

SCOTT COUNTY IOWA

Pay Plan 2014 – 2015



Effective July 1, 2014

**SALARY TABLES
2014-2015 ADOPTED BUDGET**

TABLE OF CONTENTS

<u>GROUP</u>	<u>DESCRIPTION</u>	<u>CODE</u>	<u>PAGE</u>
Non-Represented	Employees of various occupational classes not affiliated with any collective bargaining unit. Salary tables are set by the Board of Supervisors.	A	1-6
Secondary Roads Unit	Clerical, labor and trades employees in the Engineering Department represented by the Public Professional and Maintenance Employees. Salary tables established through collective bargaining.	B	7
AFSCME Unit	Clerical, technical and maintenance employees represented by the American Federation of State, County and Municipal Association. Salary tables established through collective bargaining.	C	8-9
Deputy Sheriff Unit	Deputy Sheriff's and Sergeants in the Sheriff's Office represented by the Scott County Deputy Sheriff's Association. Salary tables established through collective bargaining.	E	10
Corrections Unit	Jail staff in the Sheriff's Office represented by the Scott County Corrections Association, Chauffeurs, Teamsters and Helpers Local 238. Salary tables established through collective bargaining.	H	11
Bailiffs Unit	Bailiff staff in the Sheriff's Office represented by the Scott County Bailiff's Association. Salary tables established through collective bargaining.	J	12
Scott Emergency Communications Center	SECC dispatcher staff represented by Iowa Public Safety Dispatchers. Salary tables established through collective bargaining. All other SECC staff are non-represented. Salary tables set by SECC Board.	A / D	13
Elected Officials	Elected office holders and the Board of Supervisors. Salary set by the Board of Supervisors upon recommendation of the County Compensation Board.	X	14
Deputy Office Holders	Self explanatory. Salaries set by the Board of Supervisors.	Y	15
Temporary Staff	Self explanatory. Salaries set by the Board of Supervisors unless otherwise noted.	Z	16-17

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: A NON-REPRESENTED**

<u>Position Title</u>	<u>Hay Points</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
County Administrator* * This is a contract position appointed by the Board of Supervisors	N/A	N/A	N/A	N/A
County Engineer	864	43.92	51.67	59.43
Assistant County Administrator	805	41.54	48.88	56.20
Health Director	805	41.54	48.88	56.20
Conservation Director	775	40.33	47.45	54.57
Community Services Director	725	38.33	45.09	51.86
Facilities & Support Services Director	725	38.33	45.09	51.86
Information Technology Director	725	38.33	45.09	51.86
Accounting & Tax Manager	677	36.39	42.82	49.24
Assistant Engineer	634	34.66	40.77	46.89
Attorney II	611	33.73	39.69	45.65
Financial Management Supervisor	611	33.73	39.69	45.65
Planning & Development Director	608	33.61	39.55	45.47
Budget Manager	597	33.17	39.02	44.87
Deputy Health Director	571	32.12	37.79	43.45
Juvenile Detention Center Director	571	32.12	37.79	43.45
Assistant Jail Administrator	556	31.52	37.08	42.65
GIS Coordinator	556	31.52	37.08	42.65
Operations Manager - Auditor	556	31.52	37.08	42.65
Operations Manager - Treasurer	556	31.52	37.08	42.65

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: A NON-REPRESENTED**

<u>Position Title</u>	<u>Hay Points</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Deputy Director - Conservation	540	30.87	36.32	41.77
Sheriff's Captain	540	30.87	36.32	41.77
Network Infrastructure Supervisor	519	30.03	35.32	40.62
Office Administrator - County Attorney	511	29.70	34.95	40.18
Senior Programmer Analyst	511	29.70	34.95	40.18
Risk Manager	505	29.47	34.66	39.86
Sheriff's Lieutenant	505	29.47	34.66	39.86
Clinical Services Coordinator	470	28.05	33.01	37.95
Park Manager	470	28.05	33.01	37.95
Attorney I	464	27.81	32.72	37.61
Golf Course Superintendent	462	27.72	32.62	37.51
Golf Course Pro/Manager	462	27.72	32.62	37.51
Correctional Health Coordinator	455	27.45	32.29	37.14
Webmaster	455	27.45	32.29	37.14
Programmer/Analyst II	445	27.04	31.81	36.59
Case Aide Supervisor	430	26.43	31.10	35.77
Corrections Lieutenant	430	26.43	31.10	35.77
Mental Health Coordinator	430	26.43	31.10	35.77
Secondary Roads Superintendent	430	26.43	31.10	35.77

