



FY 2019 Recommended Budget Budget Question

Board Question #: 56

BUDGET QUESTION: What County positions were not benchmarked through the Evergreen compensation study?

RESPONSE: All County positions were benchmarked through the Evergreen study using the Job Assessment Tool (JAT) which was sent to each employee for input. The data received from the JAT was used to validate or modify classification titles. It was also used to quantify, through a scoring methodology, the value of each classification to the County.

There were a select group of positions that “went to market”. A questionnaire was sent to our market comparators asking them to provide data for like positions in their places of employment for these positions. The questionnaire data was then used to assess the value of these positions within the current job market.

For additional information, I have attached the list of all 333 positions, depicting in yellow highlight the 59 that were specifically compared against market as part of the study, and the first chapter of the Evergreen study which details how the JAT was used to assess each County position.

Attachments:

- Total Comp Study- Market Positions
- Evergreen Solutions Total Compensation Study Report- Chapter 1
(highlighting added for ease of use)

FY18 PAY SCALE

TITLE	FLSA	GRADE	YEARLY			HOURLY		
			MIN	MID	MAX	MIN	MID	MAX
FACILITY ATTENDANT (PT)	NE	1				\$10.3462	\$13.4500	\$16.5538
LABORER (PT)	NE	1				\$10.3462	\$13.4500	\$16.5538
LITTER CONTROL TECHNICIAN	NE	5	\$26,157.69	\$34,005.00	\$41,852.31	\$12.5758	\$16.3486	\$20.1213
SCALE TECHNICIAN	NE	5	\$26,157.69	\$34,005.00	\$41,852.31	\$12.5758	\$16.3486	\$20.1213
CLERK	NE	6	\$27,465.58	\$35,705.25	\$43,944.93	\$13.2046	\$17.1660	\$21.1274
MAINTENANCE WORKER I	NE	6	\$27,465.58	\$35,705.25	\$43,944.93	\$13.2046	\$17.1660	\$21.1274
MAINTENANCE WORKER - BUILDING	NE	6	\$27,465.58	\$35,705.25	\$43,944.93	\$13.2046	\$17.1660	\$21.1274
MAINTENANCE WORKER - CUSTODIAL	NE	6	\$27,465.58	\$35,705.25	\$43,944.93	\$13.2046	\$17.1660	\$21.1274
UTILITIES WORKER	NE	6	\$27,465.58	\$35,705.25	\$43,944.93	\$13.2046	\$17.1660	\$21.1274
ANIMAL CONTROL CLERK	NE	7	\$28,838.86	\$37,490.52	\$46,142.17	\$13.8648	\$18.0243	\$22.1837
ANIMAL CONTROL SHELTER ASST	NE	7	\$28,838.86	\$37,490.52	\$46,142.17	\$13.8648	\$18.0243	\$22.1837
CRIMINAL WARRANTS CLERK	NE	7	\$28,838.86	\$37,490.52	\$46,142.17	\$13.8648	\$18.0243	\$22.1837
MAINTENANCE WORKER II	NE	7	\$28,838.86	\$37,490.52	\$46,142.17	\$13.8648	\$18.0243	\$22.1837
RECORDS CLERK	NE	7	\$28,838.86	\$37,490.52	\$46,142.17	\$13.8648	\$18.0243	\$22.1837
ACCOUNT CLERK I	NE	8	\$30,280.80	\$39,365.04	\$48,449.28	\$14.5581	\$18.9255	\$23.2929
BUSINESS LICENSE CLERK	NE	8	\$30,280.80	\$39,365.04	\$48,449.28	\$14.5581	\$18.9255	\$23.2929
CASHIER	NE	8	\$30,280.80	\$39,365.04	\$48,449.28	\$14.5581	\$18.9255	\$23.2929
CIVIL PROCESS CLERK	NE	8	\$30,280.80	\$39,365.04	\$48,449.28	\$14.5581	\$18.9255	\$23.2929
MAINTENANCE TECHNICIAN I	NE	8	\$30,280.80	\$39,365.04	\$48,449.28	\$14.5581	\$18.9255	\$23.2929
PERSONAL PROPERTY CLERK	NE	8	\$30,280.80	\$39,365.04	\$48,449.28	\$14.5581	\$18.9255	\$23.2929
RECYCLING TECHNICIAN	NE	8	\$30,280.80	\$39,365.04	\$48,449.28	\$14.5581	\$18.9255	\$23.2929
SECRETARY	NE	8	\$30,280.80	\$39,365.04	\$48,449.28	\$14.5581	\$18.9255	\$23.2929
SUPPORT CLERK	NE	8	\$30,280.80	\$39,365.04	\$48,449.28	\$14.5581	\$18.9255	\$23.2929
BILINGUAL AIDE	NE	9	\$31,794.84	\$41,333.29	\$50,871.75	\$15.2860	\$19.8718	\$24.4576
COMMUNICATIONS OPERATOR	NE	9	\$31,794.84	\$41,333.29	\$50,871.75	\$15.2860	\$19.8718	\$24.4576
DEPUTY CLERK I	NE	9	\$31,794.84	\$41,333.29	\$50,871.75	\$15.2860	\$19.8718	\$24.4576
MAINTENANCE TECHNICIAN II	NE	9	\$31,794.84	\$41,333.29	\$50,871.75	\$15.2860	\$19.8718	\$24.4576
METER READER	NE	9	\$31,794.84	\$41,333.29	\$50,871.75	\$15.2860	\$19.8718	\$24.4576
PERMITS TECHNICIAN	NE	9	\$31,794.84	\$41,333.29	\$50,871.75	\$15.2860	\$19.8718	\$24.4576
ASST REGISTRAR	NE	10	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
MAINTENANCE TECHNICIAN III	NE	10	\$33,384.58	\$43,399.96	\$53,415.33	\$16.0503	\$20.8654	\$25.6804
PERSONAL PROPERTY TECHNICIAN	NE	10	\$33,384.58	\$43,399.96	\$53,415.33	\$16.0503	\$20.8654	\$25.6804
UTILITIES FIELD CREW WORKER I	NE	10	\$33,384.58	\$43,399.96	\$53,415.33	\$16.0503	\$20.8654	\$25.6804
AIDE II	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
APPRAISER TRAINEE	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
ASSESSMENT TECHNICIAN	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
BUSINESS PROPERTY TECHNICIAN	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
CSA OFFICE ASSISTANT	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
CUSTOMER SERVICE REPRESENTATIV	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645

