



Brewster County Pay Plan For Regular Employees

This Pay Plan or any portion of it may be revised or abolished by the Brewster County Commissioners Court at any time.

Approved by: Commissioners Court of Brewster County

Effective Date: October 1, 2019

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1: Pay

Regular employees of Brewster County will be paid in accordance with the rates listed in Table 1-3 for their grade and step. The Step/Grade refers the years of services accumulated with Brewster County. There is a 2.5% difference between steps in any particular grade in these tables.

New regular employees may start at the pay rate of step one in the grade assigned to their job description. At the discretion of Elected Officials or Department Heads, new employees may start up to 3 grades (8%) below or above their assigned job description, within limitations of the department budget.

Re-hires and their number of years of prior service with Brewster County are given special consideration on determining which step and grade their starting pay will be.

New employees with special qualifications that exceed the minimum qualifications for obtaining or holding a position with Brewster County (e.g. a Deputy Sheriff with an Intermediate Peace Officer Certificate, etc.) may receive Special Qualifications Pay (See Section 8) if it is within the department's budget limitations. If a position is filled mid-year and there is not enough funds in the department budget, they will receive compensation for their special qualifications at the start of the next budget cycle.

The Federal minimum wage may be used for non-regular employees if the Commissioners Court so directs. The Federal minimum wage is not addressed in this Pay Plan.

2: Within-Grade Increases

Within-grade increases will be limited to one step commencing on the number of years completed on October 1 of every year (start of new Fiscal Year) linked to a schedule that follows. Eligibility for these increases may be affected by job performance standards set forth in the Brewster County Personnel Manual.

Within-grade increases compensate for the increased learning and productivity that occurs when an employee remains in a job over a period of time. These learning and productivity increases follow a curve that is steeper in the early years and flattens over time. The waiting periods for within grade increases, starting at one year between steps, then increasing to two years and three years, are calculated to track that curve. The curve is flat at Step 20 and there are no further within grade increases beyond that point.

Waiting periods for within-grade increases for all grades are as follows:

One year to be advanced to Steps 2, 3, 4, and 5;

Two years to be advanced to Steps 6, 7, 8, and 9;

Three years to be advanced to Steps 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, & 20

Special consideration is given for advancement to a new step if it is within the department's budget limitations and through Commissioners Court Approval.

Employment Anniversary

Using the employees hire date and calculating number of completed years of service as of October 1 each year will dictate which employees would normally be eligible for consideration for a within-grade (Step) increase.

If budget considerations dictate, the Brewster County Commissioners Court may vote to withhold all within-grade increases for one or more entire budget years. Employees will not accumulate time towards advancement to the next pay step during periods when within-grade increases are withheld. Accumulation of time towards advancement to the next pay step will resume on the first day of the budget year in which within-grade increases resume. Time lost during periods when within-grade increases are withheld is not recoverable.

3: Cost of Living Adjustments (COLA)

Each year during budget deliberations the Brewster County Commissioners Court will consider granting COLA to regular employees. When a COLA is granted the pay rates in Table 1-3 will be adjusted by the Consumer Price Index percentage increase for the previous year, or a lesser percentage as determined by the Court.

Under normal circumstances the COLA will become effective on the first day of the Brewster County budget year following approval. However, if budget considerations dictate, the Brewster County Commissioners Court may vote to delay the starting date of a COLA for one or more months, or withhold it for one or more entire budget years. Delay or withholding will not affect the starting date for a COLA in succeeding years. Pay lost due to delay or withholding of a COLA is not recoverable.

Consumer Price Index refers to the National Consumer Price Index for Urban Wage Earners and Clerical Workers, published by the Bureau of Labor Statistics, U.S. Department of Labor.

If budget considerations dictate, the Brewster County Commissioners Court may vote to withhold COLA for one or more entire budget years.

4: Longevity Pay

This is based on the number of years of unbroken service to the county. Any longevity pay is approved by Commissioners Court. Longevity pay is in addition to normal step in grade, COLA, merit raises, and other compensation. Longevity pay will apply to all full-time and part-time employees, including elected officials.

Longevity pay shall be paid once a year in December

- \$100.00 per every year of service
- Calculation for pay is based on employees' hire date and number of years completed as of October 1 (the start of the new Fiscal Year)

Eligibility:

- Longevity is eligible to full-time and part-time employees after 1 year of completed service
- **Exceptions:**
- If an employee leaves employment with Brewster County and returns at a later date, their previous years of service will not count towards their longevity pay.
- 20 year cap for longevity pay

If budget considerations dictate, the Brewster County Commissioners Court may vote to withhold all longevity pay and will also have the flexibility to adjust the compensation amount for one or more entire budget years. Employees will not accumulate time towards advancement to the next pay step during periods when longevity is withheld.

