

HABERSHAM COUNTY BOARD OF COMMISSION
EXECUTIVE SUMMARY

SUBJECT: Salary & Compensation Study Recommendations and Results

DATE: November 14, 2022

☒ **RECOMMENDATION**

☐ **POLICY DISCUSSION**

BUDGET INFORMATION:

☐ **STATUS REPORT**

ANNUAL- \$603,048 (Various Funds)

☐ **OTHER**

CAPITAL-

COMMISSION ACTION REQUESTED ON: 11/21/2022

PURPOSE: To request Commission approval and implementation of the results and recommendations from the Compensation Review and Assessment of Jobs Study conducted by Evergreen Solutions, LLC for the current County classifications and to implement the findings and recommendations of the study beginning in January 2023. Cost will be in the amount of \$603,048 for the remaining six months of FY2023.

BACKGROUND / HISTORY: Habersham County approved for Evergreen Solutions, LLC to conduct a compensation review and assessment of jobs study for the current County classifications and to present their findings and recommendations of the study. Evergreen presented their findings and recommendations to the Board at their September 19th meeting. County Administration then met with every Dept Head to go over each employee in their department to review the findings and to recommend placement of the employee within the proper range of the new pay grades. Human Resources then compiled the results into monetary figures. If approved by the Board, to bring everyone up to the minimum salary range in the recommended pay tables with the new position classifications and merit raises will total \$1,206,095.00. In the FY 2023 Budget we budgeted \$800,000 for the salary study results and \$395,912 (total \$1,195,912) for merit increases during the fiscal year that will be used for the funding of these recommendations.

FACTS AND ISSUES:

- a. Salary Study has been completed and recommendations made to the Board for approval.
 - b. Four Pay Tables have been established to replace the current Pay tables for Board approval. There will be one for General & Administrative Positions, one for Sheriff, one for Fire & EMS and one for E-911 positions.
 - c. A thorough review has been completed with each department and the Position Classifications are being recommended to the Board for approval
 - d. Cost of Implementation for the remainder of FY2023 is \$603,048.
 - e. Approval of necessary Budget Adjustments to move Salary Study Contingency to each department as needed.
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OPTIONS:

- 1) Approve an implement Recommendations and Findings of the Salary & Compensations Study, the proposed four New Pay Tables and Positions Classification Table including associated Budget Adjustments from Salary Contingency as needed to fund each department's changes. Cost is \$603,048 for the remainder of FY2023
 - 2) Deny Recommendations and Findings of the Salary & Compensations Study, the proposed four New Pay Tables and Positions Classification Table including associated Budget Adjustments from Salary Contingency as needed to fund each department's changes. Cost is \$603,048 for the remainder of FY2023
 - 3) Commission defined alternative.
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RECOMMENDED SAMPLE MOTION: Move to Approve Implementation of Recommendations and Findings of the Salary & Compensations Study, the proposed four New Pay Tables and Positions Classification Table including associated Budget Adjustments from Salary Contingency as needed to fund each department's changes. Cost is \$603,048 for the remainder of FY2023

DEPARTMENT:

Prepared by: Finance

Director ____ Tim Sims _____

**ADMINISTRATIVE
COMMENTS:** _____

County Manager

DATE: _____

2022 Habersham County Salary Study Funding Results

	Actual Annualized Cost	Budgeted FY2023
Bring Employees up to Minimum and Compression Adjustments	\$824,872	\$800,000
Adjustment to Meet 3% COLA for above positions	\$365,603	\$395,912
3% COLA to those employees that already fell within pay tables and did not receive any adjustments	\$15,619	
Annualized Total Adjustment	\$1,206,095	\$1,195,912

Adjustments to Begin in January 2023 for remainder of FY2023 Fiscal Year.

Funds needed through end of Fiscal Year	\$ 603,048
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Starting Salary 911 Pay Plan 911-01					\$13.75
Proposed Plan Adjustment Key					0.00%
911 Proposed Plan				Hourly	
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression
911-01	\$ 13.75	\$ 17.19	\$ 20.63	50.0%	-
911-02	\$ 17.00	\$ 21.25	\$ 25.50	50.0%	23.6%
911-03	\$ 18.00	\$ 22.50	\$ 27.00	50.0%	5.9%
911-04	\$ 18.90	\$ 23.63	\$ 28.35	50.0%	5.0%
911-05	\$ 19.85	\$ 24.81	\$ 29.77	50.0%	5.0%
911-06	\$ 20.84	\$ 26.05	\$ 31.26	50.0%	5.0%
911-07	\$ 22.92	\$ 28.65	\$ 34.38	50.0%	10.0%
911-08	\$ 25.21	\$ 31.52	\$ 37.82	50.0%	10.0%
911-09	\$ 27.73	\$ 34.67	\$ 41.60	50.0%	10.0%
911-10	\$ 30.51	\$ 38.13	\$ 45.76	50.0%	10.0%
911-11	\$ 35.08	\$ 43.85	\$ 52.63	50.0%	15.0%
911-12	\$ 38.59	\$ 48.24	\$ 57.89	50.0%	10.0%
911-13	\$ 42.45	\$ 53.06	\$ 63.68	50.0%	10.0%
911-14	\$ 48.82	\$ 61.02	\$ 73.23	50.0%	15.0%

Admin

Non-Certified/Admin

Certified

Certified/Trainer

Senior Comms

Comms Supv/Records Mngr

Assistant Dir

911 Dir

911 Proposed Plan	2080			Annually	
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression
911-01	\$ 28,600.00	\$ 35,750.00	\$ 42,900.00	50.0%	-
911-02	\$ 35,360.00	\$ 44,200.00	\$ 53,040.00	50.0%	23.6%
911-03	\$ 37,440.00	\$ 46,800.00	\$ 56,160.00	50.0%	5.9%
911-04	\$ 39,312.00	\$ 49,140.00	\$ 58,968.00	50.0%	5.0%
911-05	\$ 41,277.60	\$ 51,597.00	\$ 61,916.40	50.0%	5.0%
911-06	\$ 43,341.48	\$ 54,176.85	\$ 65,012.22	50.0%	5.0%
911-07	\$ 47,675.63	\$ 59,594.54	\$ 71,513.44	50.0%	10.0%
911-08	\$ 52,443.19	\$ 65,553.99	\$ 78,664.79	50.0%	10.0%
911-09	\$ 57,687.51	\$ 72,109.39	\$ 86,531.26	50.0%	10.0%
911-10	\$ 63,456.26	\$ 79,320.33	\$ 95,184.39	50.0%	10.0%
911-11	\$ 72,974.70	\$ 91,218.37	\$ 109,462.05	50.0%	15.0%
911-12	\$ 80,272.17	\$ 100,340.21	\$ 120,408.25	50.0%	10.0%
911-13	\$ 88,299.39	\$ 110,374.23	\$ 132,449.08	50.0%	10.0%
911-14	\$ 101,544.30	\$ 126,930.37	\$ 152,316.44	50.0%	15.0%

