

Compensation Options

Identified Market Adjustments YTD

1002 Positions Classified on Civilian Grade/Step

**271 Positions Reviewed YTD Based on Job Analysis
Questionnaires submitted by departments**

(27.05% of total positions)

52 Positions Identified for Potential Market Adjustments

(19.19% of positions reviewed; 5.19% of total positions)

Identified Adjustments, with Fringes, total

\$205,276.07 with current steps awarded

(\$109,912.15 with reduction of 2 steps – some with grade changes)

FY 2011 Compensation Recommendation

KEY:	Reclass Request	Proposed Market Adjustment		Option 1 - Grade Changes with Steps - Requested		
				Requested Grade/Step	Requested Salary	Difference
-25.03	\$44,991.30	Addressing Analyst	911 Addressing Grant	27.03	\$49,705.78	\$4,714.48
-13.02	\$24,270.86	Animal Care Specialist	Animal Services	18.02	\$31,051.54	\$6,780.68
-23.06	\$43,885.43	Office Adm Animal Serv	Animal Services	24.06	\$46,126.26	\$2,240.83
-34.08	\$79,476.84	Budget Ofcr	Budget Office	38.08	\$96,821.49	\$17,344.65
-20.07	\$38,792.64	Bldg Maint Spec Sr	Building Maintenance	24.01	\$40,742.44	\$0.00
-18.07	\$35,125.79	Office Spec Sr Pct 1	Commissioner 1 - admin	19.07	\$36,901.01	\$1,775.22
-18.02	\$31,051.53	Office Spec Sr Pct 2	Commissioner 2 - admin	19.02	\$32,623.06	\$1,571.53
-18.07	\$35,125.79	Office Spec Sr Pct 3	Commissioner 3 - admin	19.07	\$36,901.01	\$1,775.22
-18.06	\$34,281.85	Office Spec Sr Pct 4	Commissioner 4 - admin	19.06	\$35,998.85	\$1,717.00
-16.02	\$28,141.38	Adm Spec Co Atty	County Attorney	17.02	\$29,567.35	\$1,425.97
-16.02	\$28,141.38	Adm Spec Co Atty	County Attorney	17.02	\$29,567.35	\$1,425.97
-16.05	\$30,294.93	Adm Spec Co Atty	County Attorney	17.05	\$31,837.30	\$1,542.37
-16.05	\$30,294.93	Adm Spec Co Atty	County Attorney	17.05	\$31,837.30	\$1,542.37
-29.04	\$56,253.67	Attorney II	County Attorney	28.06	\$56,253.67	\$0.00
-28.02	\$50,957.14	Attorney I	County Attorney	29.02	\$53,547.20	\$2,590.06

FY 2011 Compensation Recommendation
Option 1 - Grade Changes with Steps - Requested

KEY:	Reclass Request	Proposed Market Adjustment		Requested Grade/Step	Requested Salary	Difference
-28.03	\$52,237.62	Attorney I	County Attorney	29.03	\$54,885.88	\$2,648.26
-33.03	\$66,875.81	Attorney IV	County Attorney	35.03	\$73,802.00	\$6,926.19
-33.05	\$70,251.61	Attorney IV	County Attorney	35.05	\$77,527.04	\$7,275.43
-33.11	\$81,455.78	Auditing Mgr	County Auditor	34.11	\$85,588.21	\$4,132.43
AN.01 -	\$83,571.92	Ct Reprtr Co Ct 1	County Court at Law 1	35.09	\$85,588.21	\$2,016.29
AN.01 -	\$83,571.92	Ct Reprtr Co Ct 2	County Court at Law 2	35.09	\$85,588.21	\$2,016.29
AN.01 -	\$83,571.92	Ct Reprtr Co Ct 3	County Court at Law 3	35.09	\$85,588.21	\$2,016.29
-26.05	\$49,705.78	Ct Adm 3 Co Ct 4	County Court at Law 4	27.05	\$52,237.62	\$2,531.84
AN.01 -	\$83,571.92	Ct Reprtr Co Ct 4	County Court at Law 4	35.09	\$85,588.21	\$2,016.29
-18.08	\$35,998.85	Office Spec Sr Co Judge	County Judge	19.08	\$37,832.27	\$1,833.42
-30.08	\$65,246.09	Public Affairs Mgr	County Judge	34.08	\$79,476.84	\$14,230.75
-17.01	\$28,839.84	Office Spec Elections	Elections	18.01	\$30,294.93	\$1,455.09
-17.1	\$35,998.85	Office Spec Elections	Elections	18.10	\$37,832.27	\$1,833.42
-25.04	\$46,126.25	Elec GIS Analyst	Elections	27.04	\$50,957.14	\$4,830.89
-28.04	\$53,547.20	Deputy EA	Elections	29.04	\$56,253.67	\$2,706.47