FY18 PAY SCALE

TITLE	FLSA	GRADE	YEARLY			HOURLY		
			MIN	MID	MAX	MIN	MID	MAX
DEPUTY CLERK II	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
DEPUTY II - STATE INCOME	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
ED AND TOURISM PROGRAM COORD.	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
ENVIRONMENTAL ASSISTANT	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
FINANCIAL ASSISTANT	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
FIRE SERVICES TECHNICIAN	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
IMAGING TECHNICIAN	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
IT SUPPORT SPECIALIST I	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
OFFICE ASSISTANT	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
OFFICE TECHNICIAN	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
PROGRAM ASST(SHERIFF)	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
REVENUE RECOVERY TECHNICIAN	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
TRAINING ASSISTANT	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
UTILITIES FIELD CREW WORKER II	NE	11	\$35,053.81	\$45,569.96	\$56,086.10	\$16.8528	\$21.9086	\$26.9645
ACCOUNT CLERK II	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
ACCOUNTING TECHNICIAN I	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
ASST REGISTRAR - VMT	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
BUILDING OFFICE ASSISTANT	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
ELECTRICIAN I	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
HEAVY EQUIPMENT OPER I	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
LABORATORY TECHNICIAN	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
LEGAL ASSISTANT I	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
MAINTENANCE TRADE WORKER	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
METER TECHNICIAN	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
PARKING ENFORCEMENT OFFICER I	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
PLANT MECHANIC I	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
PLANT OPERATOR III	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
PROGRAM ASSISTANT(PARKS & REC)	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
SOLID WASTE EQUIPMENT OPER I	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
UTILITIES FIELD CREW WKR. III	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
VICTIM WITNESS PROGRAM ASST	NE	12	\$36,806.50	\$47,848.45	\$58,890.40	\$17.6954	\$23.0041	\$28.3127
ACCOUNTING TECHNICIAN II	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
CASHIER COORDINATOR	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
COMMUNICATIONS OFFICER	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
DEPUTY CLERK III	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
DEPUTY III - STATE INCOME	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
ECONOMIC DEV SPECIALIST	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
ELIGIBILITY WORKER I	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
FACILITIES MAINTENANCE TECH	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283