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: A NON-REPRESENTED**

<u>Position Title</u>	<u>Hay Points</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Community Health Coordinator	417	25.92	30.49	35.06
Environmental Health Coordinator	417	25.92	30.49	35.06
Operations Manager - FSS	417	25.92	30.49	35.06
Operations Manager - Recorder	417	25.92	30.49	35.06
Public Health Services Coordinator	417	25.92	30.49	35.06
Network Systems Administrator	406	25.47	29.97	34.47
Clinical Services Specialist	397	25.11	29.54	33.97
County General Store Manager	382	24.51	28.83	33.15
Programmer/Analyst I	382	24.51	28.83	33.15
Naturalist/Director	382	24.51	28.83	33.15
Public Health Nurse	366	23.86	28.07	32.28
Child Care Nurse Consultant	366	23.86	28.07	32.28
Community Health Consultant	355	23.42	27.55	31.68
Community Health Intervention Specialist	355	23.42	27.55	31.68
Community Tobacco Consultant	355	23.42	27.55	31.68
Community Transformation Consultant	355	23.42	27.55	31.68
Environmental Health Specialist	355	23.42	27.55	31.68
Corrections Sergeant	332	22.49	26.46	30.43
Food Service Supervisor	332	22.49	26.46	30.43

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: A NON-REPRESENTED**

<u>Position Title</u>	<u>Hay Points</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Motor Vehicle Supervisor	332	22.49	26.46	30.43
Tax Accounting Specialist	332	22.49	26.46	30.43
Case Expeditor	323	22.12	26.03	29.94
Child Health Consultant	323	22.12	26.03	29.94
GIS Analyst	323	22.12	26.03	29.94
Human Resources Generalist	323	22.12	26.03	29.94
Program Services Coordinator	323	22.12	26.03	29.94
Shift Supervisor - Juvenile Detention	323	22.12	26.03	29.94
Office Administrator - Sheriff	316	21.85	25.70	29.56
Paralegal - Audio-Visual Production Specialist	316	21.85	25.70	29.56
Engineering Aide II	300	21.20	24.94	28.68
Maintenance Coordinator	300	21.20	24.94	28.68
Administrative Assistant	298	21.11	24.85	28.57
Veteran's Affairs Director/Case Aide	298	21.11	24.85	28.57
Elections Supervisor	291	20.84	24.51	28.19
Classification Specialist	289	20.76	24.42	28.09
Executive Secretary / Paralegal	282	20.48	24.09	27.70
Paralegal	282	20.48	24.09	27.70
Community Dental Consultant	271	20.03	23.57	27.10

