

## APPENDIX A- MANAGERIAL

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ASSISTANT DEPUTY COUNTY CLERK  
ASSISTANT DIRECTOR OF PUBLIC HEALTH  
ASSISTANT PUBLIC DEFENDER - FT  
CHILDREN WITH SPECIAL NEEDS COORD  
CLERK OF THE LEGISLATURE  
COMMISSIONER OF PUBLIC WORKS  
COMMISSIONER OF SOCIAL SERVICE I  
CORRECTIONS ADMINISTRATOR  
COUNTY ATTORNEY  
COUNTY HISTORIAN  
DEPUTY COMMISSIONER-SOCIAL SERVICES  
DEPUTY COMMISSIONER - FISCAL OPER  
DEPUTY COMMISSIONER OF PUBLIC WORKS  
DEPUTY COUNTY CLERK  
DEPUTY COUNTY TREASURER  
DEPUTY ELECTION COMMISSIONERS  
DEPUTY ELECTION COMMISSIONERS  
DIRECTOR OF BUILDINGS & GROUNDS  
DIRECTOR OF DATA PROCESSING  
DIRECTOR OF FINANCIAL MANAGEMENT  
DIRECTOR OF HIGHWAYS & BRIDGES  
DIRECTOR OF REAL PROPERTY TAX  
DIRECTOR OF WEIGHTS AND MEASURES A  
ECONOMIC DEVELOPMENT SPECIALIST  
ECONOMIC DEVELOPMENT SPECIALIST  
ECONOMIC OPPORTUNITY & DEV DIRECTOR  
ELECTION COMMISSIONER  
ELECTION COMMISSIONER  
EMERGENCY MANAGEMENT DIRECTOR-PT  
EXEC DIR. YOUTH.ATI & VETERANS SVCS  
HUMAN RESOURCE FINANCIAL SPECIALIST  
PERSONNEL ASSOCIATE  
PERSONNEL OFFICER  
PROBATION DIRECTOR II  
PUBLIC DEFENDER-PT  
PUBLIC HEALTH DIRECTOR  
PURCHASING AGENT  
REIMBURSEMENT SPECIALIST  
SOCIAL SERVICES ATTORNEY  
SUPERINTENDENT OF SANITARY SEWER DISTRICT #1  
SUPERVISING PUBLIC HEALTH NURSE  
UNDERSHERIFF

**APPENDIX A1- MANAGEMENT CONFIDENTIAL**

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ASSISTANT DA - CARP  
ASSISTANT DA - CARP  
ASSISTANT DA - CARP  
COMMUNICATION SPECIALIST  
CONFIDENTIAL SECRETARY - PUBLIC DEF  
CONFIDENTIAL SECRETARY (SHERIFF)  
CONFIDENTIAL SECRETARY DPW  
CONFIDENTIAL SECRETARY DSS  
EXECUTIVE SECRETARY TO CNTY EXEC  
HR BENEFIT SPECIALIST TRAINEE  
HUMAN RESOURCE CLERK  
MAINTENANCE MECHANIC MCSSD #1  
MAINTENANCE MECHANIC MCSSD #1  
PERSONNEL ASSISTANT  
SECRETARY TO DISTRICT ATTORNEY  
WASTE WATER TREATMENT PLANT OPERATOR