5: Promotion

A promotion is a change to a higher grade and should not be confused with periodic within-grade increases or merit pay increases. Special Qualifications Pay or COLA. Promotion opportunities arise when:

- a. New positions are established through Commissioners Court approval.
- b. An employee vacates a position.
- c. The level of difficulty, responsibility, and qualifications for an existing position are upgraded and the job description is revised and assigned a higher pay grade.
- d. If it is within the limitations of the departments budget.

Current employees may apply for promotion when opportunities are announced, in accordance with procedures in the Brewster County Personnel manual.

Employees receiving a promotion will be placed in the same pay step in their new grade that they were serving in at the time of promotion; the move on the pay table will be vertical.

Promotions will become effective on the first day of the first full pay period following approval.

Promotions will not disrupt the schedule for within-grade increases, they will continue in accordance with the waiting periods established in Section 2, as if the promotion had not occurred. The waiting period will not start over in the new grade.

Promotions that do not affect current budgets do not require Commissioners Court approval.

Promotions may be granted during periods in which COLA or within-grade increases are delayed or withheld.

6A: Pay Upon Transfer To Another Position

The Grade and Step of a Brewster County employee transferring to another position for any reason, the Grade of which is the same as or lower than the Grade of their pre-transfer position will be determined as follows:

- a. Employee possesses all qualifications and meets all requirements for the new position as set forth in the job description, has been performing similar duties for Brewster County in the position from which they are transferring (examples: administrative or clerical or law enforcement duties, etc.), and will require no more than familiarization with procedures in the new position: Grade will be the Grade of the new position and Step will be the Step that the employee was serving in before the transfer. Within grade increases will continue in accordance with the waiting periods established in Section 2, as if the transfer had not occurred. Work experience with employers other than Brewster County will not be considered.
- b. Employee possesses all qualifications and meets all requirements for the new position as set forth in the job description but has been performing duties for Brewster County in the position from which they are transferring that are entirely different than the duties of the new position (examples: road and bridge equipment operator transferring to a clerical position or a law enforcement officer transferring to a road and bridge truck driver position, etc.): Grade will be the Grade of the new position; Step will be Step 1. In terms of the learning and productivity concept upon which this pay plan is based, an employee transferring under these circumstances is a new employee for pay purposes. Advancement to Step 2 will occur on the first employment anniversary after the effective date of the transfer and thereafter within- grade increases will occur in accordance with the waiting periods established in Section 2.

This Section addresses pay upon transfer only. Longevity as it relates to retirement and vacation accrual and all other purposes will continue as if a transfer had not occurred.

Promotions or transfers to a higher grade and require that the transferring employee possess all of the qualifications and meets all requirements for the new position. Promotions are excluded from this Section; they are addressed in Section 5.

7: Special Qualifications Pay (SQP)

Employees with special qualifications may receive SQP in addition to their regular pay. Special Qualifications are defined as qualifications that exceed the minimum qualifications required to enter or hold a position (job) with Brewster County (qualifications in the job description are the minimum); they must be directly related to the County position held by the employee; and they must be evidenced by a Degree, License, or Certificate granted by a recognized institution of higher learning or other recognized body attesting that an individual has met certain specified experience, training and/or educational requirements. Minimum qualifications required to enter or hold a position or Certificates and/or continuing education credits from seminars, training courses, and conferences, and similar experiences, whether attendance is required or voluntary, do not qualify an employee for SQP. SQP is payable in all grades and pay steps, including step 15, in addition to regular pay. It is payable at time of employment if the employee holds the Special Qualifications at that time, or at such other time as they may attain them. Employees who do not meet minimum qualifications at time of employment or placement in a position, and who are given a time period in which to attain them, do not qualify for SQP upon attaining them.

SQP is added into the employee's annual salary, in a basic amount determined by Commissioners Court and set forth in Table 1-1. The basic SQP amount may be adjusted periodically at the discretion of the Commissioners Court. The basic SQP amount is payable as \$50 for the first level above minimum qualifications in multiples of 1, 2, 3, etc. depending on the level of Special Qualifications held by an employee. Level of Special Qualifications refers to the way the institution or body attesting to them places them in order of succession; Associates' Degree, Bachelors' Degree, Masters' Degree, etc. For purposes of SQP, level always starts (multiple of 1) with the first level (\$50) above minimum qualifications, with the exception of Intermediate Peace Officer, Advanced Peace Officer, and Master Peace Officer. See Table 1-1

Examples:

- An employee in the Tax Assessor's Office with a Registered Tax Assessors' Certificate or a Road & Bridge employee with an Associates' Degree in Civil Engineering; multiply Basic SQP Amount by 1.
- An employee in the Tax Assessors' Office with a Certified Tax Assessors' Certificate or an employee in the Treasurer's Office with a Bachelors' Degree in Accounting; multiply Basic SQP Amount by 2.
- An employee with a Masters' Degree in a job related discipline; multiply Basic SQP Amount by 3.