FY18 PAY SCALE

TITLE	FLSA	GRADE	YEARLY			HOURLY		
			MIN	MID	MAX	MIN	MID	MAX
GIS TECHNICIAN	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
HEAVY EQUIPMENT OPER II	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
IT SUPPORT SPECIALIST II	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
PLANNING TECHNICIAN I	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
RECORDS MANAGER	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
SOLID WASTE EQUIPMENT OPER II	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
ZONING ASSISTANT	NE	13	\$38,646.83	\$50,240.88	\$61,834.93	\$18.5802	\$24.1543	\$29.7283
ANIMAL CONTROL SHELTER MANAGER	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
APPRAISER I	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
CHEMIST I	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
CHIEF DEPUTY (REGISTRAR)	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
COLLECTIONS TECHNICIAN	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
CONSTRUCTION TECHNICIAN I	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
ELECTRICIAN II	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
ELIGIBILITY WORKER II	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
ENVIRONMENTAL COORDINATOR	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
EVIDENCE & PROPERTY CUSTODIAN	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
FIREFIGHTER - RECRUIT	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
FIREFIGHTER - RECRUIT (SAFER)	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
LEGAL ASSISTANT II	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
MANAGER COMPOST	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
OFFICE MANAGER I	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
PLANNING TECHNICIAN II	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
PLANT MECHANIC II	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
PLANT OPERATOR II	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
PROGRAM ASSISTANT II (PARKS & REC)	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
PROJECT MANAGEMENT COORD.	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
SENIOR GIS TECHNICIAN	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
VICTIM WITNESS PROGRAM ADVOC.	NE	14	\$40,579.17	\$52,752.92	\$64,926.67	\$19.5092	\$25.3620	\$31.2147
ADMINISTRATIVE ASSISTANT	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
ATHLETIC FACILITIES FOREMAN	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
CHEMIST II	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
CONSTRUCTION TECHNICIAN (FACILITIES)	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
CRIMINAL WARRANTS SUPERVISOR	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
DEPUTY SHERIFF	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
ELIGIBILITY WORKER III	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
ENVIRONMENTAL TECHNICIAN	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
EROSION/SEDIMENT CONTROL INSP	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
FIREFIGHTER	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755

FY18 PAY SCALE

TITLE	FLSA	GRADE	YEARLY			HOURLY		
			MIN	MID	MAX	MIN	MID	MAX
FIREFIGHTER (SAFER)	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
FIREFIGHTER 24/7	NE	E15	\$42,608.13	\$55,390.57	\$68,173.00	\$15.4601	\$20.0982	\$24.7362
FIREFIGHTER 24/7 (SAFER)	NE	E15	\$42,608.13	\$55,390.57	\$68,173.00	\$15.4601	\$20.0982	\$24.7362
FREM MECHANIC	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
HEAVY EQUIPMENT MECH/WELDER	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
IT SUPPORT SPECIALIST III	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
MEDIC	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
METER FOREMAN	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
PARKS & GROUNDS FOREMAN	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
PUMP STATION MECHANIC	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
SELF-SUFFICIENCY WORKER I	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
SENIOR LEGAL ASSISTANT	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
SENIOR PC TECHNICIAN	NE	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
TOURISM/SPECIAL EVENTS MGR	E	15	\$42,608.13	\$55,390.57	\$68,173.00	\$20.4847	\$26.6301	\$32.7755
ACCOUNTING TECHNICIAN III	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
BUSINESS TAX ADMINISTRATOR	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
CONSTRUCTION TECHNICIAN II	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
CRIME ANALYST	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
DEPUTY CLERK	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
ELECTRICIAN III	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
FAMILY SERVICES WORKER I	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
FIRE INSPECTOR (PART TIME)	NE	16				\$21.5089	\$27.9616	\$34.4143
FIREFIGHTER 24/7 SPECIALIST	NE	E16	\$44,738.53	\$58,160.09	\$71,581.66	\$16.2331	\$21.1031	\$25.9730
FIREFIGHTER 24/7-MASTER	NE	E16	\$44,738.53	\$58,160.09	\$71,581.66	\$16.2331	\$21.1031	\$25.9730
GIS ANALYST I	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
HUMAN RESOURCES TECHNICIAN	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
PLANT MECHANIC III	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
PLANT OPERATOR I	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
PROJECT MANAGER I	E	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
SELF-SUFFICIENCY WORKER II	NE	16	\$44,738.53	\$58,160.09	\$71,581.66	\$21.5089	\$27.9616	\$34.4143
ASST TO COUNTY ADMINISTRATION	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
CHEMIST III	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
DETECTIVE	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
FACILITIES MAINTENANCE FOREMAN	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
FAMILY SERVICES WORKER II	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
FIREFIGHTER/MEDIC	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
FIREFIGHTER/MEDIC (SAFER)	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
FIREFIGHTER/MEDIC 24/7	NE	E17	\$46,975.46	\$61,068.10	\$75,160.74	\$17.0448	\$22.1582	\$27.2717
FIREFIGHTER/MEDIC 24/7 (SAFER)	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$17.0448	\$22.1582	\$27.2717

