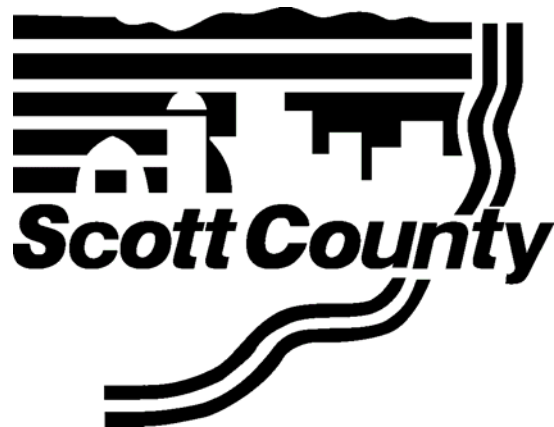


# SCOTT COUNTY

## Pay Plan 2008 – 2009



Effective July 1, 2008

**SALARY TABLES  
2008-2009 ADOPTED BUDGET**

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**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: A NON-REPRESENTED**

| <u>Position Title</u>   | <u>Hay Points</u> | <u>Minimum</u>   | <u>Midpoint</u>  | <u>Maximum</u>    |
|---|-------------------|------------------|------------------|-------------------|
| County Administrator*   | N/A               | N/A              | N/A              | N/A               |
| * This is a contract position appointed by the Board of Supervisors |                   |                  |                  |                   |
| County Engineer   | 864               | 80,141<br>38.529 | 94,283<br>45.328 | 108,425<br>52.127 |
| Assistant County Administrator                                      | 805               | 75,804<br>36.444 | 89,181<br>42.875 | 102,558<br>49.307 |
| Health Director   | 805               | 75,804<br>36.444 | 89,181<br>42.875 | 102,558<br>49.307 |
| Conservation Director   | 775               | 73,594<br>35.382 | 86,581<br>41.625 | 99,568<br>47.869  |
| Community Services Director   | 725               | 69,935<br>33.623 | 82,276<br>39.556 | 94,617<br>45.489  |
| Facilities & Support Services Director                              | 725               | 69,935<br>33.623 | 82,276<br>39.556 | 94,617<br>45.489  |
| Information Technology Director                                     | 725               | 69,935<br>33.623 | 82,276<br>39.556 | 94,617<br>45.489  |
| Jail Administrator  | 702               | 68,243<br>32.809 | 80,286<br>38.599 | 92,329<br>44.389  |
| Accounting & Tax Manager  | 677               | 66,405<br>31.925 | 78,123<br>37.559 | 89,841<br>43.193  |
| Assistant Engineer  | 634               | 63,238<br>30.403 | 74,398<br>35.768 | 85,558<br>41.134  |
| Attorney II   | 611               | 61,554<br>29.593 | 72,416<br>34.815 | 83,278<br>40.038  |
| Financial Management Supervisor                                     | 611               | 61,554<br>29.593 | 72,416<br>34.815 | 83,278<br>40.038  |
| Planning & Development Director                                     | 608               | 61,330<br>29.486 | 72,153<br>34.689 | 82,976<br>39.892  |
| Budget Manager  | 597               | 60,517<br>29.095 | 71,197<br>34.229 | 81,877<br>39.364  |
| Deputy Health Director  | 571               | 58,607<br>28.176 | 68,949<br>33.149 | 79,291<br>38.121  |
| Juvenile Detention Center Director                                  | 571               | 58,607<br>28.176 | 68,949<br>33.149 | 79,291<br>38.121  |
| GIS Coordinator   | 556               | 57,508<br>27.648 | 67,657<br>32.527 | 77,806<br>37.407  |
| Operations Manager - Auditor  | 556               | 57,508<br>27.648 | 67,657<br>32.527 | 77,806<br>37.407  |
| Operations Manager - Treasurer                                      | 556               | 57,508<br>27.648 | 67,657<br>32.527 | 77,806<br>37.407  |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: A NON-REPRESENTED**