Starting Salary Sheriff Plan HCS01	\$12.50
Proposed Plan Adjustment Key	0.00%

Sheriff Proposed Pay Plan	2236			Hourly		
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression	
HCS01B	\$12.50	\$15.63	\$18.75	50.0%		Temp/PT/Seasonal/Bailiff Legal Assist State (1040)/ Deputy Civil-Courts
HCS02B	\$14.38	\$17.97	\$21.56	50.0%	15.0%	
HCS03B	\$15.09	\$18.87	\$22.64	50.0%	5.0%	
HCS04B	\$15.85	\$19.81	\$23.77	50.0%	5.0%	Case Mngr (2080)/ Admin Legal Assistant/ Admin Assistant to the SO
HCS05B	\$16.64	\$20.80	\$24.96	50.0%	5.0%	Front Desk (2080)
HCS06B	\$17.47	\$21.84	\$26.21	50.0%	5.0%	Crime Scene/Records/ State Cert/Inmate Serv Deputy Sheriff-Civil, Warrants & Courts/Detention Officer
HCS07B	\$18.35	\$22.93	\$27.52	50.0%	5.0%	CPL Detention
HCS08B	\$19.26	\$24.08	\$28.90	50.0%	5.0%	Deputy/Transport/SGT-Jail/ TAC Investigator / CPL Patrol SGT SO
HCS09B	\$20.23	\$25.28	\$30.34	50.0%	5.0%	
HCS10B	\$21.24	\$26.55	\$31.86	50.0%	5.0%	
HCS11B	\$22.30	\$27.88	\$33.45	50.0%	5.0%	LT SO / Jail CPT SO / LT Court Major SO
HCS12B	\$23.42	\$29.27	\$35.12	50.0%	5.0%	
HCS13B	\$24.59	\$30.73	\$36.88	50.0%	5.0%	
HCS14B	\$26.43	\$33.04	\$39.65	50.0%	7.5%	Chief DEP Colonel
HCS15B	\$28.41	\$35.52	\$42.62	50.0%	7.5%	
HCS16B	\$29.83	\$37.29	\$44.75	50.0%	5.0%	
HCS17B	\$37.29	\$46.61	\$55.94	50.0%	25.0%	Sheriff
HCS18B	\$41.02	\$51.28	\$61.53	50.0%	10.0%	
HCS19B	\$47.17	\$58.97	\$70.76	50.0%	15.0%	

Sheriff Proposed Pay Plan	2080			Hourly		
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression	
HCS01A	\$12.50	\$15.63	\$18.75	50.0%		Temp/PT/Seasonal/Bailiff Legal Assist State (1040)/Deputy Civil-Courts
HCS02A	\$14.38	\$17.97	\$21.56	50.0%	15.0%	
HCS03A	\$15.09	\$18.87	\$22.64	50.0%	5.0%	
HCS04A	\$15.85	\$19.81	\$23.77	50.0%	5.0%	Case Mngr (2080)/Admin Legal Assistant/ Admin Assistant to the SO
HCS05A	\$16.64	\$20.80	\$24.96	50.0%	5.0%	Front Desk (2080)
HCS06A	\$17.47	\$21.84	\$26.21	50.0%	5.0%	Crime Scene/Records/ State Cert/Inmate Serv Deputy Sheriff-Civil, Warrants & Courts/Detention Officer
HCS07A	\$18.35	\$22.93	\$27.52	50.0%	5.0%	CPL Detention
HCS08A	\$19.26	\$24.08	\$28.90	50.0%	5.0%	Deputy/Transport/SGT-Jail/TAC Investigator / CPL Patrol SGT SO
HCS09A	\$20.23	\$25.28	\$30.34	50.0%	5.0%	
HCS10A	\$21.24	\$26.55	\$31.86	50.0%	5.0%	
HCS11A	\$22.30	\$27.88	\$33.45	50.0%	5.0%	LT SO / Jail CPT SO / LT Court Major SO
HCS12A	\$23.42	\$29.27	\$35.12	50.0%	5.0%	
HCS13A	\$24.59	\$30.73	\$36.88	50.0%	5.0%	
HCS14A	\$26.43	\$33.04	\$39.65	50.0%	7.5%	Chief DEP Colonel
HCS15A	\$28.41	\$35.52	\$42.62	50.0%	7.5%	
HCS16A	\$29.83	\$37.29	\$44.75	50.0%	5.0%	
HCS17A	\$37.29	\$46.61	\$55.94	50.0%	25.0%	Sheriff
HCS18A	\$41.02	\$51.28	\$61.53	50.0%	10.0%	
HCS19A	\$47.17	\$58.97	\$70.76	50.0%	15.0%	

Sheriff Proposed Pay Plan	2236			Annually	
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression
HCS01B	\$27,950.00	\$34,937.50	\$41,925.00	50.0%	
HCS02B	\$32,142.50	\$40,178.13	\$48,213.75	50.0%	15.0%
HCS03B	\$33,749.63	\$42,187.03	\$50,624.44	50.0%	5.0%
HCS04B	\$35,437.11	\$44,296.38	\$53,155.66	50.0%	5.0%
HCS05B	\$37,208.96	\$46,511.20	\$55,813.44	50.0%	5.0%
HCS06B	\$39,069.41	\$48,836.76	\$58,604.11	50.0%	5.0%
HCS07B	\$41,022.88	\$51,278.60	\$61,534.32	50.0%	5.0%
HCS08B	\$43,074.02	\$53,842.53	\$64,611.04	50.0%	5.0%
HCS09B	\$45,227.73	\$56,534.66	\$67,841.59	50.0%	5.0%
HCS10B	\$47,489.11	\$59,361.39	\$71,233.67	50.0%	5.0%
HCS11B	\$49,863.57	\$62,329.46	\$74,795.35	50.0%	5.0%
HCS12B	\$52,356.75	\$65,445.93	\$78,535.12	50.0%	5.0%
HCS13B	\$54,974.58	\$68,718.23	\$82,461.87	50.0%	5.0%
HCS14B	\$59,097.68	\$73,872.10	\$88,646.51	50.0%	7.5%
HCS15B	\$63,530.00	\$79,412.50	\$95,295.00	50.0%	7.5%
HCS16B	\$66,706.50	\$83,383.13	\$100,059.75	50.0%	5.0%
HCS17B	\$83,383.13	\$104,228.91	\$125,074.69	50.0%	25.0%
HCS18B	\$91,721.44	\$114,651.80	\$137,582.16	50.0%	10.0%
HCS19B	\$105,479.66	\$131,849.57	\$158,219.49	50.0%	15.0%