SQP may be granted during periods in which COLA or within-grade increases are delayed or withheld.

8: Implementation Plan

- A. The Commissioners Court have selected the effective date for this Pay Plan; it will be implemented on the effective date of October 1, 2019. On the effective date all regular employees will be placed in the grade assigned to their job description, and to a step within that grade in accordance with the criteria in Section 2. Employees who hold a Certificate, License, or Degree that satisfies the requirements of Section 8 will also receive Special Qualifications Pay.
- B. Employees whose pre-implementation pay rate is less than the pay rate for their assigned grade and step will receive a pay increase to bring them to the correct pay rate, or to a rate equal to their pre-implementation rate plus the COLA and Longevity granted to SAFE PAY provision employees, whichever is greater.
- C. See Section 9 for those employees whose pre-implementation pay rate exceeds the pay rate for their assigned grade and step. Within Grade increases will then track with the criteria in Section 2, except for exclusions set forth in Section 9.
- D. Employees placed in Step 9 or below will receive credit from the date of the anniversary used to determine their entry step into the Pay Plan when calculating the anniversary on which they will be eligible for consideration for their next within-grade increase.

9: Safe Pay Provision

This pay plan provides for pay for new employees, within-grade increases, cost of living adjustments, pay upon transfer to another position, and pay upon promotion. Nothing in this plan, however, provides for paying employees at a rate higher than Step-9 for their grade with one exception. Employees whose pay exceeds Step 9 for their grade when this plan is implemented will be placed in Step 9 and will continue to receive their pre-implementation pay rate.

Employees placed in Step-9 or below when this plan is implemented whose pay exceeds the rate for their grade and step will continue to receive their pre-implementation pay rate. They will progress through the pay steps in accordance with the criteria in Section 2. However, progressing through the pay steps will not lead to a within-grade increase unless the employee progresses to a step for which the pay rate is higher than the rate they are receiving. At that point pay will be increased to the step rate and the employee will continue to track with the criteria in Section 2.

This Section does not address or limit payment of Special Qualifications Pay. It is payable in addition to regular pay that is paid under the provisions of this Pay Plan.

Table 1-2: Special Qualifications Pay Basic Amount

The Brewster County Commissioners Court has set the Special Qualifications Pay Basic Amount at \$50.00 per year. See Section 8 for payment criteria and procedures.

Employees that hold one or more of the following Degrees, Licenses, and/or Certificates, if it is directly related to employment with Brewster County, may be entitled to Special Qualifications Pay. The Brewster County Commissioners Court must approve Special Qualifications Pay for those regular employees with college degrees prior to any Special Qualifications Pay being paid. See Section 8 for procedures. The Brewster County Commissioners Court may add or delete Degrees, Licenses or Certificates from this Table at any time.

All Departments

Associates' Degree, x 1
Bachelors' Degree, x 2
Masters' Degree, x 3
Spanish Fluency x 1

Law Enforcement

Intermediate Peace Officers' Certificate, \$ 1,000/Certificate
Advanced Peace Officers' Certificate, \$2 000/Certificate
Master Peace Officers' Certificate, \$3, 000/Certificate
Investigator, x 1
Field Training Officer, \$750/Certificate
Instructor, x 1
Fingerprint Expert, x 1
Property/Evidence Tech, x 1.5
Canine Handler, x 1.5
Site Safety Officer, x 1
Clan Lab, x 1
Crime Prevention, x 1
DARE Officer, x 1
Crime Scene Management, x 1
Mental Health Officer, x 1
Animal Control Officer, x 1

Jail

Intermediate Jailers' Certificate, x 1
Advanced Jailers' Certificate, x 2
Jail Training Officer, x 1
Instructor, x 1

Dispatch

Telecommunications Operator Module Intermediate Certificate, x 1
Telecommunications Operator Module Advanced Certificate, x 2
Telecommunications Operator Module Masters Certificate, x 3
Emergency Medical Dispatcher, x 1.5
Emergency Medical Dispatch Manager, x 2
Communications Training Officer, x 1
Instructor, x 1

Tax Office

Professional County Collector (PCC) Certificate, x 1
County Tax Office Professional (CTOP) Certificate, x 2

