



COUNTY OF HIDALGO

DEPARTMENT OF HUMAN RESOURCES

CLASSIFICATION AND COMPENSATION PAY PLAN Timeline

1. 03/27/2018 – Status Report on Classification and Compensation Plan Project
 2. 04/03/2018 or 04/10/2018 – Request approval from Commissioner’s Court to implement the Classification and Compensation Plan to include Policies and Procedures and the Classified Position List.
 3. 04/19/2018 – Request approval from Civil Service Commission to implement the Classification and Compensation Plan to include Policies and Procedures and the Classified Position List.
 4. 04/20/2018 thru 04/29/2018 – Upload the Classified Salary Schedule and reconcile to the Current Salary Schedule.
 5. 04/30/2018 – Effective payroll date
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COUNTY OF HIDALGO

DEPARTMENT OF HUMAN RESOURCES

CLASSIFICATION AND COMPENSATION PAY PLAN Implementation Process

The implementation process will involve converting all positions in all departments to the plan, and that process will require several weeks to complete.

The following activities/tasks will be undertaken following approval of the above:

1. Assign all current positions to a classified position from the Classification Position List.
 2. Meet with all departments to review and agree on classification assignments, and to reconcile differences.
 3. Revise and update the Classification Position List after reconciling differences with departments
 4. Revise and update Classification and Compensation Plan policies and procedures.
 5. Complete and or revise job descriptions for all positions in the Classification Position List
 6. Request final approval to implement after all revisions and related budget and salary adjustment data is compiled.
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COUNTY OF HIDALGO

CLASSIFICATION & COMPENSATION PLAN

Policies & Procedures

March 21, 2018





COUNTY OF HIDALGO

DEPARTMENT OF HUMAN RESOURCES

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CHAPTER 8

CLASSIFICATION AND COMPENSATION PLAN AND RELATED POLICIES

8.00 CLASSIFICATION PLAN

The Hidalgo County Employee Classification and Compensation Plan (Grade and Step) provides the salary structure for classified employees in Hidalgo County. The Classified Position List organizes county positions by title and grade according to level of responsibility. Positions are placed in job classifications that best depict the nature of the work performed. Each job classification has a corresponding salary group assignment that determines the minimum (Step 1) salary rate for each position.

8.01 PLAN OBJECTIVES

The Classification and Compensation plan accomplishes the following objectives:

- 1) Groups position with similar duties and pay while providing a high degree of flexibility to County departments and offices.
- 2) Compensates employees with salaries that are internally equitable and compare favorably with the private sector, other counties, and Texas State Agencies.
- 3) Provides for within grade step increases (Within-Grade Step Increase Policy).
- 4) Provides for Career Ladder and Departmental promotions at the department level.

8.02 PLAN APPLICATION

The Classification and Compensation Plan, and the related salary schedule applies to all regular, full-time salaried positions (classified) as authorized by the Hidalgo County Commissioners' Court.

- 1) The Classification and Compensation Plan (Grade and Step) consists of 21 pay grades and 11 steps. The Department of Human Resources established (classified) the grade for each position based on the level of difficulty, level of responsibility, and the qualifications (education and experience) required for the position.
- 2) Each grade has 11 steps that are set at 3.5% intervals. Step 2 is 3.5% higher in salary than step 1 and Step 3 is 3.5% higher in salary that step 2 and so on. Step increases (Within Grade Step Increase Policy) are based on criteria with regard to an acceptable level of performance, conduct, and longevity (step waiting period).
- 3) All newly hired (selected or appointed) employees of the County must begin their employment at Step 1 and remain at step 1 during the required six months probationary period. Employees are not eligible for promotion (employee cannot apply for vacant posted positions) or to transfer to another department or another position during the probationary period.
- 4) An employee who is promoted is guaranteed at least a 3.5% (one-step) salary increase. The employee will be placed at Step 1 of the new grade, or at the next step of the new grade that provides the employee at least a 3.5% salary increase if step 1 is less than a 3.5% increase.
- 5) An employee who is demoted (voluntarily or involuntarily) to a position in a lower grade, will be placed at the same step as the employee occupied in the higher grade.

8.03 DISCRETIONARY STEPS

New employees are hired at Step 1 of the applicable grade. However, in special circumstances, elected officials and department heads may authorize a higher step for a newly hired employee based on certain criteria related to special need or superior qualifications.

- 1) Discretionary Step 2 - All newly hired employees are usually hired at Step 1 of the applicable Classification Plan grade. However, in special circumstances, Elected Officials and Department Heads may hire at Step 2 based on a special need of the department or superior qualifications of the prospective employee. The Step 2 discretionary step will be awarded after criteria certification by HR and approval of the step adjustment by Commissioners' Court.
- 2) Discretionary Step District Attorney - The District Attorney has the discretion to hire above the minimum criteria not to exceed 5 steps based on a special and compelling need of the department to hire highly qualified Assistant District Attorneys. The discretionary steps will be awarded after criteria certification by HR and approval of the step adjustment by Commissioners' Court.
- 3) Discretionary Step Other - Elected Officials/Department Heads may request to hire above the minimum criteria not to exceed 4 steps when there is an insufficient number of qualified candidates for certain professional positions (Nurse's, etc.) that require specialized education, significant experience, significant training, and significant skills. The discretionary step will be awarded after criteria certification by the Department of Human Resources and approval of the step adjustment by Commissioners' Court.

8.04 WITHIN GRADE STEP INCREASE

The Classification and Compensation Plan provides for a process for employees to earn salary step increases within their assigned pay grade. The Within Grade Step Increase policy, is intended to provide some reward for good performance and for tenure within a grade.

- 1) Step salary increases will be awarded during the annual budget preparation process for all employees meeting the eligibility criteria as certified by the Department of Human Resources and the Department of Budget and Management. Awarded step increases will be effective on January 1 after adoption of the annual budget.
- 2) Step increases will be based upon the availability of funds identified during the budget process. In the event that funding is not available to fund all eligible positions, the 1 step increase will be awarded by seniority up to the amount of available funds. Eligible employees not awarded during the budget process will be considered during the year based on the availability of lapsed salary funds.
- 3) To be eligible for the Within Grade Step Increase salary adjustment, employees must meet the following criteria:
 - a) The employee must be a regular full time employee and must have completed at least twelve (12) consecutive months of service.
 - b) The employee must have a performance rating of "Meets Requirements" or better as documented by the employee's immediate supervisor and certified by the department head/official.
 - c) The employee must not have received any serious personnel actions, such as suspension without pay, demotion, or disciplinary probation within the last twelve (12) months from the approval date of the "Incentive Step Increase" process during the annual budget process.

