MARATHON COUNTY
EXECUTIVE COMMITTEE AGENDA

Date & Time of Meeting: Thursday, October 13, 2022 @ 3 p.m.
Meeting Location: WebEx/Courthouse Assembly Room, 500 Forest Street, Wausau WI
Committee Members: Kurt Gibbs, Craig McEwen, Matt Bootz, Michelle Van Krey, John Robinson, Rick Seefeldt, Jacob Langenhahn, Chris Dickinson, Jean Maszk

Marathon County Mission Statement: *Marathon County Government serves people by leading, coordinating, and providing county, regional, and statewide initiatives. It directly or in cooperation with other public and private partners provides services and creates opportunities that make Marathon County and the surrounding area a preferred place to live, work, visit, and do business. (Last updated: 12-20-05)*
Executive Committee Mission Statement: *The Executive Committee of the Marathon County Board exists for the purpose of implementing the County's Strategic Plan by coordinating policy formation among the Committees and providing leadership for all County Board policies through supervision of administrative staff.*

Persons wishing to attend the meeting by phone may call into the **telephone conference beginning five (5) minutes prior to the start time indicated above using the following number:**

Phone #: 1-408-418-9388   Access Code: 146 235 4571

The meeting will also be broadcast on Public Access or at https://tinyurl.com/MarathonCountyBoard

When you enter the telephone conference, **PLEASE PUT YOUR PHONE ON MUTE!**

1. **Call Meeting to Order**
2. **Pledge of Allegiance**
3. **Public Comment (15 Minutes)** (*Any person who wishes to address the County Board, or one of its committees, during the "Public Comment" portion of meetings, must provide his or her name, address, and the topic he or she wishes to present to the Marathon County Clerk, or chair of the committee, no later than five minutes before the start of the meeting. All public comment must be germane to the jurisdiction of the committee.*)
4. **Approval of the Executive Committee Meeting Minutes from September 15, 2022**
5. **Educational Presentations and Committee Discussion -** None
6. **Operational Functions Required by Statute, Ordinance, or Resolution -** None
7. **Policy Issues for Discussion and Possible Action**
   A. Discussion of Strategic Plan Updates from the Standing Committees and Possible Recommendations to the Board
   B. Process for Administrator's Evaluation in Regards to the Comprehensive Class Compensation Study Implementation for the 2023 Budget
8. **Next Meeting Date & Time, Location, Announcements and Future Agenda Items:**
   A. Committee members are asked to bring ideas for future discussion.
   B. Next Executive Committee Meeting: Thursday, November 10 at 3:00 p.m.
9. **Adjournment**
   Any person planning to attend this meeting who needs some type of special accommodation in order to participate should call the County Clerk's Office at 261-1500 or e-mail countyclerk@co.marathon.wi.us one business day before the meeting

SIGNED: Chair Kurt Gibbs
          Presiding Officer or Designee

EMAILED TO: Wausau Daily Herald, City Pages, and other Media Groups   NOTICE POSTED AT COURTHOUSE
EMAILED BY: BY:
DATE & TIME: DATE & TIME:

MARATHON COUNTY
EXECUTIVE COMMITTEE AGENDA WITH MINUTES

Date & Time of Meeting: Thursday, September 15, 2022 @ 3:30 p.m.

Meeting Location: WebEx/Courthouse Assembly Room, 500 Forest Street, Wausau WI

Kurt Gibbs	Present
Craig McEwen	Present
Matt Bootz	Excused
Chris Dickinson	Excused
Jacob Langenhahn	Present
Jean Maszk	Present
John Robinson	Present
Rick Seefeldt	Present
Michelle Van Krey	Present

Staff Present: Lance Leonhard, Chris Holman, Kim Trueblood, Mike Puerner (WebEx)
Others Present: Supervisor Morache

1. **Call Meeting to Order**
2. **Pledge of Allegiance**
3. **Public Comment** - None
4. **Approval of the Executive Committee Meeting Minutes from August 11, 2022 –** Motion by Robinson, Second by Maszk to approve the minutes. Motion carried on a voice vote, unanimously.
5. **Educational Presentations and Committee Discussion**
   A. Process for County Board and Committee Minutes – Administrator Leonhard explained the history of how minutes have been taken in the past and the fact that this has been an ongoing discussion. The discussion in Rules Review, the recommendations from WCA, and the guidance from Roberts' Rules of Order state that the motion, second, and the vote results are what needs to be captured. Based on previous discussions, and the fact that all Standing Committee and Board meetings are broadcast live and posted on the County YouTube channel, it was decided that minutes will be general and consistent between committees. Discussion was had and questions were asked and answered.
   B. Updates from Standing Committee Chairs –
   HRFC Chair Robinson mentioned that the committee is working on finalizing their workplan, along with the CIP process and budget assumptions. Discussion was had and questions were asked and answered.
6. **Operational Functions Required by Statute, Ordinance, or Resolution –** None.
7. **Policy Issues for Discussion and Possible Action**
   A. Discussion of Strategic Plan Updates from the Standing Committees and Possible Recommendations to the Board
   Chair Gibbs explained that the Executive Committee has oversight of the Strategic Plan updates from the other Standing Committees. Three committees are brought forward today for review and discussion. Recommendations for all committees are included in the packet.
   1. Infrastructure Committee – Chair McEwen talked through the changes, additions, and deletions that are in the packet. Questions were asked and answered. There are a couple of potential changes that could be referred to another committee or referred back to INFR. There was additional discussion surrounding the potential elimination of Strategy E under 10.12 from INFR and where it would belong.
   2. Health & Human Services Committee – Chair Van Krey talked through the changes, additions, and deletions that are in the packet. Supervisor Robinson would like to see the outcome measure related to juvenile recidivism in 3.3 remain. It would need to be re-worked in order to be kept. Additional

discussion was had relative to the other Strategies and outcome measures.