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: A NON-REPRESENTED**

<u>Position Title</u>	<u>Hay Points</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Naturalist	271	20.03	23.57	27.10
Office Manager - Community Services	271	20.03	23.57	27.10
GIS Parcel Maintenance & Election Systems Tech	268	19.91	23.42	26.93
Tax Parcel Specialist	268	19.91	23.42	26.93
Bailiff Sergeant	262	19.68	23.14	26.61
Park Ranger	262	19.68	23.14	26.61
Administrative Assistant - Conservation	252	19.27	22.66	26.07
Administrative Office Assistant - Health	252	19.27	22.66	26.07
Payroll Specialist	252	19.27	22.66	26.07
Planning & Development Specialist	252	19.27	22.66	26.07
Purchasing Specialist	252	19.27	22.66	26.07
Detention Youth Counselor	238	18.71	22.00	25.31
Shop Supervisor (see Note 1)	233	23.84	28.04	32.25
Note 1: Salary for this position adjusted to meet prevailing market rates - July 1976				
Administrative Assistant - Engineer	230	18.38	21.62	24.87
Public Health Nurse - LPN	230	18.38	21.62	24.87
Assistant Golf Course Superintendent	220	17.98	21.15	24.33
Park Crew Leader	220	17.98	21.15	24.33
Senior Accounting Clerk - Sheriff/Jail	220	17.98	21.15	24.33
Medical Assistant	209	17.53	20.63	23.73
Engineering Aide I	199	17.14	20.16	23.17
Alternative Sentencing Coordinator	198	17.10	20.10	23.12

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: A NON-REPRESENTED**

<u>Position Title</u>	<u>Hay Points</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Benefits Coordinator	198	17.10	20.10	23.12
Court Compliance Coordinator	198	17.10	20.10	23.12
Custodial Coordinator	198	17.10	20.10	23.12
Medical Lab Technician - Health	198	17.10	20.10	23.12
Senior Clerk - Sheriff/Admin	198	17.10	20.10	23.12
Equipment Specialist - Conservation	187	16.65	19.58	22.52
Desktop Support Technician	187	16.65	19.58	22.52
Park Maintenance Technician	187	16.65	19.58	22.52
Pioneer Village Site Coordinator	187	16.65	19.58	22.52
Turf Equipment Specialist	187	16.65	19.58	22.52
Inmate Services Clerk	177	16.25	19.11	21.98
Official Records Clerk	177	16.25	19.11	21.98
Senior Clerk	177	16.25	19.11	21.98
Clerk III	162	15.64	18.40	21.17
Golf Course Maintenance Technician	162	15.64	18.40	21.17
Resource Specialist - Health	162	15.64	18.40	21.17
Clerk II	141	14.79	17.40	20.01
Resource Assistant - Health	141	14.79	17.40	20.01
Cody Homestead Site Coordinator	99	13.12	15.43	17.75
Garage Caretaker	99	13.12	15.43	17.75

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: B SECONDARY ROADS UNIT**

<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 7 years</u>	<u>Step 7 13 years</u>	<u>Step 8 18 years</u>
Crew Leader/Equipmt. Operator I	213	21.90	22.88	23.83	24.86	25.54	25.61	25.94	26.21
Sign Crew Leader	199	21.08	22.05	22.97	23.93	24.59	24.66	24.96	25.23
Heavy Equipmt Operator II	187	20.44	21.31	22.25	23.14	23.79	23.88	24.18	24.46
Mechanic	187	20.44	21.31	22.25	23.14	23.79	23.88	24.18	24.46
Heavy Equipmt Operator III	174	19.65	20.52	21.39	22.24	22.89	22.93	23.25	23.51
Sign Crew Technician	174	19.65	20.52	21.39	22.24	22.89	22.93	23.25	23.51
Truck Crew Coordinator	163	19.05	19.92	20.71	21.52	22.15	22.19	22.51	22.78
Truck Driver/Laborer	153	18.50	19.33	20.08	20.86	21.51	21.58	21.85	22.13
Shop Control Clerk	187	16.20	16.93	17.61	18.25	18.82	18.87	19.13	19.40