- d) The employee must not have received any negative personnel actions, such as a reprimand, within the last six (6) months from the approval date of the "Incentive Step Increase" process during the annual budget process.
- e) Within the last 12 months, the employee has not received a promotion, or any type of salary increase.
- f) The employee's salary is below the maximum salary step (step 11) of the employee's position grade.
- g) The employee must complete a required "Step Waiting Period". The time in step will be reset when the employee is promoted or is moved to a new step by policy or Commissioners' Court action.

* The employee must have completed the required time in step (Step Waiting Period) as listed below:

STEP INCREASE FROM:	REQUIRES:
Step 1 (to) Step 2	12 months of creditable service in Step 1
Step 2 (to) Step 3	12 months of creditable service in Step 2
Step 3 (to) Step 4	12 months of creditable service in Step 3
Step 4 (to) Step 5	18 months of creditable service in Step 4
Step 5 (to) Step 6	18 months of creditable service in Step 5
Step 6 (to) Step 7	18 months of creditable service in Step 6
Step 7 (to) Step 8	24 months of creditable service in Step 7
Step 8 (to) Step 9	24 months of creditable service in Step 8
Step 9 (to) Step 10	24 months of creditable service in Step 9
Step 10 (to) Step 11	24 months of creditable service in Step 10

8.05 COST OF LIVING ADJUSTMENTS (COLA)

Employees will be eligible to receive cost of living adjustments (COLA) when Commissioners' Court authorizes a COLA increase to all employees to offset the employees' eroding purchasing power due to inflation. A COLA adjustment is normally considered during the annual budget process, and if approved it is included in the adopted annual budget. COLA adjustments are normally across the board and normally track the change in the cost of consumer goods, as measured by the Department of Labor Consumer Price Index.

8.06 LATERAL TRANSFERS

A lateral transfer occurs when an employee moves to another position within the same pay grade (whether in the same department or another). The lateral transfer of an employee may involve a change in title. An employee who laterally transfers will remain at the same pay grade and at the same step.

8.07 PLAN ADMINISTRATION

The Department of Human Resources is responsible for administering the Classification and Compensation Plan to include the following:

- 1) Develop and implement procedures and forms as necessary to administer the plan.

- 2) Maintain and update the Classified Positions List. Add or delete positions as approved by Commissioners' Court.
- 3) Maintain and update all job descriptions to reflect appropriate qualifications related to education, experience, skills, and other requirements.
- 4) Advise and assist departments in equitably and uniformly applying the plan.
- 5) Make recommendations to Commissioner's Court with respect to the operation and the improvement of the plan as necessary.

8.08 CLASSIFIED POSITIONS LIST

- 1) The Classified Positions List includes 464 classified position titles.
- 2) The job descriptions in the Classified Positions List outline the general duties and responsibilities for each position, define levels of responsibility and supervision, and give examples of work performed.
- 3) The job descriptions are intended to cover a broad range of departments, elected officials/department heads may develop supplemental functional job descriptions or performance plans that are more specific to the department's assigned responsibilities.
(See Appendix A)

8.09 PLAN EXCEPTIONS

This classification and compensation plan does not apply to the following for reasons that their positions are appointed, their salaries are set by other governing bodies, and they abide by separate classification and compensation plans:

- 1) Elected Officer or Official
- 2) Hidalgo County Sheriff's Department (deputies and detention officers follow the Law Enforcement Pay Plan)
- 3) Constables (deputy constables follow the Law Enforcement Pay Plan)
- 4) Fire Marshal (deputy fire marshals follow the Law Enforcement Pay Plan)
- 5) Hidalgo County Juvenile Probation Department
- 6) Office of the County Auditor
- 7) Court Reporters

8.10 CLASSIFICATION AND COMPENSATION SALARY SCHEDULE

- 1) The Classification and Compensation Salary Schedule provides the salary rates by grade and by step for 21 grades and 11 steps.
- 2) Employees will initially be assigned to a grade and to a step based on their classified position title and current salary. The table will be updated and adjusted when a Cost of Living Adjustment (COLA) is approved by Commissioner's Court.

HIDALGO COUNTY
CLASSIFICATION AND COMPENSATION
SALARY SCHEDULE

Revised: August 14, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Grade 1 ⁽¹⁾	19,695	20,384	21,097	21,835	22,599	23,390	24,209	25,056	25,933	26,841	27,780
Grade 2 ⁽¹⁾	21,271	22,015	22,786	23,584	24,409	25,263	26,147	27,062	28,009	28,989	30,004
Grade 3 ⁽¹⁾	22,973	23,777	24,609	25,470	26,361	27,284	28,239	29,227	30,250	31,309	32,405
Grade 4 ⁽¹⁾	24,811	25,679	26,578	27,508	28,471	29,467	30,498	31,565	32,670	33,813	34,996
Grade 5	26,796	27,734	28,705	29,710	30,750	31,826	32,940	34,093	35,286	36,521	37,799
Grade 6	28,940	29,953	31,001	32,086	33,209	34,371	35,574	36,819	38,108	39,442	40,822
Grade 7	31,255	32,349	33,481	34,653	35,866	37,121	38,420	39,765	41,157	42,597	44,088
Grade 8	33,755	34,936	36,159	37,425	38,735	40,091	41,494	42,946	44,449	46,005	47,615
Grade 9	36,455	37,731	39,052	40,419	41,834	43,298	44,813	46,381	48,004	49,684	51,423
Grade 10	39,371	40,749	42,175	43,651	45,179	46,760	48,397	50,091	51,844	53,659	55,537
Grade 11	42,521	44,009	45,549	47,143	48,793	50,501	52,269	54,098	55,991	57,951	59,979
Grade 12	45,923	47,530	49,194	50,916	52,698	54,542	56,451	58,427	60,472	62,589	64,780
Grade 13	49,597	51,333	53,130	54,990	56,915	58,907	60,969	63,103	65,312	67,598	69,964
Grade 14	53,565	55,440	57,380	59,388	61,467	63,618	65,845	68,150	70,535	73,004	75,559
Grade 15	57,850	59,875	61,971	64,140	66,385	68,708	71,113	73,602	76,178	78,844	81,604
Grade 16	62,478	64,665	66,928	69,270	71,694	74,203	76,800	79,488	82,270	85,149	88,129
Grade 17	67,476	69,838	72,282	74,812	77,430	80,140	82,945	85,848	88,853	91,963	95,182
Grade 18	72,874	75,425	78,065	80,797	83,625	86,552	89,581	92,716	95,961	99,320	102,796
Grade 19	78,704	81,459	84,310	87,261	90,315	93,476	96,748	100,134	103,639	107,266	111,020
Grade 20	85,000	87,975	91,054	94,241	97,539	100,953	104,486	108,143	111,928	115,845	119,900
Grade 21	91,800	95,013	98,338	101,780	105,342	109,029	112,845	116,795	120,883	125,114	129,493

(1) The county's minimum wage is equivalent to \$12.00/hour or \$24,960 annual salary.

