

Current Job Title	12.5% at 60th Percentile		New Proposed Rate of Pay (Range Min & Compression Target)
	New Range Min Adj	New Range Max	
personal property appraiser	\$ 18.91	\$ 25.72	\$ 20.00
appraiser I	\$ 20.53	\$ 28.74	\$ 23.20
appraiser I	\$ 20.53	\$ 28.74	\$ 20.74
appraiser I	\$ 20.53	\$ 28.74	\$ 20.64
deputy assessor	\$ 22.56	\$ 32.52	\$ 26.04
deputy assessor	\$ 22.56	\$ 32.52	\$ 25.71
planning technician	\$ 20.53	\$ 28.74	\$ 20.91
code enforcement officer	\$ 22.28	\$ 31.20	\$ 22.34
planner I	\$ 23.47	\$ 33.84	\$ 23.69
chief building official	\$ 30.86	\$ 43.22	\$ 30.89
building and planning director	\$ 38.72	\$ 50.88	\$ 39.00
deputy clerk elections	\$ 17.44	\$ 24.44	\$ 17.53
depty motor vehicle clerk	\$ 18.91	\$ 25.72	\$ 20.22
depty motor vehicle clerk	\$ 18.91	\$ 25.72	\$ 19.40
depty motor vehicle clerk	\$ 18.91	\$ 25.72	\$ 18.98
depty motor vehicle clerk	\$ 18.91	\$ 25.72	\$ 18.97
recording supervisor	\$ 22.28	\$ 31.20	\$ 26.17
chief deputy clerk	\$ 22.56	\$ 32.52	\$ 30.71
elections administrator	\$ 23.47	\$ 33.84	\$ 24.08
4h coordinator	\$ 20.53	\$ 28.74	\$ 22.02
admin assis II	\$ 22.28	\$ 31.20	\$ 24.07
admin assistant	\$ 18.91	\$ 25.72	\$ 18.91
dispatcher	\$ 22.28	\$ 31.20	\$ 22.62
dispatcher	\$ 22.28	\$ 31.20	\$ 22.62
dispatcher	\$ 22.28	\$ 31.20	\$ 22.39
dispatcher	\$ 22.28	\$ 31.20	\$ 22.38
lead dispatcher	\$ 23.47	\$ 33.84	\$ 25.15
lead dispatcher	\$ 23.47	\$ 33.84	\$ 24.12
lead dispatcher	\$ 23.47	\$ 33.84	\$ 23.84
emergency communications direc	\$ 38.72	\$ 50.88	\$ 42.02
accounting clerk III	\$ 22.28	\$ 31.20	\$ 22.30
accounting clerk III	\$ 22.28	\$ 31.20	\$ 22.29
accountant	\$ 26.24	\$ 36.68	\$ 26.27
finance director	\$ 39.63	\$ 55.52	\$ 43.27
mechanic II	\$ 22.56	\$ 32.52	\$ 22.80
lead mechanic	\$ 23.47	\$ 33.84	\$ 23.47
fleet manager	\$ 30.86	\$ 43.22	\$ 35.33
hr director	\$ 38.72	\$ 50.88	\$ 38.89
eligibility technician	\$ 18.91	\$ 25.72	\$ 19.77
eligibility technician	\$ 18.91	\$ 25.72	\$ 19.53

eligibility technician	\$ 18.91	\$ 25.72	\$ 21.00
eligibility technician	\$ 18.91	\$ 25.72	\$ 18.92
admin asst II/child asst prog tech	\$ 22.28	\$ 31.20	\$ 22.28
caseworker I	\$ 22.28	\$ 31.20	\$ 22.43
caseworker I	\$ 22.28	\$ 31.20	\$ 22.35
caseworker I	\$ 22.28	\$ 31.20	\$ 22.33
case sev. Aid/fraud tech	\$ 22.28	\$ 31.20	\$ 22.34
family advocate	\$ 22.28	\$ 31.20	\$ 22.31
child support legal tech	\$ 22.28	\$ 31.20	\$ 25.75
child support legal tech	\$ 22.28	\$ 31.20	\$ 22.75
accountant	\$ 26.24	\$ 36.68	\$ 26.98
casework supervisor	\$ 30.86	\$ 43.22	\$ 32.69
resource manager	\$ 30.86	\$ 43.22	\$ 30.88
dhs director	\$ 50.37	\$ 70.46	\$ 50.43
computer support specialist	\$ 22.28	\$ 31.20	\$ 26.43
gis analyst	\$ 22.28	\$ 31.20	\$ 28.55
it director	\$ 38.72	\$ 50.88	\$ 40.84
solid waste facilities operator	\$ 20.53	\$ 28.74	\$ 26.79
solid waste facilities operator	\$ 20.53	\$ 28.74	\$ 21.98
solid waste facilities operator	\$ 20.53	\$ 28.74	\$ 21.70
solid waste facilities operator	\$ 20.53	\$ 28.74	\$ 21.21
solid waste facilities operator	\$ 20.53	\$ 28.74	\$ 21.16
lead landfill operator	\$ 30.87	\$ 43.22	\$ 34.63
engineering tech	\$ 22.28	\$ 31.20	\$ 25.66
transfer station attendant	\$ 17.44	\$ 24.42	\$ 19.54
transfer station attendant	\$ 17.44	\$ 24.42	\$ 19.54
maintenance technician	\$ 22.28	\$ 31.20	\$ 22.86
service writer	\$ 22.28	\$ 31.20	\$ 23.77
office manager	\$ 26.24	\$ 36.68	\$ 26.27
public works R&B Director	\$ 41.22	\$ 57.56	\$ 45.67
equipment operator I	\$ 18.91	\$ 25.72	\$ 19.03
equipment operator I	\$ 18.91	\$ 25.72	\$ 18.96
equipment operator II	\$ 20.53	\$ 28.74	\$ 20.99
equipment operator II	\$ 20.53	\$ 28.74	\$ 22.03
equipment operator II	\$ 20.53	\$ 28.74	\$ 20.65
equipment operator II	\$ 20.53	\$ 28.74	\$ 20.88
equipment operator ii	\$ 20.53	\$ 28.74	\$ 20.57
right of way technician	\$ 22.28	\$ 31.20	\$ 22.41
equipment operator III	\$ 23.47	\$ 33.84	\$ 24.51
equipment operator III	\$ 23.47	\$ 33.84	\$ 23.97
equipment operator III	\$ 23.47	\$ 33.84	\$ 25.11
r&b supervisor	\$ 26.22	\$ 36.70	\$ 33.64
r&b supervisor	\$ 26.22	\$ 36.70	\$ 33.64
r&b supervisor	\$ 26.22	\$ 36.70	\$ 30.82
r&b supervisor	\$ 26.22	\$ 36.70	\$ 26.37
admin assistant	\$ 18.91	\$ 25.72	\$ 19.00
admin assistant	\$ 18.91	\$ 25.72	\$ 19.00
records technician	\$ 18.91	\$ 25.72	\$ 19.02
evidence technician	\$ 18.91	\$ 25.72	\$ 20.79