   3. Extension, Education, and Economic Development Committee – Chair Seefeldt talked through the changes, additions, and deletions that are in the packet. Discussion was had relative to the outcome measures for 10.10. Questions were asked and answered.

   Discussion was had that all the standing committee Strategic Plan updates should be passed at next month's Executive Committee meeting to be presented to the board as a whole.

8. **Next Meeting Date & Time, Location, Announcements and Future Agenda Items:**
   A. Committee members are asked to bring ideas for future discussion.
   - Supervisor Dickinson commented that September 17 is Constitution Day.
   B. Next Executive Committee Meeting: Thursday, October 13 at 3:00 p.m.

9. **Adjournment** – Motion by Langenhahn, Second by McEwen to adjourn. Motion carried on a voice vote, unanimously. Meeting adjourned at 5:25 p.m.

Minutes prepared by Kim Trueblood, County Clerk

Recommended Updates to EEED Strategic Plans Objective 10.6

(Approved by EEED on 10/6/22, with changes noted)

Objective 10.6 : Ensure the future availability of a skilled and flexible workforce prepared to meet the needs of both existing and emerging industries and technologies.

Strategy A

Work with the North Central Wisconsin Workforce Development Board, (NCWWDB) to ensure a well-trained workforce.

Strategy B

Seek out additional opportunities to partner with local education providers (secondary and post-secondary)

Outcome Measure 1

~~By December 31, 2022, the current workforce participation rate will increase by 5%.~~

By December 31, 2024, the number and percentage of self-sufficient households in Marathon County will increase or remain the same.

Outcome Measure 2

By December 31, 2024~~22~~, the number of ~~vacant positions~~ unfilled job openings within Marathon County will be reduced.

Recommended Updates to EEED Strategic Plan Objective 10.8

(Approved by EEED on 10/6/22, with changes noted)

Objective 10.8 – Encourage development and redevelopment of key employment centers in areas that possess strong market potential, provide good transportation access for workers, and promote the efficient movement of goods.

Strategy A

Support efforts to engage the public and private sectors to provide leadership for county economic development efforts:

Strategy B

Engage local municipalities on how county infrastructure development can contribute to business and industrial park growth.

Strategy C

Support efforts to develop a Kowalski road I39 interchange to enhance job creation and accelerate housing development.

 Outcome Measure 1

~~By December 31, 2022, utilization of available, vacant business and industrial park space will increase by 5%.~~

Maintain a 5-8 year inventory of developable land within the municipal business and industrial parks.

Outcome Measure 2

By December 31, 2024~~22~~, the number of private sector full-time and part-time employee positions in Marathon County will increase or be maintained.

Outcome Measure 3

By December 31, 2024, complete an Interchange Justification Report for the proposed Kowalski Road I39 Interchange.

Recommended Updates to EEED Strategic Plan Objective 10.8

(Approved by EEED on 10/6/22, clean copy)

Objective 10.8 – Encourage development and redevelopment of key employment centers in areas that possess strong market potential, provide good transportation access for workers, and promote the efficient movement of goods.

Strategy A

Support efforts to engage the public and private sectors to provide leadership for county economic development efforts:

Strategy B

Engage local municipalities on how county infrastructure development can contribute to business and industrial park growth.

Strategy C

Support efforts to develop a Kowalski road I39 interchange to enhance job creation and accelerate housing development.

Outcome Measure 1

Maintain a 5-8 year inventory of developable land within the municipal business and industrial parks.

Outcome Measure 2

By December 31, 2024, the number of private sector full-time and part-time employee positions in Marathon County will increase or be maintained.

Outcome Measure 3

By December 31, 2024, complete an Interchange Justification Report for the proposed Kowalski Road I39 Interchange.

Suggested Modifications from the Public Safety Committee to the 2018-2022 Strategic Plan

12.3 – Promote cost-effective and high-quality public ~~safety~~ services

A – Continue to support efforts by local municipalities to establish cooperative service and joint facility arrangements.

B – Continue to enhance E-911 dispatch services for all police, fire, and EMS agencies in Marathon County.

C – Work with local municipalities and other government agencies to explore opportunities to share costs and/or consolidate public services.

D – Address solid waste management issues on a regional basis, cooperating with other counties.

E – Implement a plan to increase the number and nature of services accessible to the public online and identify achievable measures to track our progress at engaging the public.

ADD F – Seek out funding partners to develop and implement the proposed Marathon County Forensic Science Center. **(Recommendation to add this to Objective 12.3 as well)**

ADD G – County Board adopt, maintain, and fund employee class compensation plans and government policies that prioritize the retention and recruitment of the high-quality, skilled workforce needed to deliver government services. **(Recommendation to add this to Objective 12.3 as well)**

Outcome Measures

#1 – By December 31, 2020, all county departments will have employees with knowledge of continuous improvement and skills for facilitating improvement.