8.11 DEFINITIONS

For purposes of this plan and related policies, the following definitions apply.

- 1) **Career Ladder** – A series of positions with responsibilities and duties related to each other and requiring greater responsibilities, knowledge, skills, and abilities to function with less supervision as the classification level increases. A similar term is “career path”.
- 2) **Career Ladder Position** – A classified position included in a specified career ladder.
- 3) **Career Ladder Promotion** – The movement of an employee from one classification to a higher classification in a job classification series with a higher pay grade within the same department. *Example* the promotion of an Accountant I to a vacant Accountant II position.
- 4) **Change of Status** – The form required to process any change that affects the title, table, grade, salary, or fund of a position and an employee.
- 5) **Classification** – The designation of job classes on the basis of job function and responsibility and assignment to the appropriate category (job), title (position), and pay grade (level). *Example* the classification of the Accountant I position to grade 8.
- 6) **Classification Plan Step Increase** – A raise in pay, normally a one-step increase of 3.5% based on a set of criteria set by Commissioners’ Court to recognize employees for good performance, for adhering to County policies and procedures.
- 7) **Classified Position List** – The inventory of classified positions in the Classification and Compensation Plan that have been approved by Commissioners Court. Each classified position has been assigned to the appropriate grade, and a job description has been developed with the required relevant qualifications.
- 8) **Compensation** – Pay given for service based on job function and responsibility.
- 9) **Demotion** – A change from one classified position to another classified position in a lower salary grade. A demotion can be voluntary or non-voluntary. The change in grade does not change the employee’s step.
- 10) **Departmental Promotion** – The movement of an employee from their current classified position to a higher classified position that is vacant and has been posted internally within the employees department or office.
- 11) **Discretionary Step** – All newly created positions are budgeted at Step 1. All current positions are reset to Step 1 when they become vacant, and all positions are posted at a Step 1 budgeted salary. However, elected officials and department heads have some discretion to hire at other than Step 1 under certain compelling conditions as outlined in the policy. However, the selected applicant must be initially hired at Step 1 and the discretionary step requires approval by Commissioners’ Court.
- 12) **Grade** – The level of classification based on job function and level of responsibility and defined by a specific salary range. There are 21 grades in the Classification and Compensation Salary Schedule.
- 13) **Initial Probation** – The six month period during which a new hire to the county is evaluated to assess the mutual benefits of the employment.
- 14) **Lateral Transfer** – The movement of an employee from their current office or department to a new office or department in the county, from a position in one pay grade to a different position within the same pay grade.

- 15) **Position Audit** – The review of the functions and responsibilities of a position for the purpose of determining the correct classification (grade).
- 16) **Promotion** – The movement of an employee from one classification to another classification with a higher pay grade. Employees may be promoted through the Selection and Promotion Process, the Career Ladder Process, or the Departmental Promotion Process.
- 17) **Reclassification** – A change in the classification (grade) of a position that is required due to new and fundamental changes in the duties assigned to the position.
- 18) **Re-grade** – A change in the grade of a position. This is rarely required and is initiated by the Department of Human Resources based on market analysis. *Example* the grading of the Accountant I position from a grade 8 to a grade 9.
- 19) **Selection and Promotion** – The voluntary (employee applies for a vacant posted position and is selected by the selecting authority) movement of an employee from their current position in an office or department to a vacant position in a different office or department within the County, which may or may not have a change in classification or pay grade. An employee can also voluntarily apply for a position at a lower grade under this procedure.
- 20) **Step** – The specific rate of pay within a grade. There are 11 steps in the Classification and Compensation Salary Schedule.
- 21) **Step Date** – Step Waiting Period – the initial step date for all classified employees will be the date the Classification Plan is implemented. Every classified employee will be assigned to the appropriate grade for their position title and the appropriate step (or between steps) based on their current salary. Thereafter, any personnel action that requires a change in step resets the step date for the step waiting period.

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COUNTY OF HIDALGO

DEPARTMENT OF HUMAN RESOURCES

CLASSIFICATION AND COMPENSATION PAY PLAN CLASSIFIED POSITIONS LIST

Position Title	Grade	Step 1 Salary
ACCOUNTANT I	08	\$ 33,755.00
ACCOUNTANT II	10	\$ 39,371.00
ACCOUNTANT III	12	\$ 45,923.00
ACCOUNTANT IV	14	\$ 53,565.00
ACCOUNTING CLERK I	06	\$ 28,940.00
ACCOUNTING CLERK II	08	\$ 33,755.00
ACCOUNTS PAYABLE SPECIALIST I	06	\$ 28,940.00
ACCOUNTS PAYABLE SPECIALIST II	08	\$ 33,755.00
ACCOUNTS PAYABLE SPECIALIST III	10	\$ 39,371.00
ADMINISTRATIVE ASSISTANT I	04	\$ 25,679.00
ADMINISTRATIVE ASSISTANT II	06	\$ 28,940.00
ADMINISTRATIVE ASSISTANT III	08	\$ 33,755.00
ADMINISTRATIVE ASSISTANT IV	10	\$ 39,371.00
ADMINISTRATOR, INDIGENT DEFENSE PROGRAM	17	\$ 67,476.00
ADMINISTRATOR, VICTIMS PROGRAMS UNIT	13	\$ 49,597.00
ADULT SUPERVISION OFFICER	12	\$ 45,923.00
ADVANCED CLINICAL PRACTITIONER	20	\$ 85,000.00
ADVOCATE (DA)	08	\$ 33,755.00
AIR CONDITION TECHNICIAN I	07	\$ 31,255.00
AIR CONDITION TECHNICIAN II	09	\$ 36,455.00
AIR CONDITION TECHNICIAN III	11	\$ 42,521.00
ANIMAL CONTROL SPECIALIST I	04	\$ 25,679.00
ANIMAL CONTROL SPECIALIST II	06	\$ 28,940.00
APPLICATION DEVELOPER I	12	\$ 45,923.00
APPLICATION DEVELOPER II	14	\$ 53,565.00
APPLICATION DEVELOPER III	16	\$ 62,478.00
APPLICATION PROJECT MANAGER	10	\$ 39,371.00
ASSISTANT CHIEF ADMINISTRATOR	18	\$ 72,874.00
ASSISTANT CHIEF DEPUTY	15	\$ 57,850.00
ASSISTANT CHIEF OF STAFF	18	\$ 72,874.00

