

2023 Non-Union Pay Plan 4.5%

	Step	1	2	3	4	5	6	7	8	9	10
GRADE 1	Hourly	\$12.06	\$12.45	\$12.85	\$13.26	\$13.66	\$14.07	\$14.46	\$14.86	\$15.27	\$15.67
	Monthly	\$2,089.55	\$2,158.58	\$2,227.61	\$2,298.51	\$2,367.54	\$2,438.44	\$2,505.60	\$2,576.49	\$2,647.39	\$2,716.42
	Annual	\$25,074.65	\$25,903.01	\$26,731.37	\$27,582.11	\$28,410.47	\$29,261.22	\$30,067.19	\$30,917.94	\$31,768.69	\$32,597.04
GRADE 2	Hourly	\$12.98	\$13.41	\$13.84	\$14.28	\$14.72	\$15.14	\$15.57	\$16.02	\$16.45	\$16.88
	Monthly	\$2,250.00	\$2,324.63	\$2,399.26	\$2,475.75	\$2,552.24	\$2,625.00	\$2,699.63	\$2,776.12	\$2,850.75	\$2,925.38
	Annual	\$27,000.02	\$27,895.55	\$28,791.07	\$29,708.98	\$30,626.89	\$31,500.03	\$32,395.55	\$33,313.46	\$34,208.99	\$35,104.51
GRADE 3 Temporary Help/Seasonal	Hourly	\$14.26	\$14.74	\$15.22	\$15.69	\$16.16	\$16.63	\$17.11	\$17.59	\$18.07	\$18.53
	Monthly	\$2,472.02	\$2,554.11	\$2,638.06	\$2,720.15	\$2,800.38	\$2,882.47	\$2,966.42	\$3,048.51	\$3,132.47	\$3,212.69
	Annual	\$29,664.21	\$30,649.28	\$31,656.75	\$32,641.82	\$33,604.51	\$34,589.58	\$35,597.05	\$36,582.12	\$37,589.59	\$38,552.27
GRADE 4	Hourly	\$15.68	\$16.21	\$16.72	\$17.23	\$17.76	\$18.28	\$18.81	\$19.33	\$19.86	\$20.38
	Monthly	\$2,718.29	\$2,809.70	\$2,897.39	\$2,986.94	\$3,078.36	\$3,167.91	\$3,261.20	\$3,350.75	\$3,442.17	\$3,531.72
	Annual	\$32,619.43	\$33,716.45	\$34,768.69	\$35,843.32	\$36,940.33	\$38,014.96	\$39,134.36	\$40,208.99	\$41,306.01	\$42,380.64
GRADE 5 Office Support Spec. Custodian	Hourly	\$18.64	\$19.27	\$19.88	\$20.49	\$21.12	\$21.75	\$22.38	\$22.99	\$23.62	\$24.23
	Monthly	\$3,231.35	\$3,339.56	\$3,445.90	\$3,552.24	\$3,660.45	\$3,770.53	\$3,878.73	\$3,985.08	\$4,093.29	\$4,199.63
	Annual	\$38,776.15	\$40,074.66	\$41,350.78	\$42,626.90	\$43,925.41	\$45,246.31	\$46,544.82	\$47,820.94	\$49,119.45	\$50,395.57
GRADE 6 Bailliff/ Transport Facilities Maint. Worker	Hourly	\$22.27	\$23.01	\$23.76	\$24.50	\$25.23	\$25.97	\$26.72	\$27.46	\$28.20	\$28.94
	Monthly	\$3,860.08	\$3,988.81	\$4,117.54	\$4,246.27	\$4,373.14	\$4,501.87	\$4,630.60	\$4,759.33	\$4,888.06	\$5,016.80
	Annual	\$46,320.94	\$47,865.72	\$49,410.49	\$50,955.27	\$52,477.66	\$54,022.44	\$55,567.21	\$57,111.99	\$58,656.77	\$60,201.55
Transfer Station Attendant Officer Support Specialist, Sr.											
GRADE 7 Account Tech Case Aide	Hourly	\$23.20	\$23.96	\$24.73	\$25.51	\$26.28	\$27.05	\$27.83	\$28.61	\$29.37	\$30.15
	Monthly	\$4,020.53	\$4,152.99	\$4,287.32	\$4,421.65	\$4,555.97	\$4,688.44	\$4,824.63	\$4,958.96	\$5,091.42	\$5,225.75
	Annual	\$48,246.31	\$49,835.87	\$51,447.81	\$53,059.75	\$54,671.69	\$56,261.25	\$57,895.57	\$59,507.52	\$61,097.07	\$62,709.01
Support Enforcement Aide											
GRADE 8 Eligibility Worker Traffig Sign Technician Hwy Maint. Specialist PT Jailer	Hourly	\$24.12	\$24.92	\$25.72	\$26.53	\$27.34	\$28.14	\$28.94	\$29.74	\$30.56	\$31.35
	Monthly	\$4,180.97	\$4,319.03	\$4,458.96	\$4,598.88	\$4,738.81	\$4,876.87	\$5,016.80	\$5,154.86	\$5,296.65	\$5,434.71
	Annual	\$50,171.69	\$51,828.41	\$53,507.51	\$55,186.62	\$56,865.72	\$58,522.44	\$60,201.55	\$61,858.27	\$63,559.76	\$65,216.48
GRADE 9 Account Tech Lead Child Support Officer	Hourly	\$25.29	\$26.14	\$26.98	\$27.83	\$28.67	\$29.52	\$30.36	\$31.20	\$32.04	\$32.89
	Monthly	\$4,384.33	\$4,531.72	\$4,677.24	\$4,824.63	\$4,970.15	\$5,117.54	\$5,263.06	\$5,408.59	\$5,554.11	\$5,701.50
	Annual	\$52,611.99	\$54,380.65	\$56,126.92	\$57,895.57	\$59,641.85	\$61,410.50	\$63,156.77	\$64,903.04	\$66,649.31	\$68,417.97