Road & Bridge, Mansfield Park, & Custodial

Pesticide Applicator License, x 1

Emergency Management

Auditor

Professional in Human Resources, x 1

Job Classification	Classification Grade	Y1/S1	Y2/S2	Y3/S3	Y4/S4	Y5/S5	Y6/S6	Y8/S7	Y10/S8	Y12/S9	Y15/S10	Y18/S11	Y21/S12	Y24/S13	Y27/S14	Y30/S15	Y33/S16	Y36/S17	Y39/S18	Y42/S19	Y45/S20	% Increase																					
Administrative Staff																						2.00%																					
Executive Assistant	A1	\$ 35,866.46	\$ 36,763.13	\$ 37,682.20	\$ 38,624.25	\$ 39,589.86	\$ 40,579.61	\$ 41,594.09	\$ 42,633.95	\$ 43,699.80	\$ 44,792.29	\$ 45,912.10	\$ 47,059.89	\$ 48,236.39	\$ 49,442.31	\$ 50,678.36	\$ 51,945.32	\$ 53,243.95	\$ 54,575.05	\$ 55,939.42	\$ 57,337.91																						
		\$ 17.24	\$ 17.67	\$ 18.12	\$ 18.57	\$ 19.03	\$ 19.51	\$ 20.00	\$ 20.50	\$ 21.01	\$ 21.53	\$ 22.07	\$ 22.62	\$ 23.19	\$ 23.77	\$ 24.36	\$ 24.97	\$ 25.60	\$ 26.24	\$ 26.89	\$ 27.57																						
Administrative Assistant	A2	\$ 30,982.78	\$ 31,757.35	\$ 32,551.28	\$ 33,365.07	\$ 34,199.13	\$ 35,054.17	\$ 35,930.52	\$ 36,828.78	\$ 37,749.51	\$ 38,693.24	\$ 39,660.58	\$ 40,652.09	\$ 41,668.40	\$ 42,710.10	\$ 43,777.86	\$ 44,872.30	\$ 45,994.11	\$ 47,143.96	\$ 48,322.56	\$ 49,530.63																						
		\$ 14.90	\$ 15.27	\$ 15.65	\$ 16.04	\$ 16.44	\$ 16.85	\$ 17.27	\$ 17.71	\$ 18.15	\$ 18.60	\$ 19.07	\$ 19.54	\$ 20.03	\$ 20.53	\$ 21.05	\$ 21.57	\$ 22.11	\$ 22.67	\$ 23.23	\$ 23.81																						
Assistant	A3	\$ 28,102.30	\$ 28,804.85	\$ 29,524.97	\$ 30,263.09	\$ 31,019.68	\$ 31,795.16	\$ 32,590.04	\$ 33,404.80	\$ 34,239.92	\$ 35,095.92	\$ 35,973.31	\$ 36,872.64	\$ 37,794.46	\$ 38,739.32	\$ 39,707.80	\$ 40,700.50	\$ 41,718.01	\$ 42,832.36	\$ 43,829.99	\$ 44,925.74																						
		\$ 13.51	\$ 13.85	\$ 14.19	\$ 14.55	\$ 14.91	\$ 15.29	\$ 15.67	\$ 16.06	\$ 16.46	\$ 16.87	\$ 17.29	\$ 17.73	\$ 18.17	\$ 18.62	\$ 19.09	\$ 19.57	\$ 20.06	\$ 20.59	\$ 21.07	\$ 21.60																						
Clerical Staff																																											
Deputy I	B1	\$ 37,659.76	\$ 38,601.26	\$ 39,566.29	\$ 40,555.44	\$ 41,569.34	\$ 42,608.56	\$ 43,673.78	\$ 44,765.62	\$ 45,884.76	\$ 47,031.88	\$ 48,207.68	\$ 49,412.87	\$ 50,648.19	\$ 51,914.40	\$ 53,212.26	\$ 54,542.56	\$ 55,906.13	\$ 57,303.78	\$ 58,736.37	\$ 60,204.79																						
		\$ 18.11	\$ 18.56	\$ 19.02	\$ 19.50	\$ 19.99	\$ 20.48	\$ 21.00	\$ 21.52	\$ 22.06	\$ 22.61	\$ 23.18	\$ 23.76	\$ 24.35	\$ 24.96	\$ 25.58	\$ 26.22	\$ 26.88	\$ 27.55	\$ 28.24	\$ 28.94																						