Position Title	Grade	Step 1 Salary
ASSISTANT CLINICAL CARE SERVICES ADMINISTRATOR	17	\$ 67,476.00
ASSISTANT COURT COORDINATOR (AUX)	11	\$ 42,521.00
ASSISTANT COURT COORDINATOR (CC)	12	\$ 45,923.00
ASSISTANT COURT COORDINATOR (DC)	13	\$ 49,597.00
ASSISTANT COURT COORDINATOR (JP)	09	\$ 36,455.00
ASSISTANT COURT COORDINATOR (MASTER)	11	\$ 42,521.00
ASSISTANT DIRECTOR, FIELD OPERATIONS	15	\$ 57,850.00
ASSISTANT DIRECTOR, INFORMATION TECHNOLOGY	18	\$ 72,874.00
ASSISTANT DIRECTOR, PURCHASING DEPARTMENT	18	\$ 72,874.00
ASSISTANT DIRECTOR, URBAN COUNTY	19	\$ 78,704.00
ASSISTANT DISTRICT ATTORNEY I	13	\$ 49,597.00
ASSISTANT DISTRICT ATTORNEY II	15	\$ 57,850.00
ASSISTANT DISTRICT ATTORNEY III	17	\$ 67,476.00
ASSISTANT DISTRICT ATTORNEY IV	19	\$ 78,704.00
ASSISTANT DISTRICT ATTORNEY V	21	\$ 91,800.00
ASSISTANT EPIDEMIOLOGIST	07	\$ 31,255.00
ASSISTANT HIDTA COMMANDER	19	\$ 78,704.00
ASSISTANT PUBLIC HEALTH PREPAREDNESS COORDINATOR	13	\$ 49,597.00
ASSISTANT QUARTERMASTER	07	\$ 31,255.00
ASSISTANT VETERANS SERVICES OFFICER I	07	\$ 31,255.00
ASSISTANT VETERANS SERVICES OFFICER II	09	\$ 36,455.00
ASSISTANT VETERANS SERVICES OFFICER III	11	\$ 42,521.00
ATTORNEY I	13	\$ 49,597.00
ATTORNEY II	15	\$ 57,850.00
ATTORNEY III	17	\$ 67,476.00
ATTORNEY IV	19	\$ 78,704.00
ATTORNEY V	21	\$ 91,800.00
AUTOPSY TECHNICIAN	09	\$ 36,455.00
BAILIFF	10	\$ 39,371.00
BILLING SPECIALIST I	03	\$ 25,470.00
BILLING SPECIALIST II	05	\$ 26,796.00
BILLING SPECIALIST III	07	\$ 31,255.00
BOOKKEEPER I	05	\$ 26,796.00
BOOKKEEPER II	07	\$ 31,255.00
BREAST FEEDING COORDINATOR ASSISTANT	09	\$ 36,455.00
BUDGET ANALYST I	10	\$ 39,371.00
BUDGET ANALYST II	12	\$ 45,923.00
BUDGET ANALYST III	14	\$ 53,565.00
BUDGET CLERK I	06	\$ 28,940.00
BUDGET CLERK II	08	\$ 33,755.00
BUDGET MANAGER I	15	\$ 57,850.00
BUDGET MANAGER II	17	\$ 67,476.00
CALL CENTER SPECIALIST	12	\$ 45,923.00
CARPENTER I	05	\$ 26,796.00

Position Title	Grade	Step 1 Salary
CARPENTER II	07	\$ 31,255.00
CARPENTER III	09	\$ 36,455.00
CASHIER I	04	\$ 25,679.00
CASHIER II	06	\$ 28,940.00
CASHIER III	08	\$ 33,755.00
CERTIFICATION SPECIALIST II - UCP	07	\$ 31,255.00
CERTIFIED MEDICAL ASSISTANT	07	\$ 31,255.00
CHIEF ADMINISTRATOR	20	\$ 85,000.00
CHIEF CRIMINAL INVESTIGATOR	16	\$ 62,478.00
CHIEF DEPUTY	19	\$ 78,704.00
CHIEF OF APPEALS	15	\$ 57,850.00
CHIEF OF OPERATIONS	17	\$ 67,476.00
CHIEF OF STAFF	21	\$ 91,800.00
CHILD WELFARE SPECIALIST	06	\$ 28,940.00
CIJS MANAGER	14	\$ 53,565.00
CIJS SENIOR SUPPORT SPECIALIST	12	\$ 45,923.00
CIJS SUPPORT SPECIALIST	10	\$ 39,371.00
CIJS SUPPORT TECHNICIAN	06	\$ 28,940.00
CLAIMS INVESTIGATOR I	11	\$ 42,521.00
CLAIMS INVESTIGATOR II	13	\$ 49,597.00
CLERK I	01	\$ 25,056.00
CLERK II	03	\$ 25,470.00
CLERK III	05	\$ 26,796.00
CLERK IV	07	\$ 31,255.00
CLINIC AIDE I	01	\$ 25,056.00
CLINIC AIDE II	03	\$ 25,470.00
CLINIC AIDE III	05	\$ 26,796.00
CLINICAL CARE SERVICES ADMINISTRATOR	20	\$ 85,000.00
COLLECTIONS ANALYST	12	\$ 45,923.00
COLLECTIONS ENFORCEMENT OFFICER I	05	\$ 26,796.00
COLLECTIONS ENFORCEMENT OFFICER II	07	\$ 31,255.00
COMMISSIONERS' COURT ADMINISTRATOR	16	\$ 62,478.00
COMMUNICATIONS OPERATOR	06	\$ 28,940.00
COMMUNITY AFFAIRS SPECIALIST	10	\$ 39,371.00
COMMUNITY HEALTH WORKER	05	\$ 26,796.00
COMMUNITY LIAISON	11	\$ 42,521.00
COMMUNITY RESOURCE CENTER COORDINATOR	09	\$ 36,455.00
COMMUNITY SERVICE AIDE	06	\$ 28,940.00
COMPLIANCE ANALYST I	07	\$ 31,255.00
COMPLIANCE ANALYST II	09	\$ 36,455.00
COMPLIANCE ANALYST III	11	\$ 42,521.00
COMPLIANCE MONITOR	13	\$ 49,597.00
CONSTITUENT SERVICES SPECIALIST I	10	\$ 39,371.00
CONSTITUENT SERVICES SPECIALIST II	12	\$ 45,923.00