FY 2011 Compensation Recommendation
Option 1 - Grade Changes with Steps - Requested

KEY:	Reclass Request	Proposed Market Adjustment		Requested Grade/Step	Requested Salary	Difference
-25.08	\$50,957.14	Sys Supt Sp 2	Information Systems	27.04	\$50,957.14	\$0.00
-26.05	\$49,705.78	Sr GIS Analyst	Information Systems	28.05	\$54,885.88	\$5,180.10
-27.04	\$50,957.14	Applications Admin	Information Systems	31.04	\$62,103.12	\$11,145.98
-27.06	\$53,547.20	Applications Admin	Information Systems	31.06	\$65,246.09	\$11,698.89
-33.13	\$85,580.22	Dir of Administrative Se	Information Systems	35.13	\$94,469.33	\$8,889.11
-19.15	\$44,972.02	Asst Adm JP 4	Justice of the Peace 4	25.03	\$44,972.02	\$0.00
-18.02	\$31,051.53	OFFICE SPEC SR SO	Sheriffs Office	20.02	\$34,281.85	\$3,230.32
-16.02	\$28,141.38	Adm Spec Tax	Tax Assessor/Collector	17.02	\$29,567.35	\$1,425.97
-17.05	\$31,837.30	Motor Veh Clk II	Tax Assessor/Collector	18.05	\$33,437.89	\$1,600.59
-17.05	\$31,837.30	Motor Veh Clk II	Tax Assessor/Collector	18.05	\$33,437.89	\$1,600.59
-17.06	\$32,623.07	Motor Veh Clk II	Tax Assessor/Collector	18.06	\$34,281.85	\$1,658.78
-17.06	\$32,623.07	Office Spec Tax	Tax Assessor/Collector	18.06	\$34,281.85	\$1,658.78
-17.08	\$34,281.86	Motor Veh Clk II	Tax Assessor/Collector	18.08	\$35,998.85	\$1,716.99
-17.10	\$35,998.85	Office Spec Tax	Tax Assessor/Collector	18.10	\$37,832.27	\$1,833.42

FY 2011 Compensation Recommendation

Option 1 - Grade Changes with Steps - Requested

KEY:	Reclass Request	Proposed Market Adjustment		Requested Grade/Step	Requested Salary	Difference
-24.07	\$47,290.34	Acctg Spec Tax	Tax Assessor/Collector	26.07	\$52,237.62	\$4,947.28
-26.11	\$57,650.55	Asst Ch Dep Txa	Tax Assessor/Collector	28.11	\$63,645.51	\$5,994.96
-31.12	\$75,635.43	Ch Dep Tax	Tax Assessor/Collector	34.06	\$75,635.43	\$0.00
-12.01	\$22,553.86	Clk 1 Vets	Veteran Services	13.01	\$23,688.82	\$1,134.96
-19.01	\$31,837.30	Counselor Vets	Veteran Services	20.01	\$33,437.89	\$1,600.59
-22.02	\$37,832.27	Asst Veterans Serv Ofcr	Veteran Services	23.02	\$39,752.96	\$1,920.69
						\$172,153.70
						\$205,276.07