

**APPENDIX B  
GENERAL UNIT  
HOURLY CLASSIFICATION AND WAGE PLAN  
4% Increase**

**Effective 10/01/2023**

**(Amended 10/08/2024)**

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
2052	4-H Program Coordinator	25.10	26.36	27.67	29.06	30.51	C
1389	Account Clerk I (IMS)*	18.47	19.39	20.36	21.38	22.45	C
1574	Account Clerk II (IMS)*	20.32	21.34	22.40	23.52	24.70	C
1828	Account Clerk III (IMS)*	22.86	24.00	25.20	26.46	27.79	C
2418	Accountant I	28.76	30.20	31.71	33.29	34.96	C
2704	Accountant II	31.62	33.20	34.86	36.60	38.43	C
2001	Accounting Technician (IMS)*	24.59	25.82	27.11	28.47	29.89	C
1186	Administrative Asst I	16.44	17.26	18.13	19.03	19.98	C
1348	Administrative Asst II	18.06	18.96	19.91	20.91	21.95	C
1529	Administrative Asst II-Translator	19.87	20.86	21.91	23.00	24.15	C
1529	Administrative Asst, Sr	19.87	20.86	21.91	23.00	24.15	C
2268	Administrative Legal Secretary	27.26	28.62	30.05	31.56	33.13	C
1904	Administrative Secretary	23.62	24.80	26.04	27.34	28.71	C
2050	Administrative Supervisor	25.08	26.33	27.65	29.03	30.48	C
2141	Administrative Technician	25.99	27.29	28.65	30.09	31.59	C
4045	Adult Services Program Manager (IMS)*	45.03	47.28	49.65	52.13	54.73	E
1932	Agriculture & Standards Insp I	23.90	25.10	26.35	27.67	29.05	C
2261	Agriculture & Standards Insp II	27.19	28.55	29.98	31.48	33.05	C
2670	Agriculture & Standards Insp III	31.28	32.84	34.49	36.21	38.02	C
1284	Agriculture Technician	17.42	18.29	19.21	20.17	21.17	C
1460	Agriculture Technician/GIS Asst	19.18	20.14	21.15	22.20	23.31	C
2397	Air Pollution Inspector I	28.55	29.98	31.48	33.05	34.70	C
2827	Air Pollution Inspector II	32.85	34.49	36.22	38.03	39.93	C
2271	Air Pollution Technician	27.29	28.65	30.09	31.59	33.17	C
1186	Airport Assistant	16.44	17.26	18.13	19.03	19.98	C
3458	Airport Manager	39.16	41.12	43.17	45.33	47.60	E
1352	Animal Care Technician I	18.10	19.01	19.96	20.95	22.00	C
1676	Animal Care Technician II	21.34	22.41	23.53	24.70	25.94	C
1480	Animal Control Office Coord	19.38	20.35	21.37	22.43	23.56	C
1480	Animal Control Officer I	19.38	20.35	21.37	22.43	23.56	C
1676	Animal Control Officer II	21.34	22.41	23.53	24.70	25.94	C
1996	Animal Control Officer III	24.54	25.77	27.06	28.41	29.83	C
2194	Appraiser I	26.52	27.85	29.24	30.70	32.24	C
2738	Appraiser II	31.96	33.56	35.24	37.00	38.85	C
1186	Archives Assistant	16.44	17.26	18.13	19.03	19.98	C
1813	Archivist	22.71	23.85	25.04	26.29	27.60	C
2862	Assistant in Civil Engineering I	33.20	34.86	36.60	38.43	40.35	C
3194	Assistant in Civil Engineering II	36.52	38.35	40.26	42.28	44.39	C
3742	Associate Civil Engineer	42.00	44.10	46.31	48.62	51.05	E
2167	Auditor-Appraiser I	26.25	27.56	28.94	30.39	31.91	C