- Completed

#2 – By December 31, 2022, the number of county employees who have completed the Marathon County Leadership Development Program will increase by 25%

- Staff suggest a new measure, as staff turnover can cause dramatic changes in percentage, while the intent of the measure is to ensure new leaders are training promptly.

#3 – By December 31, 2020, a framework will be developed to share services with a local municipality, nearby county, or non-governmental entity to reduce cost and increase effectiveness, and thereafter meet at least once a year to discuss joint ventures.

- The bi-monthly MCDEVCO municipality has served as the forum for these discussions.

Suggested Modifications from the Public Safety Committee to the 2018-2022 Strategic Plan

7.1 – Provide cost-effective and high-quality public safety services

A – Continue to consider the potential to consolidate emergency service agencies

- Continue this strategy as drafted
    - o Committee supports securing a consultant to conduct an evaluation relative to EMS delivery models to improve the timeliness of EMS delivery in Marathon County.

B – Respond to maltreatment allegations and provide protective services for vulnerable populations.

- Committee recommends elimination of this specific strategy, as it is non-strategic, and these activities are mandated by law and largely guided by state and professional policy.
- **NEW Strategy B**
    - o Reduce recidivism by creating a mechanism to respond to "high-utilizers" of our justice, mental health, and social service systems.

C – Report every 2 years on the response time with advice for municipalities (ex: consolidation, realignment, or targeted education)

- Continue this strategy as drafted

ADD D – County Board adopt, maintain, and fund employee class compensation plans and government policies that prioritize the retention and recruitment of the high-quality, skilled workforce needed to deliver government services. **(Recommendation to add this to Objective 12.3 as well)**

ADD E – Seek out funding partners to develop and implement the proposed Marathon County Forensic Science Center. **(Recommendation to add this to Objective 12.3 as well)**

ADD F – Public Safety Committee will consider the reported feedback from municipal leaders (elected or appointed) on safety concerns on county highway and multimodal transportation systems following quarterly safety meetings. **(Similar provision in Objective 10.12 outcome measures)**

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Outcome Measure #1 – By December 31, 202422, emergency response times for public safety (law enforcement, fire, and emergency medical services) will decrease.

Outcome Measure #2 – By December 31, 2023, the Public Safety Committee will issue a whitepaper for consideration by the Marathon County Board of Supervisor that identifies strategies to address the shortage of state public defenders and attorneys accepting public defender appointments in Marathon County.

Marathon County, Wisconsin

Compensation Study

Victoria McGrath
Malayna Halvorson Maes

About McGrath

McGrath Consulting Established in 2000

- Sept 2012 – McGrath Human Resources Group
- 400 Clients in 42 States Companywide

Public Sector Consultants

- Human Resources
- Public Safety (Police, Fire, EMS, Dispatch)

Specializing In

- Compensation Studies
- Performance Management
- Development of Policies and Procedures/Handbooks

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Project Scope

McGrath Human Resources Group was commissioned by Marathon County to conduct a Compensation Study. The objective of the Study is to ensure a compensation plan that:

- Attracts a qualified workforce and retains motivated employees

- Enables Marathon County to maintain a competitive position with other comparable municipalities and private companies within the same geographic area

- Ensures internal equity among employees across all County departments

- Complies with applicable laws, regulations, and procedures

- Establishes easily maintained practices and policies to continue to meet the aforementioned objectives in future years

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Why are Public Employers Concerned?
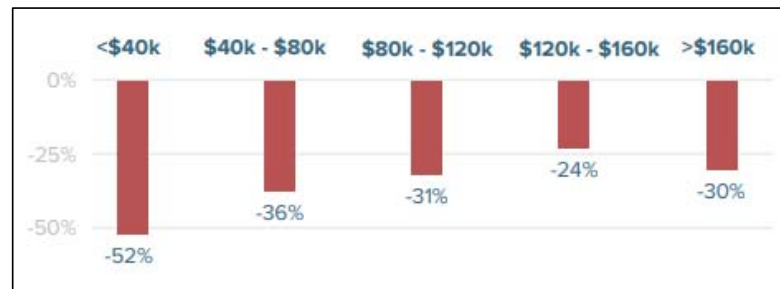
"The decline in job applications per job over the last six years is being felt across all job types and salary levels. The hardest hit are jobs that pay below $40,000 per year, which are frequently the jobs that interface with the public and community members the most. This may unfortunately lead to a decrease in the quality of services that agencies are able to provide." (Source: Neogov 2021 Job Seeker Report.)

Why are Public Employers Concerned?

Public employers are battling for their talent because:

- Long term employment has less appeal to the younger workforce.

- There is a real or perceived decline in public support for government workers.

- Public employers do not feel they can compete with salaries and benefits as benefits erode and the private sector is more competitive.

- There is a growing skills gap. Many government jobs now require specialized education or training. Fewer positions are 'learn on the job.'

- Public employers are not able to offer the same level of flexible work arrangements to all employees.

- There are limited financial resources.

- Not all work cultures are pleasing and supportive.

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Why are Public Employers Concerned?