FY18 PAY SCALE

TITLE	FLSA	GRADE	YEARLY			HOURLY		
			MIN	MID	MAX	MIN	MID	MAX
FRAUD INVESTIGATOR	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
HEAVY EQUIP. MAINT. FOREMAN	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
OFFICE MANAGER II	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
PERSONAL PROPERTY SUPERVISOR	E	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
PLANNER I	E	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
PROCUREMENT OFFICER I	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
REAL ESTATE SUPERVISOR	E	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
RESIDENTIAL COMB CODE INSPECTO	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
SAFETY COORDINATOR	E	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
SERGEANT (SHERIFF)	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
UTILITIES FIELD CREW FOREMAN	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
UTILITIES PUBLIC WRKS FOREMAN	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
VICTIM WITNESS ASST DIRECTOR	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
FREM RECRUIT & RET COORD	NE	17	\$46,975.46	\$61,068.10	\$75,160.74	\$22.5844	\$29.3597	\$36.1350
ACCOUNTANT I	E	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
ADMINISTRATIVE SUPPORT SUPER	E	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
APPRAISER II	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
ASST COMMISSIONER OF REVENUE	E	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
BUDGET ANALYST I	E	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
BUSINESS RETENTION SPECIALIST	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
COMMUNICATIONS SUPERVISOR	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
DEPUTY CLERK IV	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
FAMILY SERVICES WORKER III	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
FIREFIGHTER/MEDIC - SPECIALIST	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
FIREFIGHTER/MEDIC - SPECIALIST (24/7)	NE	E18	\$49,324.23	\$64,121.50	\$78,918.77	\$17.8970	\$23.2661	\$28.6353
FIREFIGHTER/MEDIC 24/7-MASTER	NE	E18	\$49,324.23	\$64,121.50	\$78,918.77	\$17.8970	\$23.2661	\$28.6353
FIREFIGHTER/MEDIC-MASTER	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
LEAD SHIFT OPERATOR	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
LEGAL ASSISTANT SUPERVISOR	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
PARALEGAL	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
PROBATE SPECIALIST	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
PROJECT MANAGER II	E	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
RESIDENTIAL PLANS REVIEWER	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
SENIOR ELIGIBILITY WORKER	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
SPECIAL PROGRAMS COORDINATOR	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
TRAINING SPECIALIST	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
VOLUNTEER SERVICE COORDINATOR	NE	18	\$49,324.23	\$64,121.50	\$78,918.77	\$23.7136	\$30.8276	\$37.9417
BUDGET ANALYST II	E	19	\$51,790.45	\$67,327.58	\$82,864.71	\$24.8993	\$32.3690	\$39.8388
CODE ENFORCEMENT OFFICER	NE	19	\$51,790.45	\$67,327.58	\$82,864.71	\$24.8993	\$32.3690	\$39.8388

