Attorney					
67	Office Supervisor	Human Services - AD					
67	Office Supervisor	Solid Waste					
67	Psychiatric Nurse	Human Services - BH					
67	Public Health Nurse	Public Health					
67	Public Health Preparedness Specialist	Public Health					
67	Public Safety Application Administrator	Sheriff					
67	Qualified Therapist - In Training	Human Services - BH					
67	Quality Assurance Specialist	Human Services - BH					
67	Social Work Specialist II	Human Services - LTS					
67	Solid Waste Supervisor	Solid Waste					
67	Special Projects Coordinator	Human Services - AD					
67	GIS Specialist II	Planning and Zoning					

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
67	Suicide Prevention Project Coordinator	Public Health					
67	Traffic Operations Supervisor	Highway					
67	Youth CCS Lead Specialist	Human Services - BH					
	<i>Grade 68 - Hourly</i>		\$34.10	\$35.98	\$37.78	\$41.65	\$44.62
			\$34.00	\$35.89	\$37.78	\$41.56	\$46.85
	<i>Grade 68 - Salaried</i>		\$70,933	\$74,835	\$78,577	\$86,631	\$92,819
			\$70,719	\$74,648	\$78,577	\$86,435	\$97,435
68	Admissions Coordinator	Park View Health Center					
68	Assistant Child Support Attorney	Child Support					
68	Contract and Procurement Manager	Administration					
68	Deputy Airport Director	Airport					
68	Economic Support Supervisor	Human Services - ES					
68	Environmental Health Manager	Public Health					
68	Environmental Manager	Solid Waste					
68	Epidemiologist	Public Health					
68	Expo Manager	Parks					
68	Family Court Services Manager	Circuit Courts					
68	HVAC Specialist	Facilities					
68	Master Electrician	Facilities					
68	Parks and Expo Grounds Manager	Parks					
68	Plumber	Facilities					
68	Psychotherapist	Human Services - BH					
68	Public Health Planner	Public Health					
68	Registered Nurse	Park View Health Center					
68	Risk Manager	Human Resources					
68	Solid Waste Operations Manager	Solid Waste					
68	Special Investigator	District Attorney					
68	System Analyst - Lead	Information Technology					
68	WIC Program Manager	Public Health					
	<i>Grade 69 - Hourly</i>		\$36.15	\$38.14	\$40.04	\$44.15	\$47.30
			\$36.04	\$38.04	\$40.04	\$44.04	\$49.65
	<i>Grade 69 - Salaried</i>		\$75,189	\$79,325	\$83,291	\$91,828	\$98,388
			\$74,962	\$79,126	\$83,291	\$91,620	\$103,281
69	Bridge and Engineering Supervisor	Highway					
69	Clinical Diversion Programs Supervisor	Human Services - BH					
69	Clinical Supervisor	Human Services - BH					

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
69	Crisis Center Supervisor	Human Services - BH					
69	CSP/CCS Supervisor	Human Services - BH					
69	Financial Supervisor	Human Services - AD					
69	GIS Administrator	Planning and Zoning					
69	Highway Equipment Superintendent	Highway					
69	Highway Financial Supervisor	Highway					
69	Network Administrator	Information Technology					
69	Payroll and Benefits Manager	Human Resources					
69	Program Supervisor	Human Services - CW					
69	Program Supervisor	Human Services - LTS					
69	Social Wellness Manager	Park View Health Center					
69	Staff Development Coordinator	Park View Health Center					
69	Youth Mental Health Supervisor	Human Services - BH					
69	Zoning Administrator	Planning and Zoning					
	<i>Grade 70 - Hourly</i>		\$39.76	\$41.95	\$44.05	\$48.56	\$52.03
			\$39.65	\$41.85	\$44.05	\$48.46	\$54.62
	<i>Grade 70 - Salaried</i>		\$82,708	\$87,257	\$91,620	\$101,011	\$108,226
			\$82,458	\$87,039	\$91,620	\$100,782	\$113,609
70	Assistant Corporation Council	Corporation Council					
70	Assistant Finance Director	Finance					
70	Child Support Attorney	Child Support					
70	Cyber Security Architect	Information Technology					
70	Deputy Division Manager - Behavioral Health	Human Services - BH					
70	Development Supervisor	Information Systems					
70	Director of Emergency Management	Emergency Management					
70	Director of Veterans' Services	Veterans					
70	Facilities Superintendent	Facilities					
70	Facilities Supt II	Facilities					
70	Highway Maintenance Superintendent	Highway					
70	Human Resource Manager	Human Resources					
70	Infection Preventionist Coordinator	Park View Health Center					
70	Lieutenant	Sheriff					
70	Medical Examiner	Medical Examiner					
70	Public Health Supervisor	Public Health					