| <u>Position Title</u>                  | <u>Hay Points</u> | <u>Minimum</u>   | <u>Midpoint</u>  | <u>Maximum</u>   |
|--|-------------------|------------------|------------------|------------------|
| Assistant Jail Administrator           | 540               | 56,326<br>27.080 | 66,266<br>31.859 | 76,206<br>36.638 |
| Deputy Director - Conservation         | 540               | 56,326<br>27.080 | 66,266<br>31.859 | 76,206<br>36.638 |
| Network Infrastructure Supervisor      | 519               | 54,782<br>26.338 | 64,449<br>30.985 | 74,116<br>35.633 |
| Sheriff's Captain                      | 519               | 54,782<br>26.338 | 64,449<br>30.985 | 74,116<br>35.633 |
| Office Administrator - County Attorney | 511               | 54,193<br>26.054 | 63,756<br>30.652 | 73,319<br>35.250 |
| Senior Programmer Analyst              | 511               | 54,193<br>26.054 | 63,756<br>30.652 | 73,319<br>35.250 |
| Risk Manager                           | 505               | 53,759<br>25.846 | 63,246<br>30.407 | 72,733<br>34.968 |
| Operations Manager - Recorder          | 496               | 53,091<br>25.525 | 62,460<br>30.029 | 71,829<br>34.533 |
| Clinical Services Coordinator          | 470               | 51,184<br>24.608 | 60,216<br>28.950 | 69,248<br>33.292 |
| Park Manager                           | 470               | 51,184<br>24.608 | 60,216<br>28.950 | 69,248<br>33.292 |
| Attorney I                             | 464               | 50,742<br>24.395 | 59,696<br>28.700 | 68,650<br>33.005 |
| Sheriff's Lieutenant                   | 464               | 50,742<br>24.395 | 59,696<br>28.700 | 68,650<br>33.005 |
| Golf Course Superintendent             | 462               | 50,586<br>24.320 | 59,513<br>28.612 | 68,440<br>32.904 |
| Golf Course Pro/Manager                | 462               | 50,586<br>24.320 | 59,513<br>28.612 | 68,440<br>32.904 |
| Webmaster                              | 455               | 50,085<br>24.079 | 58,923<br>28.328 | 67,761<br>32.577 |
| Programmer/Analyst II                  | 445               | 49,343<br>23.723 | 58,050<br>27.909 | 66,758<br>32.095 |
| Case Aide Supervisor                   | 430               | 48,238<br>23.191 | 56,751<br>27.284 | 65,264<br>31.377 |
| Mental Health Coordinator              | 430               | 48,238<br>23.191 | 56,751<br>27.284 | 65,264<br>31.377 |
| Secondary Roads Superintendent         | 430               | 48,238<br>23.191 | 56,751<br>27.284 | 65,264<br>31.377 |
| Community Health Coordinator           | 417               | 47,283<br>22.732 | 55,627<br>26.744 | 63,971<br>30.755 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: A NON-REPRESENTED**

| <u>Position Title</u>                    | <u>Hay Points</u> | <u>Minimum</u>   | <u>Midpoint</u>  | <u>Maximum</u>   |
|--|-------------------|------------------|------------------|------------------|
| Correctional Health Coordinator          | 417               | 47,283<br>22.732 | 55,627<br>26.744 | 63,971<br>30.755 |
| Environmental Health Coordinator         | 417               | 47,283<br>22.732 | 55,627<br>26.744 | 63,971<br>30.755 |
| Operations Manager - FSS                 | 417               | 47,283<br>22.732 | 55,627<br>26.744 | 63,971<br>30.755 |
| Public Health Services Coordinator       | 417               | 47,283<br>22.732 | 55,627<br>26.744 | 63,971<br>30.755 |
| Corrections Lieutenant                   | 406               | 46,479<br>22.346 | 54,681<br>26.289 | 62,883<br>30.232 |
| Network Systems Administrator            | 406               | 46,479<br>22.346 | 54,681<br>26.289 | 62,883<br>30.232 |
| Clinical Nurse Specialist                | 397               | 45,817<br>22.027 | 53,902<br>25.914 | 61,987<br>29.801 |
| County General Store Manager             | 382               | 44,713<br>21.497 | 52,603<br>25.290 | 60,493<br>29.083 |
| Programmer/Analyst I                     | 382               | 44,713<br>21.497 | 52,603<br>25.290 | 60,493<br>29.083 |
| Naturalist/Director                      | 382               | 44,713<br>21.497 | 52,603<br>25.290 | 60,493<br>29.083 |
| Public Health Nurse                      | 366               | 43,539<br>20.932 | 51,222<br>24.626 | 58,905<br>28.320 |
| Community Health Consultant              | 355               | 42,730<br>20.543 | 50,270<br>24.168 | 57,811<br>27.794 |
| Community Health Intervention Specialist | 355               | 42,730<br>20.543 | 50,270<br>24.168 | 57,811<br>27.794 |
| Environmental Health Specialist          | 355               | 42,730<br>20.543 | 50,270<br>24.168 | 57,811<br>27.794 |
| Corrections Sergeant                     | 332               | 41,034<br>19.728 | 48,275<br>23.209 | 55,516<br>26.690 |
| Food Service Supervisor                  | 332               | 41,034<br>19.728 | 48,275<br>23.209 | 55,516<br>26.690 |
| Tax Accounting Specialist                | 332               | 41,034<br>19.728 | 48,275<br>23.209 | 55,516<br>26.690 |
| Case Expeditor                           | 323               | 40,372<br>19.410 | 47,497<br>22.835 | 54,622<br>26.261 |
| GIS Analyst                              | 323               | 40,372<br>19.410 | 47,497<br>22.835 | 54,622<br>26.261 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: A NON-REPRESENTED**