Sheriff Proposed Pay Plan	2080			Annually	
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression
HCS01A	\$26,000.00	\$32,500.00	\$39,000.00	50.0%	
HCS02A	\$29,900.00	\$37,375.00	\$44,850.00	50.0%	15.0%
HCS03A	\$31,395.00	\$39,243.75	\$47,092.50	50.0%	5.0%
HCS04A	\$32,964.75	\$41,205.94	\$49,447.13	50.0%	5.0%
HCS05A	\$34,612.99	\$43,266.23	\$51,919.48	50.0%	5.0%
HCS06A	\$36,343.64	\$45,429.55	\$54,515.46	50.0%	5.0%
HCS07A	\$38,160.82	\$47,701.02	\$57,241.23	50.0%	5.0%
HCS08A	\$40,068.86	\$50,086.07	\$60,103.29	50.0%	5.0%
HCS09A	\$42,072.30	\$52,590.38	\$63,108.45	50.0%	5.0%
HCS10A	\$44,175.92	\$55,219.90	\$66,263.88	50.0%	5.0%
HCS11A	\$46,384.71	\$57,980.89	\$69,577.07	50.0%	5.0%
HCS12A	\$48,703.95	\$60,879.94	\$73,055.92	50.0%	5.0%
HCS13A	\$51,139.15	\$63,923.93	\$76,708.72	50.0%	5.0%
HCS14A	\$54,974.58	\$68,718.23	\$82,461.87	50.0%	7.5%
HCS15A	\$59,097.68	\$73,872.10	\$88,646.51	50.0%	7.5%
HCS16A	\$62,052.56	\$77,565.70	\$93,078.84	50.0%	5.0%
HCS17A	\$77,565.70	\$96,957.13	\$116,348.55	50.0%	25.0%
HCS18A	\$85,322.27	\$106,652.84	\$127,983.41	50.0%	10.0%
HCS19A	\$98,120.61	\$122,650.76	\$147,180.92	50.0%	15.0%

Starting Salary General Plan HC01				\$12.50	
Proposed Plan Adjustment Key				0.00%	
General Proposed Plan				Hourly	
Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression
HC00	\$12.50	\$16.25	\$20.00	60.00%	-
HC01	\$15.00	\$19.50	\$24.00	60.00%	20.00%
HC02	\$15.75	\$20.48	\$25.20	60.00%	5.00%
HC03	\$16.54	\$21.50	\$26.46	60.00%	5.00%
HC04	\$17.36	\$22.57	\$27.78	60.00%	5.00%
HC05	\$18.23	\$23.70	\$29.17	60.00%	5.00%
HC06	\$19.14	\$24.89	\$30.63	60.00%	5.00%
HC07	\$20.10	\$26.13	\$32.16	60.00%	5.00%
HC08	\$21.11	\$27.44	\$33.77	60.00%	5.00%
HC09	\$22.16	\$28.81	\$35.46	60.00%	5.00%
HC10	\$23.27	\$30.25	\$37.23	60.00%	5.00%
HC11	\$24.43	\$31.76	\$39.09	60.00%	5.00%
HC12	\$25.66	\$33.35	\$41.05	60.00%	5.00%
HC13	\$26.94	\$35.02	\$43.10	60.00%	5.00%
HC14	\$28.28	\$36.77	\$45.26	60.00%	5.00%
HC15	\$29.70	\$38.61	\$47.52	60.00%	5.00%
HC16	\$31.18	\$40.54	\$49.89	60.00%	5.00%
HC17	\$32.74	\$42.57	\$52.39	60.00%	5.00%
HC18	\$34.38	\$44.69	\$55.01	60.00%	5.00%
HC19	\$36.96	\$48.05	\$59.13	60.00%	7.50%
HC20	\$39.73	\$51.65	\$63.57	60.00%	7.50%

General Proposed Plan	2080			Annually	
Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression
HC00	\$26,000.00	\$33,800.00	\$41,600.00	60.00%	-
HC01	\$31,200.00	\$40,560.00	\$49,920.00	60.00%	20.00%
HC02	\$32,760.00	\$42,588.00	\$52,416.00	60.00%	5.00%
HC03	\$34,398.00	\$44,717.40	\$55,036.80	60.00%	5.00%
HC04	\$36,117.90	\$46,953.27	\$57,788.64	60.00%	5.00%
HC05	\$37,923.80	\$49,300.93	\$60,678.07	60.00%	5.00%
HC06	\$39,819.98	\$51,765.98	\$63,711.98	60.00%	5.00%
HC07	\$41,810.98	\$54,354.28	\$66,897.57	60.00%	5.00%
HC08	\$43,901.53	\$57,071.99	\$70,242.45	60.00%	5.00%
HC09	\$46,096.61	\$59,925.59	\$73,754.58	60.00%	5.00%
HC10	\$48,401.44	\$62,921.87	\$77,442.30	60.00%	5.00%
HC11	\$50,821.51	\$66,067.97	\$81,314.42	60.00%	5.00%
HC12	\$53,362.59	\$69,371.36	\$85,380.14	60.00%	5.00%
HC13	\$56,030.72	\$72,839.93	\$89,649.15	60.00%	5.00%
HC14	\$58,832.25	\$76,481.93	\$94,131.61	60.00%	5.00%
HC15	\$61,773.87	\$80,306.03	\$98,838.19	60.00%	5.00%
HC16	\$64,862.56	\$84,321.33	\$103,780.09	60.00%	5.00%
HC17	\$68,105.69	\$88,537.39	\$108,969.10	60.00%	5.00%
HC18	\$71,510.97	\$92,964.26	\$114,417.55	60.00%	5.00%
HC19	\$76,874.29	\$99,936.58	\$122,998.87	60.00%	7.50%
HC20	\$82,639.87	\$107,431.83	\$132,223.79	60.00%	7.50%