Deputy II	B2	\$ 32,531.92	\$ 33,345.22	\$ 34,178.84	\$ 35,033.32	\$ 35,909.15	\$ 36,806.88	\$ 37,727.05	\$ 38,670.23	\$ 39,636.99	\$ 40,627.91	\$ 41,643.60	\$ 42,684.69	\$ 43,751.81	\$ 44,845.61	\$ 45,966.75	\$ 47,115.92	\$ 48,293.82	\$ 49,501.16	\$ 50,738.69	\$ 52,007.16																						
		\$ 15.64	\$ 16.03	\$ 16.43	\$ 16.84	\$ 17.26	\$ 17.70	\$ 18.14	\$ 18.59	\$ 19.06	\$ 19.53	\$ 20.02	\$ 20.52	\$ 21.03	\$ 21.56	\$ 22.10	\$ 22.65	\$ 23.22	\$ 23.80	\$ 24.39	\$ 25.00																						
Clerk I	B3	\$ 30,982.78	\$ 31,757.35	\$ 32,551.28	\$ 33,365.07	\$ 34,199.13	\$ 35,054.17	\$ 35,930.52	\$ 36,828.78	\$ 37,749.51	\$ 38,693.24	\$ 39,660.58	\$ 40,652.09	\$ 41,668.40	\$ 42,710.10	\$ 43,777.86	\$ 44,872.30	\$ 45,994.11	\$ 47,143.96	\$ 48,322.56	\$ 49,530.63																						
		\$ 14.90	\$ 15.27	\$ 15.65	\$ 16.04	\$ 16.44	\$ 16.85	\$ 17.27	\$ 17.71	\$ 18.15	\$ 18.60	\$ 19.07	\$ 19.54	\$ 20.03	\$ 20.53	\$ 21.05	\$ 21.57	\$ 22.11	\$ 22.67	\$ 23.23	\$ 23.81																						
Clerk II	B4	\$ 28,102.30	\$ 28,804.85	\$ 29,524.97	\$ 30,263.09	\$ 31,019.68	\$ 31,795.16	\$ 32,590.04	\$ 33,404.80	\$ 34,239.92	\$ 35,095.92	\$ 35,973.31	\$ 36,872.64	\$ 37,794.46	\$ 38,739.32	\$ 39,707.80	\$ 40,700.50	\$ 41,718.01	\$ 42,832.36	\$ 43,829.99	\$ 44,925.74																						
		\$ 13.51	\$ 13.85	\$ 14.19	\$ 14.55	\$ 14.91	\$ 15.29	\$ 15.67	\$ 16.06	\$ 16.46	\$ 16.87	\$ 17.29	\$ 17.73	\$ 18.17	\$ 18.62	\$ 19.09	\$ 19.57	\$ 20.06	\$ 20.59	\$ 21.07	\$ 21.60																						
Law Enforcement																																											
Chief Deputy	D1	\$ 50,467.68	\$ 51,729.37	\$ 53,022.61	\$ 54,348.17	\$ 55,706.88	\$ 57,099.55	\$ 58,527.04	\$ 59,990.22	\$ 61,489.97	\$ 63,027.22	\$ 64,602.90	\$ 66,217.97	\$ 67,873.42	\$ 69,570.25	\$ 71,309.52	\$ 73,092.25	\$ 74,919.56	\$ 76,792.55	\$ 78,712.36	\$ 80,680.17																						
		\$ 24.26	\$ 24.87	\$ 25.49	\$ 26.13	\$ 26.78	\$ 27.45	\$ 28.14	\$ 28.84	\$ 29.56	\$ 30.30	\$ 31.06	\$ 31.84	\$ 32.63	\$ 33.45	\$ 34.28	\$ 35.14	\$ 36.02	\$ 36.92	\$ 37.84	\$ 38.79																						
Captain	D2	\$ 48,064.46	\$ 49,266.07	\$ 50,497.72	\$ 51,760.17	\$ 53,054.17	\$ 54,380.52	\$ 55,740.03	\$ 57,133.54	\$ 58,561.87	\$ 60,025.95	\$ 61,526.57	\$ 63,064.73	\$ 64,641.36	\$ 66,257.38	\$ 67,913.82	\$ 69,611.66	\$ 71,351.96	\$ 73,135.75	\$ 74,964.16	\$ 76,838.25																						
		\$ 23.11	\$ 23.69	\$ 24.28	\$ 24.88	\$ 25.51	\$ 26.14	\$ 26.80	\$ 27.47	\$ 28.15	\$ 28.86	\$ 29.58	\$ 30.32	\$ 31.08	\$ 31.85	\$ 32.65	\$ 33.47	\$ 34.30	\$ 35.16	\$ 36.04	\$ 36.94																						
Sargent	D3	\$ 41,519.89	\$ 42,557.89	\$ 43,621.83	\$ 44,712.37	\$ 45,830.19	\$ 46,975.94	\$ 48,150.34	\$ 49,354.10	\$ 50,584.89	\$ 51,852.65	\$ 53,148.97	\$ 54,477.69	\$ 55,839.63	\$ 57,235.63	\$ 58,666.51	\$ 60,133.17	\$ 61,636.51	\$ 63,177.42	\$ 64,756.85	\$ 66,375.78																						