| <u>Position Title</u>                          | <u>Hay Points</u> | <u>Minimum</u>   | <u>Midpoint</u>  | <u>Maximum</u>   |
|--|-------------------|------------------|------------------|------------------|
| Human Resources Generalist                     | 323               | 40,372<br>19.410 | 47,497<br>22.835 | 54,622<br>26.261 |
| Program Services Coordinator                   | 323               | 40,372<br>19.410 | 47,497<br>22.835 | 54,622<br>26.261 |
| Shift Supervisor - Juvenile Detention          | 323               | 40,372<br>19.410 | 47,497<br>22.835 | 54,622<br>26.261 |
| Paralegal - Audio-Visual Production Specialist | 316               | 39,859<br>19.163 | 46,893<br>22.545 | 53,927<br>25.926 |
| Public Safety Dispatch Supervisor              | 300               | 38,680<br>18.596 | 45,506<br>21.878 | 52,332<br>25.160 |
| Engineering Aide II                            | 300               | 38,680<br>18.596 | 45,506<br>21.878 | 52,332<br>25.160 |
| Maintenance Coordinator                        | 300               | 38,680<br>18.596 | 45,506<br>21.878 | 52,332<br>25.160 |
| Administrative Assistant                       | 298               | 38,531<br>18.525 | 45,331<br>21.794 | 52,131<br>25.063 |
| Motor Vehicle Supervisor                       | 298               | 38,531<br>18.525 | 45,331<br>21.794 | 52,131<br>25.063 |
| Veteran's Affairs Director/Case Aide           | 298               | 38,531<br>18.525 | 45,331<br>21.794 | 52,131<br>25.063 |
| Classification Specialist                      | 289               | 37,878<br>18.211 | 44,562<br>21.424 | 51,246<br>24.638 |
| Executive Secretary / Paralegal                | 282               | 37,363<br>17.963 | 43,957<br>21.133 | 50,551<br>24.303 |
| Paralegal                                      | 282               | 37,363<br>17.963 | 43,957<br>21.133 | 50,551<br>24.303 |
| Community Dental Consultant                    | 271               | 36,553<br>17.574 | 43,003<br>20.675 | 49,453<br>23.775 |
| Lead Public Safety Dispatcher                  | 271               | 36,553<br>17.574 | 43,003<br>20.675 | 49,453<br>23.775 |
| Naturalist                                     | 271               | 36,553<br>17.574 | 43,003<br>20.675 | 49,453<br>23.775 |
| Office Manager - Community Services            | 271               | 36,553<br>17.574 | 43,003<br>20.675 | 49,453<br>23.775 |
| Office Manager - Sheriff                       | 271               | 36,553<br>17.574 | 43,003<br>20.675 | 49,453<br>23.775 |
| GIS Maintenance Tech                           | 268               | 36,330<br>17.466 | 42,741<br>20.549 | 49,152<br>23.631 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: A NON-REPRESENTED**

| <u>Position Title</u>   | <u>Hay Points</u> | <u>Minimum</u>   | <u>Midpoint</u>  | <u>Maximum</u>   |
|---|-------------------|------------------|------------------|------------------|
| Bailiff Sergeant  | 262               | 35,894<br>17.257 | 42,228<br>20.302 | 48,562<br>23.347 |
| Park Ranger   | 262               | 35,894<br>17.257 | 42,228<br>20.302 | 48,562<br>23.347 |
| Administrative Assistant - Conservation   | 252               | 35,155<br>16.901 | 41,359<br>19.884 | 47,563<br>22.867 |
| Administrative Office Assistant - Health  | 252               | 35,155<br>16.901 | 41,359<br>19.884 | 47,563<br>22.867 |
| Payroll Specialist  | 252               | 35,155<br>16.901 | 41,359<br>19.884 | 47,563<br>22.867 |
| Planning & Development Specialist   | 252               | 35,155<br>16.901 | 41,359<br>19.884 | 47,563<br>22.867 |
| Public Safety Dispatcher  | 252               | 35,155<br>16.901 | 41,359<br>19.884 | 47,563<br>22.867 |
| Purchasing Specialist   | 252               | 35,155<br>16.901 | 41,359<br>19.884 | 47,563<br>22.867 |
| Custodial & Security Coordinator  | 238               | 34,128<br>16.408 | 40,151<br>19.303 | 46,174<br>22.199 |
| Shop Supervisor (see Note 1)<br>Note 1: Salary for this position adjusted to meet prevailing market rates - July 1976 | 233               | 43,494<br>20.911 | 51,169<br>24.600 | 58,844<br>28.290 |
| Public Health Nurse - LPN   | 230               | 33,537<br>16.124 | 39,455<br>18.969 | 45,373<br>21.814 |
| Assistant Golf Course Superintendent  | 220               | 32,805<br>15.772 | 38,594<br>18.555 | 44,383<br>21.338 |
| Associate/District Court Bailiff  | 220               | 32,805<br>15.772 | 38,594<br>18.555 | 44,383<br>21.338 |
| Park Crew Leader  | 220               | 32,805<br>15.772 | 38,594<br>18.555 | 44,383<br>21.338 |
| Senior Accounting Clerk - Sheriff/Jail  | 220               | 32,805<br>15.772 | 38,594<br>18.555 | 44,383<br>21.338 |
| Detention Youth Supervisor  | 215               | 32,434<br>15.593 | 38,158<br>18.345 | 43,882<br>21.097 |
| Medical Assistant   | 209               | 31,995<br>15.382 | 37,641<br>18.097 | 43,287<br>20.811 |
| Office Leader - County Engineer   | 204               | 31,623<br>15.203 | 37,204<br>17.887 | 42,785<br>20.570 |
| Engineering Aide I  | 199               | 31,259<br>15.028 | 36,775<br>17.680 | 42,291<br>20.332 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: A NON-REPRESENTED**

