

SCOTT COUNTY IOWA

Pay Plan 2018 – 2019



Effective July 1, 2018

**SALARY TABLES
2018 - 2019 ADOPTED BUDGET**

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**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
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 | 99,861 48.01 | 117,478 56.48 | 135,138 64.97 |
| Assistant County Administrator | 805 | 94,474 45.42 | 111,134 53.43 | 127,774 61.43 |
| Health Director | 805 | 94,474 45.42 | 111,134 53.43 | 127,774 61.43 |
| Conservation Director | 775 | 91,707 44.09 | 107,890 51.87 | 124,051 59.64 |
| Facilities & Support Services Director | 725 | 87,152 41.90 | 102,523 49.29 | 117,915 56.69 |
| Information Technology Director | 725 | 87,152 41.90 | 102,523 49.29 | 117,915 56.69 |
| Accounting & Tax Manager | 677 | 82,763 39.79 | 97,344 46.80 | 111,946 53.82 |
| Budget & Administrative Services Director | 657 | 79,310 38.13 | 93,330 44.87 | 107,328 51.60 |
| Assistant Engineer | 634 | 78,790 37.88 | 92,706 44.57 | 106,600 51.25 |
| Attorney II | 611 | 76,669 36.86 | 90,210 43.37 | 103,792 49.90 |
| Financial Management Supervisor | 611 | 76,669 36.86 | 90,210 43.37 | 103,792 49.90 |
| Planning & Development Director | 608 | 76,419 36.74 | 89,898 43.22 | 103,382 49.70 |
| Deputy Health Director | 571 | 73,029 35.11 | 85,904 41.30 | 98,790 47.50 |
| Juvenile Detention Center Director | 571 | 73,029 35.11 | 85,904 41.30 | 98,790 47.50 |
| Assistant Jail Administrator | 556 | 71,677 34.46 | 84,323 40.54 | 96,972 46.62 |
| GIS Coordinator | 556 | 71,677 34.46 | 84,323 40.54 | 96,972 46.62 |
| Operations Manager - Auditor | 556 | 71,677 34.46 | 84,323 40.54 | 96,972 46.62 |
| Operations Manager - Treasurer | 556 | 71,677 34.46 | 84,323 40.54 | 96,972 46.62 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
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 | 70,200 33.75 | 82,576 39.70 | 94,952 45.65 |
| Network Infrastructure Supervisor | 519 | 68,266 32.82 | 80,309 38.61 | 92,373 44.41 |
| Office Administrator - County Attorney | 511 | 67,517 32.46 | 79,435 38.19 | 91,354 43.92 |
| Senior Programmer Analyst | 511 | 67,517 32.46 | 79,435 38.19 | 91,354 43.92 |
| Risk Manager | 505 | 66,976 32.20 | 78,790 37.88 | 90,646 43.58 |
| Sheriff's Lieutenant | 505 | 66,976 32.20 | 78,790 37.88 | 90,646 43.58 |
| Clinical Services Coordinator | 470 | 63,814 30.68 | 75,026 36.07 | 86,279 41.48 |
| Park Manager | 470 | 63,814 30.68 | 75,026 36.07 | 86,279 41.48 |
| Attorney I | 464 | 63,232 30.40 | 74,402 35.77 | 85,488 41.10 |
| Golf Pro/Manager | 462 | 63,045 30.31 | 74,152 35.65 | 85,275 41.00 |
| Correctional Health Coordinator | 455 | 62,421 30.01 | 73,424 35.30 | 84,427 40.59 |
| Webmaster | 455 | 62,421 30.01 | 73,424 35.30 | 84,427 40.59 |
| Programmer/Analyst II | 445 | 61,485 29.56 | 72,342 34.78 | 83,179 39.99 |
| Case Aide Supervisor | 430 | 60,112 28.90 | 70,720 34.00 | 81,307 39.09 |
| Corrections Lieutenant | 430 | 60,112 28.90 | 70,720 34.00 | 81,307 39.09 |
| Mental Health Coordinator | 430 | 60,112 28.90 | 70,720 34.00 | 81,307 39.09 |
| Secondary Roads Superintendent | 430 | 60,112 28.90 | 70,720 34.00 | 81,307 39.09 |
| Community Health Coordinator | 417 | 58,906 28.32 | 69,306 33.32 | 79,706 38.32 |
| Environmental Health Coordinator | 417 | 58,906 28.32 | 69,306 33.32 | 79,706 38.32 |
| Fleet Manager | 417 | 58,906 28.32 | 69,306 33.32 | 79,706 38.32 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
GROUP: A NON-REPRESENTED**