Starting Salary Fire/EMS Plan HCF01					\$12.50
Proposed Plan Adjustment Key					0.00%
Fire/EMS Proposed Pay Plan				Hourly	
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression
HCF01	\$12.50	\$15.63	\$18.75	50.0%	
HCF02	\$13.13	\$16.41	\$19.69	50.0%	5.0%
HCF03	\$13.78	\$17.23	\$20.67	50.0%	5.0%
HCF04	\$14.47	\$18.09	\$21.71	50.0%	5.0%
HCF05	\$15.19	\$18.99	\$22.79	50.0%	5.0%
HCF06	\$16.71	\$20.89	\$25.07	50.0%	10.0%
HCF07	\$18.38	\$22.98	\$27.58	50.0%	10.0%
HCF08	\$19.76	\$24.70	\$29.65	50.0%	7.5%
HCF09	\$20.75	\$25.94	\$31.13	50.0%	5.0%
HCF10	\$21.79	\$27.24	\$32.68	50.0%	5.0%
HCF11	\$22.88	\$28.60	\$34.32	50.0%	5.0%
HCF12	\$24.02	\$30.03	\$36.03	50.0%	5.0%
HCF13	\$25.22	\$31.53	\$37.84	50.0%	5.0%
HCF14	\$26.48	\$33.11	\$39.73	50.0%	5.0%
HCF15	\$34.43	\$43.04	\$51.65	50.0%	30.0%
HCF16	\$36.15	\$45.19	\$54.23	50.0%	5.0%
HCF17	\$37.96	\$47.45	\$56.94	50.0%	5.0%

Admin Support - Entry or Temp
EMT/Firefighter Recruit
EMT/Firefighter/Admin Assistant
Advanced EMT/Firefighter (Apparatus Driver/Operator)
Office Mngr (2080)

Paramedic/Firefighter (Apparatus Driver/Operator)
Lieutenant/Training LT
Captain/Training CPT
Battalian Chief

Operations/Dep Chief

Chief

Fire/EMS Proposed Pay Plan				2920			Annually	
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression			
HCF01	\$36,500.00	\$45,625.00	\$54,750.00	50.0%				
HCF02	\$38,325.00	\$47,906.25	\$57,487.50	50.0%	5.0%			
HCF03	\$40,241.25	\$50,301.56	\$60,361.88	50.0%	5.0%			
HCF04	\$42,253.31	\$52,816.64	\$63,379.97	50.0%	5.0%			
HCF05	\$44,365.98	\$55,457.47	\$66,548.97	50.0%	5.0%			
HCF06	\$48,802.58	\$61,003.22	\$73,203.86	50.0%	10.0%			
HCF07	\$53,682.83	\$67,103.54	\$80,524.25	50.0%	10.0%			
HCF08	\$57,709.05	\$72,136.31	\$86,563.57	50.0%	7.5%			
HCF09	\$60,594.50	\$75,743.12	\$90,891.75	50.0%	5.0%			
HCF10	\$63,624.22	\$79,530.28	\$95,436.33	50.0%	5.0%			
HCF11	\$66,805.43	\$83,506.79	\$100,208.15	50.0%	5.0%			
HCF12	\$70,145.71	\$87,682.13	\$105,218.56	50.0%	5.0%			
HCF13	\$73,652.99	\$92,066.24	\$110,479.49	50.0%	5.0%			
HCF14	\$77,335.64	\$96,669.55	\$116,003.46	50.0%	5.0%			
HCF15	\$100,536.33	\$125,670.42	\$150,804.50	50.0%	30.0%			
HCF16	\$105,563.15	\$131,953.94	\$158,344.73	50.0%	5.0%			
HCF17	\$110,841.31	\$138,551.63	\$166,261.96	50.0%	5.0%			

Fire/EMS Proposed Pay Plan				2080			Annually	
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression			
HCF01	\$26,000.00	\$32,500.00	\$39,000.00	50.0%	0.0%			
HCF02	\$27,300.00	\$34,125.00	\$40,950.00	50.0%	5.0%			
HCF03	\$28,665.00	\$35,831.25	\$42,997.50	50.0%	5.0%			
HCF04	\$30,098.25	\$37,622.81	\$45,147.38	50.0%	5.0%			
HCF05	\$31,603.16	\$39,503.95	\$47,404.74	50.0%	5.0%			
HCF06	\$34,763.48	\$43,454.35	\$52,145.22	50.0%	10.0%			
HCF07	\$38,239.83	\$47,799.78	\$57,359.74	50.0%	10.0%			
HCF08	\$41,107.81	\$51,384.77	\$61,661.72	50.0%	7.5%			
HCF09	\$43,163.20	\$53,954.01	\$64,744.81	50.0%	5.0%			
HCF10	\$45,321.36	\$56,651.71	\$67,982.05	50.0%	5.0%			
HCF11	\$47,587.43	\$59,484.29	\$71,381.15	50.0%	5.0%			
HCF12	\$49,966.80	\$62,458.51	\$74,950.21	50.0%	5.0%			
HCF13	\$52,465.14	\$65,581.43	\$78,697.72	50.0%	5.0%			
HCF14	\$55,088.40	\$68,860.50	\$82,632.60	50.0%	5.0%			
HCF15	\$71,614.92	\$89,518.65	\$107,422.38	50.0%	30.0%			
HCF16	\$75,195.67	\$93,994.59	\$112,793.50	50.0%	5.0%			
HCF17	\$78,955.45	\$98,694.31	\$118,433.18	50.0%	5.0%			

Admin Support - Entry or Temp
EMT/Firefighter Recruit
EMT/Firefighter/Admin Assistant
Advanced EMT/Firefighter (Apparatus Driver/Operator)
Office Mngr (2080)

Paramedic/Firefighter (Apparatus Driver/Operator)
Lieutenant/Training LT
Captain/Training CPT
Battalian Chief