| <u>Position Title</u>               | <u>Hay Points</u> | <u>Minimum</u>   | <u>Midpoint</u>  | <u>Maximum</u>   |
|-------------------------------------|-------------------|------------------|------------------|------------------|
| Alternative Sentencing Coordinator  | 198               | 31,185<br>14.993 | 36,688<br>17.638 | 42,191<br>20.284 |
| Benefits Coordinator                | 198               | 31,185<br>14.993 | 36,688<br>17.638 | 42,191<br>20.284 |
| Medical Lab Technician - Health     | 198               | 31,185<br>14.993 | 36,688<br>17.638 | 42,191<br>20.284 |
| Senior Clerk - Sheriff/Jail         | 198               | 31,185<br>14.993 | 36,688<br>17.638 | 42,191<br>20.284 |
| Equipment Specialist - Conservation | 187               | 30,376<br>14.604 | 35,736<br>17.181 | 41,096<br>19.758 |
| Help Desk Specialist                | 187               | 30,376<br>14.604 | 35,736<br>17.181 | 41,096<br>19.758 |
| Park Maintenance Technician         | 187               | 30,376<br>14.604 | 35,736<br>17.181 | 41,096<br>19.758 |
| Pioneer Village Site Coordinator    | 187               | 30,376<br>14.604 | 35,736<br>17.181 | 41,096<br>19.758 |
| Turf Equipment Specialist           | 187               | 30,376<br>14.604 | 35,736<br>17.181 | 41,096<br>19.758 |
| Inmate Services Clerk               | 177               | 29,644<br>14.252 | 34,875<br>16.767 | 40,106<br>19.282 |
| Official Records Clerk              | 177               | 29,644<br>14.252 | 34,875<br>16.767 | 40,106<br>19.282 |
| Senior Clerk                        | 177               | 29,644<br>14.252 | 34,875<br>16.767 | 40,106<br>19.282 |
| Clerk III                           | 162               | 28,539<br>13.721 | 33,575<br>16.142 | 38,611<br>18.563 |
| Golf Course Maintenance Technician  | 162               | 28,539<br>13.721 | 33,575<br>16.142 | 38,611<br>18.563 |
| Resource Specialist - Health        | 162               | 28,539<br>13.721 | 33,575<br>16.142 | 38,611<br>18.563 |
| Warrant Clerk                       | 162               | 28,539<br>13.721 | 33,575<br>16.142 | 38,611<br>18.563 |
| Clerk II                            | 141               | 26,995<br>12.978 | 31,759<br>15.269 | 36,523<br>17.559 |
| Resource Assistant - Health         | 141               | 26,995<br>12.978 | 31,759<br>15.269 | 36,523<br>17.559 |
| Cody Homestead Site Coordinator     | 99                | 23,930<br>11.505 | 28,153<br>13.535 | 32,376<br>15.565 |