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
70	RN Neighborhood Supervisor	Park View Health Center					
70	RN Quality Assurance Supervisor	Park View Health Center					
70	RN Shift Supervisor	Park View Health Center					
70	Technical Support Supervisor	Information Technology					
<i>Grade 71 - Hourly</i>			\$45.73	\$48.24	\$50.66	\$55.85	\$59.84
<i>Grade 71 - Salaried</i>			\$45.59	\$48.13	\$50.66	\$55.73	\$62.82
			\$95,115	\$100,346	\$105,363	\$116,163	\$124,460
			\$94,827	\$100,095	\$105,363	\$115,899	\$130,650
71	Airport Director	Airport					
71	Assistant to the County Executive	Administration					
71	Captain	Sheriff					
71	Court Commissioner	Circuit Courts					
71	Director of Child Support	Child Support					
71	Director of Land and Water Conservation	Land and Water Conservation					
71	Division Manager - Administrative Services	Human Services - AD					
71	Division Manager - Behavioral Health	Human Services - BH					
71	Division Manager - Child Welfare	Human Services - CW					
71	Division Manager - Economic Support	Human Services - ES					
71	Division Manager - Long-Term Support	Human Services - LTS					
71	Family Court Commissioner	Circuit Courts					
71	Financial Services Manager	Park View Health Center					
<i>Grade 72- Hourly</i>			\$51.22	\$54.03	\$56.73	\$62.55	\$67.02
<i>Grade 72- Salaried</i>			\$51.06	\$53.89	\$56.73	\$62.40	\$70.35
			\$106,528	\$112,387	\$118,007	\$130,103	\$139,396
			\$106,208	\$112,107	\$118,007	\$129,808	\$146,329
72	Chief Deputy Sheriff	Sheriff					
72	Deputy Director of Human Services	Human Services - AD					
72	Director of Facilities	Facilities					
72	Director of Nursing	Park View Health Center					
72	Director of Parks and Expo Center	Parks					
72	Director of Planning and Zoning	Planning and Zoning					
72	Director of Public Health	Public Health					
72	Director of Solid Waste	Solid Waste					
<i>Grade 73 - Hourly</i>			\$57.26	\$60.52	\$63.54	\$70.06	\$75.06
<i>Grade 73 - Salaried</i>			\$57.19	\$60.36	\$63.54	\$69.89	\$78.79
			\$119,212	\$125,874	\$132,168	\$145,715	\$156,123
			\$118,951	\$125,560	\$132,168	\$145,385	\$163,888

Pay Grade	Current Title	Dept	Minimum	A	Control Point B	C	Top of Range D
73	Director of Finance	Finance					
73	Director of Human Resources	Human Resources					
73	Director of Information Technology	Information Technology					
73	Highway Commissioner	Highway					
73	Nursing Home Administrator	Park View Health Center					
			\$64.24	\$67.78	\$71.17	\$78.46	\$84.07
	<i>Grade 74- Hourly</i>		\$64.05	\$67.61	\$71.17	\$78.29	\$88.25
	<i>Grade 74 - Salaried</i>		\$133,629	\$140,979	\$148,028	\$163,201	\$174,958
			\$133,225	\$140,627	\$148,028	\$162,831	\$183,555
74	Corporation Counsel	Corporation Counsel					
74	Director of Administration	Administration					
74	Director of Human Services	Human Services - AD					