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
2738	Auditor-Appraiser II	31.96	33.56	35.24	37.00	38.85	C
1855	Behavioral Health Aide	23.13	24.29	25.50	26.78	28.11	C
2090	Behavioral Health Care Counselor I	25.48	26.75	28.09	29.50	30.97	C
2343	Behavioral Health Care Counselor II	28.01	29.41	30.88	32.43	34.05	C
2787	Behavioral Health Care Supv (A/D)	32.45	34.07	35.78	37.56	39.44	E
3023	Behavioral Health Non-Clinical Program Coordinator	34.81	36.55	38.38	40.30	42.31	C
2460	Bldg Code Compliance Ofc/CEA	29.18	30.64	32.17	33.78	35.47	C
2280	Bridge & Sign Maint Spec	27.38	28.75	30.19	31.70	33.28	C
2302	Building Inspector I	27.60	28.98	30.43	31.95	33.55	C
2581	Building Inspector II	30.39	31.91	33.50	35.18	36.94	C
2884	Building Inspector III	33.42	35.09	36.85	38.69	40.62	C
3151	Building Inspector Supervisor	36.09	37.89	39.79	41.78	43.87	C
1749	Building Maint Worker I	22.07	23.17	24.33	25.55	26.83	C
1968	Building Maint Worker II	24.26	25.47	26.75	28.08	29.49	C
2211	Building Maint Worker III	26.69	28.02	29.43	30.90	32.44	C
2042	Building Permit Technician I	25.00	26.25	27.56	28.94	30.39	C
2292	Building Permit Technician II	27.50	28.88	30.32	31.83	33.43	C
2997	Chief Fiscal Supervisor (IMS)*	34.55	36.28	38.09	40.00	42.00	C
1813	Cadastral Drafting Technician I	22.71	23.85	25.04	26.29	27.60	C
2130	Cadastral Drafting Technician II	25.88	27.17	28.53	29.96	31.46	C
2749	Code Enforcement Officer	32.07	33.67	35.36	37.13	38.98	C
2555	Communications Systems Tech	30.13	31.64	33.22	34.88	36.62	C
2565	Community Development Senior Technician	30.23	31.74	33.33	35.00	36.74	C
2042	Community Development Technician I	25.00	26.25	27.56	28.94	30.39	C
2292	Community Development Technician II	27.50	28.88	30.32	31.83	33.43	C
2677	Compliance Officer	31.35	32.92	34.56	36.29	38.11	C
1945	Compliance Specialist	24.03	25.23	26.49	27.82	29.21	C
2090	Construction Worker	25.48	26.75	28.09	29.50	30.97	C
2343	Construction Worker, Sr	28.01	29.41	30.88	32.43	34.05	C
1164	Custodian I	16.22	17.03	17.88	18.78	19.72	C
1327	Custodian II	17.85	18.74	19.68	20.66	21.70	C
2170	Deputy Public Conservator/Guardian/Administrator I	26.28	27.59	28.97	30.42	31.94	C
2564	Deputy Public Conservator/Guardian/Administrator II	30.22	31.73	33.32	34.98	36.73	C
3194	Deputy Surveyor/ Deputy Registrar of Voters	36.52	38.35	40.26	42.28	44.39	C
3022	Director of Victim Witness Assistance Bureau	34.80	36.54	38.37	40.29	42.30	E
2825	Elections Supervisor	32.83	34.47	36.20	38.00	39.91	C
1186	Elections Support Worker	16.44	17.26	18.13	19.03	19.98	C
1698	Elections Technician	21.56	22.64	23.77	24.96	26.21	C
3546	Eligibility Program Manager (IMS)*	40.04	42.04	44.14	46.35	48.67	E
1473	Eligibility Specialist I (IMS)*	19.31	20.28	21.29	22.35	23.47	C
1665	Eligibility Specialist II (IMS)*	21.23	22.29	23.41	24.58	25.81	C
1882	Eligibility Specialist III (IMS)*	23.40	24.57	25.80	27.09	28.44	C
2606	Eligibility Supervisor (IMS)*	30.64	32.17	33.78	35.47	37.24	C
2750	Employment and Training Supervisor (IMS)*	32.08	33.68	35.37	37.14	38.99	C
1927	Employment and Training Worker I (IMS)*	23.85	25.04	26.29	27.61	28.99	C
2165	Employment and Training Worker II (IMS)*	26.23	27.54	28.92	30.36	31.88	C
2426	Employment and Training Worker III (IMS)*	28.84	30.28	31.80	33.39	35.06	C
2377	Engineering Technician	28.35	29.77	31.26	32.82	34.46	C