Average Retention in State and Local Government is 6.9 years *[Local Government-Bureau of Labor Statistics, September 2022]*

- Marathon County Average Retention is 9.0 years

- Marathon County Average Retention in current position is 5.7 years

Years in Current Position
Average: 5.7 years

48% (0-3), 23% (4-7), 11% (8-11), 8% (12-15), 4% (16-19), 6% (20-29)

Average Turnover in State and Local Government is 20.2%. *[Annual Separation Rates- Bureau of Labor Statistics, 2021]*

- Marathon County Turnover averages around 16%

Study Methodology

- Interviews with Administration, Employee Resources, Department Heads and Managers.

- Review of data from current Compensation System, organizational charts, current job descriptions, and compensation policies.

- Solicited compensation data from public comparable organizations (Minimum, Midpoint, Maximum, and incumbent salary).

- Collected compensation data from local private employers.

- All positions requested to complete a Position Questionnaire (PQ). At least one (1) PQ was required per position (regardless of classification title).

- Recommendations reviewed with Administration, Human Resources, and each Department Head prior to finalization.

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Public Comparables

Brown County	City of Duluth MN
Dane County	City of Rochester MN
Calumet County	Quad Cities International Airport
Chippewa County	WI DNR
Clark County	City of Eau Claire
Eau Claire County	City of Green Bay
Fond du Lac County	City of Wausau
Kenosha County	City of Schofield
La Crosse County	City of Rothschild
Langlade County	Town of Mosinee
Lincoln County	Town of Rib Mountain
Outagamie County	Village of Edgar
Portage County	Village of Kronenwetter
Rock County	Village of Stratford
Sheboygan County	Village of Weston
Walworth County	Racine Public Library
Washington County	Kenosha Public Library
Waukesha County	Appleton Public Library
Winnebago County	North Central Health Care
Wood County	

Aggregate listing.

Not every comparable is used for every position.

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Market Summary Findings

Comp Ratio

- A comparison of the County's Salary Range and/or salaries to the "Market"

- Average Market Rate: 50%

- Acceptable Comp Ratio Range: 45%* or greater

    *Current market conditions may show 45%-49% is at risk of not being market competitive

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Range Minimums

Comp Ratio - Average Minimum Rates
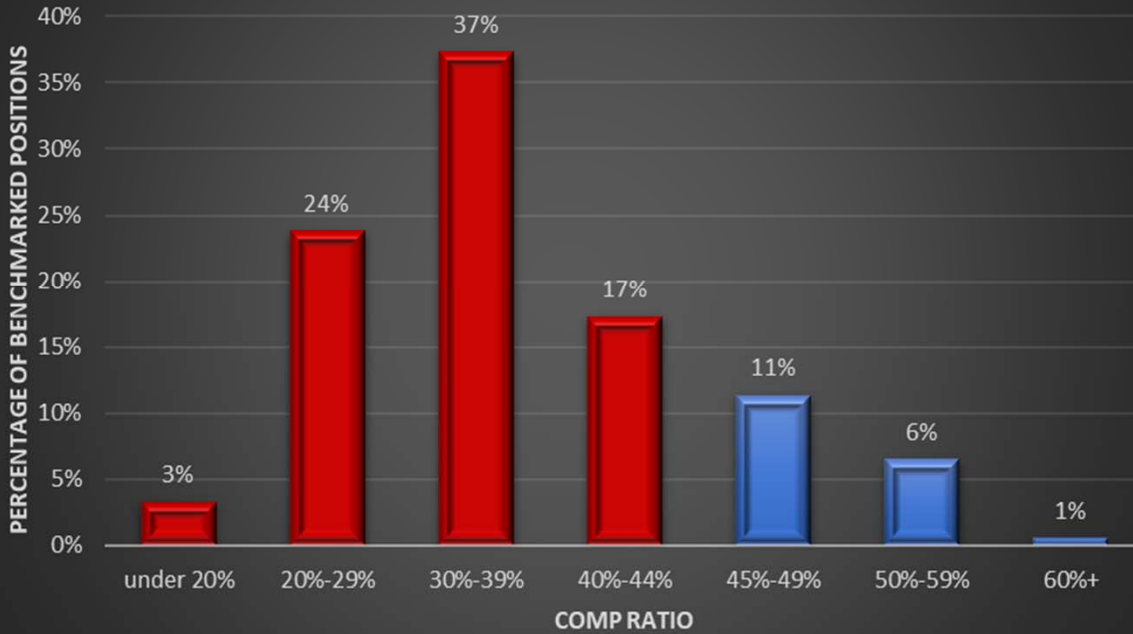
81% below Average Market Minimum

18% aligned to Average Market Minimum
- 7% of positions have a Comp Ratio of 50% or above

