

SCOTT COUNTY IOWA

PAY PLAN

2021



Effective July 1, 2020

**SALARY TABLES
FY 2021**

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GROUP	DESCRIPTION	PAGE
Non-Represented	Employees of various occupational classes not affiliated with any collective bargaining unit.	1-4
PPME/Secondary Roads Unit	Clerical, labor and trades employees in the Engineering Department represented by the Public Professional and Maintenance Employees.	5
AFSCME Unit	Clerical, technical and maintenance employees represented by the American Federation of State, County, and Municipal Association.	6
Deputy Sheriff Association Unit	Deputy Sheriff's and Sergeants in the Sheriff's Office represented by the Scott County Deputy Sheriff's Association.	7
Teamsters/Correction's Unit	Jail staff in the Sheriff's Office represented by the Chauffeurs, Teamsters, and Helpers Local 238.	8
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**Scott County Salary Rate Table for FY 2021
Non- Represented**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
15: Cody Homestead Site Coordinator													
\$15.04	\$15.42	\$15.81	\$16.20	\$16.61	\$17.02	\$17.45	\$17.88	\$18.33	\$18.79	\$19.26	\$19.74	\$20.23	\$20.74
16: Office Assistant													
\$15.80	\$16.19	\$16.60	\$17.01	\$17.44	\$17.87	\$18.32	\$18.78	\$19.25	\$19.73	\$20.22	\$20.73	\$21.24	\$21.78
18. Senior Office Assistant													
\$17.42	\$17.85	\$18.30	\$18.75	\$19.22	\$19.70	\$20.20	\$20.70	\$21.22	\$21.75	\$22.29	\$22.85	\$23.42	\$24.01
19. Golf Maintenance Technician; Official Records Clerk; Sex Offender Registry Specialist													
\$18.29	\$18.74	\$19.21	\$19.69	\$20.18	\$20.69	\$21.21	\$21.74	\$22.28	\$22.84	\$23.41	\$23.99	\$24.59	\$25.21
20. Alternative Sentencing Coordinator; Court Compliance Coordinator; Medical Lab Technician; Pioneer Village Site Coordinator													
\$19.20	\$19.68	\$20.17	\$20.68	\$21.19	\$21.72	\$22.27	\$22.82	\$23.39	\$23.98	\$24.58	\$25.19	\$25.82	\$26.47
21: Administrative Assistant; Bailiff; Custodial Supervisor; Desktop Support Technician; Equipment Mechanic-Conservation; Inmate Services Specialist; Medical Assistant; Park Maintenance Technician													
\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.97	\$24.56	\$25.18	\$25.81	\$26.45	\$27.11	\$27.79
22: Community Based Youth Counselor; Detention Youth Counselor; Golf Maintenance Crew Leader; Park Maintenance Crew Leader													
\$21.17	\$21.70	\$22.24	\$22.80	\$23.37	\$23.95	\$24.55	\$25.16	\$25.79	\$26.44	\$27.10	\$27.78	\$28.47	\$29.18
23: Bailiff Sergeant; Benefits Specialist; Payroll Specialist; Senior Administrative Assistant													
\$22.23	\$22.78	\$23.35	\$23.94	\$24.53	\$25.15	\$25.78	\$26.42	\$27.08	\$27.76	\$28.45	\$29.16	\$29.89	\$30.64