		\$ 19.96	\$ 20.46	\$ 20.97	\$ 21.50	\$ 22.03	\$ 22.58	\$ 23.15	\$ 23.73	\$ 24.32	\$ 24.93	\$ 25.55	\$ 26.19	\$ 26.85	\$ 27.52	\$ 28.21	\$ 28.91	\$ 29.63	\$ 30.37	\$ 31.13	\$ 31.91																						
Deputy	D4	\$ 39,542.75	\$ 40,531.32	\$ 41,544.60	\$ 42,583.22	\$ 43,647.80	\$ 44,739.00	\$ 45,857.47	\$ 47,003.91	\$ 48,179.00	\$ 49,383.47	\$ 50,618.06	\$ 51,883.51	\$ 53,180.60	\$ 54,510.12	\$ 55,872.87	\$ 57,269.70	\$ 58,701.44	\$ 60,168.97	\$ 61,673.20	\$ 63,215.02																						
		\$ 19.01	\$ 19.49	\$ 19.97	\$ 20.47	\$ 20.98	\$ 21.51	\$ 22.05	\$ 22.60	\$ 23.16	\$ 23.74	\$ 24.34	\$ 24.94	\$ 25.57	\$ 26.21	\$ 26.86	\$ 27.53	\$ 28.22	\$ 28.93	\$ 29.65	\$ 30.39																						
Jail Administrator	E1	\$ 41,519.89	\$ 42,557.89	\$ 43,621.83	\$ 44,712.37	\$ 45,830.19	\$ 46,975.94	\$ 48,150.34	\$ 49,354.10	\$ 50,587.95	\$ 51,852.65	\$ 53,148.97	\$ 54,477.69	\$ 55,839.63	\$ 57,235.63	\$ 58,666.51	\$ 60,133.17	\$ 61,636.51	\$ 63,177.42	\$ 64,756.85	\$ 66,375.78																						
		\$ 19.96	\$ 20.46	\$ 20.97	\$ 21.50	\$ 22.03	\$ 22.58	\$ 23.15	\$ 23.73	\$ 24.32	\$ 24.93	\$ 25.55	\$ 26.19	\$ 26.85	\$ 27.52	\$ 28.21	\$ 28.91	\$ 29.63	\$ 30.37	\$ 31.13	\$ 31.91																						
Jail Sargent	E2	\$ 34,158.51	\$ 35,012.48	\$ 35,887.79	\$ 36,784.98	\$ 37,704.61	\$ 38,647.22	\$ 39,613.40	\$ 40,603.74	\$ 41,618.98	\$ 42,659.31	\$ 43,725.79	\$ 44,818.93	\$ 45,939.40	\$ 47,087.89	\$ 48,265.08	\$ 49,471.71	\$ 50,708.50	\$ 51,976.22	\$ 53,275.62	\$ 54,607.52																						
		\$ 16.42	\$ 16.83	\$ 17.25	\$ 17.69	\$ 18.13	\$ 18.58	\$ 19.04	\$ 19.52	\$ 20.01	\$ 20.51	\$ 21.02	\$ 21.55	\$ 22.09	\$ 22.64	\$ 23.20	\$ 23.78	\$ 24.38	\$ 24.99	\$ 25.61	\$ 26.25																						
Jail Corporal I	E3	\$ 32,531.92	\$ 33,345.22	\$ 34,178.84	\$ 35,033.32	\$ 35,909.15	\$ 36,806.88	\$ 37,727.05	\$ 38,670.23	\$ 39,636.99	\$ 40,627.91	\$ 41,643.60	\$ 42,684.69	\$ 43,751.81	\$ 44,845.61	\$ 45,966.75	\$ 47,115.92	\$ 48,293.82	\$ 49,501.16	\$ 50,738.69	\$ 52,007.16																						
		\$ 15.64	\$ 16.03	\$ 16.43	\$ 16.84	\$ 17.26	\$ 17.70	\$ 18.14	\$ 18.59	\$ 19.06	\$ 19.53	\$ 20.02	\$ 20.52	\$ 21.03	\$ 21.56	\$ 22.10	\$ 22.65	\$ 23.22	\$ 23.80	\$ 24.39	\$ 25.00																						
Detention/Dispatch Supervisor	E4	\$ 30,982.78	\$ 31,757.35	\$ 32,551.28	\$ 33,365.07	\$ 34,199.13	\$ 35,054.17	\$ 35,930.52	\$ 36,828.78	\$ 37,749.51	\$ 38,693.24	\$ 39,660.58	\$ 40,652.09	\$ 41,668.40	\$ 42,710.10	\$ 43,777.86	\$ 44,872.30	\$ 45,994.11	\$ 47,143.96	\$ 48,322.56	\$ 49,530.63																						