**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: B SECONDARY ROADS UNIT**

| <u>Position Title</u>              | <u>Hay Points</u> | <u>Start Rate</u> | <u>Step 1<br/>1 year</u> | <u>Step 2<br/>2 years</u> | <u>Step 3<br/>3 years</u> | <u>Step 4<br/>4 years</u> | <u>Step 5<br/>7 years</u> | <u>Step 6<br/>15 years</u> |
|------------------------------------|-------------------|-------------------|--------------------------|---------------------------|---------------------------|---------------------------|---------------------------|----------------------------|
| Crew Leader/Equipmt.<br>Operator I | 213               | 40,123<br>19.29   | 41,912<br>20.15          | 43,659<br>20.99           | 45,510<br>21.88           | 46,800<br>22.50           | 46,925<br>22.56           | 47,507<br>22.84            |
| Sign Crew Leader                   | 199               | 38,626<br>18.57   | 40,394<br>19.42          | 42,078<br>20.23           | 43,826<br>21.07           | 45,053<br>21.66           | 45,198<br>21.73           | 45,718<br>21.98            |
| Heavy Equipmt Operator II          | 187               | 37,440<br>18.00   | 39,042<br>18.77          | 40,747<br>19.59           | 42,390<br>20.38           | 43,576<br>20.95           | 43,722<br>21.02           | 44,304<br>21.30            |
| Mechanic                           | 187               | 37,440<br>18.00   | 39,042<br>18.77          | 40,747<br>19.59           | 42,390<br>20.38           | 43,576<br>20.95           | 43,722<br>21.02           | 44,304<br>21.30            |
| Heavy Equipmt Operator III         | 174               | 35,984<br>17.30   | 37,586<br>18.07          | 39,187<br>18.84           | 40,726<br>19.58           | 41,933<br>20.16           | 42,016<br>20.20           | 42,578<br>20.47            |
| Sign Crew Technician               | 174               | 35,984<br>17.30   | 37,586<br>18.07          | 39,187<br>18.84           | 40,726<br>19.58           | 41,933<br>20.16           | 42,016<br>20.20           | 42,578<br>20.47            |
| Truck Crew Coordinator             | 163               | 34,882<br>16.77   | 36,504<br>17.55          | 37,918<br>18.23           | 39,437<br>18.96           | 40,581<br>19.51           | 40,643<br>19.54           | 41,226<br>19.82            |
| Truck Driver/Laborer               | 153               | 33,883<br>16.29   | 35,402<br>17.02          | 36,774<br>17.68           | 38,230<br>18.38           | 39,416<br>18.95           | 39,520<br>19.00           | 40,040<br>19.25            |
| Shop Control Clerk                 | 187               | 29,682<br>14.27   | 31,034<br>14.92          | 32,261<br>15.51           | 33,446<br>16.08           | 34,507<br>16.59           | 34,590<br>16.63           | 35,048<br>16.85            |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: C AFSCME UNIT**