**Scott County Salary Rate Table for FY 2021
Non- Represented**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
24: Classification Specialist; Community Dental Consultant-Maternal, Child, & Adolescent; Community Dental Consultant-Adult; GIS/ Election Systems Technician; Grant Accounting Specialist; Mental Health Advocate; Naturalist; Park Ranger; Planning & Development Specialist; Veteran Affairs Director													
\$23.34	\$23.92	\$24.52	\$25.13	\$25.76	\$26.41	\$27.07	\$27.74	\$28.44	\$29.15	\$29.88	\$30.62	\$31.39	\$32.17
25: Engineering Technician; Executive Assistant; Purchasing Specialist													
\$24.51	\$25.12	\$25.75	\$26.39	\$27.05	\$27.73	\$28.42	\$29.13	\$29.86	\$30.60	\$31.37	\$32.15	\$32.96	\$33.78
26: Child Health Consultant; Elections Supervisor; Inmate Programs Coordinator; Juvenile Detention Shift Supervisor; Motor Vehicle Supervisor; Paralegal; Paralegal/Executive Secretary; Roadside Vegetation Specialist; Senior Engineering Technicaian; Tax Accounting Specialist													
\$25.73	\$26.37	\$27.03	\$27.71	\$28.40	\$29.11	\$29.84	\$30.59	\$31.35	\$32.13	\$32.94	\$33.76	\$34.61	\$35.47
27: Case Expeditor; Child Care Nurse Consultant; Community Health Consultant; Community Health Interventionist; Community Tobacco Consultant; Community Transformation Consultant; Corrections Food Service Supervisor; Environmental Health Specialist ERP Budget Analyst; Facilities Maintenance Manager; GIS Analyst, Human Resources Generalist; Maternal, Child, Adolescent Health Nurse; Mechanic Supervisor; Paralegal Audio/Video Production Specialist; Public Health Nurse; Technology Systems Specialist- Public Safety													
\$27.02	\$27.69	\$28.39	\$29.10	\$29.82	\$30.57	\$31.33	\$32.12	\$32.92	\$33.74	\$34.58	\$35.45	\$36.34	\$37.24
28: Clinical Services Specialist; County General Store Manager; Environmental Education Program Manager; Investigator-Attorney's Office; Network Systems Administrator; Programmer/ Analyst													
\$28.37	\$29.08	\$29.80	\$30.55	\$31.31	\$32.10	\$32.90	\$33.72	\$34.56	\$35.43	\$36.31	\$37.22	\$38.15	\$39.11
29: Case Aide Supervisor/Coordinator of Disability Services; Community Health Manager; Coordinator of Disability Services; Correctional Health Nurse; Corrections Sergeant; Environmental Health Manager; Public Health Services Manager													
\$29.79	\$30.53	\$31.29	\$32.08	\$32.88	\$33.70	\$34.54	\$35.41	\$36.29	\$37.20	\$38.13	\$39.08	\$40.06	\$41.06

**Scott County Salary Rate Table for FY 2021
Non- Represented**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
30: Fleet Manager; Golf Pro Manager; Office Administrator; Secondary Roads Superintendent													
\$31.28	\$32.06	\$32.86	\$33.68	\$34.52	\$35.39	\$36.27	\$37.18	\$38.11	\$39.06	\$40.04	\$41.04	\$42.06	\$43.11
31: Clinical Services Manager; Correctional Health Manager; Corrections Lieutenant; Information Security Analyst; Park Manager; Senior Programmer/Analyst; Webmaster													
\$32.84	\$33.66	\$34.50	\$35.37	\$36.25	\$37.16	\$38.08	\$39.04	\$40.01	\$41.01	\$42.04	\$43.09	\$44.17	\$45.27
32: Assistant Attorney; Network Infrastructure Manager; Risk Manager; Sheriff's Lieutenant													
\$34.48	\$35.34	\$36.23	\$37.13	\$38.06	\$39.01	\$39.99	\$40.99	\$42.01	\$43.06	\$44.14	\$45.24	\$46.37	\$47.53
33: Assistant Jail Administrator; Operations Manager - Auditor; Operations Manager - Treasurer													
\$36.21	\$37.11	\$38.04	\$38.99	\$39.96	\$40.96	\$41.99	\$43.04	\$44.11	\$45.22	\$46.35	\$47.51	\$48.69	\$49.91
34: Deputy Conservation Director; Deputy Health Director; GIS Manager; Juvenile Detention Center Director; Programmer/Analyst Manager													
\$38.02	\$38.97	\$39.94	\$40.94	\$41.96	\$43.01	\$44.09	\$45.19	\$46.32	\$47.48	\$48.66	\$49.88	\$51.13	\$52.41
35: Assistant County Engineer; Finance Manager; Planning & Development Director													
\$39.92	\$40.92	\$41.94	\$42.99	\$44.06	\$45.16	\$46.29	\$47.45	\$48.64	\$49.85	\$51.10	\$52.37	\$53.68	\$55.03
36: Accounting & Tax Manager; Senior Assistant Attorney													
\$41.91	\$42.96	\$44.04	\$45.14	\$46.26	\$47.42	\$48.61	\$49.82	\$51.07	\$52.34	\$53.65	\$54.99	\$56.37	\$57.78
37: Budget & Administrative Services Director; Community Services Director; Facility & Support Services Director; Information Technology Director													
\$44.01	\$45.11	\$46.24	\$47.39	\$48.58	\$49.79	\$51.04	\$52.31	\$53.62	\$54.96	\$56.34	\$57.74	\$59.19	\$60.67