| <u>Position Title</u> | <u>Hay Points</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--|-------------------|-----------------|-----------------|-----------------|
| Office Administrator - Sheriff | 417 | 58,906 28.32 | 69,306 33.32 | 79,706 38.32 |
| Operations Manager - Recorder | 417 | 58,906 28.32 | 69,306 33.32 | 79,706 38.32 |
| Public Health Services Coordinator | 417 | 58,906 28.32 | 69,306 33.32 | 79,706 38.32 |
| Network Systems Administrator | 406 | 57,907 27.84 | 68,182 32.78 | 78,374 37.68 |
| Clinical Services Specialist | 397 | 57,075 27.44 | 67,163 32.29 | 77,251 37.14 |
| County General Store Manager | 382 | 55,723 26.79 | 65,541 31.51 | 75,379 36.24 |
| Programmer/Analyst I | 382 | 55,723 26.79 | 65,541 31.51 | 75,379 36.24 |
| Naturalist/Director | 382 | 55,723 26.79 | 65,541 31.51 | 75,379 36.24 |
| Public Health Nurse | 366 | 54,226 26.07 | 63,835 30.69 | 73,403 35.29 |
| Child Care Nurse Consultant | 366 | 54,226 26.07 | 63,835 30.69 | 73,403 35.29 |
| Community Health Consultant | 355 | 53,227 25.59 | 62,629 30.11 | 72,030 34.63 |
| Community Health Intervention Specialist | 355 | 53,227 25.59 | 62,629 30.11 | 72,030 34.63 |
| Community Tobacco Consultant | 355 | 53,227 25.59 | 62,629 30.11 | 72,030 34.63 |
| Community Transformation Consultant | 355 | 53,227 25.59 | 62,629 30.11 | 72,030 34.63 |
| Disease Intervention Specialist | 355 | 53,227 25.59 | 62,629 30.11 | 72,030 34.63 |
| Environmental Health Specialist | 355 | 53,227 25.59 | 62,629 30.11 | 72,030 34.63 |
| Corrections Sergeant | 332 | 51,126 24.58 | 60,154 28.92 | 69,181 33.26 |
| ERP/ECM Budget Analyst | 332 | 51,126 24.58 | 60,154 28.92 | 69,181 33.26 |
| Food Service Supervisor | 332 | 51,126 24.58 | 60,154 28.92 | 69,181 33.26 |
| Maintenance Coordinator | 332 | 51,126 24.58 | 60,154 28.92 | 69,181 33.26 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
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 | 51,126 24.58 | 60,154 28.92 | 69,181 33.26 |
| Tax Accounting Specialist | 332 | 51,126 24.58 | 60,154 28.92 | 69,181 33.26 |
| Case Expeditor | 323 | 50,274 24.17 | 59,197 28.46 | 68,058 32.72 |
| Child Health Consultant | 323 | 50,274 24.17 | 59,197 28.46 | 68,058 32.72 |
| GIS Analyst | 323 | 50,274 24.17 | 59,197 28.46 | 68,058 32.72 |
| Human Resources Generalist | 323 | 50,274 24.17 | 59,197 28.46 | 68,058 32.72 |
| Program Services Coordinator | 323 | 50,274 24.17 | 59,197 28.46 | 68,058 32.72 |
| Shift Supervisor - Juvenile Detention | 323 | 50,274 24.17 | 59,197 28.46 | 68,058 32.72 |
| Paralegal - Audio-Visual Production Specialist | 316 | 49,670 23.88 | 58,427 28.09 | 67,205 32.31 |
| Roadside Vegetation Specialist | 316 | 49,670 23.88 | 58,427 28.09 | 67,205 32.31 |
| Engineering Aide II | 300 | 48,194 23.17 | 56,701 27.26 | 65,208 31.35 |
| Administrative Assistant | 298 | 48,006 23.08 | 56,472 27.15 | 64,958 31.23 |
| Mental Health Advocate | 298 | 48,006 23.08 | 56,472 27.15 | 64,958 31.23 |
| Veteran's Affairs Director/Case Aide | 298 | 48,006 23.08 | 56,472 27.15 | 64,958 31.23 |
| Elections Supervisor | 291 | 47,362 22.77 | 55,723 26.79 | 64,085 30.81 |
| Classification Specialist | 289 | 47,216 22.70 | 55,536 26.70 | 63,877 30.71 |
| Executive Secretary / Paralegal | 282 | 46,550 22.38 | 54,766 26.33 | 62,982 30.28 |
| Paralegal | 282 | 46,550 22.38 | 54,766 26.33 | 62,982 30.28 |
| Administrative Assistant - Health | 271 | 45,552 21.90 | 53,602 25.77 | 61,630 29.63 |
| Community Dental Consultant | 271 | 45,561 21.90 | 53,602 25.77 | 61,630 29.63 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
GROUP: A NON-REPRESENTED**