| <u>Position Title</u>               |     | <u>Step 1<br/>Entry</u> | <u>Step 2<br/>6 mos.</u> | <u>Step 3<br/>12 mos.</u> | <u>Step 4<br/>18 mos.</u> | <u>Step 5<br/>24 mos.</u> | <u>Step 6<br/>7 yrs.</u> | <u>Step 7<br/>10 yrs.</u> | <u>Step 8<br/>15 yrs.</u> | <u>Step 9<br/>20 yrs.</u> |
|-------------------------------------|-----|-------------------------|--------------------------|---------------------------|---------------------------|---------------------------|--------------------------|---------------------------|---------------------------|---------------------------|
| Building Insp                       | 314 | 36,837<br>17.71         | 38,418<br>18.47          | 39,957<br>19.21           | 41,517<br>19.96           | 42,806<br>20.58           | 44,533<br>21.41          | 45,864<br>22.05           | 47,237<br>22.71           | 48,651<br>23.39           |
| Election Supr                       | 291 | 35,422<br>17.03         | 36,858<br>17.72          | 38,376<br>18.45           | 39,853<br>19.16           | 41,018<br>19.72           | 42,661<br>20.51          | 43,950<br>21.13           | 45,261<br>21.76           | 46,634<br>22.42           |
| Maint Electronic<br>Systems Tech    | 268 | 33,842<br>16.27         | 35,360<br>17.00          | 36,566<br>17.58           | 38,147<br>18.34           | 39,312<br>18.90           | 40,872<br>19.65          | 42,120<br>20.25           | 43,368<br>20.85           | 44,678<br>21.48           |
| Maint Spec                          | 268 | 33,842<br>16.27         | 35,360<br>17.00          | 36,566<br>17.58           | 38,147<br>18.34           | 39,312<br>18.90           | 40,872<br>19.65          | 42,120<br>20.25           | 43,368<br>20.85           | 44,678<br>21.48           |
| Case Aide                           | 252 | 32,843<br>15.79         | 34,237<br>16.46          | 35,651<br>17.14           | 36,982<br>17.78           | 38,147<br>18.34           | 39,728<br>19.10          | 40,914<br>19.67           | 42,141<br>20.26           | 43,410<br>20.87           |
| Accts Payable Spec                  | 252 | 32,843<br>15.79         | 34,237<br>16.46          | 35,651<br>17.14           | 36,982<br>17.78           | 38,147<br>18.34           | 39,728<br>19.10          | 40,914<br>19.67           | 42,141<br>20.26           | 43,410<br>20.87           |
| Victim/Witness Coord                | 223 | 30,680<br>14.75         | 31,720<br>15.25          | 33,426<br>16.07           | 34,778<br>16.72           | 35,880<br>17.25           | 37,419<br>17.99          | 38,542<br>18.53           | 39,707<br>19.09           | 40,872<br>19.65           |
| Admin Assistant -<br>Juvenile Court | 214 | 30,139<br>14.49         | 31,429<br>15.11          | 32,822<br>15.78           | 34,112<br>16.40           | 35,235<br>16.94           | 36,650<br>17.62          | 37,690<br>18.12           | 38,771<br>18.64           | 40,040<br>19.25           |
| Intake Coordinator                  | 214 | 30,139<br>14.49         | 31,429<br>15.11          | 32,822<br>15.78           | 34,112<br>16.40           | 35,235<br>16.94           | 36,650<br>17.62          | 37,690<br>18.12           | 38,771<br>18.64           | 40,040<br>19.25           |
| Legal Secretary - Civil             | 194 | 29,182<br>14.03         | 30,368<br>14.60          | 31,533<br>15.16           | 32,760<br>15.75           | 33,738<br>16.22           | 35,173<br>16.91          | 36,234<br>17.42           | 37,315<br>17.94           | 38,438<br>18.48           |
| Platroom Draftsperson               | 194 | 29,182<br>14.03         | 30,368<br>14.60          | 31,533<br>15.16           | 32,698<br>15.72           | 33,738<br>16.22           | 35,173<br>16.91          | 36,234<br>17.42           | 37,315<br>17.94           | 38,438<br>18.48           |
| Cashier                             | 191 | 28,662<br>13.78         | 29,869<br>14.36          | 31,221<br>15.01           | 32,448<br>15.60           | 33,530<br>16.12           | 34,861<br>16.76          | 35,922<br>17.27           | 36,982<br>17.78           | 38,085<br>18.31           |
| Real Est Spec                       | 191 | 28,662<br>13.78         | 29,869<br>14.36          | 31,221<br>15.01           | 32,448<br>15.60           | 33,530<br>16.12           | 34,861<br>16.76          | 35,922<br>17.27           | 36,982<br>17.78           | 38,085<br>18.31           |
| Senior Acct. Clerk                  | 191 | 28,662<br>13.78         | 29,869<br>14.36          | 31,221<br>15.01           | 32,448<br>15.60           | 33,530<br>16.12           | 34,861<br>16.76          | 35,922<br>17.27           | 36,982<br>17.78           | 38,085<br>18.31           |
| Vital Records Spec                  | 191 | 28,662<br>13.78         | 29,869<br>14.36          | 31,221<br>15.01           | 32,448<br>15.60           | 33,530<br>16.12           | 34,861<br>16.76          | 35,922<br>17.27           | 36,982<br>17.78           | 38,085<br>18.31           |
| Senior Clerk - Elections            | 191 | 28,662<br>13.78         | 29,869<br>14.36          | 31,221<br>15.01           | 32,448<br>15.60           | 33,530<br>16.12           | 34,861<br>16.76          | 35,922<br>17.27           | 36,982<br>17.78           | 38,085<br>18.31           |
| Senior Clerk - Victim<br>Witness    | 191 | 28,662<br>13.78         | 29,869<br>14.36          | 31,221<br>15.01           | 32,448<br>15.60           | 33,530<br>16.12           | 34,861<br>16.76          | 35,922<br>17.27           | 36,982<br>17.78           | 38,085<br>18.31           |
| Maintenance Worker                  | 182 | 28,600<br>13.75         | 29,578<br>14.22          | 30,534<br>14.68           | 31,845<br>15.31           | 32,843<br>15.79           | 34,174<br>16.43          | 35,214<br>16.93           | 36,254<br>17.43           | 37,357<br>17.96           |
| Senior Clerk                        | 177 | 28,101<br>13.51         | 29,224<br>14.05          | 30,368<br>14.60           | 31,470<br>15.13           | 32,490<br>15.62           | 33,758<br>16.23          | 34,778<br>16.72           | 35,838<br>17.23           | 36,920<br>17.75           |
| Platroom Specialist                 | 177 | 28,101<br>13.51         | 29,224<br>14.05          | 30,368<br>14.60           | 31,470<br>15.13           | 32,490<br>15.62           | 33,758<br>16.23          | 34,778<br>16.72           | 35,838<br>17.23           | 36,920<br>17.75           |
| Legal Secretary                     | 177 | 28,101<br>13.51         | 29,224<br>14.05          | 30,368<br>14.60           | 31,470<br>15.13           | 32,490<br>15.62           | 33,758<br>16.23          | 34,778<br>16.72           | 35,838<br>17.23           | 36,920<br>17.75           |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: C AFSCME UNIT**