Operations/Dep Chief

Chief

Department	Current Classification Title	Proposed Classification Title	Proposed Pay Grade	Proposed Min	Proposed Midpoint	Proposed Max
911 CALL CENTER	Administrative Assistant-Communications	Administrative Assistant-Communications	911-01	\$13.75	\$17.19	\$20.63
911 CALL CENTER	Communications Officer_Non-Certified	Communications Officer_Non-Certified	911-02	\$17.00	\$18.91	\$22.69
911 CALL CENTER	Communications Officer_Certified	Communications Officer_Certified	911-03	\$18.00	\$19.85	\$23.82
911 CALL CENTER	Senior Communications Officer	Senior Communications Officer	911-05	\$19.85	\$21.89	\$26.26
911 CALL CENTER	Communications Supervisor	Communications Supervisor	911-07	\$22.92	\$25.28	\$30.33
911 CALL CENTER	Records Manager	Records Manager	911-07	\$22.72	\$25.28	\$30.33
911 CALL CENTER	Assistant E911 & Emergency Management Director	Assistant E911 & Emergency Management Director	911-11	\$35.08	\$38.69	\$46.43
911 CALL CENTER	E911 & Emergency Management Director	E911 & Emergency Management Director	911-14	\$48.82	\$53.84	\$64.61
ACCOUNTABILITY COURT	Associate Director	Associate Director	HC11	\$24.43	\$31.76	\$39.09
ACCOUNTABILITY COURT	Clinical Coordinator	Clinical Coordinator	HC11	\$24.43	\$31.76	\$39.09
ACCOUNTABILITY COURT	Accountability Court Director	Accountability Court Director	HC14	\$28.28	\$36.77	\$45.26
ACCOUNTABILITY MENTAL HEALTH FAMILY COURT	Case Manager	Case Manager	HC05	\$18.23	\$23.70	\$29.17
AG SERVICE	4-H Program Assistant	4-H Program Assistant	HC00	\$12.50	\$16.25	\$20.00
AIRPORT	Maintenance Technician/Equipment Operator	Maintenance Technician/Equipment Operator	HC08	\$21.11	\$27.44	\$33.77
AIRPORT	Airport Operations Technician	Airport Operations Supervisor	HC13	\$26.94	\$35.02	\$43.10
AIRPORT	Airport Manager	Airport Manager	HC18	\$34.38	\$44.69	\$55.01
AIRPORT	Airport Line Technician	Airport Line Technician	HC00	\$12.50	\$16.25	\$20.00
ANIMAL CONTROL	Animal Control Officer I	Kennel Technician	HC00	\$12.50	\$16.25	\$20.00
ANIMAL CONTROL	Animal Control Officer I	Animal Control Clerk	HC03	\$16.54	\$21.50	\$26.46
ANIMAL CONTROL	Lead Kennel Technician	Lead Kennel Technician	HC02	\$15.75	\$20.48	\$25.20
ANIMAL CONTROL	Animal Control Officer II	Animal Control Officer II	HC04	\$17.36	\$22.57	\$27.78
ANIMAL CONTROL	Adminstrative Assistant	Administrative Assistant	HC02	\$15.75	\$20.48	\$25.20
ANIMAL CONTROL	Animal Control Technician	Animal Control Technician	HC00	\$12.50	\$16.25	\$20.00
ANIMAL CONTROL	Income/Outcome Coordinator	Income/Outcome Coordinator	HC01	\$15.00	\$19.50	\$24.00
ANIMAL CONTROL	Field Operations Supervisor	Field Operations Supervisor	HC07	\$20.10	\$26.13	\$32.16
ANIMAL CONTROL	Animal Care & Control Director	Animal Care & Control Director	HC17	\$32.74	\$42.57	\$52.39
CLERK OF COURT	Deputy Clerk-Clerk of Court	Deputy Clerk-Clerk of Court	HC02	\$15.75	\$20.48	\$25.20
CLERK OF COURT	Deputy Clerk & Accounting Technician	Deputy Clerk & Accounting Technician	HC04	\$17.36	\$22.57	\$27.78
CLERK OF COURT	Chief Deputy Clerk	Chief Deputy Clerk	HC13	\$26.94	\$35.02	\$43.10
CLERK OF COURT	Calendar Clerk	Calender Clerk	HC04	\$17.36	\$22.57	\$27.78
CLERK OF COURT	Clerk of Court	Clerk of Court	HC18	\$34.38	\$44.69	\$55.01
COUNTY CLERK	County Clerk	County Clerk	HC13	\$26.94	\$35.02	\$43.10
COUNTY MANAGERS OFFICE	Administrative Assistant & Deputy Clerk	Deputy Clerk	HC04	\$17.36	\$22.57	\$27.78
DETENTION	Front Desk Operator	Front Desk Operator	HCS05B	\$16.64	\$20.80	\$24.96
DETENTION	Crime Scene Tech/Evidence Custodian	Crime Scene Tech/Evidence Custodian	HCS06B	\$17.47	\$21.84	\$26.21
DETENTION	Inmate Services Officer & Property Manager	Inmate Services Officer & Property Manager	HCS06B	\$17.47	\$21.84	\$26.21
DETENTION	State Certification Mgr & Evid Tech	State Certification Mgr & Evid Tech	HCS06A	\$17.47	\$21.84	\$26.21
DETENTION	Detention Officer	Detention Officer	HCS07B	\$18.35	\$22.93	\$27.52
DETENTION	Corporal-Detention	Corporal-Detention	HCS08B	\$19.26	\$24.08	\$28.90
DETENTION	Jail Maintenance Supervisor	Jail Maintenance Supervisor	HCS08B	\$19.26	\$24.08	\$28.90
DETENTION	Deputy Sheriff-H.E.A.T	Deputy Sheriff-H.E.A.T	HCS09B	\$20.23	\$25.28	\$30.34
DETENTION	Deputy Sheriff-Transport	Deputy Sheriff-Transport	HCS09B	\$20.23	\$25.28	\$30.34