County currently hires above Minimum

County has not adjusted Minimum rate in approximately 10 years

Range Midpoints

Comp Ratio - Average Market Midpoint
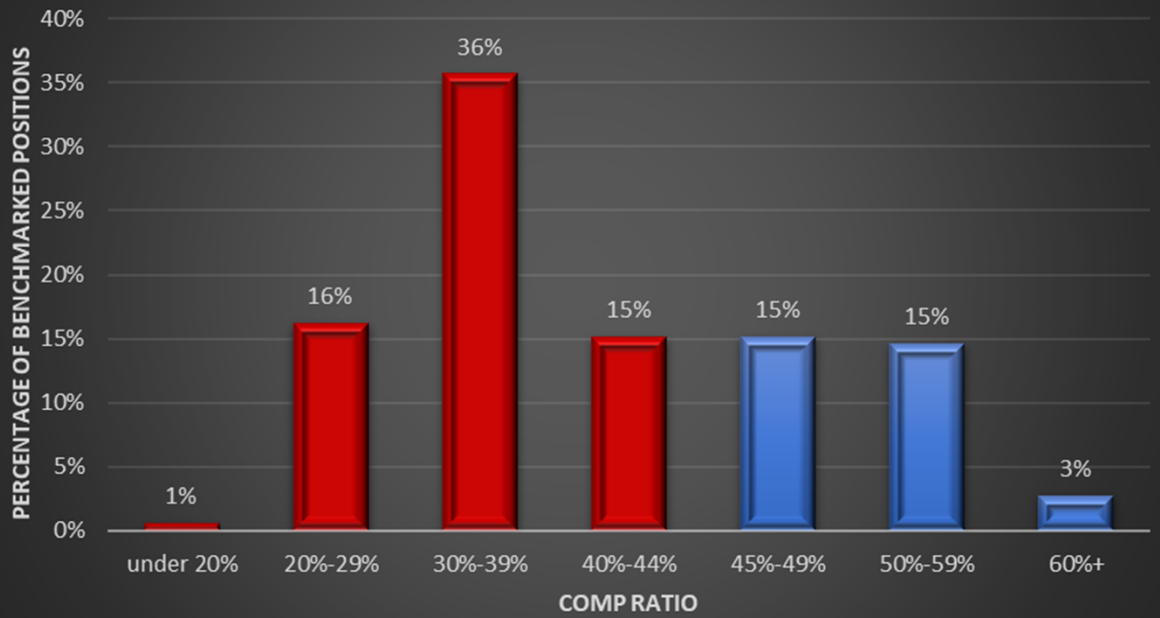
68% below Average Market Midpoint

33% aligned to Average Market Midpoint
- 18% of positions have a Comp Ratio of 50% or above

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Average Market to Incumbents

Is most reflective of current market

Comp Ratio - Average Incumbent to Market
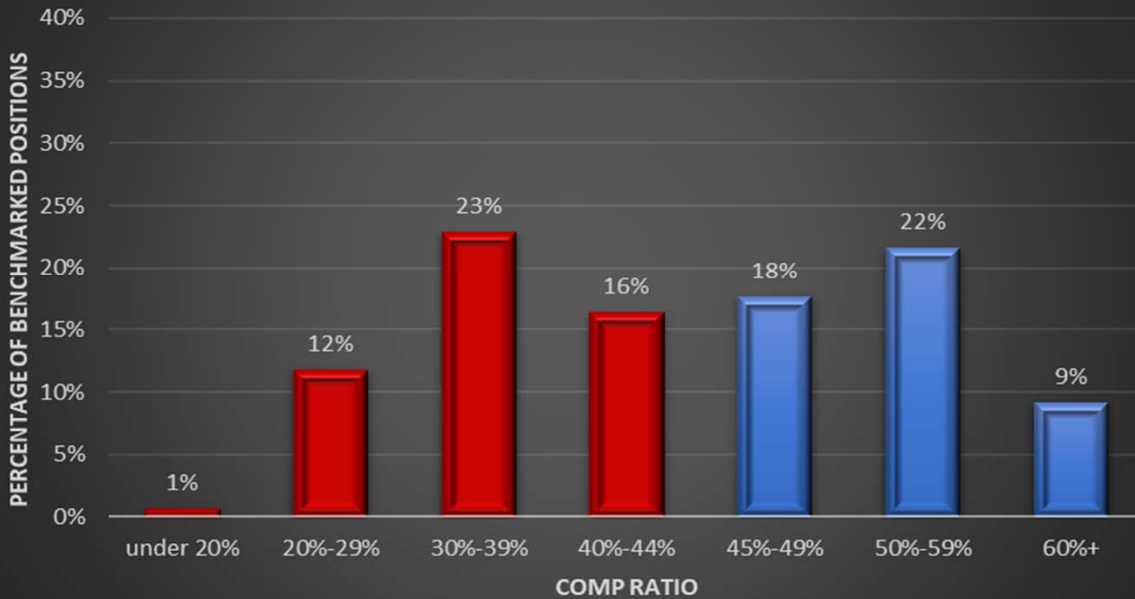
52% below Average Market

49% aligned to Average Market
- 31% of positions have a Comp Ratio of 50% or above

Tenure, frequency of salary adjustments, and performance impacts these findings
- 33% current work force has less than 4 years with County
- 45% current workforce in current position less than 4 years
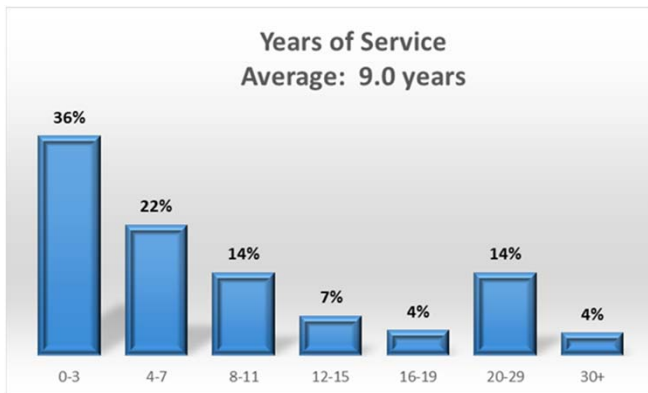- Retention declines with tenure