## **APPENDIX A2-PART-TIME APPOINTED & STIPEND POSITIONS**

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1ST ASSISTANT PUBLIC DEFENDER-PT  
ACTING COUNTY EXECUTIVE - PT  
ASSIGNED COUNSEL ADMINISTRATOR - PT  
ASSIGNED COUNSEL ADMINISTRATOR SECRETARY - PT  
ASSISTANT COUNTY ATTORNEY-PT  
ASSISTANT PUBLIC DEFENDER-PT  
ASSISTANT PUBLIC DEFENDER FAM CRT-PT  
ASST PUB DEFENDER - PT - ILS GRANT  
ASST PUB DEFENDER - PT - UQI GRANT  
ASST PUB DEFENDER - PT - UQI GRANT  
ASST PUB DEFENDER PT - GRANT CAFA  
ASST PUB DEFENDER PT - GRANT CAFA  
ASST PUB DEFENDER PT - GRANT CAFA  
ASST. PUBLIC DEFENDER (ILS)  
BUDGET OFFICER-PT  
COUNTY AUDITOR - PT  
COUNTY FIRE COORDINATOR-PT  
CRIMINAL INVESTIGATOR-PT  
DATA OFFICER INDIGENT LEGAL SERVICES  
DEPUTY CLERK OF THE LEGISLATURE  
DEPUTY CORONER  
DEPUTY CORONER  
DEPUTY EMERGENCY MANAGEMENT DIR.PT  
DEPUTY FIRE COORDINATOR - PT-HAZMAT  
DEPUTY FIRE COORDINATOR-PT-TRAINING  
DEPUTY PERSONNEL OFFICER - PT  
DIR LABOR MANAGEMENT RELATIONS PT  
DIRECTOR OF VETERANS SERVICES-PT  
DWI COORDINATOR  
ELECTION DATA CLERK-PT  
ELECTION DATA CLERK-PT  
EMERGENCY SERVICES CHAPLAIN-PT  
EMERGENCY SVCS EMS COORDINATOR  
MANAGEMENT ASSISTANT PT  
MEDICAL DIRECTOR-PUBLIC HLTH-PT  
SOCIAL SERVICES ATTORNEY-1ST-PT  
SOCIAL SERVICES ATTORNEY-3RD-PT  
SR ACCOUNT CLERK TYPIST-STOP DWI

**APPENDIX B  
INCREMENTS**

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Attached is a schedule of base salaries and increments for all Full-time Employees listed in Appendix A-A2.

An increment is a yearly salary supplement. Increments are based on years in title

The increment shall be paid UPON an employee's anniversary date (Non-bargaining-title) and as follows:

<b>Years in Title</b>	<b># of Increments</b>
<b>1-5</b>	<b>1</b>
<b>6-10</b>	<b>2</b>
<b>11-15</b>	<b>3</b>
<b>16-20</b>	<b>4</b>
<b>21-25</b>	<b>5</b>
<b>26+</b>	<b>6</b>

Part-time employees are not entitled to increments.

Grant funded positions that are intended to have no additional cost to the county (per resolution) will not have any increase in compensation offset their salary.

## APPENDIX C COMPENSATION

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Non-bargaining employees (part-time and full-time) who are listed as listed in Appendix A-A1, shall be entitled to the following compensation upon adoption of this policy for the period, January 1, 2021 – December 31, 2021 as follows:

All employees, as listed in Appendix A-A1, shall be compensated as follows:

- Effective January 1, 2021, the base salary shall be increased by 1.75%

Cost of living increases are added to base salary without the longevity or increment included.

Grant funded positions that are intended to have no additional cost to the county (per resolution) will not have any increase in compensation offset their salary.

**Appendix D  
Salary Schedule**

**Department Head**

<b>Group E</b>	<b>Increment</b>	<b>2020</b>	<b>1.75% 2021</b>
COUNTY ATTORNEY	1,100	116,161	118,194
<b>Group F</b>	<b>Increment</b>	<b>2020</b>	
COMMISSIONER OF PUBLIC WORKS	1,100	80,783	82,197
COMMISSIONER OF SOCIAL SERVICE I	1,100	80,783	82,197
DIRECTOR OF DATA PROCESSING	1,100	80,783	82,197
ECONOMIC OPPORTUNITY & DEV DIRECTOR	1,100	80,783	82,197
PERSONNEL OFFICER	1,100	80,783	82,197
PROBATION DIRECTOR II	1,100	80,783	82,197
PUBLIC HEALTH DIRECTOR	1,100	80,783	82,197
<b>Group H</b>	<b>Increment</b>	<b>2,020</b>	
DIRECTOR OF REAL PROPERTY TAX	800	55,925	56,904
SUPERINTENDENT OF SANITARY SEWER DISTRICT #1	800	55,925	56,904
<b>Group I</b>	<b>Increment</b>	<b>2,020</b>	
CLERK OF THE LEGISLATURE	800	53,441	54,376
PURCHASING AGENT	800	53,752	54,693
<b>Group J</b>	<b>Increment</b>	<b>2020</b>	
COUNTY HISTORIAN	650	53,441	54,376
DIRECTOR OF WEIGHTS AND MEASURES A	650	43,499	44,260
ELECTION COMMISSIONER	650	43,499	44,260
ELECTION COMMISSIONER	650	43,499	44,260
EXECUTIVE DIR. YOUTH BUREAU.ATI & VETS SVCS	650	43,499	44,260
<b>Group K (Part-Time)</b>	<b>Increment</b>	<b>2020</b>	
EMERGENCY MANAGEMENT DIRECTOR-PT	-	30,000	30,525
PUBLIC DEFENDER-PT	-	84,662	86,144