FY18 PAY SCALE

TITLE	FLSA	GRADE	YEARLY			HOURLY		
			MIN	MID	MAX	MIN	MID	MAX
COMMERCIAL INSPECTOR	NE	19	\$51,790.45	\$67,327.58	\$82,864.71	\$24.8993	\$32.3690	\$39.8388
GIS ANALYST II	NE	19	\$51,790.45	\$67,327.58	\$82,864.71	\$24.8993	\$32.3690	\$39.8388
IT SERVICE DESK SUPERVISOR	E	19	\$51,790.45	\$67,327.58	\$82,864.71	\$24.8993	\$32.3690	\$39.8388
PLANNER II	E	19	\$51,790.45	\$67,327.58	\$82,864.71	\$24.8993	\$32.3690	\$39.8388
PROCUREMENT OFFICER II	NE	19	\$51,790.45	\$67,327.58	\$82,864.71	\$24.8993	\$32.3690	\$39.8388
PROJECT MANGER III	E	19	\$51,790.45	\$67,327.58	\$82,864.71	\$24.8993	\$32.3690	\$39.8388
RECREATION PROGRAMMER	E	19	\$51,790.45	\$67,327.58	\$82,864.71	\$24.8993	\$32.3690	\$39.8388
SPECIAL EVENTS COORDINATOR	E	19	\$51,790.45	\$67,327.58	\$82,864.71	\$24.8993	\$32.3690	\$39.8388
ACCOUNTANT II	E	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
APPRAISER III/CAMA TECH ANYST	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
BUDGET ANALYST III	E	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
CROSS CONNECT CONTROL COORD	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
DEPUTY IV (TREAS)	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
EMS TRAINING COORDINATOR	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
ENGINEER I	E	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
EROSION/SEDIMENT PROGRAM ADM	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
FIRE PRO & COMMRL PLANS REV	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
FIRST SERGEANT (SHERIFF)	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
FREM SERVICE MANAGER	E	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
LIEUTENANT (FREM)	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
LIEUTENANT (FREM) 24/7	NE	E20	\$54,379.97	\$70,693.96	\$87,007.95	\$19.7315	\$25.6509	\$31.5704
MANAGER RECYCLING	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
PROCUREMENT OFFICER III	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
SENIOR FAMILY SERVICES WORKER	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
TAX AUDITOR	NE	20	\$54,379.97	\$70,693.96	\$87,007.95	\$26.1442	\$33.9875	\$41.8307
ADMINISTRATIVE MANAGER	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
ASST CHIEF DEPUTY-CIRCUIT CRT	NE	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
BUSINESS MANAGER	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
CHIEF W PLANT OPERATOR	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
CHIEF WW PLANT OPERATOR	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
COMMERCIAL/RES PLANS REVIEWER	NE	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
CSA PROGRAM ADMINISTRATOR	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
DEPUTY CLERK/RECORD RETENTION OFFICER	NE	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
ELIGIBILITY SUPERVISOR	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
HUMAN RESOURCES ANALYST	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
IT PROJECT/APPLICATION ANALYST	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
LIEUTENANT (SHERIFF)	NE	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
MANAGER COLLECTION SYSTEMS	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
MANAGER CUSTOMER SERVICE	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223

FY18 PAY SCALE

TITLE	FLSA	GRADE	YEARLY			HOURLY		
			MIN	MID	MAX	MIN	MID	MAX
MANAGER DISTRIBUTION SYSTEM	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
MANAGER FACILITIES CONSTR	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
MANAGER FACILITIES MAINTENANCE	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
MANAGER LABORATORY	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
NETWORK SUPPORT SPECIALIST II	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
PARKS MANAGER	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
PAYROLL ADMINISTRATOR	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
PUBLIC INFORMATION OFFICER	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
RECREATION MANAGER	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
SENIOR BUDGET ANALYST	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
SENIOR PROCURMENT OFFICER	NE	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
STRUCTURAL ENGINEER	NE	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
TELECOMMUNICATONS SPECIALIST II	NE	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
VICTIM WITNESS DIRECTOR	E	21	\$57,098.97	\$74,228.66	\$91,358.35	\$27.4514	\$35.6869	\$43.9223
ACCOUNTANT III - SR ACCOUNTANT	E	22	\$59,953.91	\$77,940.09	\$95,926.26	\$28.8240	\$37.4712	\$46.1184
CAPTAIN (FREM)	NE	22	\$59,953.91	\$77,940.09	\$95,926.26	\$28.8240	\$37.4712	\$46.1184
CAPTAIN (FREM) 24/7	NE	E22	\$59,953.91	\$77,940.09	\$95,926.26	\$21.7540	\$28.2801	\$34.8063
CHIEF DEPUTY (COR)	E	22	\$59,953.91	\$77,940.09	\$95,926.26	\$28.8240	\$37.4712	\$46.1184
EMERGENCY COMMUNICATION MGR	E	22	\$59,953.91	\$77,940.09	\$95,926.26	\$28.8240	\$37.4712	\$46.1184
ENGINEER II	E	22	\$59,953.91	\$77,940.09	\$95,926.26	\$28.8240	\$37.4712	\$46.1184
ENVIRONMENTAL ENGINEER	E	22	\$59,953.91	\$77,940.09	\$95,926.26	\$28.8240	\$37.4712	\$46.1184
INSPECTIONS SUPERVISOR	E	22	\$59,953.91	\$77,940.09	\$95,926.26	\$28.8240	\$37.4712	\$46.1184
PLANNER III	E	22	\$59,953.91	\$77,940.09	\$95,926.26	\$28.8240	\$37.4712	\$46.1184
WEB DEVELOPER	E	22	\$59,953.91	\$77,940.09	\$95,926.26	\$28.8240	\$37.4712	\$46.1184
APPRAISER SUPV/CAMA TECH ANYST	NE	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
CHIEF DEPUTY (TREASURER)	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
DEPUTY DIRECTOR/ZONING ADMIN	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
ENGINEER III	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
FAMILY SERVICES WORKER SUPV	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
GIS SUPERVISOR	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
HUMAN RESOURCES GENERALIST	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
IT PROJECT MANAGER	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
MANAGER LANDFILL	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
MANAGER PLANT MAINT/ELECTRICAL	NE	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
OPERATIONS MANAGER	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
SENIOR FINANCIAL ANALYST	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
SENIOR HRIS ANALYST	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
UTILITIES PROJECT ENGINEER	E	23	\$62,951.61	\$81,837.09	\$100,722.58	\$30.2652	\$39.3448	\$48.4243
ACCOUNTING MANAGER	E	24	\$66,099.19	\$85,928.95	\$105,758.71	\$31.7785	\$41.3120	\$50.8455