		\$ 14.90	\$ 15.27	\$ 15.65	\$ 16.04	\$ 16.44	\$ 16.85	\$ 17.27	\$ 17.71	\$ 18.15	\$ 18.60	\$ 19.07	\$ 19.54	\$ 20.03	\$ 20.53	\$ 21.05	\$ 21.57	\$ 22.11	\$ 22.67	\$ 23.23	\$ 23.81																						
Detention Officer I / Dispatch	E5	\$ 29,507.41	\$ 30,245.09	\$ 31,558.14	\$ 31,776.25	\$ 32,570.66	\$ 33,384.93	\$ 34,219.55	\$ 35,075.04	\$ 35,951.91	\$ 36,850.71	\$ 37,771.98	\$ 38,716.27	\$ 39,684.18	\$ 40,676.28	\$ 41,693.19	\$ 42,735.52	\$ 43,803.91	\$ 44,899.01	\$ 46,021.48	\$ 47,199.56																						
		\$ 14.19	\$ 14.54	\$ 15.17	\$ 15.28	\$ 15.66	\$ 16.05	\$ 16.45	\$ 16.86	\$ 17.28	\$ 17.72	\$ 18.16	\$ 18.61	\$ 19.08	\$ 19.56	\$ 20.04	\$ 20.55	\$ 21.06	\$ 21.59	\$ 22.13	\$ 22.69																						
Detention Officer II	E6	\$ 28,102.30	\$ 28,804.85	\$ 29,524.97	\$ 30,263.09	\$ 31,019.68	\$ 31,795.16	\$ 32,590.04	\$ 33,404.80	\$ 34,239.92	\$ 35,095.92	\$ 35,973.31	\$ 36,872.64	\$ 37,794.46	\$ 38,739.32	\$ 39,707.80	\$ 40,700.50	\$ 41,718.01	\$ 42,760.96	\$ 43,829.99	\$ 44,925.74																						
		\$ 13.51	\$ 13.85	\$ 14.19	\$ 14.55	\$ 14.91	\$ 15.29	\$ 15.67	\$ 16.06	\$ 16.46	\$ 16.87	\$ 17.29	\$ 17.73	\$ 18.17	\$ 18.62	\$ 19.09	\$ 19.57	\$ 20.06	\$ 20.56	\$ 21.07	\$ 21.60																						
Cook	E7	\$ 28,102.30	\$ 28,804.85	\$ 29,524.97	\$ 30,263.09	\$ 31,019.68	\$ 31,795.16	\$ 32,590.04	\$ 33,404.80	\$ 34,239.92	\$ 35,095.92	\$ 35,973.31	\$ 36,872.64	\$ 37,794.46	\$ 38,739.32	\$ 39,707.80	\$ 40,700.50	\$ 41,718.01	\$ 42,760.96	\$ 43,829.99	\$ 44,925.74																						
		\$ 13.51	\$ 13.85	\$ 14.19	\$ 14.55	\$ 14.91	\$ 15.29	\$ 15.67	\$ 16.06	\$ 16.46	\$ 16.87	\$ 17.29	\$ 17.73	\$ 18.17	\$ 18.62	\$ 19.09	\$ 19.57	\$ 20.06	\$ 20.56	\$ 21.07	\$ 21.60																						
Buildings and Facilities																																											
Supervisor	F1	\$ 41,519.89	\$ 42,557.89	\$ 43,621.83	\$ 44,712.37	\$ 45,830.19	\$ 46,975.94	\$ 48,150.34	\$ 49,354.10	\$ 50,587.95	\$ 51,852.65	\$ 53,148.97	\$ 54,477.69	\$ 55,839.63	\$ 57,235.63	\$ 58,666.51	\$ 60,133.17	\$ 61,636.51	\$ 63,177.42	\$ 64,756.85	\$ 66,375.78																						
		\$ 19.96	\$ 20.46	\$ 20.97	\$ 21.50	\$ 22.03	\$ 22.58	\$ 23.15	\$ 23.73	\$ 24.32	\$ 24.93	\$ 25.55	\$ 26.19	\$ 26.85	\$ 27.52	\$ 28.21	\$ 28.91	\$ 29.63	\$ 30.37	\$ 31.13	\$ 31.91																						
Assistant I	F2	\$ 29,507.41	\$ 30,245.09	\$ 31,001.22	\$ 31,776.25	\$ 32,570.66	\$ 33,384.93	\$ 34,219.55	\$ 35,075.04	\$ 35,951.91	\$ 36,850.71	\$ 37,771.98	\$ 38,716.27	\$ 39,684.18	\$ 40,676.28	\$ 41,693.19	\$ 42,735.52	\$ 43,803.91	\$ 44,899.01	\$ 46,021.48	\$ 47,172.02																						
		\$ 14.19	\$ 14.54																																								