| <u>Position Title</u> | <u>Hay Points</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|---|-------------------|-----------------|-----------------|-----------------|
| Naturalist | 271 | 45,552 21.90 | 53,602 25.77 | 61,630 29.63 |
| Office Manager - Community Services | 271 | 45,552 21.90 | 53,602 25.77 | 61,630 29.63 |
| GIS Parcel Maintenance & Election Systems Tech | 268 | 45,282 21.77 | 53,248 25.60 | 61,235 29.44 |
| Bailiff Sergeant | 262 | 44,699 21.49 | 52,603 25.29 | 60,528 29.10 |
| Park Ranger | 262 | 44,699 21.49 | 52,603 25.29 | 60,528 29.10 |
| Administrative Assistant - Conservation | 252 | 43,805 21.06 | 51,542 24.78 | 59,259 28.49 |
| Payroll Specialist | 252 | 43,805 21.06 | 51,542 24.78 | 59,259 28.49 |
| Planning & Development Specialist | 252 | 43,805 21.06 | 51,542 24.78 | 59,259 28.49 |
| Purchasing Specialist | 252 | 43,805 21.06 | 51,542 24.78 | 59,259 28.49 |
| Detention Youth Counselor | 238 | 42,536 20.45 | 50,045 24.06 | 57,554 27.67 |
| Shop Supervisor (see Note 1) | 233 | 54,184 26.05 | 63,731 30.64 | 73,320 35.25 |
| Note 1: Salary for this position adjusted to meet prevailing market rates - July 1976 | | | | |
| Administrative Assistant - Engineer | 230 | 41,787 20.09 | 49,171 23.64 | 56,555 27.19 |
| Public Health Nurse - LPN | 230 | 41,787 20.09 | 49,171 23.64 | 56,555 27.19 |
| Benefits Coordinator | 220 | 40,872 19.65 | 48,110 23.13 | 55,328 26.60 |
| Equipment Specialist/Crew Leader | 220 | 40,872 19.65 | 48,110 23.13 | 55,328 26.60 |
| Golf Maintenance Supervisor | 220 | 40,872 19.65 | 48,110 23.13 | 55,328 26.60 |
| Park Crew Leader | 220 | 40,872 19.65 | 48,110 23.13 | 55,328 26.60 |
| Senior Accounting Clerk - Sheriff/Jail | 220 | 40,872 19.65 | 48,110 23.13 | 55,328 26.60 |
| Medical Assistant | 209 | 39,874 19.17 | 46,925 22.56 | 53,955 25.94 |
| Senior Clerk - Sheriff/Admin | 209 | 39,874 19.17 | 46,925 22.56 | 53,955 25.94 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
GROUP: A NON-REPRESENTED**