FY18 PAY SCALE

TITLE	FLSA	GRADE	YEARLY			HOURLY		
			MIN	MID	MAX	MIN	MID	MAX
BATTALION CHIEF 24/7	E	E24	\$66,099.19	\$85,928.95	\$105,758.71	\$23.9837	\$31.1789	\$38.3740
BATTALION CHIEF	E	24	\$66,099.19	\$85,928.95	\$105,758.71	\$31.7785	\$41.3120	\$50.8455
CAPTAIN (SHERIFF)	E	24	\$66,099.19	\$85,928.95	\$105,758.71	\$31.7785	\$41.3120	\$50.8455
DIV CHIEF EMG SVS COORDIN	E	24	\$66,099.19	\$85,928.95	\$105,758.71	\$31.7785	\$41.3120	\$50.8455
DIV CHIEF EMS HEALTH & SAFETY	E	24	\$66,099.19	\$85,928.95	\$105,758.71	\$31.7785	\$41.3120	\$50.8455
DIV CHIEF FIRE PREVENTION	E	24	\$66,099.19	\$85,928.95	\$105,758.71	\$31.7785	\$41.3120	\$50.8455
DIV CHIEF TRAINING OFFICER	E	24	\$66,099.19	\$85,928.95	\$105,758.71	\$31.7785	\$41.3120	\$50.8455
IT PROGRAM MANAGER	E	24	\$66,099.19	\$85,928.95	\$105,758.71	\$31.7785	\$41.3120	\$50.8455
MUSEUM CURATOR	E	24	\$66,099.19	\$85,928.95	\$105,758.71	\$31.7785	\$41.3120	\$50.8455
DEPUTY BUILDING OFFICIAL	E	25	\$69,404.15	\$90,225.40	\$111,046.64	\$33.3674	\$43.3776	\$53.3878
DEPUTY DIRECTOR OF ECON DEV	E	25	\$69,404.15	\$90,225.40	\$111,046.64	\$33.3674	\$43.3776	\$53.3878
MANAGER WATER TREATMENT	E	25	\$69,404.15	\$90,225.40	\$111,046.64	\$33.3674	\$43.3776	\$53.3878
NETWORK ENGINEER	E	25	\$69,404.15	\$90,225.40	\$111,046.64	\$33.3674	\$43.3776	\$53.3878
NETWORK ENGINEER(RADIO)	E	25	\$69,404.15	\$90,225.40	\$111,046.64	\$33.3674	\$43.3776	\$53.3878
DIR OF COMMUNITY ENGAGEMENT	E	26	\$72,874.36	\$94,736.67	\$116,598.97	\$35.0357	\$45.5465	\$56.0572
GRANTS MANAGER	E	26	\$72,874.36	\$94,736.67	\$116,598.97	\$35.0357	\$45.5465	\$56.0572
IT NETWORK DATABASE ADMINISTRATOR	E	26	\$72,874.36	\$94,736.67	\$116,598.97	\$35.0357	\$45.5465	\$56.0572
PROCUREMENT MANAGER	E	26	\$72,874.36	\$94,736.67	\$116,598.97	\$35.0357	\$45.5465	\$56.0572
TRANSPORTATION PLANNER	E	26	\$72,874.36	\$94,736.67	\$116,598.97	\$35.0357	\$45.5465	\$56.0572
ASST DIR OF PLANNING	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
CHIEF REAL ESTATE APPRAISER	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
DEPUTY DIRECTOR OF SOCIAL SVCS	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
DIV DIR ADMINISTRATION	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
DIV DIR CAPITAL CONSTRUCTION	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
DIV DIR ENGINEERING & CONST	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
DIV DIR FACILITIES MANAGEMENT	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
DIV DIR FIELD SERVICES	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
DIV DIR LABORATORY	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
DIV DIR UTILITIES/PUBLIC WORKS	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
DIV DIR UTILITY OPERATIONS	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
DIV DIR WASTEWATER TREATMENT	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
IT DIV DIRECTOR-OPERATIONS	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
IT DIV DIRECTOR - PUBLIC SAFETY	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
IT DIV DIR-PROG MGMT/APP SUPP	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
TRAFFIC ENGINEER	E	27	\$76,518.08	\$99,473.50	\$122,428.92	\$36.7875	\$47.8238	\$58.8601
ASST COMMONWEALTH'S ATTORNEY	E	28	\$80,343.98	\$104,447.17	\$128,550.37	\$38.6269	\$50.2150	\$61.8031
ASST COUNTY ATTORNEY	E	28	\$80,343.98	\$104,447.17	\$128,550.37	\$38.6269	\$50.2150	\$61.8031
BUDGET MANAGER	E	28	\$80,343.98	\$104,447.17	\$128,550.37	\$38.6269	\$50.2150	\$61.8031
CONTROLLER	E	28	\$80,343.98	\$104,447.17	\$128,550.37	\$38.6269	\$50.2150	\$61.8031