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Progression Through Existing System

A	B	C		D		E	F
	Employer Salary Range Minimum	Employer Salary Range Midpoint		Employee with 4% Annual Adjustments		Market Minimum (2% Trend)	Market Midpoint (2% Trend)
HIRE	$36,732.80	$43,160.00		$33,753.46		$36,732.80	$43,160.00
yr. 2	$36,732.80	$43,160.00		$35,103.60		$37,467.46	$44,023.20
yr. 3	$36,732.80	$43,160.00		$36,507.74		$38,216.81	$44,903.66
yr. 4	$36,732.80	$43,160.00		$37,968.05		$38,981.14	$45,801.74
yr. 5	$36,732.80	$43,160.00		$39,486.77		$39,760.76	$46,717.77
yr. 6	$36,732.80	$43,160.00		$41,066.25		$40,555.98	$47,652.13
yr. 7	$36,732.80	$43,160.00		$42,708.89		$41,367.10	$48,605.17
yr. 8	$36,732.80	$43,160.00		$44,417.25		$42,194.44	$49,577.27
yr. 9	$36,732.80	$43,160.00		$46,193.94		$43,038.33	$50,568.82
yr. 10	$36,732.80	$43,160.00		$48,041.70		$43,899.10	$51,580.20
yr. 11	$36,732.80	$43,160.00		$49,963.37		$44,777.08	$52,611.80
yr. 12	$36,732.80	$43,160.00		$51,961.90		$45,672.62	$53,664.04
yr. 13	$36,732.80	$43,160.00		$54,040.38		$46,586.07	$54,737.32
yr. 14	$36,732.80	$43,160.00		$56,201.99		$47,517.79	$55,832.06
yr. 15	$36,732.80	$43,160.00		$58,450.07		$48,468.15	$56,948.70

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Demographics

Years of Service
Average: 9.0 years

0-3	4-7	8-11	12-15	16-19	20-29	30+
36%	22%	14%	7%	4%	14%	4%

Years in Current Position
Average: 5.7 years

0-3	4-7	8-11	12-15	16-19	20-29
48%	23%	11%	8%	4%	6%

36% of the workforce has less than four (4) years of service.

There is a significant gap of experience within the workforce, and the percentage of tenure declines as the years progress.

There is a spike at 20 years of service or greater, likely meaning that if an employee attains 20 years, they are currently staying.

The noticeable decline in tenure is an indication that the County simply cannot retain their personnel. This can be concerning in future years considering the age of the tenured staff, and when their retirements will occur.

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Demographics

Percentage of Employees by Age Group

Average Years of Service by Age Group
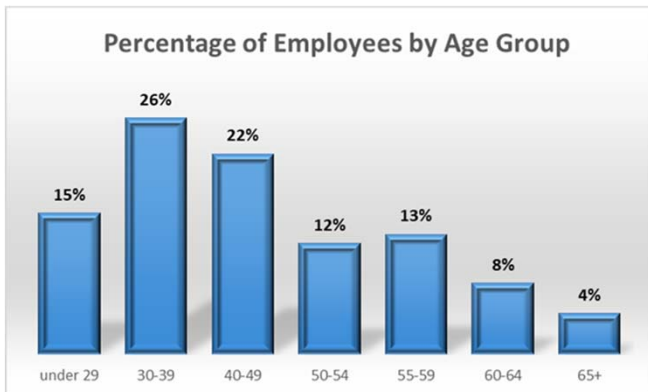
Age groups 50+ are the County's most tenured.

25% of the workforce is age-eligible for retirement under the WRS.

41% of the workforce is under age 40, which is currently the most mobile workforce with the least tenure.
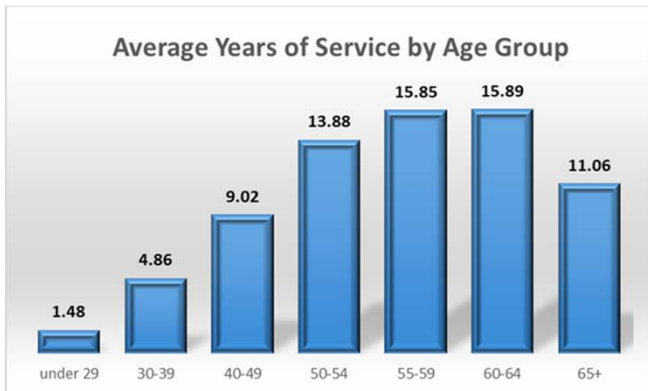
Summary of Findings

The current Salary Schedule has fallen behind in the comparable market.

Employee salary adjustments have not been enough to maintain salaries competitively within the market.

Position classifications (job titles) are very generalized, and most do not align with the external market/respective industry.