Department	Current Classification Title	Proposed Classification Title	Proposed Pay Grade	Proposed Min	Proposed Midpoint	Proposed Max
DETENTION	Terminal Agency Coord (TAC) Supervisor	Terminal Agency Coord (TAC) Supervisor	HCS09B	\$20.23	\$25.28	\$30.34
DETENTION	Sergeant-Jail	Sergeant-Jail	HCS09B	\$20.23	\$25.28	\$30.34
DETENTION	Staff Sergeant	Staff Sergeant	HCS10B	\$21.24	\$26.55	\$31.86
DETENTION	Lieutenant - Jail Division Commander	Lieutenant - Jail Division Commander	HCS13B	\$24.59	\$30.73	\$36.88
DETENTION	Major - Sheriff	Major - Sheriff	HCS16A	\$28.41	\$35.52	\$42.62
DISTRICT ATTORNEY OFFICE	Investigator-District Attorney	Investigator-District Attorney	HC04	\$17.36	\$22.57	\$27.78
DISTRICT ATTORNEY OFFICE	Legal Administrative Assistant - Public Defender	Legal Administrative Assistant - Public Defender	HC05	\$18.23	\$23.70	\$29.17
DISTRICT ATTORNEY OFFICE	Legal Assistant Para-DA	Legal Assistant Para-DA	HC05	\$18.23	\$23.70	\$29.17
ELECTIONS	Elections Assistant	Elections Tech/Coordinator	HC05	\$18.23	\$23.70	\$29.17
ELECTIONS	Assistant Elections Supervisor	Assistant Elections Supervisor	HC07	\$20.10	\$26.13	\$32.16
ELECTIONS	Office Clerk	Office Clerk	HC00	\$12.50	\$16.25	\$20.00
ELECTIONS	Chief Registrar & Elections Supervisor	Chief Registrar & Elections Supervisor	HC18	\$34.38	\$44.69	\$55.01
EMERGENCY SVCS	EMT-I/A/FF-Trainee	EMT-I/A/FF-Trainee	HCF03	\$13.78	\$17.23	\$20.67
EMERGENCY SVCS	Paramedic/Firefighter-Trainee	Paramedic/Firefighter-Trainee	HCF07	\$18.38	\$22.98	\$27.58
EMERGENCY SVCS	Firefighter/Paramedic	Firefighter/Paramedic	HCF08	\$19.76	\$24.70	\$29.65
EMERGENCY SVCS	Paramedic	Paramedic	HCF07	\$18.38	\$22.98	\$27.58
EMERGENCY SVCS	Maintenance and Supply Coordinator	Maintenance and Supply Coordinator	HCF04	\$14.47	\$18.09	\$21.71
EMERGENCY SVCS	Fire Lieutenant	Fire Lieutenant	HCF09	\$20.75	\$25.94	\$31.13
EMERGENCY SVCS	Lieutenant-Training	Lieutenant-Training	HCF10	\$21.79	\$27.24	\$32.68
EMERGENCY SVCS	Battalion Captain	Battalion Chief	HCF11	\$22.88	\$28.60	\$34.32
EMERGENCY SVCS	Community Case Manager	Community Case Manager	HCF14	\$26.48	\$33.11	\$39.73
EMERGENCY SVCS	Community Paramedic	Community Paramedic	HCF14	\$26.48	\$33.11	\$39.73
FACILITIES MANAGEMENT	Parks Maintenance Worker	Parks Maintenance Worker	HC01	\$15.00	\$19.50	\$24.00
FACILITIES MANAGEMENT	Transit Operator-DOT	Transit Operator-DOT	HC01	\$15.00	\$19.50	\$24.00
FACILITIES MANAGEMENT	Administrative Assistant & Transit Dispatcher	Administrative Assistant & Transit Dispatcher	HC05	\$18.23	\$23.70	\$29.17
FACILITIES MANAGEMENT	Custodian	Custodian	HC01	\$15.00	\$19.50	\$24.00
FACILITIES MANAGEMENT	Custodial Crewleader	Custodial Crewleader	HC02	\$15.75	\$20.48	\$25.20
FACILITIES MANAGEMENT	Judicial Facilities Maintenance Technician	Judicial Facilities Maintenance Technician	HC02	\$15.75	\$20.48	\$25.20
FACILITIES MANAGEMENT	Facilities Maintenance Technician & Certified Pool	Facilities Maintenance Technician & Certified Pool	HC10	\$23.27	\$30.25	\$37.23
FACILITIES MANAGEMENT	Facilities Maintenance Technician	Facilities Maintenance Technician	HC03	\$16.54	\$21.50	\$26.46
FACILITIES MANAGEMENT	Facilities Maintenance Crew Leader	Facilities Maintenance Crew Leader	HC10	\$23.27	\$30.25	\$37.23
FACILITIES MANAGEMENT	Facilities Maintenance Director	Facilities Maintenance Director	HC18	\$34.38	\$44.69	\$55.01
FAMILY COURT	Program Coordinator-Drug Ct	Program Coordinator-Drug Ct	HC08	\$21.11	\$27.44	\$33.77
FINANCE	Finance Specialist II	Finance Specialist II	HC07	\$20.10	\$26.13	\$32.16
FINANCE	Finance Specialist III-Receipts & Banking	Finance Specialist III-Receipts & Banking	HC11	\$24.43	\$31.76	\$39.09
FINANCE	Accounting Manager	Accounting Manager	HC15	\$29.70	\$38.61	\$47.52
FINANCE	Grants Coordinator	Grants Coordinator	HC12	\$25.66	\$33.35	\$41.05
FINANCE	Purchasing Coordinator	Purchasing Coordinator	HC12	\$25.66	\$33.35	\$41.05
FINANCE	Finance Director	Finance Director	HC20	\$39.73	\$51.65	\$63.57
FIRE DEPARTMENT	Interim Emergency Services Director	Interim Emergency Services Director	HC20	\$39.73	\$51.65	\$63.57
FIRE DEPARTMENT	EMT/Firefighter Trainee	EMT/FF Recruit	HCF01	\$12.50	\$15.63	\$18.75
FIRE DEPARTMENT	EMT B/FF-Trainee	EMT B/FF Recruit	HCF02	\$13.13	\$16.41	\$19.69
FIRE DEPARTMENT	Administrative Assistant-EMS	Administrative Assistant	HCF03	\$13.78	\$17.23	\$20.67
FIRE DEPARTMENT	Firefighter	Firefighter I	HCF02	\$13.13	\$16.41	\$19.69