FY18 PAY SCALE

TITLE	FLSA	GRADE	YEARLY			HOURLY		
			MIN	MID	MAX	MIN	MID	MAX
DEPUTY CHIEF-FREM	E	28	\$80,343.98	\$104,447.17	\$128,550.37	\$38.6269	\$50.2150	\$61.8031
MAJOR	E	28	\$80,343.98	\$104,447.17	\$128,550.37	\$38.6269	\$50.2150	\$61.8031
DEP CHIEF INFORMATION OFFICER	E	29	\$84,361.18	\$109,669.53	\$134,977.89	\$40.5583	\$52.7257	\$64.8932
DEPUTY DIRECTOR UTIL/PUBLIC WO	E	29	\$84,361.18	\$109,669.53	\$134,977.89	\$40.5583	\$52.7257	\$64.8932
SENIOR ASST COMM ATTORNEY	E	29	\$84,361.18	\$109,669.53	\$134,977.89	\$40.5583	\$52.7257	\$64.8932
SENIOR ASST COUNTY ATTORNEY	E	29	\$84,361.18	\$109,669.53	\$134,977.89	\$40.5583	\$52.7257	\$64.8932
CHIEF OF FREM	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
DEPUTY COMMONWEALTH'S ATTORNEY	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
DEPUTY COUNTY ATTORNEY	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
DIR OF CODE COMP/CHIEF BLDG OF	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
DIR OF CODE COMP/ZONING ADMIN	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
DIR OF ECONOMIC DEVELOPMENT	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
DIR OF FINANCE	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
DIR OF HUMAN RESOURCES	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
DIR OF PARKS & RECREATION	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
DIR OF PLANNING	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
DIR OF SOCIAL SERVICES	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
DIRECTOR	E	30	\$88,579.24	\$115,153.01	\$141,726.78	\$42.5862	\$55.3620	\$68.1379
CHIEF INFORMATION OFFICER	E	31	\$97,437.16	\$126,668.31	\$155,899.46	\$46.8448	\$60.8982	\$74.9517
DIRECTOR UTILITIES/PUBLIC WORKS	E	31	\$97,437.16	\$126,668.31	\$155,899.46	\$46.8448	\$60.8982	\$74.9517
DEPUTY COUNTY ADMINISTRATOR	E	32	\$107,180.88	\$139,335.14	\$171,489.40	\$51.5293	\$66.9880	\$82.4468

Chapter 1 – Introduction

In October 2016, Evergreen Solutions was retained by Spotsylvania County (“County”) to conduct a Classification, Compensation and Benefits Study for the County. This study is being done concurrently with a similar study for Spotsylvania County Public Schools. Evergreen believes this is an innovative approach on the part of the Spotsylvania County Board of Supervisors. The two compensation and classification studies are primarily designed to focus on internal and external equity of both the structure by which employees are compensated as well as the way positions relate and compare to one another across the organization.

Internal equity relates to the fairness of an organization’s compensation practices among its current employees. Specifically, by reviewing the skills, capabilities, and duties of each position, it can be determined whether similar positions are being compensated in a similar manner within the organization. The classification component of this study is aimed at resolving any inconsistencies related to job requirements and providing some clarity to the plan in place.