| <u>Position Title</u>                 |     | <u>Step 1<br/>Entry</u> | <u>Step 2<br/>6 mos.</u> | <u>Step 3<br/>12 mos.</u> | <u>Step 4<br/>18 mos.</u> | <u>Step 5<br/>24 mos.</u> | <u>Step 6<br/>7 yrs.</u> | <u>Step 7<br/>10 yrs.</u> | <u>Step 8<br/>15 yrs.</u> | <u>Step 9<br/>20 yrs.</u> |
|---------------------------------------|-----|-------------------------|--------------------------|---------------------------|---------------------------|---------------------------|--------------------------|---------------------------|---------------------------|---------------------------|
| Mtr Vehicle Acct Clerk                | 177 | 28,101<br>13.51         | 29,224<br>14.05          | 30,368<br>14.60           | 31,470<br>15.13           | 32,490<br>15.62           | 33,758<br>16.23          | 34,778<br>16.72           | 35,838<br>17.23           | 36,920<br>17.75           |
| Clerk III                             | 162 | 27,165<br>13.06         | 28,226<br>13.57          | 29,266<br>14.07           | 30,430<br>14.63           | 31,366<br>15.08           | 32,594<br>15.67          | 33,571<br>16.14           | 34,590<br>16.63           | 35,651<br>17.14           |
| Lead Cust Worker                      | 162 | 27,165<br>13.06         | 28,226<br>13.57          | 29,266<br>14.07           | 30,430<br>14.63           | 31,366<br>15.08           | 32,594<br>15.67          | 33,571<br>16.14           | 34,590<br>16.63           | 35,651<br>17.14           |
| Data Entry Clerk -<br>County Attorney | 151 | 26,478<br>12.73         | 27,560<br>13.25          | 28,579<br>13.74           | 29,661<br>14.26           | 30,534<br>14.68           | 31,762<br>15.27          | 32,718<br>15.73           | 33,675<br>16.19           | 34,674<br>16.67           |
| Receptionist - County<br>Attorney     | 151 | 26,478<br>12.73         | 27,560<br>13.25          | 28,579<br>13.74           | 29,661<br>14.26           | 30,534<br>14.68           | 31,762<br>15.27          | 32,718<br>15.73           | 33,675<br>16.19           | 34,674<br>16.67           |
| Multi-Service Clerk                   | 151 |                         | 27,560<br>13.25          | 28,579<br>13.74           | 29,661<br>14.26           | 30,534<br>14.68           | 31,762<br>15.27          | 32,718<br>15.73           | 33,675<br>16.19           | 34,674<br>16.67           |
| Clerk II                              | 141 | 25,750<br>12.38         | 26,874<br>12.92          | 27,851<br>13.39           | 28,891<br>13.89           | 29,682<br>14.27           | 30,930<br>14.87          | 31,845<br>15.31           | 32,781<br>15.76           | 33,758<br>16.23           |
| Custodial Worker                      | 130 | 25,147<br>12.09         | 26,042<br>12.52          | 26,978<br>12.97           | 27,976<br>13.45           | 28,870<br>13.88           | 30,472<br>14.65          | 31,366<br>15.08           | 32,323<br>15.54           | 33,280<br>16.00           |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: E DEPUTY SHERIFF UNIT**

1-Jul-08

| <u>Position Title</u> | <u>Hay Points</u> | <u>Step 1 Start</u> | <u>Step 2 1 year</u> | <u>Step 3 2 years</u> | <u>Step 4 3 years</u> | <u>Step 5 4 years</u> | <u>Step 6 5 years</u> | <u>Step 7 7 years</u> | <u>Step 8 10 years</u> | <u>Step 9 12 years</u> | <u>Step 10 15 years</u> | <u>Step 11 20 years</u> |
|-----------------------|-------------------|---------------------|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|-------------------------|-------------------------|
| Sergeant              | 451               | 58,074              | 59,883               |                       | 61,069                |                       |                       | 61,672                | 62,296                 |                        |                         |                         |
|                       |                   | 27.92               | 28.79                |                       | 29.36                 |                       |                       | 29.65                 | 29.95                  |                        |                         |                         |
| Deputy                | 329               | 41,850              | 43,742               | 45,490                | 47,757                | 49,920                | 50,898                | 51,938                | 52,936                 | 53,498                 | 54,038                  | 54,600                  |
|                       |                   | 20.12               | 21.03                | 21.87                 | 22.96                 | 24.00                 | 24.47                 | 24.97                 | 25.45                  | 25.72                  | 25.98                   | 26.25                   |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: H CORRECTIONS UNIT**

| <u>Position Title</u>                 | <u>Hay Points</u> | <u>Step 1 Entry</u> | <u>Step 2 6 mos.</u> | <u>Step 3 1 year</u> | <u>Step 4 2 years</u> | <u>Step 5 3 years</u> | <u>Step 6 4 years</u> | <u>Step 7 7 years</u> | <u>Step 8 10 years</u> | <u>Step 9 15 years</u> |
|---------------------------------------|-------------------|---------------------|----------------------|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|
| Corr Ofcr                             | 246               | Trainee status      |                      | 34,840<br>16.75      | 36,462<br>17.53       | 40,061<br>19.26       | 41,101<br>19.76       | 42,016<br>20.20       | 42,598<br>20.48        | 43,243<br>20.79        |
| Corr Ofcr<br>Trainee                  | 199               | 30,618<br>14.72     | 31,138<br>14.97      |                      |                       |                       |                       |                       |                        |                        |
| Jail Custodian/<br>Correction Officer | 176               | 25,771<br>12.39     | 26,582<br>12.78      | 27,082<br>13.02      | 28,267<br>13.59       | 30,950<br>14.88       | 31,782<br>15.28       | 32,386<br>15.57       | 33,613<br>16.16        | 34,112<br>16.40        |
| Cook                                  | 176               | 25,771<br>12.39     |                      | 27,082<br>13.02      | 28,267<br>13.59       | 30,950<br>14.88       | 31,782<br>15.28       | 32,386<br>15.57       | 33,613<br>16.16        | 34,112<br>16.40        |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009**  
**GROUP: X ELECTED OFFICIALS**