| <u>Position Title</u> | <u>Hay Points</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|------------------------------------|-------------------|-------------------|-------------------|-------------------|
| Engineering Aide I | 199 | 38,938 18.72 | 45,802 22.02 | 52,728 25.35 |
| Alternative Sentencing Coordinator | 198 | 38,854 18.68 | 45,698 21.97 | 52,562 25.27 |
| Court Compliance Coordinator | 198 | 38,854 18.68 | 45,698 21.97 | 52,562 25.27 |
| Custodial Coordinator | 198 | 38,854 18.68 | 45,698 21.97 | 52,562 25.27 |
| Medical Lab Technician - Health | 198 | 38,854 18.68 | 45,698 21.97 | 52,562 25.27 |
| Desktop Support Technician | 187 | 37,835 18.19 | 44,512 21.40 | 51,189 24.61 |
| Equipment Specialist | 187 | 37835.20 18.19 | 44512.00 21.40 | 51188.80 24.61 |
| Park Maintenance Technician | 187 | 37,835 18.19 | 44,512 21.40 | 51,189 24.61 |
| Pioneer Village Site Coordinator | 187 | 37,835 18.19 | 44,512 21.40 | 51,189 24.61 |
| Turf Equipment Specialist | 187 | 37,835 18.19 | 44,512 21.40 | 51,189 24.61 |
| Inmate Services Clerk | 177 | 36,920 17.75 | 43,430 20.88 | 49,982 24.03 |
| Official Records Clerk | 177 | 36,920 17.75 | 43,430 20.88 | 49,982 24.03 |
| Senior Clerk | 177 | 36,920 17.75 | 43,430 20.88 | 49,982 24.03 |
| Clerk III | 162 | 35,568 17.10 | 41,829 20.11 | 48,131 23.14 |
| Conservation Clerical Specialist | 162 | 35,568 17.10 | 41,829 20.11 | 48,131 23.14 |
| Golf Course Maintenance Technician | 162 | 35,568 17.10 | 41,829 20.11 | 48,131 23.14 |
| Office Assistant - Sec Roads | 162 | 35,568 17.10 | 41,829 20.11 | 48,131 23.14 |
| Resource Specialist - Health | 162 | 35,568 17.10 | 41,829 20.11 | 48,131 23.14 |
| Clerk II | 141 | 33,634 16.17 | 39,562 19.02 | 45,490 21.87 |
| Resource Assistant - Health | 141 | 33,634 16.17 | 39,562 19.02 | 45,490 21.87 |
| Cody Homestead Site Coordinator | 99 | 29,848 14.35 | 35,090 16.87 | 40,352 19.40 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
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 | 213 | 49,941 24.01 | 52,146 25.07 | 54,309 26.11 | 56,659 27.24 | 58,198 27.98 | 58,365 28.06 | 59,114 28.42 | 59,738 28.72 |
| Sign Crew Leader | 199 | 48,069 23.11 | 50,253 24.16 | 52,333 25.16 | 54,558 26.23 | 56,014 26.93 | 56,202 27.02 | 56,867 27.34 | 57,491 27.64 |
| Mechanic | 187 | 46,613 22.41 | 48,589 23.36 | 50,752 24.40 | 52,749 25.36 | 54,205 26.06 | 54,434 26.17 | 55,099 26.49 | 55,744 26.80 |
| Heavy Equipmt Operator | 174 | 44,803 21.54 | 46,800 22.50 | 48,776 23.45 | 50,731 24.39 | 52,166 25.08 | 52,250 25.12 | 52,998 25.48 | 53,602 25.77 |
| Sign Crew Technician | 174 | 44,803 21.54 | 46,800 22.50 | 48,776 23.45 | 50,731 24.39 | 52,166 25.08 | 52,250 25.12 | 52,998 25.48 | 53,602 25.77 |
| Roadside Vegetation Tech | 174 | 44,803 21.54 | 46,800 22.50 | 48,776 23.45 | 50,731 24.39 | 52,166 25.08 | 52,250 25.12 | 52,998 25.48 | 53,602 25.77 |
| Truck Crew Coordinator | 163 | 43,472 20.90 | 45,448 21.85 | 47,216 22.70 | 49,067 23.59 | 50,482 24.27 | 50,586 24.32 | 51,293 24.66 | 51,938 24.97 |
| Truck Driver/Laborer | 153 | 42,224 20.30 | 44,096 21.20 | 45,781 22.01 | 47,570 22.87 | 49,046 23.58 | 49,192 23.65 | 49,837 23.96 | 50,440 24.25 |
| Automotive Service Technician | 153 | 42,224 20.30 | 44,096 21.20 | 45,781 22.01 | 47,570 22.87 | 49,046 23.58 | 49,192 23.65 | 49,837 23.96 | 50,440 24.25 |
| Parts & Inventory Clerk | 138 | 33,779 16.24 | 35,298 16.97 | 36,733 17.66 | 38,189 18.36 | 39,312 18.90 | 39,416 18.95 | 39,957 19.21 | 40,456 19.45 |

SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
GROUP: C AFSCME UNIT

| <u>Position Title</u> | | <u>Step 1</u> <u>Entry</u> | <u>Step 2</u> <u>6 mos.</u> | <u>Step 3</u> <u>12 mos.</u> | <u>Step 4</u> <u>18 mos.</u> | <u>Step 5</u> <u>24 mos.</u> | <u>Step 6</u> <u>7 yrs.</u> | <u>Step 7</u> <u>10 yrs.</u> | <u>Step 8</u> <u>15 yrs.</u> | <u>Step 9</u> <u>20 yrs.</u> |
|-------------------------------------|-----|-------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Building Insp | 314 | 45,656 21.95 | 47,611 22.89 | 49,546 23.82 | 51,459 24.74 | 53,082 25.52 | 55,224 26.55 | 56,867 27.34 | 58,594 28.17 | 60,320 29.00 |
| Maint Electronic Systems Tech | 268 | 41,954 20.17 | 43,846 21.08 | 45,323 21.79 | 47,320 22.75 | 48,734 23.43 | 50,669 24.36 | 52,208 25.10 | 53,768 25.85 | 55,411 26.64 |
| Maint Spec | 268 | 41,954 20.17 | 43,846 21.08 | 45,323 21.79 | 47,320 22.75 | 48,734 23.43 | 50,669 24.36 | 52,208 25.10 | 53,768 25.85 | 55,411 26.64 |
| Case Aide | 252 | 40,685 19.56 | 42,453 20.41 | 44,221 21.26 | 45,885 22.06 | 47,320 22.75 | 49,275 23.69 | 50,731 24.39 | 52,250 25.12 | 53,810 25.87 |
| Accts Payable Spec | 252 | 40,685 19.56 | 42,453 20.41 | 44,221 21.26 | 45,885 22.06 | 47,320 22.75 | 49,275 23.69 | 50,731 24.39 | 52,250 25.12 | 53,810 25.87 |
| Fine Collection Coord | 223 | 38,043 18.29 | 39,333 18.91 | 41,454 19.93 | 43,139 20.74 | 44,470 21.38 | 46,384 22.30 | 47,778 22.97 | 49,254 23.68 | 50,669 24.36 |
| Victim/Witness Coord | 223 | 38,043 18.29 | 39,333 18.91 | 41,454 19.93 | 43,139 20.74 | 44,470 21.38 | 46,384 22.30 | 47,778 22.97 | 49,254 23.68 | 50,669 24.36 |
| Admin Assistant - Juvenile Court | 214 | 37,378 17.97 | 38,938 18.72 | 40,664 19.55 | 42,307 20.34 | 43,659 20.99 | 45,406 21.83 | 46,696 22.45 | 48,110 23.13 | 49,650 23.87 |
| Intake Coordinator | 214 | 37,378 17.97 | 38,938 18.72 | 40,664 19.55 | 42,307 20.34 | 43,659 20.99 | 45,406 21.83 | 46,696 22.45 | 48,110 23.13 | 49,650 23.87 |
| Legal Secretary - Civil | 194 | 36,192 17.40 | 37,690 18.12 | 39,083 18.79 | 40,602 19.52 | 41,808 20.10 | 43,597 20.96 | 44,970 21.62 | 46,280 22.25 | 47,653 22.91 |
| Cashier | 191 | 35,547 17.09 | 37,024 17.80 | 38,688 18.60 | 40,269 19.36 | 41,558 19.98 | 43,243 20.79 | 44,554 21.42 | 45,885 22.06 | 47,258 22.72 |