Position Title	Grade	Step 1 Salary
CONSTRUCTION INSPECTOR	11	\$ 42,521.00
CONTRACT SPECIALIST I	09	\$ 36,455.00
CONTRACT SPECIALIST II	11	\$ 42,521.00
CONTRACT SPECIALIST III	13	\$ 49,597.00
COOK I	02	\$ 25,263.00
COOK II	04	\$ 25,679.00
COOK III	06	\$ 28,940.00
COORDINATOR I	09	\$ 36,455.00
COORDINATOR I, ATHLETIC	09	\$ 36,455.00
COORDINATOR I, SPECIAL PROJECTS	09	\$ 36,455.00
COORDINATOR I, UCP	09	\$ 36,455.00
COORDINATOR II	11	\$ 42,521.00
COORDINATOR II, SAFETY	11	\$ 42,521.00
COORDINATOR II, SPECIAL PROJECTS	11	\$ 42,521.00
COORDINATOR II, STRATEGIC NATIONAL STOCKPILE	11	\$ 42,521.00
COORDINATOR II, SUBDIVISION	11	\$ 42,521.00
COORDINATOR II, UCP	11	\$ 42,521.00
COORDINATOR II, VICTIMS ASSISTANCE	11	\$ 42,521.00
COORDINATOR III	13	\$ 49,597.00
COORDINATOR III, HUMAN SERVICES	13	\$ 49,597.00
COORDINATOR IV	15	\$ 57,850.00
COORDINATOR IV, COMMUNITY DEVELOPMENT	15	\$ 57,850.00
COORDINATOR IV, INFRASTRUCTURE OPERATIONS	15	\$ 57,850.00
COUNTY EXECUTIVE DIRECTOR	20	\$ 85,000.00
COUNTY OPERATIONS ADMINISTRATOR	18	\$ 72,874.00
COURIER	03	\$ 25,470.00
COURT ADMINISTRATION SUPERVISOR	14	\$ 53,565.00
COURT COORDINATOR (AUX)	16	\$ 62,478.00
COURT COORDINATOR (CC)	15	\$ 57,850.00
COURT COORDINATOR (DC)	16	\$ 62,478.00
COURT COORDINATOR (JP)	12	\$ 45,923.00
CREW LEADER I	07	\$ 31,255.00
CREW LEADER II	09	\$ 36,455.00
CRIME SCENE SPECIALIST	11	\$ 42,521.00
CRIME VICTIM LIAISON	10	\$ 39,371.00
CRIMINAL INVESTIGATOR I	12	\$ 45,923.00
CRIMINAL INVESTIGATOR II	14	\$ 53,565.00
CRIMINAL RESEARCH SPECIALIST	11	\$ 42,521.00
CUSTODIAN I	01	\$ 25,056.00
CUSTODIAN II	03	\$ 25,470.00
CUSTODIAN III	05	\$ 26,796.00
DATA CENTER PROJECT MANAGER	10	\$ 39,371.00
DATA & COMMUNICATIONS ENGINEER	12	\$ 45,923.00
DEPUTY CLERK I	05	\$ 26,796.00

Position Title	Grade	Step 1 Salary
DEPUTY CLERK II	07	\$ 31,255.00
DEPUTY CLERK III	09	\$ 36,455.00
DEPUTY COUNTY CLERK I	05	\$ 26,796.00
DEPUTY COUNTY CLERK II	07	\$ 31,255.00
DEPUTY COUNTY CLERK III	09	\$ 36,455.00
DEPUTY DISTRICT CLERK I	05	\$ 26,796.00
DEPUTY DISTRICT CLERK II	07	\$ 31,255.00
DEPUTY DISTRICT CLERK III	09	\$ 36,455.00
DEPUTY EMERGENCY MANAGEMENT COORDINATOR II	13	\$ 49,597.00
DIRECTOR OF ADMINISTRATION	17	\$ 67,476.00
DIRECTOR OF ADMINISTRATIVE OPERATIONS	16	\$ 62,478.00
DIRECTOR, COMMUNITY SERVICE AGENCY	21	\$ 91,800.00
DIRECTOR, COUNTY PLANNING DEPARTMENT	21	\$ 91,800.00
DIRECTOR, DEPARTMENT OF BUDGET AND MANAGEMENT	21	\$ 91,800.00
DIRECTOR, DEPARTMENT OF HEALTH AND HUMAN SERVICES	21	\$ 91,800.00
DIRECTOR, DEPARTMENT OF HUMAN RESOURCES	21	\$ 91,800.00
DIRECTOR, ELECTIONS DEPARTMENT	21	\$ 91,800.00
DIRECTOR, FACILITIES MANAGEMENT	20	\$ 85,000.00
DIRECTOR, FIELD OPERATIONS I	16	\$ 62,478.00
DIRECTOR, FIELD OPERATIONS II	18	\$ 72,874.00
DIRECTOR, INFORMATION TECHNOLOGY DEPARTMENT	21	\$ 91,800.00
DIRECTOR, PUBLIC DEFENDER'S OFFICE	21	\$ 91,800.00
DIRECTOR, PURCHASING DEPARTMENT	21	\$ 91,800.00
DIRECTOR, URBAN COUNTY DEPARTMENT	21	\$ 91,800.00
DIRECTOR, WIC PROGRAMS	21	\$ 91,800.00
DIVISION MANAGER I, ASSET MANAGEMENT	14	\$ 53,565.00
DIVISION MANAGER I, COMPLIANCE & REPORTING	14	\$ 53,565.00
DIVISION MANAGER I, CONTRACTS MANAGEMENT	14	\$ 53,565.00
DIVISION MANAGER I, COUNTY CLERK	14	\$ 53,565.00
DIVISION MANAGER I, DISTRICT CLERK	14	\$ 53,565.00
DIVISION MANAGER I, ENVIRONMENTAL COMPLIANCE	14	\$ 53,565.00
DIVISION MANAGER I, HEALTH SERVICES	14	\$ 53,565.00
DIVISION MANAGER I, HUMAN RESOURCES	14	\$ 53,565.00
DIVISION MANAGER I, MOTOR VEHICLE LICENSE SECTION	14	\$ 53,565.00
DIVISION MANAGER I, PAYROLL	14	\$ 53,565.00
DIVISION MANAGER I, PROPERTY TAX SECTION	14	\$ 53,565.00
DIVISION MANAGER II	16	\$ 62,478.00
DIVISION MANAGER II, BUILDING MAINTENANCE	16	\$ 62,478.00
DIVISION MANAGER II, FINANCE (UCP)	16	\$ 62,478.00
DIVISION MANAGER II, FINANCIAL ACCOUNTING	16	\$ 62,478.00
DIVISION MANAGER II, GRANTS ACCOUNTING	16	\$ 62,478.00
DIVISION MANAGER II, HOUSING (UCP)	16	\$ 62,478.00
DIVISION MANAGER II, SAFETY	16	\$ 62,478.00
DIVISION MANAGER III	18	\$ 72,874.00