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Compensation Philosophy

- Recommend Salary Schedule to be at the 55th percentile

  - Must be sustainable long-term – Salary Schedule has been set at average market

  - Uncertain economic times

  - Wisconsin County Tax Limits

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Recommendations

1. Average Market Compensation Philosophy

2. Range System Structure

    • 23 Pay Grades

    • Average Market set at 12% into the Range

    • 40% Range (Minimum to Maximum) for Pay Grades C-O

    • 35% Range (Minimum to Maximum) for Pay Grades P-AA

    • Employee Progression through the ranges will continue to be performance based

3. Classification System more reflective of working titles; follow a consistent Structure

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Visual

Pay Grade	Recommended Title	SALARY RANGE		
		Minimum	Market	Maximum
C		**$13.60**	**$15.23**	**$19.04**
		$28,288.00	$31,678.40	$39,603.20

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Position Placement

Utilization of several factors used to place positions:

External Market

Internal Comparability

Position Analysis

Compression
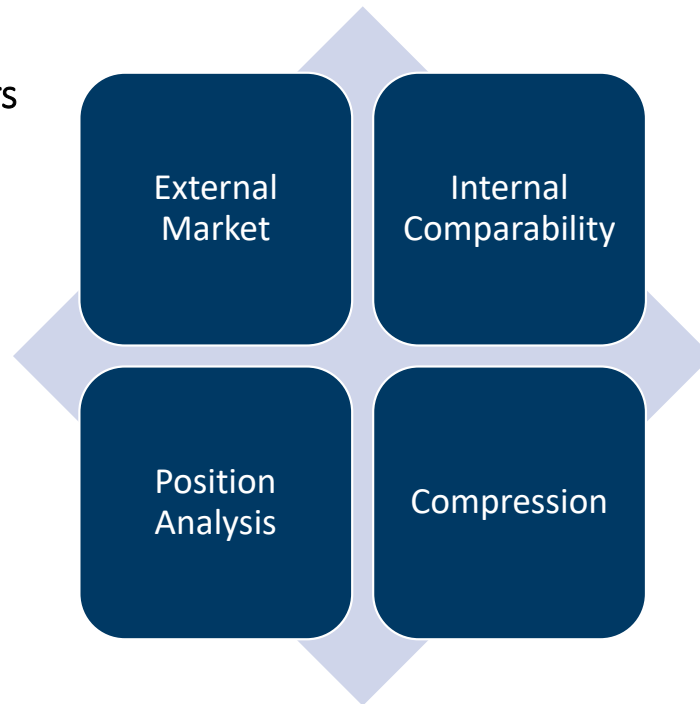
All position placements discussed with Department Heads to provide feedback prior to finalization.

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Future

1. Employee Resources and Administration have been educated on how to manage and maintain the Compensation System moving forward.

   - Organization must commit to market adjustments to the Structure at regular intervals to ensure the salary ranges maintain competitiveness.

2. Periodic review of the External Market (recommended every 3-5 years).

   - HR Metrics will help identify when it is time.

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Questions/Comments/Discussion

Pay Grade	Recommended Title	SALARY RANGE		
		Minimum	Market	Maximum
C		**$13.60**	**$15.23**	**$19.04**
		$28,288.00	$31,678.40	$39,603.20
	Library Page			
D		**$15.63**	**$17.51**	**$21.88**
		$32,510.40	$36,420.80	$45,510.40
	Lead Library Page			
	Library Assistant			
E		**$16.42**	**$18.39**	**$22.99**
		$34,153.60	$38,251.20	$47,819.20
	Custodian I			
	Driver			
	Lead Library Assistant			
	Nutrition Site Manager			
F		**$17.57**	**$19.68**	**$24.60**
		$36,545.60	$40,934.40	$51,168.00
	Administrative Assistant			
	Custodian II			
	Operations and Maintenance Technician I			
G		**$18.80**	**$21.06**	**$26.32**
		$39,104.00	$43,804.80	$54,745.60
	Administrative Specialist			
	Juvenile Court Clerk			
	Lead Custodian			
	Program Support Specialist			
H		**$20.12**	**$22.53**	**$28.17**
		$41,849.60	$46,862.40	$58,593.60
	Account Specialist - Courts			
	Deputy Court Clerk			
	Deputy Register in Probate			
	Economic Support Specialist			
	Evidence Technician			
	Family Support Specialist			
	Legal Assistant			
	Library Specialist			
	Senior Administrative Specialist			
	Veterans Benefits Coordinator			
I		**$21.53**	**$24.11**	**$30.14**
		$44,782.40	$50,148.80	$62,691.20
	Account Specialist - Child Support			
	Building Maintenance Technician			
	Child Support Specialist			
	Civil Process Specialist			
	Help Desk Technician			

Inventory Technician
IT Technician - Health
Judicial Assistant
Lead Library Specialist
Parks Maintenance Technician
Restitution Specialist
Victim Witness Specialist

J		$23.04	$25.80	$32.26
		$47,923.20	$53,664.00	$67,100.80

911 Communications Dispatcher
Accounting Specialist
Building Maintenance Specialist
Conservation Technician
Construction Crew Technician
Corrections Officer
GIS Technician
Highway Section Worker
Lab Technician
Land Use Technician
Lead Economic Support Specialist
Library Business Specialist
Onsite Wastewater Technician
Parks Maintenance Specialist
Survey Technician
Vehicle Maintenance Technician
Web Content Specialist