| Real Est Spec | 191 | 35,547 17.09 | 37,024 17.80 | 38,688 18.60 | 40,269 19.36 | 41,558 19.98 | 43,243 20.79 | 44,554 21.42 | 45,885 22.06 | 44,304 22.72 |
| Senior Acct. Clerk | 191 | 35,547 17.09 | 37,024 17.80 | 38,688 18.60 | 40,269 19.36 | 41,558 19.98 | 43,243 20.79 | 44,554 21.42 | 45,885 22.06 | 47,258 22.72 |
| Vital Records Spec | 191 | 35,547 17.09 | 37,024 17.80 | 38,688 18.60 | 40,269 19.36 | 41,558 19.98 | 43,243 20.79 | 44,554 21.42 | 45,885 22.06 | 47,258 22.72 |
| Senior Clerk - Elections | 191 | 35,547 17.09 | 37,024 17.80 | 38,688 18.60 | 40,269 19.36 | 41,558 19.98 | 43,243 20.79 | 44,554 21.42 | 45,885 22.06 | 47,258 22.72 |
| Senior Clerk - Victim Witness | 191 | 35,547 17.09 | 37,024 17.80 | 38,688 18.60 | 40,269 19.36 | 41,558 19.98 | 43,243 20.79 | 44,554 21.42 | 45,885 22.06 | 47,258 22.72 |
| Maintenance Worker | 182 | 35,485 17.06 | 36,691 17.64 | 37,856 18.20 | 39,499 18.99 | 40,685 19.56 | 42,390 20.38 | 43,638 20.98 | 44,990 21.63 | 46,322 22.27 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
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> |
|---|-----|-------------------------|--------------------------|---------------------------|---------------------------|---------------------------|--------------------------|---------------------------|---------------------------|---------------------------|
| Senior Clerk | 177 | 34,840 16.75 | 36,213 17.41 | 37,690 18.12 | 38,979 18.74 | 40,310 19.38 | 41,850 20.12 | 43,139 20.74 | 44,450 21.37 | 45,739 21.99 |
| Platroom Specialist | 177 | 34,840 16.75 | 36,213 17.41 | 37,690 18.12 | 38,979 18.74 | 40,310 19.38 | 41,850 20.12 | 43,139 20.74 | 44,450 21.37 | 45,739 21.99 |
| Legal Secretary | 177 | 34,840 16.75 | 36,213 17.41 | 37,690 18.12 | 38,979 18.74 | 40,310 19.38 | 41,850 20.12 | 43,139 20.74 | 44,450 21.37 | 45,739 21.99 |
| Acct Clerk - Treas | 177 | 34,840 16.75 | 36,213 17.41 | 37,690 18.12 | 38,979 18.74 | 40,310 19.38 | 41,850 20.12 | 43,139 20.74 | 44,450 21.37 | 45,739 21.99 |
| Clerk III | 162 | 33,675 16.19 | 35,006 16.83 | 36,275 17.44 | 37,731 18.14 | 38,875 18.69 | 40,414 19.43 | 41,621 20.01 | 42,910 20.63 | 44,221 21.26 |
| Lead Cust Worker | 162 | 33,675 16.19 | 35,006 16.83 | 36,275 17.44 | 37,731 18.14 | 38,875 18.69 | 40,414 19.43 | 41,621 20.01 | 42,910 20.63 | 44,221 21.26 |