Position Title	Grade	Step 1 Salary
DIVISION MANAGER III, BUDGET MANAGEMENT	18	\$ 72,874.00
DIVISION MANAGER III, EMPLOYEE BENEFITS	18	\$ 72,874.00
DIVISION MANAGER III, FACILITIES MANAGEMENT	18	\$ 72,874.00
DIVISION MANAGER III, HUMAN SERVICES	18	\$ 72,874.00
DIVISION MANAGER III, PUBLIC AFFAIRS	18	\$ 72,874.00
DIVISION MANAGER III, STRATEGIC PLANNING	18	\$ 72,874.00
ECONOMIC DEVELOPMENT ADMINISTRATOR	20	\$ 85,000.00
ECONOMIC DEVELOPMENT ANALYST	17	\$ 67,476.00
ELECTIONS SPECIALIST I	07	\$ 31,255.00
ELECTIONS SPECIALIST II	09	\$ 36,455.00
ELECTIONS SPECIALIST III	11	\$ 42,521.00
ELECTIONS SURVEYOR	08	\$ 33,755.00
ELECTIONS SURVEYOR TECHNICIAN	04	\$ 25,679.00
ELECTIONS SYSTEMS SUPPORT MANAGER	15	\$ 57,850.00
ELECTIONS TECHNICIAN	04	\$ 25,679.00
ELECTRICIAN I	08	\$ 33,755.00
ELECTRICIAN II	10	\$ 39,371.00
ELECTRICIAN III	12	\$ 45,923.00
ELIGIBILITY SPECIALIST	06	\$ 28,940.00
EMERGENCY MANAGEMENT COORDINATOR	17	\$ 67,476.00
EMPLOYEE BENEFITS SPECIALIST I	09	\$ 36,455.00
EMPLOYEE BENEFITS SPECIALIST II	11	\$ 42,521.00
EMPLOYEE BENEFITS ANALYST III	14	\$ 53,565.00
ENGINEERING TECHNICIAN I	08	\$ 33,755.00
ENGINEERING TECHNICIAN II	10	\$ 39,371.00
ENGINEERING TECHNICIAN III	12	\$ 45,923.00
ENVIRONMENTAL COMPLIANCE COORDINATOR	16	\$ 62,478.00
EPIDEMIOLOGIST I	13	\$ 49,597.00
EPIDEMIOLOGIST II	15	\$ 57,850.00
EQUIPMENT OPERATOR I	05	\$ 26,796.00
EQUIPMENT OPERATOR II	07	\$ 31,255.00
EQUIPMENT OPERATOR III	09	\$ 36,455.00
EQUIPMENT OPERATOR IV	11	\$ 42,521.00
EVIDENCE TECHNICIAN	09	\$ 36,455.00
EXECUTIVE ASSISTANT I	11	\$ 42,521.00
EXECUTIVE ASSISTANT II	13	\$ 49,597.00
EXECUTIVE ASSISTANT III	15	\$ 57,850.00
FAMILY & CONSUMER SCIENCE PROGRAM SPECIALIST	07	\$ 31,255.00
FIELD MANAGER II, ROAD AND BRIDGE	16	\$ 62,478.00
FIELD OPERATIONS INSPECTOR	09	\$ 36,455.00
FIELD SERVICE SPECIALIST I	08	\$ 33,755.00
FIELD SERVICE SPECIALIST II	10	\$ 39,371.00
FINANCIAL ANALYST	13	\$ 49,597.00
FIRE INVESTIGATOR	10	\$ 39,371.00

Position Title	Grade	Step 1 Salary
FIRE MARSHAL	18	\$ 72,874.00
FIRST ASSISTANT PUBLIC DEFENDER	17	\$ 67,476.00
FOREMAN I	11	\$ 42,521.00
FRAUD INVESTIGATOR I	10	\$ 39,371.00
FRAUD INVESTIGATOR II	12	\$ 45,923.00
GIS OPERATOR I	07	\$ 31,255.00
GIS OPERATOR II	09	\$ 36,455.00
GIS OPERATOR III	11	\$ 42,521.00
HEALTH INSPECTOR I	07	\$ 31,255.00
HEALTH INSPECTOR II	09	\$ 36,455.00
HEALTH TECHNICIAN	07	\$ 31,255.00
HIDTA COMMANDER	21	\$ 91,800.00
HIDTA TASK FORCE OPERATIONS SUPERVISOR	17	\$ 67,476.00
HUMAN RESOURCES SPECIALIST I	06	\$ 28,940.00
HUMAN RESOURCES SPECIALIST II	08	\$ 33,755.00
HUMAN RESOURCES SPECIALIST III	10	\$ 39,371.00
HUMAN RESOURCES SPECIALIST IV	12	\$ 45,923.00
HUMAN RESOURCES TRAINING SPECIALIST	11	\$ 42,521.00
INFORMATION SYSTEM MANAGER	16	\$ 62,478.00
INFRASTRUCTURE TECHNICIAN	08	\$ 33,755.00
INMATE INTERVENTION SPECIALIST	12	\$ 45,923.00
IT PROCUREMENT ADMINISTRATOR	06	\$ 28,940.00
IT SENIOR ADMINISTRATIVE SUPPORT	08	\$ 33,755.00
INSURANCE ANALYST II	12	\$ 45,923.00
INTEGRATION SPECIALIST	10	\$ 39,371.00
INTELLIGENCE RESEARCH SPECIALIST	08	\$ 33,755.00
INTERGOVERNMENTAL AFFAIRS ADMINISTRATOR	17	\$ 67,476.00
INTERNAL AUDITOR III	13	\$ 49,597.00
INTERNATIONAL BOARD CERTIFIED LACTATION CONSULTANT	11	\$ 42,521.00
INVENTORY SPECIALIST I	04	\$ 25,679.00
INVENTORY SPECIALIST II	06	\$ 28,940.00
INVENTORY SPECIALIST III	08	\$ 33,755.00
INVESTIGATOR I	12	\$ 45,923.00
INVESTIGATOR II	14	\$ 53,565.00
LAW LIBRARIAN	14	\$ 53,565.00
LAW LIBRARY ASSISTANT	04	\$ 25,679.00
LAW LIBRARY CLERK	01	\$ 25,056.00
LICENSED VOCATIONAL NURSE I	09	\$ 36,455.00
LICENSED VOCATIONAL NURSE II	11	\$ 42,521.00
LICENSED VOCATIONAL NURSE III	13	\$ 49,597.00
LICENSED VOCATIONAL NURSE IV	14	\$ 53,565.00
LIMITED MEDICAL RADIOLOGIC TECHNOLOGIST	09	\$ 36,455.00
MAINTENANCE I	03	\$ 25,470.00
MAINTENANCE II	05	\$ 26,796.00