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: C AFSCME UNIT**

<u>Position Title</u>		<u>Step 1 Entry</u>	<u>Step 2 6 mos.</u>	<u>Step 3 12 mos.</u>	<u>Step 4 18 mos.</u>	<u>Step 5 24 mos.</u>	<u>Step 6 7 yrs.</u>	<u>Step 7 10 yrs.</u>	<u>Step 8 15 yrs.</u>	<u>Step 9 20 yrs.</u>
Building Insp	314	20.15	21.01	21.86	22.71	23.41	24.36	25.09	25.84	26.61
Maint Electronic Systems Tech	268	18.51	19.34	19.99	20.87	21.50	22.35	22.03	23.72	24.44
Maint Spec	268	18.51	19.34	19.99	20.87	21.50	22.35	22.03	23.72	24.44
Case Aide	252	17.95	18.73	19.50	20.24	20.87	21.74	22.38	23.05	23.73
Accts Payable Spec	252	17.95	18.73	19.50	20.24	20.87	21.74	22.38	23.05	23.73
Fine Collection Coord	223	16.79	17.35	18.29	19.02	19.62	20.46	21.08	21.73	22.35
Victim/Witness Coord	223	16.79	17.35	18.29	19.02	19.62	20.46	21.08	21.73	22.35
Admin Assistant - Juvenile Court	214	16.48	17.18	17.94	18.66	19.27	20.03	20.61	21.22	21.90
Intake Coordinator	214	16.48	17.18	17.94	18.66	19.27	20.03	20.61	21.22	21.90
Legal Secretary - Civil	194	15.97	16.62	17.25	17.91	18.44	19.24	19.82	20.41	21.03
Cashier	191	15.68	16.34	17.06	17.76	18.34	19.07	19.66	20.24	20.84
Real Est Spec	191	15.68	16.34	17.06	17.76	18.34	19.07	19.66	20.24	20.84
Senior Acct. Clerk	191	15.68	16.34	17.06	17.76	18.34	19.07	19.66	20.24	20.84
Vital Records Spec	191	15.68	16.34	17.06	17.76	18.34	19.07	19.66	20.24	20.84
Senior Clerk - Elections	191	15.68	16.34	17.06	17.76	18.34	19.07	19.66	20.24	20.84
Senior Clerk - Victim Witness	191	15.68	16.34	17.06	17.76	18.34	19.07	19.66	20.24	20.84
Maintenance Worker	182	15.65	16.18	16.70	17.42	17.95	18.70	19.26	19.83	20.43
Senior Clerk	177	15.37	15.98	16.62	17.20	17.78	18.46	19.02	19.61	20.19
Platroom Specialist	177	15.37	15.98	16.62	17.20	17.78	18.46	19.02	19.61	20.19
Legal Secretary	177	15.37	15.98	16.62	17.20	17.78	18.46	19.02	19.61	20.19

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: C AFSCME UNIT**

<u>Position Title</u>		<u>Step 1 Entry</u>	<u>Step 2 6 mos.</u>	<u>Step 3 12 mos.</u>	<u>Step 4 18 mos.</u>	<u>Step 5 24 mos.</u>	<u>Step 6 7 yrs.</u>	<u>Step 7 10 yrs.</u>	<u>Step 8 15 yrs.</u>	<u>Step 9 20 yrs.</u>
Acct Clerk - Treas	177	15.37	15.98	16.62	17.20	17.78	18.46	19.02	19.61	20.19
Clerk III	162	14.85	15.44	16.00	16.64	17.15	17.83	18.36	18.93	19.50
Lead Cust Worker	162	14.85	15.44	16.00	16.64	17.15	17.83	18.36	18.93	19.50
Data Clerk /Receptionist County Attorney	151	14.48	15.08	15.64	16.22	16.70	17.38	17.89	18.42	18.97
Multi-Service Clerk	151	14.48	15.08	15.64	16.22	16.70	17.38	17.89	18.42	18.97
Clerk II	141	14.09	14.70	15.23	15.82	16.24	16.91	17.42	17.93	18.46
Maint General Laborer	141	14.09	14.70	15.23	15.82	16.24	16.91	17.42	17.93	18.46
Custodial Worker	130	13.75	14.23	14.75	15.30	15.78	16.67	17.15	17.67	18.21

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: E DEPUTY SHERIFF UNIT**

1-Jul-14

<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	32.10	33.09		33.74			34.08	34.42			
Deputy	329	23.15	24.19	25.16	26.40	27.60	28.13	28.70	29.26	29.57	29.87	30.18