Department	Current Classification Title	Proposed Classification Title	Proposed Pay Grade	Proposed Min	Proposed Midpoint	Proposed Max
FIRE DEPARTMENT	Firefighter I/EMT-I/A	Firefighter I/EMT-I/A	HCF05	\$15.19	\$18.99	\$22.79
FIRE DEPARTMENT	Firefighter II/EMT-I/A	Firefighter II/EMT-I/A	HCF05	\$15.19	\$18.99	\$22.79
FIRE DEPARTMENT	Firefighter/EMT-B	Firefighter/EMT-B	HCF04	\$14.47	\$18.09	\$21.71
FIRE DEPARTMENT	Quartermaster	Quartermaster	HCF04	\$14.47	\$18.09	\$21.71
FIRE DEPARTMENT	Office Manager	Office Manager	HCF07	\$18.38	\$22.98	\$27.58
FIRE DEPARTMENT	Captain/Training Officer	Captain/Training Officer	HCF12	\$24.02	\$30.03	\$36.03
FIRE DEPARTMENT	Battalion Chief	Battalion Chief	HCF13	\$25.22	\$31.53	\$37.84
FLEET ROAD DEPT	Mechanic I	Mechanic I	HC05	\$18.23	\$23.70	\$29.17
FLEET ROAD DEPT	Mechanic II	Mechanic II	HC06	\$19.14	\$24.89	\$30.63
FLEET ROAD DEPT	Assistant Fleet Maintenance Director	Assistant Fleet Maintenance Director	HC09	\$22.16	\$28.81	\$35.46
FLEET ROAD DEPT	Fleet Maintenance Director	Fleet Maintenance Director	HC16	\$31.18	\$40.54	\$49.89
HUMAN RESOURCES	Human Resources Technician	Human Resources Technician	HC02	\$15.75	\$20.48	\$25.20
HUMAN RESOURCES	Human Resources Generalist	Human Resources Generalist	HC09	\$22.16	\$28.81	\$35.46
HUMAN RESOURCES	Human Resources Director	Human Resources Director	HC20	\$39.73	\$51.65	\$63.57
INFORMATION TECHNOLOGY	Information Technology Specialist I	Information Technology Specialist I	HC05	\$18.23	\$23.70	\$29.17
INFORMATION TECHNOLOGY	Information Technology Specialist	Information Technology Specialist II	HC10	\$23.27	\$30.25	\$37.23
INFORMATION TECHNOLOGY	Information Technology Administrator	Information Technology Administrator	HC13	\$26.94	\$35.02	\$43.10
INFORMATION TECHNOLOGY	Information Technology Director	Information Technology Director	HC19	\$36.96	\$48.05	\$59.13
JUVENILE	Administrative Assistant/Secretary	Administrative Assistant	HC04	\$17.36	\$22.57	\$27.78
JUVENILE	Juvenile Court Judge	Juvenile Court Judge	HC18	\$34.38	\$44.69	\$55.01
LANDFILL	Temp Scalehouse Attendant	Temp Scalehouse Attendant	HC01	\$15.00	\$19.50	\$24.00
LANDFILL	Landfill Maintenance Worker	Landfill Maintenance Worker	HC02	\$15.75	\$20.48	\$25.20
LANDFILL	Landfill Maintenance Worker 2	Landfill Maintenance Worker 2	HC03	\$16.54	\$21.50	\$26.46
LANDFILL	Landfill Maintenance Operator	Landfill Maintenance Operator	HC03	\$16.54	\$21.50	\$26.46
LANDFILL	Scalehouse Attendant	Scalehouse Attendant	HC03	\$16.54	\$21.50	\$26.46
LANDFILL	Recycling Coordinator	Recycling Coordinator	HC01	\$15.00	\$19.50	\$24.00
LANDFILL	Certified Landfill Operator	Certified Landfill Operator	HC05	\$18.23	\$23.70	\$29.17
LANDFILL	Solid Waste Manager	Solid Waste Manager	HC10	\$23.27	\$30.25	\$37.23
LANDFILL	Solid Waste Director	Solid Waste Director	HC18	\$34.38	\$44.69	\$55.01
MAGISTRATE COURT	Deputy Clerk Magistrate Court	Deputy Clerk-Magistrate Court	HC01	\$15.00	\$19.50	\$24.00
MAGISTRATE COURT	Clerk of Magistrate Court/Associate Judge	Clerk of Magistrate Court/Associate Judge	HC13	\$26.94	\$35.02	\$43.10
MAGISTRATE COURT	Chief Magistrate Judge	Chief Magistrate Judge	HC14	\$28.28	\$36.77	\$45.26
MENTAL HEALTH COURT	Mental Health Court Coordinator	Mental Health Court Coordinator	HC08	\$21.11	\$27.44	\$33.77
PLANNING & DEVELOPMENT	Permit & License Specialist	Permit & License Specialist	HC02	\$15.75	\$20.48	\$25.20
PLANNING & DEVELOPMENT	Code Enforcement Officer	Code Enforcement Officer	HC05	\$18.23	\$23.70	\$29.17
PLANNING & DEVELOPMENT	Planner	GIS Planner	HC08	\$21.11	\$27.44	\$33.77
PLANNING & DEVELOPMENT	Construction Inspector	Construction Inspector	HC07	\$20.10	\$26.13	\$32.16
PLANNING & DEVELOPMENT	GIS Administrator	GIS Administrator	HC09	\$22.16	\$28.81	\$35.46
PLANNING & DEVELOPMENT	Building Official	Building Official	HC12	\$25.66	\$33.35	\$41.05
PLANNING & DEVELOPMENT	Planning & Development Director	Planning & Development Director	HC18	\$34.38	\$44.69	\$55.01
PROBATE COURT	Deputy Clerk-Probate	Deputy Clerk-Probate	HC01	\$15.00	\$19.50	\$24.00
PROBATE COURT	Probate Judge	Probate Judge	HC13	\$26.94	\$35.02	\$43.10
PUBLIC INFORMATION OFFICE	Public Information Officer	Public Information Officer	HC10	\$23.27	\$30.25	\$37.23
RECREATION	Fairground Events	Fairground Events	HC00	\$12.50	\$16.25	\$20.00