Position Title	Grade	Step 1 Salary
MAINTENANCE III	07	\$ 31,255.00
MAINTENANCE IV	09	\$ 36,455.00
MATERIALS SPECIALIST	09	\$ 36,455.00
MECHANIC I	05	\$ 26,796.00
MECHANIC II	07	\$ 31,255.00
MECHANIC III	09	\$ 36,455.00
MECHANIC IV	11	\$ 42,521.00
MEDICAL TECHNICIAN I	05	\$ 26,796.00
MEDICAL TECHNICIAN II	07	\$ 31,255.00
MONITOR I	10	\$ 39,371.00
MONITOR II	12	\$ 45,923.00
MONITOR III	14	\$ 53,565.00
MULTIMEDIA COORDINATOR	16	\$ 62,478.00
MULTIMEDIA SPECIALIST I	11	\$ 42,521.00
MULTIMEDIA SPECIALIST II	13	\$ 49,597.00
NETWORK ADMINISTRATOR	14	\$ 53,565.00
NETWORK/INFRASTRUCTURE SPECIALIST	10	\$ 39,371.00
NETWORK ENGINEER	14	\$ 53,565.00
NUISANCE ABATEMENT SPECIALIST I	09	\$ 36,455.00
NUISANCE ABATEMENT SPECIALIST II	11	\$ 42,521.00
NUTRITIONIST I	11	\$ 42,521.00
NUTRITIONIST II	13	\$ 49,597.00
OFFICIAL RECORDS MANAGER	13	\$ 49,597.00
OUTREACH SPECIALIST I	04	\$ 25,679.00
OUTREACH SPECIALIST II	06	\$ 28,940.00
PARALEGAL	09	\$ 36,455.00
PARKS FOREMAN	13	\$ 49,597.00
PAYROLL CLERK II	08	\$ 33,755.00
PAYROLL CLERK III	09	\$ 36,455.00
PAYROLL SPECIALIST I	10	\$ 39,371.00
PAYROLL SPECIALIST II	12	\$ 45,923.00
PEER COUNSELOR I	03	\$ 25,470.00
PEER COUNSELOR II	05	\$ 26,796.00
PEER COUNSELOR III	07	\$ 31,255.00
PERSONNEL SPECIALIST I	06	\$ 28,940.00
PERSONNEL SPECIALIST II	08	\$ 33,755.00
PERSONNEL SPECIALIST III	10	\$ 39,371.00
PERSONNEL SPECIALIST IV	12	\$ 45,923.00
PLANNING ANALYST I	10	\$ 39,371.00
PLANNING ANALYST II	12	\$ 45,923.00
PLANNING ANALYST III	14	\$ 53,565.00
PLANNING INSPECTOR I	04	\$ 25,679.00
PLANNING INSPECTOR II	06	\$ 28,940.00
PLANNING INSPECTOR III	08	\$ 33,755.00

Position Title	Grade	Step 1 Salary
PLANNING INSPECTOR IV	10	\$ 39,371.00
PLUMBER I	08	\$ 33,755.00
PLUMBER II	10	\$ 39,371.00
PLUMBER III	12	\$ 45,923.00
PROBATE AUDITOR	11	\$ 42,521.00
PROCUREMENT ANALYST II	12	\$ 45,923.00
PROCUREMENT ANALYST IV	16	\$ 62,478.00
PROCUREMENT SPECIALIST	09	\$ 36,455.00
PROGRAM COORDINATOR I	10	\$ 39,371.00
PROGRAM COORDINATOR II	12	\$ 45,923.00
PROGRAM MANAGER I	13	\$ 49,597.00
PROGRAM MANAGER II	15	\$ 57,850.00
PROGRAM MANAGER II, DOMESTIC RELATIONS	15	\$ 57,850.00
PROGRAM MANAGER II, SPECIAL PROJECTS	15	\$ 57,850.00
PROGRAM MANAGER II, SYSTEMS SUPPORT	15	\$ 57,850.00
PROGRAM MANAGER III	17	\$ 67,476.00
PROGRAM MANAGER III, ECONOMIC DEVELOPMENT	17	\$ 67,476.00
PROGRAM MANAGER III, NUISANCE ABATEMENT	17	\$ 67,476.00
PROGRAM SPECIALIST I	09	\$ 36,455.00
PROGRAM SPECIALIST II	11	\$ 42,521.00
PUBLIC AFFAIRS SPECIALIST	10	\$ 39,371.00
PUBLIC DEFENDER I	13	\$ 49,597.00
PUBLIC DEFENDER II	15	\$ 57,850.00
PUBLIC DEFENDER III	17	\$ 67,476.00
PUBLIC HEALTH PLANNER I	12	\$ 45,923.00
PUBLIC HEALTH PLANNER II	14	\$ 53,565.00
PUBLIC HEALTH PREPAREDNESS COORDINATOR	15	\$ 57,850.00
PUBLIC HEALTH SANITARIAN	15	\$ 57,850.00
PUBLIC HEALTH SPECIALIST I	09	\$ 36,455.00
PUBLIC HEALTH SPECIALIST II	11	\$ 42,521.00
PUBLIC HEALTH SPECIALIST III	13	\$ 49,597.00
PUBLIC HEALTH TECHNICIAN	07	\$ 31,255.00
QUARTERMASTER	08	\$ 33,755.00
RECORDS FACILITY MANAGER	13	\$ 49,597.00
REGISTERED DIETITIAN I	12	\$ 45,923.00
REGISTERED DIETITIAN II	14	\$ 53,565.00
REGISTERED NURSE CONSULTANT (IBCL)	18	\$ 72,874.00
REGISTERED NURSE I	11	\$ 42,521.00
REGISTERED NURSE II	13	\$ 49,597.00
REGISTERED NURSE III	15	\$ 57,850.00
REGISTERED NURSE IV	17	\$ 67,476.00
RESEARCH ANALYST I	10	\$ 39,371.00
RESEARCH ANALYST II	12	\$ 45,923.00
RESEARCH ANALYST III	14	\$ 53,565.00