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
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	17.37	17.66	19.76	20.68	22.72	23.30	23.83	24.16	24.53
Jail Custodian/ Correction Officer	176	14.62	15.07	15.36	16.04	17.55	18.02	18.37	19.06	19.34
Cook	176	14.62	15.07	15.36	16.04	17.55	18.02	18.37	19.06	19.34

SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: J BAILIFFS UNIT

<u>Position Title</u>	<u>Hay Points</u>	<u>Step 1 Start</u>	<u>Step 2 6 mos.</u>	<u>Step 3 1 year</u>	<u>Step 4 3 years</u>	<u>Step 5 5 years</u>	<u>Step 6 7 years</u>	<u>Step 7 10 years</u>	<u>Step 8 12 years</u>	<u>Step 9 15 years</u>
Associate/District Court Bailiff	220	17.63	18.51	19.43	20.11	20.82	21.54	22.30	23.08	23.89

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: SECC**

<u>Position Title</u>	<u>Hay Points</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Director	805	41.14	48.40	55.65
Deputy Director	505	29.17	34.32	39.47
Technology Systems Coord	332	22.26	26.19	30.12
Training/Quality Assurance Manager	323	21.91	25.78	29.64
Shift Supervisor	307	21.27	25.02	28.77
Administrative Assistant	198	16.92	19.91	22.90
Warrant Clerk	162	15.53	18.27	21.01

<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 5 years</u>	<u>Step 6 7 years</u>	<u>Step 7 10 years</u>	<u>Step 8 12 years</u>	<u>Step 9 15 years</u>
Public Safety Dispatcher	252	19.10	21.01	21.64	22.30	22.96	23.65	24.37	25.09	25.85
Public Safety Call taker		16.10	18.01	18.64	19.30	19.96	20.65	21.37	22.09	22.85

SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: X ELECTED OFFICIALS

<u>ELECTED OFFICIAL</u>	<u>ANNUAL SALARY</u>
Attorney	141,500
Auditor	81,800
Recorder	81,800
Sheriff	106,500
Treasurer	81,800
Chair, Board of Supervisors	44,000
Board Member, Board of Supervisors	41,000

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: Y DEPUTY OFFICE HOLDERS**

<u>POSITION TITLE</u>	<u>ANNUAL SALARY</u>
First Assistant Attorney	120,275
Deputy Auditor - Tax	69,530
Second Deputy Recorder	69,530
Chief Deputy Sheriff	90,525

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2014-2015
GROUP: Z TEMPORARY AND PART-TIME STAFF**

<u>POSITION</u>	<u>RATE</u>
Seasonal Health Worker & Planning Intern	\$9.90 to \$12.58/hour depending on skills, education and experience
Enforcement Aide	\$9.90 to \$18.65/hour depending on skills, education and experience
Seasonal Maintenance Worker (Roads)	\$11.68/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
Health Services Professional Immunization Clinic/Jail Health LPN	\$19.53/hour
RN/EMT-P	\$23.04/hour
Election Officials	\$7.92/hour
Election Chairpersons	\$8.71/hour
Election Clerk	\$13.33/hour

CONSERVATION: *

Glynn's Creek:

Seasonal part-time Golf Managers	
Food Service	\$8.75 - \$10.25/hour
Pro Shop	\$9.75 - \$12.25/hour
Seasonal Golf Pro Shop Personnel	\$7.50 - \$11.50/hour
Golf Course Rangers, Starters, Cart Persons	\$7.50 - \$9.75/hour
Concession Stand Workers	\$7.50 - \$10.00/hour
Groundskeepers	\$7.50 - \$11.25/hour

Scott County & West Lake Parks:

Beach Manager	\$11.25 - \$16.00/hour
Pool Manager	\$11.25 - \$16.00/hour
Assistant Beach/Pool Managers	\$9.00 - \$11.50/hour
Water Safety Instructors	\$8.00 - \$9.75/hour