## Non-Department Head

Group L	Increment	2020	1.75% 2021
ASSISTANT DA - CARP	750.00	77,353	78,707
ASSISTANT DA - CARP	750.00	77,353	78,707
ASSISTANT DA - CARP	750.00	77,353	78,707
ASSISTANT PUBLIC DEFENDER-FT	750.00	77,353	78,707
CORRECTIONS ADMINISTRATOR	750.00	67,848	69,035
SOCIAL SERVICES ATTORNEY	750.00	79,331	80,719
UNDERSHERIFF	750.00	74,448	75,751
<b>Group M</b>	<b>Increment</b>	<b>2020</b>	<b>2021</b>
ASSISTANT DIRECTOR OF PUBLIC HEALTH	700.00	63,047	64,150
DEPUTY COMMISSIONER-SOCIAL SERVICES	700.00	62,424	63,516
DEPUTY COMMISSIONER - FISCAL OPER	700.00	67,848	69,035
DEPUTY COMMISSIONER OF PUBLIC WORKS	700.00	63,360	64,469
<b>Group N</b>	<b>Increment</b>	<b>2020</b>	<b>2021</b>
SUPERVISING PUBLIC HEALTH NURSE	675.00	56,315	57,301
<b>Group O</b>	<b>Increment</b>	<b>2020</b>	<b>2021</b>
CHILDREN WITH SPECIAL NEEDS COORD	650.00	49,711	50,581
DEPUTY COUNTY CLERK	650.00	49,711	50,581
DEPUTY COUNTY TREASURER	650.00	49,711	50,581
DIRECTOR OF BLDGS&GRNDS	650.00	52,880	53,805
DIRECTOR OF FINANCIAL MGMT (PUBLIC WORKS)	650.00	52,880	53,805
DIRECTOR OF HWYS&BRDGS	650.00	52,880	53,805
EXECUTIVE SECRETARY TO CNTY EXEC	650.00	49,711	50,581
HUMAN RESOURCE FINANCIAL SPECIALIST	650.00	52,880	53,805
PERSONNEL ASSOCIATE	650.00	49,711	50,581
REIMBURSEMENT SPECIALIST	650.00	52,880	53,805
<b>Group P</b>	<b>Increment</b>	<b>2020</b>	<b>2021</b>
ASSISTANT DEPUTY COUNTY CLERK	550.00	43,499	44,260
COMMUNICATION SPECIALIST	550.00	43,499	44,260
ECONOMIC DEVELOPMENT SPECIALIST	550.00	52,880	53,805
ECONOMIC DEVELOPMENT SPECIALIST	550.00	51,938	52,847
HR BENEFIT SPECIALIST TRAINEE	550.00	46,818	47,637
WASTEWATER TREATMENT PLANT OPERATOR	550.00	43,499	44,260
<b>Group R</b>	<b>Increment</b>	<b>2020</b>	<b>2021</b>
CONFIDENTIAL SECRETARY - DPW	450.00	40,506	41,215
CONFIDENTIAL SECRETARY - PUBLIC DEF	450.00	40,506	41,215
CONFIDENTIAL SECRETARY (SHERIFF)	450.00	48,926	49,782
CONFIDENTIAL SECRETARY-DSS	450.00	40,506	41,215
DEPUTY ELECTION COMMISSIONER	450.00	35,505	36,126
DEPUTY ELECTION COMMISSIONER	450.00	35,505	36,126
HUMAN RESOURCE CLERK	450.00	35,837	36,464
MAINTENANCE MECHANIC MCSSD #1	450.00	37,284	37,936
MAINTENANCE MECHANIC MCSSD #1	450.00	37,284	37,936
PERSONNEL ASSISTANT	450.00	40,506	41,215
SECRETARY TO DISTRICT ATTORNEY	450.00	42,243	42,982