Position Title	Grade	Step 1 Salary
RIGHT OF WAY AGENT	15	\$ 57,850.00
ROAD CONSTRUCTION FOREMAN	13	\$ 49,597.00
ROAD MAINTENANCE FOREMAN	13	\$ 49,597.00
SAFETY OFFICER I	10	\$ 39,371.00
SAFETY OFFICER II	12	\$ 45,923.00
SAFETY OFFICER III	14	\$ 53,565.00
SANITATION ATTENDANT I	03	\$ 25,470.00
SANITATION ATTENDANT II	05	\$ 26,796.00
SANITATION ATTENDANT III	07	\$ 31,255.00
SANITATION FOREMAN	13	\$ 49,597.00
SCOFFLAW COMPLIANCE SPECIALIST	07	\$ 31,255.00
SCOFFLAW DEPUTY CLERK I	05	\$ 26,796.00
SECURITY SPECIALIST	08	\$ 33,755.00
SENIOR FRAUD INVESTIGATOR	14	\$ 53,565.00
SEPTIC TANK INSPECTOR	07	\$ 31,255.00
SOCIAL WORKER	12	\$ 45,923.00
SUBDIVISION INSPECTOR	07	\$ 31,255.00
SUPERVISOR I	09	\$ 36,455.00
SUPERVISOR I, COMMISSARY	09	\$ 36,455.00
SUPERVISOR I, COMMUNITY RESOURCE CENTER	09	\$ 36,455.00
SUPERVISOR I, MECHANIC	09	\$ 36,455.00
SUPERVISOR II	11	\$ 42,521.00
SUPERVISOR II, ACCOUNTS PAYABLE	11	\$ 42,521.00
SUPERVISOR II, BILLING	11	\$ 42,521.00
SUPERVISOR II, COLLECTIONS	11	\$ 42,521.00
SUPERVISOR II, MECHANIC	11	\$ 42,521.00
SUPERVISOR II, PERSONNEL (SHERIFF)	11	\$ 42,521.00
SUPERVISOR II, PLANNING INSPECTION	11	\$ 42,521.00
SUPERVISOR II, FACILITIES MAINTENANCE	12	\$ 45,923.00
SUPERVISOR II, TRAFFIC CONTROL	11	\$ 42,521.00
SUPERVISOR III	13	\$ 49,597.00
SUPERVISOR III, CONSTRUCTION	13	\$ 49,597.00
SUPERVISOR III, CRIME SCENE	13	\$ 49,597.00
SUPERVISOR III, FACILITIES MAINTENANCE	13	\$ 49,597.00
SUPERVISOR III, MECHANIC	13	\$ 49,597.00
SYSTEM SERVICES ADMINISTRATOR	16	\$ 62,478.00
SYSTEM SUPPORT SPECIALIST I	11	\$ 42,521.00
SYSTEM SUPPORT SPECIALIST II	13	\$ 49,597.00
SYSTEMS ENGINEER	10	\$ 39,371.00
SYSTEMS PROJECT MANAGER	14	\$ 53,565.00
TB OUTREACH SPECIALIST	06	\$ 28,940.00
TB PROGRAM MANAGER III	18	\$ 72,874.00
TB RECORDS MANAGER	10	\$ 39,371.00
TB REGISTERED NURSE	16	\$ 62,478.00

Position Title	Grade	Step 1 Salary
TECHNICAL SPECIALIST I	10	\$ 39,371.00
TECHNICAL SPECIALIST II	12	\$ 45,923.00
TECHNICAL SUPPORT MANAGER	16	\$ 62,478.00
TECHNICIAN I	04	\$ 25,679.00
TECHNICIAN II	06	\$ 28,940.00
TECHNICIAN III	08	\$ 33,755.00
TECHNICIAN IV	10	\$ 39,371.00
TELECOMMUNICATIONS/INFRASTRUCTURE PROJECT MANAGER	12	\$ 45,923.00
TEXAS VACCINES FOR CHILDREN EDUCATOR	12	\$ 45,923.00
TIRE REPAIR SPECIALIST I	05	\$ 26,796.00
TIRE REPAIR SPECIALIST II	07	\$ 31,255.00
TITLE EXAMINER I	06	\$ 28,940.00
TITLE EXAMINER II	08	\$ 33,755.00
TRAFFIC CONTROL SPECIALIST I	03	\$ 25,470.00
TRAFFIC CONTROL SPECIALIST II	05	\$ 26,796.00
TRAFFIC CONTROL SPECIALIST III	07	\$ 31,255.00
TRAVEL CARD SPECIALIST	11	\$ 42,521.00
TRUCK DRIVER I	03	\$ 25,470.00
TRUCK DRIVER II	05	\$ 26,796.00
TRUCK DRIVER III	07	\$ 31,255.00
VETERANS SERVICES OFFICER	17	\$ 67,476.00
VOTER REGISTRATION SPECIALIST I	05	\$ 26,796.00
VOTER REGISTRATION SPECIALIST II	07	\$ 31,255.00
VOTER REGISTRATION SPECIALIST III	09	\$ 36,455.00
WELDER I	05	\$ 26,796.00
WELDER II	07	\$ 31,255.00
WELDER III	09	\$ 36,455.00
WELDER IV	11	\$ 42,521.00
WIC AREA COORDINATOR I	14	\$ 53,565.00
WIC AREA COORDINATOR II	16	\$ 62,478.00
WIC AREA COORDINATOR III	18	\$ 72,874.00
WIC CERTIFICATION SPECIALIST I	05	\$ 26,796.00
WIC CERTIFICATION SPECIALIST II	07	\$ 31,255.00
WIC CERTIFICATION SPECIALIST III	09	\$ 36,455.00
WIC CLINIC MANAGER	12	\$ 45,923.00
WIC VENDOR LIAISON	12	\$ 45,923.00
WORKERS COMPENSATION SPECIALIST I	09	\$ 36,455.00
WORKERS COMPENSATION SPECIALIST II	11	\$ 42,521.00