Department	Current Classification Title	Proposed Classification Title	Proposed Pay Grade	Proposed Min	Proposed Midpoint	Proposed Max
RECREATION	Gymnastics Instructor	Gymnastics Instructor	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Lifeguard	Lifeguard	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Parks & Recreation Assistant	Parks & Recreation Assistant	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Summer Camp Counselor - Seasonal	Summer Camp Counselor - Seasonal	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Gymnastics Assistant I & Girls Prog Coord	Girls Team Program Coordinator	HC01	\$15.00	\$19.50	\$24.00
RECREATION	Head Lifeguard	Head Lifeguard	HC01	\$15.00	\$19.50	\$24.00
RECREATION	Athletic Specialist	Athletic Specialist	HC04	\$17.36	\$22.57	\$27.78
RECREATION	Class Program Coordinator	Class Program Coordinator	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Cheerleading Coordinator	Cheerleading Coordinator	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Gymnastics Coordinator	Gymnastics Coordinator	HC04	\$17.36	\$22.57	\$27.78
RECREATION	Gymnastics Director & Head Coach	Gymnastics Director and Head Coach	HC09	\$22.16	\$28.81	\$35.46
RECREATION	Parks & Recreation Director	Parks & Recreation Director	HC18	\$34.38	\$44.69	\$55.01
ROAD DEPT	Equipment Operator	Equipment Operator	HC01	\$15.00	\$19.50	\$24.00
ROAD DEPT	Engineer Technician I	Sign Technician	HC02	\$15.75	\$20.48	\$25.20
ROAD DEPT	Heavy Equipment Operator	Heavy Equipment Operator	HC03	\$16.54	\$21.50	\$26.46
ROAD DEPT	Assistant Public Works Director	Assistant Public Works Director	HC19	\$36.96	\$48.05	\$59.13
ROAD DEPT	Contract Service Engineer	Contract Service Engineer	HC16	\$31.18	\$40.54	\$49.89
ROAD DEPT	Office Manager	Office Manager	HC07	\$20.10	\$26.13	\$32.16
ROAD DEPT	Crew Leader	Crew Leader	HC06	\$19.14	\$24.89	\$30.63
ROAD DEPT	Road Superintendent	Road Superintendent	HC13	\$26.94	\$35.02	\$43.10
ROAD DEPT	Public Works Director	Public Works Director	HC19	\$36.96	\$48.05	\$59.13
SENIOR CENTER	Kitchen Manager	Kitchen Manager	HC00	\$12.50	\$16.25	\$20.00
SENIOR CENTER	Wellness & Transportation Administrative Assistant	Wellness & Transportation Administrative Assistant	HC01	\$15.00	\$19.50	\$24.00
SENIOR CENTER	Transit Operator-Sr Ctr	Transit Operator-Sr Ctr	HC01	\$15.00	\$19.50	\$24.00
SENIOR CENTER	Activity Planner/Coordinator	Activity Planner/Coordinator	HC03	\$16.54	\$21.50	\$26.46
SENIOR CENTER	Program Coordinator-Sr Ctr	Program Coordinator-Sr Ctr	HC03	\$16.54	\$21.50	\$26.46
SENIOR CENTER	Wellness Coordinator	Wellness Coordinator	HC03	\$16.54	\$21.50	\$26.46
SENIOR CENTER	Program Specialist	Program Specialist	HC07	\$20.10	\$26.13	\$32.16
SENIOR CENTER	Senior Center Director	Senior Center Director	HC13	\$26.94	\$35.02	\$43.10
SHERIFF	Administrative Assistant to the Sheriff	Administrative Assistant to the Sheriff	HCS04A	\$15.85	\$19.81	\$23.77
SHERIFF	Records Assistant	Records Assistant	HCS06A	\$17.47	\$21.84	\$26.21
SHERIFF	Deputy Sheriff-Civil, Warrants & Courts	Deputy Sheriff-Civil, Warrants & Courts	HCS09B	\$20.23	\$25.28	\$30.34
SHERIFF	Deputy Sheriff-Patrol	Deputy Sheriff-Patrol	HCS09B	\$20.23	\$25.28	\$30.34
SHERIFF	Deputy Sheriff-S.P.O.T	Deputy Sheriff-S.P.O.T	HCS09B	\$20.23	\$25.28	\$30.34
SHERIFF	Deputy Sheriff-School Resource Officer	Deputy Sheriff-School Resource Officer	HCS10B	\$21.24	\$26.55	\$31.86
SHERIFF	Corporal-H.E.A.T	Corporal-H.E.A.T	HCS10B	\$21.24	\$26.55	\$31.86
SHERIFF	Corporal-Patrol	Corporal-Patrol	HCS10B	\$21.24	\$26.55	\$31.86
SHERIFF	Investigator-Sheriff	Investigator-Sheriff	HCS10B	\$21.24	\$26.55	\$31.86
SHERIFF	Sergeant-Civil, Warrants & Courts	Sergeant-Civil, Warrants & Courts	HCS11B	\$22.30	\$27.88	\$33.45
SHERIFF	Sergeant-Patrol	Sergeant-Patrol	HCS11B	\$22.30	\$27.88	\$33.45
SHERIFF	Patrol Inv	Patrol Inv	HCS10B	\$21.24	\$26.55	\$31.86
SHERIFF	Sergeant-School Resource Officer	Sergeant-School Resource Officer	HCS11B	\$22.30	\$27.88	\$33.45
SHERIFF	Lieutenant - Criminal Investigations Commander	Lieutenant - Criminal Investigations Commander	HCS13B	\$24.59	\$30.73	\$36.88
SHERIFF	Lieutenant-Patrol	Lieutenant-Patrol	HCS13B	\$24.59	\$30.73	\$36.88

Department	Current Classification Title	Proposed Classification Title	Proposed Pay Grade	Proposed Min	Proposed Midpoint	Proposed Max
SHERIFF	Lieutenant Court Services	Lieutenant Court Services	HCS13B	\$24.59	\$30.73	\$36.88
SHERIFF	Captain-Civil, Warrants & Courts	Captain-Civil, Warrants & Courts	HCS14A	\$26.43	\$33.04	\$39.65
SHERIFF	Captain-Patrol	Captain-Patrol	HCS14A	\$26.43	\$33.04	\$39.65
SHERIFF	Chief Deputy Colonel - Sheriff	Chief Deputy Colonel - Sheriff	HCS18A	\$41.02	\$51.28	\$61.53
STATE SOLICITOR	State Solicitor	State Solicitor	HC18	\$34.38	\$44.69	\$55.01
STATE COURT	Legal Assistant-State	Legal Assistant-State	HC02	\$15.75	\$20.48	\$25.20
STATE COURT	State Court Judge	State Court Judge	HC18	\$34.38	\$44.69	\$55.01
STATE SOLICITOR	Administrative Legal Assistant	Administrative Legal Assistant	HC04	\$17.36	\$22.57	\$27.78
SUPERIOR COURT	Bailiff	Bailiff	HC01	\$15.00	\$19.50	\$24.00
SUPERIOR COURT JUDGES	Court Reporter	Court Reporter	HC06	\$19.14	\$24.89	\$30.63
SUPERIOR COURT JUDGES	Compliance Coordinator	Compliance Coordinator	HC07	\$20.10	\$26.13	\$32.16
SUPERIOR COURT JUDGES	Court Recorder	Court Recorder	HC08	\$21.11	\$27.44	\$33.77
TAX ASSESSORS	Appraisal Clerk	Appraiser Assistant	HC01	\$15.00	\$19.50	\$24.00
TAX ASSESSORS	Real Property Appraiser	Appraiser II	HC06	\$19.14	\$24.89	\$30.63
TAX ASSESSORS	Mapper & Appraiser	Appraiser II	HC06	\$19.14	\$24.89	\$30.63
TAX ASSESSORS	Personal Property Appraiser	Appraiser I	HC05	\$18.23	\$23.70	\$29.17
TAX ASSESSORS	Deputy Chief Appraiser	Deputy Chief Appraiser	HC13	\$26.94	\$35.02	\$43.10
TAX ASSESSORS	Appraiser III	Appraiser III	HC08	\$21.11	\$27.44	\$33.77
TAX ASSESSORS	Appraiser IV	Appraiser IV	HC10	\$23.27	\$30.25	\$37.23
TAX ASSESSORS	Real Property Appraiser - Non Certified	Real Property Appraiser - Non Certified	HC01	\$15.00	\$19.50	\$24.00
TAX ASSESSORS	Chief Appraiser	Chief Appraiser	HC13	\$26.94	\$35.02	\$43.10
TAX COMMISSIONERS	Tax Specialist I	Tax Specialist I	HC02	\$15.75	\$20.48	\$25.20
TAX COMMISSIONERS	Tax Specialist II	Tax Specialist II	HC03	\$16.54	\$21.50	\$26.46
TAX COMMISSIONERS	Tax Specialist III	Tax Specialist III	HC04	\$17.36	\$22.57	\$27.78
TAX COMMISSIONERS	Tax Commissioner	Tax Commissioner	HC18	\$34.38	\$44.69	\$55.01