Executive Assistant	H2	\$ 26.75	\$ 27.42	\$ 28.10	\$ 28.81	\$ 29.53	\$ 30.27	\$ 31.02	\$ 31.80	\$ 32.59	\$ 33.41	\$ 34.24	\$ 35.10	\$ 35.98	\$ 36.88	\$ 37.80	\$ 38.74	\$ 39.71	\$ 40.70	\$ 41.72	\$ 42.76
		\$ 32,531.92	\$ 33,345.22	\$ 34,178.84	\$ 35,033.32	\$ 35,909.15	\$ 36,806.88	\$ 37,727.05	\$ 38,670.23	\$ 39,636.99	\$ 40,627.91	\$ 41,643.60	\$ 42,684.69	\$ 43,751.81	\$ 44,845.61	\$ 45,966.75	\$ 47,115.92	\$ 48,293.82	\$ 49,501.16	\$ 50,738.69	\$ 52,007.16
		\$ 15.64	\$ 16.03	\$ 16.43	\$ 16.84	\$ 17.26	\$ 17.70	\$ 18.14	\$ 18.59	\$ 19.06	\$ 19.53	\$ 20.02	\$ 20.52	\$ 21.03	\$ 21.56	\$ 22.10	\$ 22.65	\$ 23.22	\$ 23.80	\$ 24.39	\$ 25.00
Emergency Management																					
Emergency Management Coordina	I1	\$ 41,519.89	\$ 42,557.89	\$ 43,621.83	\$ 44,712.37	\$ 45,830.19	\$ 46,975.94	\$ 48,150.34	\$ 49,354.10	\$ 50,587.95	\$ 51,852.65	\$ 53,148.97	\$ 54,477.69	\$ 55,839.63	\$ 57,235.63	\$ 58,666.51	\$ 60,133.17	\$ 61,636.51	\$ 63,177.42	\$ 64,756.85	\$ 66,375.78
		\$ 19.96	\$ 20.46	\$ 20.97	\$ 21.50	\$ 22.03	\$ 22.58	\$ 23.15	\$ 23.73	\$ 24.32	\$ 24.93	\$ 25.55	\$ 26.19	\$ 26.85	\$ 27.52	\$ 28.21	\$ 28.91	\$ 29.63	\$ 30.37	\$ 31.13	\$ 31.91
Elections																					
Elections Administrator	J1	\$ 35,866.44	\$ 36,763.11	\$ 37,682.18	\$ 38,624.23	\$ 39,589.84	\$ 40,579.59	\$ 41,594.07	\$ 42,633.93	\$ 43,699.78	\$ 44,792.27	\$ 45,912.08	\$ 47,059.87	\$ 48,236.37	\$ 49,442.29	\$ 50,678.34	\$ 51,945.30	\$ 53,243.93	\$ 54,575.03	\$ 55,939.40	\$ 57,337.89
		\$ 17.24	\$ 17.67	\$ 18.12	\$ 18.57	\$ 19.03	\$ 19.51	\$ 20.00	\$ 20.50	\$ 21.01	\$ 21.53	\$ 22.07	\$ 22.62	\$ 23.19	\$ 23.77	\$ 24.36	\$ 24.97	\$ 25.60	\$ 26.24	\$ 26.89	\$ 27.57
Veterans Service																					
Veterans Service Officer	K1	\$ 17,252.37	\$ 17,683.68	\$ 18,125.77	\$ 18,578.91	\$ 19,043.39	\$ 19,519.47	\$ 20,007.46	\$ 20,507.65	\$ 21,020.33	\$ 21,545.85	\$ 22,084.49	\$ 22,636.61	\$ 23,202.52	\$ 23,782.59	\$ 24,377.45	\$ 24,986.57	\$ 25,611.24	\$ 26,251.53	\$ 26,907.81	\$ 27,580.50
		\$ 16.59	\$ 17.00	\$ 17.43	\$ 17.86	\$ 18.31	\$ 18.77	\$ 19.24	\$ 19.72	\$ 20.21	\$ 20.72	\$ 21.24	\$ 21.77	\$ 22.31	\$ 22.87	\$ 23.44	\$ 24.03	\$ 24.63	\$ 25.24	\$ 25.87	\$ 26.52