**Scott County Salary Rate Table for FY 2021
Non- Represented**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
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38: Conservation Director

\$46.21	\$47.36	\$48.55	\$49.76	\$51.01	\$52.28	\$53.59	\$54.93	\$56.30	\$57.71	\$59.15	\$60.63	\$62.15	\$63.70
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39: Health Director

\$48.52	\$49.73	\$50.98	\$52.25	\$53.56	\$54.90	\$56.27	\$57.67	\$59.12	\$60.59	\$62.11	\$63.66	\$65.25	\$66.89
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40: County Engineer

\$50.95	\$52.22	\$53.52	\$54.86	\$56.23	\$57.64	\$59.08	\$60.56	\$62.07	\$63.62	\$65.21	\$66.85	\$68.52	\$70.23
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41: Assistant County Administrator/Human Resources Director

\$53.49	\$54.83	\$56.20	\$57.61	\$59.05	\$60.52	\$62.04	\$63.59	\$65.18	\$66.81	\$68.48	\$70.19	\$71.94	\$73.74
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**SCOTT COUNTY SALARY RATE TABLE FOR FY 2021
PPME (SECONDARY ROADS UNIT)**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
18r: Parts & Inventory Clerk									
\$17.42	\$17.85	\$18.30	\$18.75	\$19.22	\$19.70	\$20.20	\$20.70	\$21.22	\$21.75
22r: Roads Maintenance Worker; Mechanic									
\$21.17	\$21.70	\$22.24	\$22.80	\$23.37	\$23.95	\$24.55	\$25.16	\$25.79	\$26.44
23r: Senior Roads Maintenance Worker									
\$22.23	\$22.78	\$23.35	\$23.94	\$24.53	\$25.15	\$25.78	\$26.42	\$27.08	\$27.76
24r: Senior Mechanic; Heavy Equipment Operator; Signs Technician; Roadside Vegetation Technician									
\$23.34	\$23.92	\$24.52	\$25.13	\$25.76	\$26.41	\$27.07	\$27.74	\$28.44	\$29.15
25r: Senior Signs Technician									
\$24.51	\$25.12	\$25.75	\$26.39	\$27.05	\$27.73	\$28.42	\$29.13	\$29.86	\$30.60
26r: Crew Leader									
\$25.73	\$26.37	\$27.03	\$27.71	\$28.40	\$29.11	\$29.84	\$30.59	\$31.35	\$32.13