K		$24.65	$27.61	$34.51
		$51,272.00	$57,428.80	$71,780.80

Arborist
Assistant Veterans Service Officer
Branch Coordinator
Bridge Crew Technician
Clerk of Court Supervisor
Contract Specialist
Corrections Team Lead
Custodial Supervisor
Diversion Program Specialist
Emergency Management Coordinator
Fabricator/Welder
Fuel Operator
Heavy Equipment Operator
Horticulturalist
IT Specialist - Library
Lead Child Support Specialist
Lead Maintenance Specialist
Marketing & Communications Specialist
Mechanic
Nutrition Program Supervisor
Operations and Maintenance Technician II
Paralegal
Real Property Lister

Sign Technician

Sr Help Desk Technician

Waste Management Specialist

L		$26.38	$29.54	$36.93
		$54,870.40	$61,443.20	$76,814.40

Badging Coordinator

Case Manager

Chief Deputy County Clerk

Chief Deputy Register of Deeds

Community Health Educator

Community Support Specialist

Conservation Specialist

Deputy Treasurer

EHS & Hazardous Waste Specialist

Environmental Systems & Pollution Control Specialist

Highway Crew Leader

Human Resources Generalist

Information & Assistance Specialist

Investigator - DA

IT Technician - CCITC

Land Use Specialist

Lead Branch Coordinator

Lead Mechanic

Onsite Wastewater Specialist

Operations and Maintenance Technician III

Public Safety Fleet Coordinator

Public Safety Technology Specialist

Purchasing /Fleet Coordinator

Purchasing Coordinator

Recreation Coordinator

Register in Probate

Sr IT Specialist - District Attorney

M		$28.22	$31.61	$39.51
		$58,697.60	$65,748.80	$82,180.80

Accountant

Caregiver Support Specialist

Chief Deputy Clerk of Court

Communications Center Supervisor

Corrections Supervisor

County Forester

Dementia Specialist

Disability Benefit Specialist

Economic Support Supervisor

Elder Benefit Specialist

GIS Specialist

IT Specialist - CCITC

Librarian

Office Manager

Public Health Sanitarian

Public Information and Communications Coordinator

Resource Specialist

Social Worker
Victim Witness Coordinator

N		$30.20	$33.82	$42.28
		$62,816.00	$70,345.60	$87,942.40

Conservation Analyst
Deputy Medical Examiner
Environmental Health Coordinator
Human Resources Analyst
Human Resources Benefits Analyst
HVAC Building Maintenance Specialist
Land Use Analyst
Lead Social Worker
Licensed Building Maintenance Specialist
Licensed Clinical Social Worker
Planner
Public Health Nurse

O		$32.31	$36.19	$45.23
		$67,204.80	$75,275.20	$94,078.40

Administrative Manager
ADRC Community Outreach Manager
ADRC Program Supervisor
Business Analyst
County Surveyor
Data Analyst
Diversion Program Manager
Facilities Maintenance Manager
Fiscal Supervisor
Fleet & Facility Supervisor
GIS Coordinator
Justice Services Coordinator
Operations and Maintenance Supervisor
Operations Supervisor
Parks Forester
Recreation Supervisor
Risk Manager
Senior Human Resources Analyst
Senior Planner

P		$35.54	$39.81	$47.98
		$73,923.20	$82,804.80	$99,798.40

Business Manager
Conservation Program Manager
Construction Project Manager
County Forest Administrator
Economic Support Manager
Financial Internal Auditor
Financial Systems Analyst
IT Analyst - CCITC
Land Resources Manager
Library Manager
Operations Manager

Planning & Land Information Manager
Public Health Supervisor

Q		$38.04	$42.60	$51.35
		$79,123.20	$88,608.00	$106,808.00

Administrative Services Manager
Assistant Corporation Counsel
Assistant Jail Administrator
Chief Deputy Medical Examiner
Child Support Manager
Human Resources Manager
IT Network Engineer
IT Project Manager
IT Senior Analyst
Nutrition Program Manager
Social Work Supervisor

R		$40.70	$45.58	$54.95
		$84,656.00	$94,806.40	$114,296.00

Assistant Airport Director
Assistant Parks and Recreation Director
Court Commissioner
Cyber Security Administrator
Deputy Highway Commissioner
Lead IT Network Engineer

S		$43.54	$48.77	$58.78
		$90,563.20	$101,441.60	$122,262.40

Captain
Child Welfare Manager
Division Manager
Emergency Management Director
Family Court Commissioner
Jail Administrator
Library Director
Medical Examiner
Regional IT Manager
Solid Waste Director
Veterans Services Director

T		$46.59	$52.18	$62.90
		$96,907.20	$108,534.40	$130,832.00

Chief Deputy
Conservation, Planning, & Zoning Director
Deputy Corporation Counsel
Facilities and Capital Management Director
Health Officer
Highway Commissioner
Parks, Recreation, and Forestry Director

U		$49.85	$55.83	$67.30
		$103,688.00	$116,126.40	$139,984.00

Airport Director

Executive Director - ADRC
Human Resources Director

		$53.34	$59.74	$72.01
V		$110,947.20	$124,259.20	$149,780.80

Deputy County Administrator
Finance Director
Regional Information Technology Director
Social Services Director

		$57.07	$63.92	$77.04
W		$118,705.60	$132,953.60	$160,243.20

Corporation Counsel

		$61.06	$68.39	$82.43
X		$127,004.80	$142,251.20	$171,454.40

		$73.28	$82.07	$98.93
AA		$152,422.40	$170,705.60	$205,774.40

County Administrator