food service assistant	\$ 18.91	\$ 25.72	\$ 21.00
maintenance technician	\$ 22.28	\$ 31.20	\$ 23.35
office manager	\$ 26.24	\$ 36.70	\$ 26.78
food service manager	\$ 26.24	\$ 36.70	\$ 26.60
alt sentencing & pretrial coord	\$ 23.47	\$ 33.84	\$ 26.19
deputy director of emergency ma	\$ 22.28	\$ 31.20	\$ 24.39
emergency operations director	\$ 38.72	\$ 50.88	\$ 38.77
bus driver	\$ 17.44	\$ 24.42	\$ 18.57
bus driver	\$ 17.44	\$ 24.42	\$ 18.02
bus driver	\$ 17.44	\$ 24.42	\$ 17.76
bus driver	\$ 17.44	\$ 24.42	\$ 17.64
bus driver	\$ 17.44	\$ 24.42	\$ 17.63
bus driver	\$ 17.44	\$ 24.42	\$ 17.61
bus driver	\$ 17.44	\$ 24.42	\$ 17.56
bus driver	\$ 17.44	\$ 24.42	\$ 17.54
bus driver	\$ 17.44	\$ 24.42	\$ 17.44
transportation program coordina	\$ 26.24	\$ 36.68	\$ 32.61
depty treasurer	\$ 18.91	\$ 25.72	\$ 19.50
deputy treasurer I	\$ 22.28	\$ 31.20	\$ 23.81
chief deputy treasurer	\$ 22.56	\$ 32.52	\$ 23.85
veterans service officer	\$ 20.53	\$ 28.74	\$ 25.11
weed & pest seasonal help	\$ 17.44	\$ 24.42	\$ 17.44
weed & pest seasonal help	\$ 17.44	\$ 24.42	\$ 17.44
Weed & pest manager	\$ 30.86	\$ 43.22	\$ 34.82
			\$ 217,013.94
	13.9% At 60th Percentile		
courthouse security officer	\$ 22.55	\$ 31.58	\$ 22.69
courthouse security officer	\$ 22.55	\$ 31.58	\$ 22.73
courthouse security officer	\$ 22.55	\$ 31.58	\$ 22.58
detention deputy	\$ 22.55	\$ 31.58	\$ 22.70
detention deputy	\$ 22.55	\$ 31.58	\$ 22.69
detention deputy	\$ 22.55	\$ 31.58	\$ 22.68
detention deputy	\$ 22.55	\$ 31.58	\$ 22.65
detention deputy	\$ 22.55	\$ 31.58	\$ 22.65
detention deputy	\$ 22.55	\$ 31.58	\$ 22.64
detention deputy	\$ 22.55	\$ 31.58	\$ 22.61
detention deputy	\$ 22.55	\$ 31.58	\$ 22.59
detention deputy	\$ 22.55	\$ 31.58	\$ 22.55
detention deputy	\$ 22.55	\$ 31.58	\$ 22.96
animal control officer	\$ 22.55	\$ 31.58	\$ 22.62
animal control officer	\$ 22.55	\$ 31.58	\$ 22.62
patrol deputy	\$ 23.76	\$ 34.26	\$ 25.06
patrol deputy	\$ 23.76	\$ 34.26	\$ 23.76
patrol deputy	\$ 23.76	\$ 34.26	\$ 24.39
patrol deputy	\$ 23.76	\$ 34.26	\$ 24.20
patrol deputy	\$ 23.76	\$ 34.26	\$ 23.79
patrol deputy	\$ 23.76	\$ 34.26	\$ 23.76
patrol/school resource officer	\$ 23.76	\$ 34.26	\$ 24.45
patrol/school resource officer	\$ 23.76	\$ 34.26	\$ 24.49

detective	\$ 26.56	\$ 37.15	\$ 27.11
detective	\$ 26.56	\$ 37.15	\$ 26.82
patrol sergeant	\$ 28.79	\$ 40.31	\$ 29.61
patrol sergeant	\$ 28.79	\$ 40.31	\$ 28.80
detention sergeant	\$ 28.79	\$ 40.31	\$ 29.47
detention sergeant	\$ 28.79	\$ 40.31	\$ 28.79
operations commander	\$ 36.93	\$ 51.52	\$ 38.17
detentions commander	\$ 36.93	\$ 51.52	\$ 38.15
			\$ 124,411.74
			\$ 341,425.67

\$ 23,216.95

\$ 26,119.06

\$ 390,761.68