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2021
AFSCME UNIT**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
16: Custodian; Elections Clerk; Grounds Maintenance Worker; Office Assistant													
\$15.80	\$16.19	\$16.60	\$17.01	\$17.44	\$17.87	\$18.32	\$18.78	\$19.25	\$19.73	\$20.22	\$20.73	\$21.24	\$21.78
17: Multi-Service Clerk; Receptionist													
\$16.59	\$17.00	\$17.43	\$17.86	\$18.31	\$18.77	\$19.24	\$19.72	\$20.21	\$20.71	\$21.23	\$21.76	\$22.31	\$22.86
18: Accounting Clerk (Treasurer); Senior Office Assistant													
\$17.42	\$17.85	\$18.30	\$18.75	\$19.22	\$19.70	\$20.20	\$20.70	\$21.22	\$21.75	\$22.29	\$22.85	\$23.42	\$24.01
19: Civil Records Specialist; Facility Maintenance Worker; Licensing Specialist; Platroom Specialist; Real Estate Specialist; Senior Elections Clerk; Vital Records Specialist													
\$18.29	\$18.74	\$19.21	\$19.69	\$20.18	\$20.69	\$21.21	\$21.74	\$22.28	\$22.84	\$23.41	\$23.99	\$24.59	\$25.21
20: Revenue Collection Specialist; Victim & Witness Specialist													
\$19.20	\$19.68	\$20.17	\$20.68	\$21.19	\$21.72	\$22.27	\$22.82	\$23.39	\$23.98	\$24.58	\$25.19	\$25.82	\$26.47
21: Accounts Payable Specialist; Case Aide; Fine Collections Specialist; Legal Secretary													
\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.97	\$24.56	\$25.18	\$25.81	\$26.45	\$27.11	\$27.79
22: Intake Coordinator; Senior Victim & Witness Specialist													
\$21.17	\$21.70	\$22.24	\$22.80	\$23.37	\$23.95	\$24.55	\$25.16	\$25.79	\$26.44	\$27.10	\$27.78	\$28.47	\$29.18
23: Electronic Systems Technician; Senior Facility Maintenance Worker													
\$22.23	\$22.78	\$23.35	\$23.94	\$24.53	\$25.15	\$25.78	\$26.42	\$27.08	\$27.76	\$28.45	\$29.16	\$29.89	\$30.64
24: Building Inspector; Senior Electronic Systems Technician													
\$23.34	\$23.92	\$24.52	\$25.13	\$25.76	\$26.41	\$27.07	\$27.74	\$28.44	\$29.15	\$29.88	\$30.62	\$31.39	\$32.17

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2021
DEPUTY SHERIFF ASSOCIATION UNIT**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
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4S: Sergeant									
\$37.29		\$38.78		\$40.33		\$41.94			

8S: Deputy									
\$26.83	\$27.91	\$29.03	\$30.19	\$31.40	\$32.19	\$32.98	\$33.81	\$34.66	\$35.53

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2021
TEAMSTERS (CORRECTIONS UNIT)**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
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10S: Corrections Officer													
\$21.16	\$22.01	\$22.89	\$23.81	\$24.76	\$25.75	\$26.78	\$27.85	\$28.96	\$30.12				

18: Corrections Custodial Officer; Corrections Food Service Officer													
\$17.42	\$17.85	\$18.30	\$18.75	\$19.22	\$19.70	\$20.20	\$20.70	\$21.22	\$21.75	\$22.29	\$22.85	\$23.42	\$24.01

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2021
ELECTED OFFICIALS**

Position	Annual Salary
Auditor	\$90,949
County Attorney	\$151,919*
Recorder	\$90,949
Sheriff	\$122,928
Treasurer	\$90,949
Board Member, Board of Supervisors	\$43,500
Chair, Board of Supervisors	\$46,500

* Salary may need to be reduced depending on Judicial Branch setting of District Court Judge's salary pursuant to Iowa Code Section 331.752(2)

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2021
DEPUTY OFFICE HOLDERS**

Position	Annual Salary
Deputy Auditor – Tax	\$77,307
First Assistant Attorney	\$129,131*
Second Deputy Recorder	\$77,307
Chief Deputy Sheriff	\$104,489
Chief Deputy Sheriff – Captain	\$102,030

* Salary may need to be reduced depending on Judicial Branch setting of District Court Judge's salary pursuant to Iowa Code Section 331.752(2)

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2021
TEMPORARY AND SEASONAL STAFF**

Position	Rate
Seasonal Health Worker & Planning Intern	\$9.90 to \$14.06/hour depending on skills, education & experience
Seasonal Maintenance Worker (Roads)	\$13.36/hour
Summer Law Clerk	Set in cooperation with University Programs
Civil Services Secretary	Set by Civil Service Commission
Immunization Clinic/Jail Health Public Health Nurse Correctional Health Nurse	\$26.39/hour \$29.79/hour
Bailiff	\$20.16/hour
Detention Youth Counselor	\$21.17/hour
Election Officials	\$10.00/hour
Election Chairpersons	\$12.00/hour
Election Clerk	\$13.33/hour
CONSERVATION	
Wapsi Center:	
Assistant Naturalist	\$12.00-\$14.00/hour
Maintenance/Resident Caretaker	\$13.32/hour
Cody Homestead:	
Attendants/Concession Workers	\$9.00-\$11.00/hour