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
2403	Environmental Health Specialist I	28.61	30.04	31.54	33.12	34.78	C
2833	Environmental Health Specialist II	32.91	34.56	36.28	38.10	40.00	C
3165	Environmental Health Specialist III	36.23	38.04	39.94	41.94	44.04	C
1769	Environmental Health Technician I	22.27	23.38	24.55	25.78	27.07	C
1991	Environmental Health Technician II	24.49	25.71	27.00	28.35	29.77	C
2541	Executive Assistant	29.99	31.49	33.06	34.72	36.45	C
3725	Facilities & Projects Manager	41.83	43.92	46.12	48.42	50.84	E
2246	Facilities & Projects Specialist	27.04	28.39	29.81	31.30	32.87	C
2787	Facilities Supervisor	32.45	34.07	35.78	37.56	39.44	E
2677	Finance & Admin Supervisor	31.35	32.92	34.56	36.29	38.11	C
1344	Finance Asst I	18.02	18.92	19.87	20.86	21.90	C
1524	Finance Asst II	19.82	20.81	21.85	22.94	24.09	C
1722	Finance Asst Sr	21.80	22.89	24.03	25.24	26.50	C
1941	Finance Technician	23.99	25.19	26.45	27.77	29.16	C
3021	Fiscal Officer	34.79	36.53	38.36	40.27	42.29	C
1186	General Services Aide	16.44	17.26	18.13	19.03	19.98	C
3725	Geographic Inform Sys Coor	41.83	43.92	46.12	48.42	50.84	C
2030	Geographic Inform Sys Tech I	24.88	26.12	27.43	28.80	30.24	C
2304	Geographic Inform Sys Tech II	27.62	29.00	30.45	31.97	33.57	C
2361	Heavy Equipment Mechanic	28.19	29.60	31.08	32.63	34.27	C
3356	Housing Services Program Manager (IMS)*	38.14	40.05	42.05	44.15	46.36	E
3165	Information Systems Analyst	36.23	38.04	39.94	41.94	44.04	C
2556	Information Systems Specialist	30.14	31.65	33.23	34.89	36.64	C
2006	Information Systems Tech I	24.64	25.87	27.17	28.52	29.95	C
2283	Information Systems Tech II	27.41	28.78	30.22	31.73	33.32	C
2342	Investigative Assistant**	28.00	29.40	30.87	32.41	34.03	C
2348	Learning Center Coordinator	28.06	29.46	30.94	32.48	34.11	C
2677	Legal Assistant	31.35	32.92	34.56	36.29	38.11	C
2677	Legal Office Supervisor	31.35	32.92	34.56	36.29	38.11	C
1797	Legal Secretary I	22.55	23.68	24.86	26.10	27.41	C
2021	Legal Secretary II	24.79	26.03	27.33	28.70	30.13	C
2268	Legal Secretary, Sr	27.26	28.62	30.05	31.56	33.13	C
1386	Library Assistant	18.44	19.36	20.33	21.35	22.41	C
1386	Library Literacy Program Assistant	18.44	19.36	20.33	21.35	22.41	C
1477	Library Literacy Program Assistant - Bilingual	19.35	20.32	21.33	22.40	23.52	C
1663	Library Literacy Program Coord	21.21	22.27	23.38	24.55	25.78	C
1570	Library Technician	20.28	21.29	22.36	23.48	24.65	C
2497	Library Supervisor	29.55	31.03	32.58	34.21	35.92	C
1268	Mail and Warehouse Specialist	17.26	18.12	19.03	19.98	20.98	C
1186	Mail Clerk	16.44	17.26	18.13	19.03	19.98	C
1528	Medical Assistant	19.86	20.85	21.90	22.99	24.14	C
1528	Medical/Psychiatric Records Clerk	19.86	20.85	21.90	22.99	24.14	C
2919	Mental Health Intern	33.77	35.46	37.23	39.09	41.05	C
1460	Mosquito & Vector Control Tech	19.18	20.14	21.15	22.20	23.31	C
1186	Museum Asst	16.44	17.26	18.13	19.03	19.98	C
1812	Museum Curator	22.70	23.84	25.03	26.28	27.59	C
3257	Occupational Therapist	37.15	39.01	40.96	43.01	45.16	C
1227	Office Assistant I (IMS)*	16.85	17.69	18.58	19.51	20.48	C