Community Corrections Case Manager

Courthouse Security

Feedlot Officer

Paralegal

Property Appraiser

GRADE 10	Hourly	\$26.34	\$27.22	\$28.08	\$28.96	\$29.84	\$30.72	\$31.60	\$32.47	\$33.36	\$34.24
Building Maint. Super.	Monthly	\$4,565.30	\$4,718.29	\$4,867.54	\$5,020.53	\$5,171.65	\$5,324.63	\$5,477.62	\$5,628.74	\$5,781.72	\$5,934.71
Fiscal Officer	Annual	\$54,783.63	\$56,619.45	\$58,410.50	\$60,246.32	\$62,059.76	\$63,895.58	\$65,731.40	\$67,544.84	\$69,380.66	\$71,216.48

Hwy Working Foreman

Lead Eligibility Worker

PT Dispatcher

GRADE 11	Hourly	\$27.86	\$28.77	\$29.71	\$30.63	\$31.57	\$32.48	\$33.42	\$34.35	\$35.27	\$36.20
Engineering Tech Sr.	Monthly	\$4,828.36	\$4,986.94	\$5,149.26	\$5,309.71	\$5,472.02	\$5,630.60	\$5,792.92	\$5,953.36	\$6,113.81	\$6,274.26
GIS Coordinator	Annual	\$57,940.35	\$59,843.34	\$61,791.10	\$63,716.48	\$65,664.24	\$67,567.23	\$69,514.99	\$71,440.36	\$73,365.74	\$75,291.11

Hwy/Airport Office Mgr.

RN- 2 Year

Head Mechanic

PT Deputy

Shop Foreman

Veteran Service Officer

GRADE 12	Hourly	\$29.52	\$30.51	\$31.48	\$32.47	\$33.45	\$34.45	\$35.43	\$36.41	\$37.39	\$38.37
Cty Surveyor's Asst.	Monthly	\$5,117.54	\$5,289.18	\$5,457.09	\$5,628.74	\$5,798.51	\$5,972.02	\$6,141.80	\$6,311.57	\$6,481.35	\$6,651.13
Comm. Corr. Agent	Annual	\$61,410.50	\$63,470.21	\$65,485.13	\$67,544.84	\$69,582.15	\$71,664.24	\$73,701.56	\$75,738.87	\$77,776.19	\$79,813.51

Home Care Coord.

HR Officer

Maint Superintendent

Registered Dietician

RN- 4 Year

Zoning Administrator

Social Worker

GRADE 13	Hourly	\$32.77	\$33.86	\$34.96	\$36.05	\$37.14	\$38.23	\$39.32	\$40.43	\$41.51	\$42.61
Surveyor	Monthly	\$5,680.98	\$5,869.41	\$6,059.71	\$6,248.14	\$6,438.44	\$6,626.87	\$6,815.30	\$7,007.47	\$7,195.90	\$7,386.20
Public Health Nurse	Annual	\$68,171.70	\$70,432.90	\$72,716.48	\$74,977.68	\$77,261.26	\$79,522.46	\$81,783.66	\$84,089.63	\$86,350.82	\$88,634.41

Solid Waste Admin.