| Data Clerk /Receptionist County Attorney | 151 | 32,843 15.79 | 34,174 16.43 | 35,464 17.05 | 36,774 17.68 | 37,856 18.20 | 39,416 18.95 | 40,560 19.50 | 41,766 20.08 | 43,035 20.69 |
| Multi-Service Clerk | 151 | 31,949 15.36 | 34,174 16.43 | 35,464 17.05 | 36,774 17.68 | 37,856 18.20 | 39,416 18.95 | 40,560 19.50 | 41,766 20.08 | 43,035 20.69 |
| Clerk II | 141 | 31,949 15.36 | 33,301 16.01 | 34,549 16.61 | 35,859 17.24 | 36,816 17.70 | 38,355 18.44 | 39,499 18.99 | 40,643 19.54 | 41,850 20.12 |
| Maint General Laborer | 141 | 31,949 15.36 | 33,301 16.01 | 34,549 16.61 | 35,859 17.24 | 36,816 17.70 | 38,355 18.44 | 39,499 18.99 | 40,643 19.54 | 41,850 20.12 |
| Custodial Worker | 130 | 31,158 14.98 | 32,240 15.50 | 33,426 16.07 | 34,694 16.68 | 35,776 17.20 | 37,794 18.17 | 38,875 18.69 | 40,040 19.25 | 41,288 19.85 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
GROUP: E DEPUTY SHERIFF 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 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 | 72,955 35.07 | 75,201 36.15 | | 76,669 36.86 | | | 77,447 37.23 | 78,225 37.61 | | | |
| Deputy | 329 | 52,610 25.29 | 54,967 26.43 | 57,168 27.48 | 59,992 28.84 | 62,727 30.16 | 63,928 30.73 | 65,217 31.35 | 66,485 31.96 | 67,196 32.31 | 67,886 32.64 | 68,575 32.97 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
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 | 39,185 18.84 | 39,839 19.15 | 44,576 21.43 | 46,641 22.42 | 51,251 24.64 | 52,556 25.27 | 53,751 25.84 | 54,506 26.20 | 55,331 26.60 |
| Jail Custodian/ Correction Officer | 176 | 32,972 15.85 | 33,986 16.34 | 34,647 16.66 | 36,180 17.39 | 39,600 19.04 | 40,661 19.55 | 41,439 19.92 | 42,996 20.67 | 43,633 20.98 |
| Cook | 176 | 32,972 15.85 | 33,986 16.34 | 34,647 16.66 | 36,180 17.39 | 39,600 19.04 | 40,661 19.55 | 41,439 19.92 | 42,996 20.67 | 43,633 20.98 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
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 | 40,768 | 42,806 | 44,990 | 46,509 | 48,173 | 49,837 | 51,605 | 53,373 | 55,266 |
| | | 19.60 | 20.58 | 21.63 | 22.36 | 23.16 | 23.96 | 24.81 | 25.66 | 26.57 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
GROUP: SECC**