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
1393	Office Assistant II (IMS)*	18.51	19.44	20.41	21.43	22.50	C
1579	Office Assistant III (IMS)*	20.37	21.39	22.46	23.58	24.76	C
2247	Office Assistant Supervisor I (IMS)*	27.05	28.40	29.82	31.31	32.88	C
2126	Outreach Specialist	25.84	27.13	28.49	29.91	31.41	C
1892	Outreach Technician	23.50	24.68	25.91	27.20	28.56	C
1968	Peer Support Specialist I	24.26	25.47	26.75	28.08	29.49	C
2211	Peer Support Specialist II	26.69	28.02	29.43	30.90	32.44	C
1968	Personal Services Coordinator	24.26	25.47	26.75	28.08	29.49	C
3812	Physical Therapist	42.70	44.84	47.08	49.43	51.90	C
2357	Planner I	28.15	29.56	31.04	32.59	34.22	C
2671	Planner II	31.29	32.85	34.50	36.22	38.03	C
3017	Planner III	34.75	36.49	38.31	40.23	42.24	C
1767	Planning Technician I	22.25	23.36	24.53	25.76	27.05	C
1989	Planning Technician II	24.47	25.69	26.98	28.33	29.74	C
2581	Plans Examiner I	30.39	31.91	33.50	35.18	36.94	C
2884	Plans Examiner II	33.42	35.09	36.85	38.69	40.62	C
2106	Power Equip Mechanic I	25.64	26.92	28.27	29.68	31.17	C
2499	Power Equip Mechanic II	29.57	31.05	32.60	34.23	35.94	C
2794	Power Equip Mechanic II-Fabrication	32.52	34.15	35.85	37.65	39.53	C
2956	Power Equipment Mechanic-Lead	34.14	35.85	37.64	39.52	41.50	C
1164	Print Shop Assistant I	16.22	17.03	17.88	18.78	19.72	C
1324	Print Shop Assistant II	17.82	18.71	19.65	20.63	21.66	C
2115	Printer	25.73	27.02	28.37	29.79	31.27	C
3021	Property Tax and Accounting Analyst	34.79	36.53	38.36	40.27	42.29	C
3342	Public Conservator/Guardian/Administrator	38.00	39.90	41.90	43.99	46.19	E
2292	Public Works Inspector	27.50	28.88	30.32	31.83	33.43	C
2565	Public Works Lead Inspector	30.23	31.74	33.33	35.00	36.74	C
2280	Public Works Maint Lead Worker	27.38	28.75	30.19	31.70	33.28	C
2870	Public Works Maint Supervisor	33.28	34.94	36.69	38.53	40.45	C
1597	Public Works Maint Worker I	20.55	21.58	22.66	23.79	24.98	C
1805	Public Works Maint Worker II	22.63	23.76	24.95	26.20	27.51	C
2030	Public Works Maint Worker III	24.88	26.12	27.43	28.80	30.24	C
3193	Public Works Project Engineer	36.51	38.34	40.25	42.26	44.38	C
3559	Public Works Sr Project Manager	40.17	42.18	44.29	46.50	48.83	C
3376	Public Works Surveyor	38.34	40.26	42.27	44.38	46.60	C
1722	Purchasing Assistant I	21.80	22.89	24.03	25.24	26.50	C
1940	Purchasing Assistant II	23.98	25.18	26.44	27.76	29.15	C
2180	Purchasing Assistant III	26.38	27.70	29.08	30.54	32.07	C
3264	Purchasing Manager	37.22	39.08	41.04	43.09	45.24	C
1419	Recorder Clerk I	18.77	19.71	20.69	21.73	22.82	C
1605	Recorder Clerk II	20.63	21.66	22.74	23.88	25.08	C
2677	Recorder Clerk Supervisor	31.35	32.92	34.56	36.29	38.11	C
1813	Recorder Clerk, Sr	22.71	23.85	25.04	26.29	27.60	C
1298	Screeener (IMS)*	17.56	18.44	19.36	20.33	21.34	C
1688	Secretary	21.46	22.53	23.66	24.84	26.08	C
2565	Senior Building Maintenance Worker	30.23	31.74	33.33	35.00	36.74	C
4162	Senior Civil Engineer	46.20	48.51	50.94	53.48	56.16	C
2671	Senior Engineering Technician	31.29	32.85	34.50	36.22	38.03	C

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
1342	Services Support Assistant I (IMS)*	18.00	18.90	19.85	20.84	21.88	C
1521	Services Support Assistant II (IMS)*	19.79	20.78	21.82	22.91	24.05	C
1718	Services Support Assistant III (IMS)*	21.76	22.85	23.99	25.19	26.45	C
1904	Sheriff's Executive Secretary	23.62	24.80	26.04	27.34	28.71	C
3021	Sheriff's Fiscal Officer	34.79	36.53	38.36	40.27	42.29	C
1554	Sheriff's Services Asst	20.12	21.13	22.18	23.29	24.46	C
1832	Sheriff's Services Technician	22.90	24.05	25.25	26.51	27.84	C
1772	Social Service Aide (IMS)*	22.30	23.42	24.59	25.82	27.11	C
4506	Social Services Program Manager (IMS)*	49.64	52.12	54.73	57.46	60.34	E
2164	Social Worker I (IMS)*	26.22	27.53	28.91	30.35	31.87	C
2531	Social Worker II (IMS)*	29.89	31.38	32.95	34.60	36.33	C
2913	Social Worker III (IMS)*	33.71	35.40	37.17	39.02	40.97	C
3083	Social Worker IV (IMS)*	35.41	37.18	39.04	40.99	43.04	C
3172	Social Worker Supervisor I (IMS)*	36.30	38.12	40.02	42.02	44.12	C
3825	Solid Waste Program Manager	42.83	44.97	47.22	49.58	52.06	E
1945	Solid Waste Program Specialist	24.03	25.23	26.49	27.82	29.21	C
2621	Solid Waste Technician	30.79	32.33	33.95	35.64	37.43	C
2458	Staff Service Analyst I (IMS)*	29.16	30.62	32.15	33.76	35.44	C
2830	Staff Service Analyst II (IMS)*	32.88	34.52	36.25	38.06	39.97	C
2610	Systems Support Analyst (IMS)*	30.68	32.21	33.82	35.52	37.29	C
1311	Transportation Officer	17.69	18.57	19.50	20.48	21.50	C
2127	Treasury Technician	25.86	27.14	28.50	29.92	31.42	C
1769	Victim/Witness Advocate	22.27	23.38	24.55	25.78	27.07	C
3347	Web Programmer/Developer	38.05	39.95	41.95	44.05	46.25	C