| <u>ELECTED OFFICIAL</u>            | <u>ANNUAL SALARY</u> |
|------------------------------------|----------------------|
| Attorney                           | 128,544              |
| Auditor                            | 74,200               |
| Recorder                           | 74,200               |
| Sheriff                            | 95,900               |
| Treasurer                          | 74,200               |
| Chair, Board of Supervisors        | 40,200               |
| Board Member, Board of Supervisors | 37,200               |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009**  
**GROUP: Y DEPUTY OFFICE HOLDERS**

| <u>POSITION TITLE</u>      | <u>ANNUAL SALARY</u> |
|----------------------------|----------------------|
| First Assistant Attorney   | 109,262              |
| Deputy Auditor - Elections | 55,650               |
| Deputy Auditor - Tax       | 55,650               |
| Second Deputy Recorder     | 63,070               |
| Chief Deputy Sheriff       | 81,515               |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: Z TEMPORARY AND PART-TIME STAFF**

| <u>POSITION</u>   | <u>RATE</u>  |
|---|--|
| Seasonal General Laborer  | \$10.39/hour   |
| Health Intern & Planning Intern                                 | \$9.40 to \$11.94/hour depending on skills, education and experience |
| Enforcement Aide  | \$9.40 to \$17.71/hour depending on skills, education and experience |
| Eldridge Garage Caretaker                                       | \$11.09/hour   |
| Seasonal Maintenance Worker (Roads)                             | \$11.09/hour   |
| Summer Law Clerk  | Set in cooperation with University Programs                          |
| Civil Service Secretary   | Set by Civil Service Commission                                      |
| Mental Health Advocate  | Set by Chief Judge at \$20.89/hour                                   |
| Health Services Professional<br>Immunization Clinic/Jail Health |  |
| LPN   | \$17.73/hour   |
| RN/EMT-P  | \$20.93/hour   |
| Election Officials  | \$7.50/hour  |
| Election Chairpersons   | \$8.25/hour  |
| Election Clerk  | \$12.94/hour   |
| Outreach/Interpreter  | \$15.02/hour   |



**SCOTT COUNTY SALARY RATE TABLE FOR FY 2008-2009  
GROUP: Z TEMPORARY AND PART-TIME STAFF**

POSITION

RATE

**CONSERVATION: \***

**Glynns Creek:**

|   |                      |
|---|----------------------|
| Seasonal part-time Golf Managers            |                      |
| Food Service                                | \$8.50/hour          |
| Pro Shop                                    | \$9.50/hour          |
| Seasonal Golf Pro Shop Personnel            | \$7.25/hour          |
| Golf Course Rangers, Starters, Cart Persons | \$7.25/hour          |
| Concession Stand Workers                    | \$7.25 - \$7.75/hour |
| Groundskeepers                              | \$7.25 - \$8.75/hour |

**Scott County & West Lake Parks:**

|   |  |
|---|--|
| Beach Manager                             | \$11.00/hr. (season)<br>\$8.75/hr (open/close) |
| Pool Manager                              | \$11.00/hr. (season)<br>\$8.75/hr (open/close) |
| Assistant Beach/Pool Managers             | \$8.75/hour                                    |
| Water Safety Instructors                  | \$7.75 - \$9.00/hour                           |
| Pool/Beach Lifeguards                     | \$7.25 - \$8.25/hour                           |
| Pool/Beach/Boathouse - Concession Workers | \$7.25 - \$7.75hour                            |
| Park Attendant                            | \$7.25- \$9.25/hour                            |
| Maintenance                               | \$7.25 - \$8.75/hour                           |
| Skilled Maintenance                       | \$10.50/hour                                   |
| Park Patrol (non-certified)               | \$11.75 - \$12.75/hour                         |
| (certified)                               | \$14.75 - \$15.75/hour                         |

**Pioneer Village:**

|                                    |                      |
|------------------------------------|----------------------|
| Day Camp Counselors                | \$7.25 - \$8.50/hour |
| Apothecary Shop Concession Workers | \$7.25 - \$8.50/hour |
| Maintenance                        | \$7.25- \$8.75/hour  |

**Wapsi Center:**

|                      |                      |
|----------------------|----------------------|
| Assistant Naturalist | \$9.75/hour          |
| Maintenance          | \$7.25 - \$8.75/hour |
| Skilled Maintenance  | \$10.50/hour         |

\* Set by Scott County Conservation Board