External equity deals with the differences between what an organization is paying for each classification and what compensation is available in the market place for the same skills, capabilities, and duties.

As part of the study, Evergreen Solutions was tasked with:

- collecting and reviewing current environmental data present in Spotsylvania County;
- reviewing job descriptions and obtaining job analysis questionnaires from employees;
- conducting a market salary and benefits survey, and providing feedback to Spotsylvania County regarding current market competitiveness;
- conducting a classification analysis to assess internal equity and the efficiency of the current classification plan;
- developing strategic positioning recommendations using market data and best practices;
- developing a compensation structure and implementation cost plan for Spotsylvania County;
- developing and submitting draft and final reports summarizing findings and recommendations; and



- updating job descriptions that reflect recommended classification changes and employee responses to the JAT, and Fair Labor Standards Act (FLSA) recommendations.

1.1 STUDY METHODOLOGY

Evergreen Solutions combined qualitative as well as quantitative data analysis to produce an equitable solution in order to maximize the fairness and competitiveness of an organization's compensation structure and practices. Project activities included:

- conducting a project kick-off meeting;
- conducting orientation sessions with employees;
- facilitating employee focus group sessions between October 24 – November 4, 2016;
- conducting a salary survey;
- developing recommendations for compensation management;
- developing detailed implementation plans; and
- creating the draft and final reports.

Kickoff Meeting

The kickoff meeting provided an opportunity to discuss the history of the organization, finalize the work plan, and begin the data collection process. Data collection of relevant background material (including existing pay plans, organization charts, policies, procedures, training materials, job descriptions, and other pertinent material) is part of this process.

Employee Outreach

Employee Outreach consisted of orientation sessions and focus group meetings. Orientation sessions provided an opportunity for employees and supervisors to learn more information about the purpose of the study, and receive specific information related to their participation in the study process—especially the use of the Job Assessment Tool (JAT). The focus group sessions allowed employees, supervisors, and senior management to identify practices that are working well and to suggest areas for improvement with regard to compensation, classification, and the performance evaluation process. The collective feedback received during these sessions is summarized in Chapter 2 of this report.

Classification Analysis

To perform an analysis of the classification systems, all employees were asked to complete a JAT in which they have the opportunity to describe the work they performed in their own words. Supervisors then reviewed the employee JATs and provide additional information as needed.



The information provided in the completed JATs was then used in the classification analysis in two ways:

- First, the work described was reviewed to ensure that classification titles were appropriate.
- Second, the JATs were evaluated to quantify, through a scoring methodology, each classification relative value within the organization.

Each classification's score is based on the employee and supervisor responses to the JAT. The scores allowed for a comparison of classifications across the County.

Analysis of Current Conditions

This analysis provided an overall assessment of the existing pay plans and related employee data at the time the study began. The existing pay plans, the progression of employee salaries through pay grades, employee tenure, and the distribution of employees in the County were all examined during this process. The findings of this analysis is summarized in Chapter 3 of this report.

Market Analysis

The external market is defined as identified peers that have similar characteristics, demographics, and service offerings as the target organization. Benchmark positions were identified from each area and level of the organization and typically include a large cross-section of positions in the County. Once the target and benchmark information is finalized, a survey tool was created to solicit salary and benefits information from each of the peer organizations. When the results were received, the data are analyzed, cleaned, and entered to provide aggregate findings. The results of the salary and benefits surveys are provided in Chapters 4 and 5.

Compensation Philosophy

Evergreen facilitated meetings with senior managers to develop a documented philosophy with regard to employee compensation. This philosophy is based on arriving at decisions on several key factors and provided the framework for the recommended classification and compensation system, and related pay practices.

Recommendations

During the recommendation phase of the study, Evergreen Solutions developed a market-based pay plan and slot classifications into the plan based on internal and external equity. Next, implementation options were developed to transition employee salaries into the new pay plans, and the associated costs of adjusting employee salaries are estimated.

Information was then provided to Spotsylvania County on how to execute the recommended salary adjustments, as well as how to maintain the recommended compensation and

classification system over time. A summary of the findings of the study and the associated recommendations can be found in Chapter 6.

1.2 REPORT ORGANIZATION

This report includes the following five chapters:

- Chapter 2 - Summary of Employee Feedback
- Chapter 3 - Assessment of Current Conditions
- Chapter 4 - Salary Survey Results
- Chapter 5 - Benefits Survey Summary
- Chapter 6 - Recommendations