**APPENDIX B**  
**PROFESSIONAL EMPLOYEES**  
**HOURLY CLASSIFICATION AND WAGE PLAN**  
**4% Increase**  
**Effective 10/01/2023**  
**(Amended 8/13/2024)**  
effective 7/01/2024

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
2919	Behavioral Health Care Clinician I	33.77	35.46	37.23	39.09	41.05	**
3257	Behavioral Health Care Clinician II	37.15	39.01	40.96	43.01	45.16	**
3630	Behavioral Health Care Clinician III	40.88	42.92	45.07	47.32	49.69	**
2919	Behavioral Health Care Nurse I	33.77	35.46	37.23	39.09	41.05	**
3257	Behavioral Health Care Nurse II	37.15	39.01	40.96	43.01	45.16	**
3628	Behavioral Health Care Nurse III	40.86	42.90	45.05	47.30	49.67	**
2787	Behavioral Health Rehabilitation Specialist	32.45	34.07	35.78	37.56	39.44	E
4046	BHC Prog Mgr (Clinical Services)	45.04	47.29	49.66	52.14	54.75	E
3935	BHC Prog Mgr (Community Services)	43.93	46.13	48.43	50.85	53.40	E
2919	Crisis Services Coordinator I	33.77	35.46	37.23	39.09	41.05	C
3257	Crisis Services Coordinator II	37.15	39.01	40.96	43.01	45.16	C
2756	Crisis Services Counselor I	32.14	33.75	35.43	37.21	39.07	C

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
3078	Crisis Services Counselor II	35.36	37.13	38.98	40.93	42.98	C
3022	Health Educator I	34.80	36.54	38.37	40.29	42.30	E
3196	Health Educator II	36.54	38.37	40.29	42.30	44.41	E
2919	Licensed Vocational Nurse	33.77	35.46	37.23	39.09	41.05	C
3075	Medical Case Management Registered Nurse*	35.33	37.10	38.95	40.90	42.94	E
3813	Nurse Practitioner	42.71	44.85	47.09	49.44	51.91	E
3628	Public Health Nurse I	40.86	42.90	45.05	47.30	49.67	E
4037	Public Health Nurse II	44.95	47.20	49.56	52.04	54.64	E
4710	Public Health Nurse Supv	51.68	54.26	56.98	59.83	62.82	E
2844	Public Health Program Coordinator	33.02	34.67	36.40	38.22	40.14	E
3927	Public Health Program Manager	43.85	46.04	48.34	50.76	53.30	E
3927	Public Health Program Manager - Grants Management	43.85	46.04	48.34	50.76	53.30	E
3075	Registered Nurse (Health)	35.33	37.10	38.95	40.90	42.94	E
3257	Utilization & Quality Management Coordinator I	37.15	39.01	40.96	43.01	45.16	**
3629	Utilization & Quality Management Coordinator II	40.87	42.91	45.06	47.31	49.68	**

\* Effective 7/1/2024

\*\* Effective 10/1/2024

Fair Labor Standards Act (FLSA). The FLSA sets minimum wage, overtime pay, equal pay, record-keeping, and child labor standards for employees who are covered by the act and are not exempt from specific provisions.

Under FLSA column

C = Covered employees who are entitled to overtime and or compensatory time off (CTO) for hours worked pursuant to the FLSA.

E = Exempt employees who are not covered by the FLSA and are not entitled to overtime and or compensatory time off (CTO) for hours worked pursuant to the FLSA.

\*= Includes special 10% pay adjustment

\*\* = Exempt employees not covered by FLSA, but shall receive overtime and or compensatory time off (CTO) pursuant to Section 23.17 and 23.18