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2021
GROUP: Z TEMPORARY AND SEASONAL STAFF**

CONSERVATION

Glynns Creek:

Seasonal part-time Golf Managers	
Food Service	\$11.00-\$13.00/hour
Pro Shop	\$12.50-\$14.50/hour
Assistant Golf Pro	\$14.00-\$16.00/hour
Seasonal Golf Pro Shop Personnel	\$10.50-\$12.50/hour
Golf Course Rangers, Starters, Cart Persons	\$9.00-\$11.00/hour
Concession Stand Workers	\$9.00-\$11.00/hour
Groundskeepers	\$10.00-\$12.00/hour

Scott County & West Lake Parks:

Pool/Beach Manager	\$15.50-\$17.50/hour
Assistant Beach/Pool Manager	\$12.00-\$14.00/hour
Pool/Beach Lifeguards (includes WSI)	\$9.50-\$11.50/hour
Concession Workers	\$9.00-\$11.00/hour
Park Attendant	\$10.50-\$12.50/hour
Maintenance	\$10.00-\$12.00/hour
Skilled Maintenance	\$13.32/hour
Park Patrol (non-certified)	\$12.50-\$14.50/hour
Park Patrol (certified)	\$18.00-\$20.00/hour

Pioneer Village:

Day Camp Counselors	\$10.00-\$12.00/hour
Apothecary Shop Concession Workers	\$9.00-\$11.00/hour
Maintenance/Resident Caretaker	\$13.32/hour

**Note: Returning Seasonals will receive a \$0.25 increase or the proposed hourly minimum.
Returning seasonals whose hourly max exceeds the new range would be "frozen" until the range catches up with their salary.**

SCOTT COUNTY SALARY RATE TABLE FOR FY 2021

SECC

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
18: Warrant Clerk (*Any PRN in this position will progress through steps biennially)													
\$17.42	\$17.85	\$18.30	\$18.75	\$19.22	\$19.70	\$20.20	\$20.70	\$21.22	\$21.75	\$22.29	\$22.85	\$23.42	\$24.01
21: Administrative Assistant													
\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.97	\$24.56	\$25.18	\$25.81	\$26.45	\$27.11	\$27.79
26: Dispatch Shift Supervisor; Training/Quality Assurance Coordinator													
\$25.73	\$26.37	\$27.03	\$27.71	\$28.40	\$29.11	\$29.84	\$30.59	\$31.35	\$32.13	\$32.94	\$33.76	\$34.61	\$35.47
27: Technology Systems Specialist													
\$27.02	\$27.69	\$28.39	\$29.10	\$29.82	\$30.57	\$31.33	\$32.12	\$32.92	\$33.74	\$34.58	\$35.45	\$36.34	\$37.24
32: Deputy SECC Director													
\$34.48	\$35.34	\$36.23	\$37.13	\$38.06	\$39.01	\$39.99	\$40.99	\$42.01	\$43.06	\$44.14	\$45.24	\$46.37	\$47.53

IPSDU

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Public Safety Dispatcher													
\$22.23	\$22.78	\$23.35	\$23.94	\$24.53	\$25.15	\$25.78	\$26.42	\$27.08	\$27.76	\$28.45	\$29.16	\$29.89	\$30.64
Public Safety Call-Taker													
\$19.23	\$19.78	\$20.35	\$20.94	\$21.53	\$22.15	\$22.78	\$23.42	\$24.08	\$24.76	\$25.45	\$26.16	\$26.89	\$27.64

SCOTT COUNTY SALARY RATE TABLE FOR FY 2021

EMA

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
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25: Emergency Management Planning Specialist													
\$24.51	\$25.12	\$25.75	\$26.39	\$27.05	\$27.73	\$28.42	\$29.13	\$29.86	\$30.60	\$31.37	\$32.15	\$32.96	\$33.78

29: Emergency Management Deputy Coordinator													
\$29.79	\$30.53	\$31.29	\$32.08	\$32.88	\$33.70	\$34.54	\$35.41	\$36.29	\$37.20	\$38.13	\$39.08	\$40.06	\$41.06