County Recorder
Eng. Supervisor

GRADE 14	Hourly	\$36.37	\$37.59	\$38.80	\$40.02	\$41.22	\$42.43	\$43.66	\$44.87	\$46.07	\$47.28
Jail Administrator	Monthly	\$6,304.11	\$6,514.93	\$6,725.75	\$6,936.57	\$7,145.53	\$7,354.48	\$7,567.17	\$7,777.99	\$7,985.08	\$8,195.90
Social Services Super.	Annual	\$75,649.32	\$78,179.18	\$80,709.03	\$83,238.88	\$85,746.35	\$88,253.81	\$90,806.05	\$93,335.91	\$95,820.98	\$98,350.84
Lead Social Worker											
Lead PHN											

GRADE 15	Hourly	\$37.98	\$39.27	\$40.52	\$41.79	\$43.05	\$44.33	\$45.58	\$46.85	\$48.13	\$49.39
Ast. County Attorney	Monthly	\$6,583.96	\$6,805.98	\$7,024.26	\$7,244.41	\$7,462.69	\$7,684.71	\$7,901.13	\$8,121.28	\$8,343.29	\$8,561.57
Health Educator	Annual	\$79,007.53	\$81,671.72	\$84,291.12	\$86,932.91	\$89,552.32	\$92,216.50	\$94,813.52	\$97,455.31	\$100,119.49	\$102,738.90

Auditor/Treasurer
County Assessor
Finance Director

GRADE 16	Hourly	\$39.70	\$41.03	\$42.34	\$43.68	\$45.00	\$46.32	\$47.65	\$48.96	\$50.30	\$51.62
Land Records Director	Monthly	\$6,880.60	\$7,111.95	\$7,339.56	\$7,570.90	\$7,800.38	\$8,027.99	\$8,259.34	\$8,486.95	\$8,718.29	\$8,947.77
	Annual	\$82,567.24	\$85,343.36	\$88,074.71	\$90,850.83	\$93,604.56	\$96,335.91	\$99,112.03	\$101,843.38	\$104,619.50	\$107,373.23

GRADE 17	Hourly	\$41.49	\$42.87	\$44.26	\$45.64	\$47.01	\$48.40	\$49.79	\$51.17	\$52.56	\$53.94
Director of Nursing	Monthly	\$7,192.17	\$7,430.98	\$7,671.65	\$7,910.45	\$8,149.26	\$8,389.93	\$8,630.60	\$8,869.41	\$9,110.08	\$9,348.89
	Annual	\$86,306.05	\$89,171.72	\$92,059.78	\$94,925.46	\$97,791.13	\$100,679.20	\$103,567.26	\$106,432.93	\$109,320.99	\$112,186.67

GRADE 18	Hourly	\$43.36	\$44.81	\$46.25	\$47.70	\$49.15	\$50.58	\$52.03	\$53.47	\$54.92	\$56.37
Social Services Mgr.	Monthly	\$7,514.93	\$7,766.80	\$8,016.80	\$8,268.66	\$8,518.66	\$8,766.80	\$9,018.66	\$9,268.67	\$9,518.67	\$9,770.53
	Annual	\$90,179.19	\$93,201.58	\$96,201.58	\$99,223.97	\$102,223.97	\$105,201.59	\$108,223.98	\$111,223.98	\$114,223.98	\$117,246.37

GRADE 19	Hourly	\$45.31	\$46.81	\$48.33	\$49.85	\$51.35	\$52.85	\$54.37	\$55.88	\$57.40	\$58.90
	Monthly	\$7,854.48	\$8,113.81	\$8,376.87	\$8,639.93	\$8,901.13	\$9,160.46	\$9,423.52	\$9,686.58	\$9,949.64	\$10,208.96
	Annual	\$94,253.82	\$97,365.76	\$100,522.48	\$103,679.20	\$106,813.53	\$109,925.47	\$113,082.19	\$116,238.91	\$119,395.63	\$122,507.57

GRADE 20	Hourly	\$47.34	\$48.93	\$50.50	\$52.08	\$53.66	\$55.25	\$56.82	\$58.39	\$59.96	\$61.56
Engineer	Monthly	\$8,205.23	\$8,481.35	\$8,753.74	\$9,027.99	\$9,300.38	\$9,576.50	\$9,848.89	\$10,121.28	\$10,393.67	\$10,669.79
	Annual	\$98,462.78	\$101,776.21	\$105,044.87	\$108,335.92	\$111,604.58	\$114,918.01	\$118,186.67	\$121,455.33	\$124,723.99	\$128,037.43

GRADE 21	Hourly	\$49.48	\$51.13	\$52.77	\$54.42	\$56.07	\$57.71	\$59.37	\$61.03	\$62.67	\$64.32
Administrator	Monthly	\$8,576.50	\$8,861.95	\$9,147.40	\$9,432.84	\$9,718.29	\$10,003.74	\$10,291.05	\$10,578.37	\$10,861.95	\$11,149.26
	Annual	\$102,918.00	\$106,343.38	\$109,768.76	\$113,194.13	\$116,619.51	\$120,044.88	\$123,492.65	\$126,940.41	\$130,343.40	\$133,791.17