| Position Title | Hay Points | Minimum | Midpoint | Maximum |
|------------------------------------|-------------------|-----------------|-----------------|-----------------|
| Director | 805 | NA | NA | NA |
| Deputy Director | 505 | 66,331 31.89 | 78,042 37.52 | 89,752 43.15 |
| Technology Systems Coordinator | 332 | 50,606 24.33 | 59,550 28.63 | 68,494 32.93 |
| Training/Quality Assurance Manager | 323 | 49,816 23.95 | 58,614 28.18 | 67,392 32.40 |
| Shift Supervisor | 307 | 48,360 23.25 | 56,888 27.35 | 65,416 31.45 |
| Administrative Assistant | 198 | 38,501 18.51 | 45,282 21.77 | 52,062 25.03 |
| Warrant Clerk | 162 | 35,318 16.98 | 41,538 19.97 | 47,778 22.97 |

| Position Title | Hay Points | Step 1 Start | Step 2 1 year | Step 3 2 years | Step 4 3 years | Step 5 5 years | Step 6 7 years | Step 7 10 years | Step 8 12 years | Step 9 15 years | Step 10 20 years |
|--------------------------|-------------------|---------------------|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------|-------------------------|
| Public Safety Dispatcher | 252 | 43,368 20.85 | 47,694 22.93 | 49,150 23.63 | 50,648 24.35 | 52,146 25.07 | 53,706 25.82 | 55,349 26.61 | 56,950 27.38 | 58,698 28.22 | 60,466 29.07 |
| Public Safety Call Taker | | 37,128 17.85 | 41,454 19.93 | 42,910 20.63 | 44,408 21.35 | 45,906 22.07 | 47,466 22.82 | 49,109 23.61 | 50,710 24.38 | 52,458 25.22 | 54,226 26.07 |

SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
GROUP: X ELECTED OFFICIALS

| <u>ELECTED OFFICIAL</u> | <u>ANNUAL SALARY</u> |
|------------------------------------|----------------------|
| Attorney | 150,900 |
| Auditor | 88,300 |
| Recorder | 88,300 |
| Sheriff | 118,200 |
| Treasurer | 88,300 |
| Chair, Board of Supervisors | 46,500 |
| Board Member, Board of Supervisors | 43,500 |

SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
GROUP: Y DEPUTY OFFICE HOLDERS

| <u>POSITION TITLE</u> | <u>ANNUAL SALARY</u> |
|--------------------------|----------------------|
| First Assistant Attorney | 128,265 |
| Deputy Auditor - Tax | 75,055 |
| Second Deputy Recorder | 75,055 |
| Chief Deputy Sheriff | 100,470 |
| Chief Deputy - Captain | 98,106 |

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2018 - 2019
GROUP: Z TEMPORARY AND PART-TIME STAFF**

| <u>POSITION</u> | <u>RATE</u> |
|---|--|
| Seasonal Health Worker & Planning Intern | \$9.90 to \$13.42/hour depending on skills, education and experience |
| Enforcement Aide | \$9.90 to \$19.89/hour depending on skills, education and experience |
| Seasonal Maintenance Worker (Roads) | \$12.74/hour |
| Summer Law Clerk | Set in cooperation with University Programs |
| Civil Service Secretary | Set by Civil Service Commission |
| Health Services Professional Immunization Clinic/Jail Health | |
| LPN | \$21.35/hour |
| RN | \$25.18/hour |
| Election Officials | \$10.00/hour |
| Election Chairpersons | \$12.00/hour |
| Election Clerk | \$13.33/hour |
| | |
| CONSERVATION: * | |
| | |
| Glynns Creek: | |
| Seasonal part-time Golf Managers | |
| Food Service | \$8.75 - \$11.25/hour |
| Pro Shop | \$9.75 - \$13.25/hour |
| Seasonal Golf Pro Shop Personnel | \$7.50 - \$12.50/hour |
| Golf Course Rangers, Starters, Cart Persons | \$7.50 - \$10.75/hour |
| Concession Stand Workers | \$7.50 - \$11.00/hour |
| Groundskeepers | \$8.00 - \$12.00/hour |
| | |
| Scott County & West Lake Parks: | |
| Beach Manager | \$11.25 - \$17.00/hour |
| Pool Manager | \$11.25 - \$17.00/hour |
| Assistant Beach/Pool Managers | \$10.00 - \$10.25/hour |
| Water Safety Instructors | \$9.00 - \$10.00/hour |