Group T (Part-time)	Increment	2020	2021
1ST ASSISTANT PUBLIC DEFENDER-PT	0.00	68617	69,818
ASSISTANT COUNTY ATTORNEY-PT	0.00	41953	42,687
ASSISTANT PUBLIC DEFENDER-PT	0.00	50072	50,948
ASSISTANT PUBLIC DEFENDER FAM CRT-PT	0.00	62502	63,596
CRIMINAL INVESTIGATOR-PT	0.00	22205	22,594
DIRECTOR LABOR MANAGEMENT RELATIONS PT	0.00	32000	32,560
DWI COORDINATOR	0.00	15840	16,117
ELECTION DATA CLERK-PT	0.00	16563	16,853
ELECTION DATA CLERK-PT	0.00	16563	16,853
MEDICAL DIRECTOR-PUBLIC HLTH-PT	0.00	5193	5,284
SOCIAL SERVICES ATTORNEY-1ST-PT	0.00	62785	63,884
SOCIAL SERVICES ATTORNEY-3RD-PT	0.00	48466	49,314
Group U (Part-time)-Excluded/Stipend	Increment	2020	2021
ACTING COUNTY EXECUTIVE - PT	0.00	2500	2500
ASSIGNED COUNSEL ADMINISTRATOR - PT	0.00	65000	65000
ASSIGNED COUNSEL ADMINISTRATOR SECRETARY - PT	0.00	15595	15595
ASST PUB DEFENDER - GRANT CAFA	0.00	43000	43000
ASST PUB DEFENDER - GRANT CAFA	0.00	43000	43000
ASST PUB DEFENDER - GRANT CAFA	0.00	43000	43000
ASST PUB DEFENDER - ILS	0.00	50000	50000
ASST PUB DEFENDER - PT ILS GRANT	0.00	54300	54300
ASST PUB DEFENDER - PT UQI GRANT	0.00	43000	43000
ASST PUB DEFENDER - PT UQI GRANT	0.00	43000	43000
BUDGET OFFICER-PT	0.00	5000	5000
COUNTY AUDITOR-PT	0.00	30000	30000
COUNTY FIRE COORDINATOR-PT	0.00	12000	12000
DATA OFFICER INDIGENT LEGAL SERVICES	0.00	37000	37000
DEPUTY CLERK OF THE LEGISLATURE	0.00	3000	3000
DEPUTY CORONER	0.00	129/HR	129/HR
DEPUTY CORONER	0.00	129/HR	129/HR
DEPUTY EMERGENCY MANAGEMENT DIR.PT	0.00	15000	15000
DEPUTY FIRE COORDINATOR - PT-HAZMAT	0.00	3000	3000
DEPUTY FIRE COORDINATOR-PT-TRAINING	0.00	3000	3000
DEPUTY PERSONNEL OFFICER - PT	0.00	30000	30000
DIRECTOR OF VETRANS SERVICE-PT	0.00	30000	30000
EMERGENCY SERVICES CHAPLAIN-PT	0.00	100	100
EMERGENCY SVCS EMS COORDINATOR	0.00	3000	3000
MANAGEMENT ASSISTANT PT	0.00	33.6080/HR	33.6080/HR
SR ACCOUNT CLERK TYPIST-STOP DWI	0.00	10000	10000

\*\* as of 1/1/2021 Director of Labor Management Relations PT shall be in group T.