



## **Request for Proposal #2017- 003** **Compensation and Classification Study**

**Due Date:** September 29, 2016  
**Time:** 2:00pm  
**Receipt Location:** Government Center  
500 N. Main Street, Suite #709  
Administrative Services, Procurement Division  
Monroe, NC 28112

### **Procurement Contact Person**

**Name:** Cheryl Wright, CPPO, CLGPO  
**Title:** Division Director, Procurement  
**E-mail:** [cheryl.wright@unioncountync.gov](mailto:cheryl.wright@unioncountync.gov)  
**Telephone:** (704) 283-3563

## Table of Contents

Section 1- Submittal Deadline & Addendum Information	Page 3
Section 2 - Purpose	Page 4
Section 3 - Background	Page 4
Section 4 - Scope of Work	Page 4
Section 5 - Detailed Submittal Requirements	Page 6
Section 6 - Evaluation Criteria	Page 8
Section 7 - General Conditions and Requirements	Page 8
Appendix A Proposal Submission Form	Page 11
Appendix B Addenda Receipt and Anti-Collusion	Page 12
Appendix C Iran Divestment Act Form	Page 13
Attachment A Salary Schedule	
Attachment B Classification Specifications	

## Section 1 – Submittal Deadline and Addendum Information

### A. Submission Deadline

Submittals shall be sealed and labeled on the outside RFP# 2017-003, Compensation and Classification Study. RFP's are to be received by the Union County Administrative Services, Procurement Division by 2:00 pm, September 29, 2016. *Any submittals received after this date and time shall be rejected without exception.*

#### **Mail or hand-deliver submission packets to:**

Union County Government Center  
Administrative Services, Procurement Division  
500 North Main Street, Suite #709  
Monroe, NC 28112

**Attention: Cheryl Wright**

The proposal must be submitted electronically on a non-returnable CD or flash drive and in printed form. One (1) original (mark "ORIGINAL") plus six (6) hard copies of the proposal must be submitted. The original proposal package must have original signatures and must be signed by a person who is authorized to bind the proposing firm. All additional proposal sets may contain photocopies of the original package.

Electronic (email) or facsimile submissions will not be accepted.

There is no expressed or implied obligation for Union County to reimburse firms for any expenses incurred in preparing proposals in response to this request.

Union County reserves the right to reject any or all proposals or to select the proposal, which in its opinion, is in the best interest of the County.

### B. Proposal Questions

Proposal questions will be due on August 31, 2016 at 5 pm EST. The primary purpose of this is to provide participating firms with the opportunity to ask questions, in writing, related to the RFP.

Submit questions by e-mail to **Cheryl Wright at [Cheryl.wright@unioncountync.gov](mailto:Cheryl.wright@unioncountync.gov) by the deadlines shown above**. The email should identify the RFP number and project title. Questions and answers may be posted as addenda on [www.co.union.nc.us](http://www.co.union.nc.us) and/or [www.ips.state.nc.us](http://www.ips.state.nc.us).

Union County may modify the RFP prior to the date fixed for submission of proposals by the issuance of an addendum.

Any addenda to these documents shall be issued in writing. No oral statements, explanations, or commitments by anyone shall be of effect unless incorporated in the written addenda. Receipt of Addenda shall be acknowledged by the Offeror on "Addenda Receipt and Anti-Collusion" form.

## **Section 2 – Purpose**

Union County North Carolina Government is seeking proposals from qualified offerors to conduct a “Compensation and Classification Study” for Union County. At a minimum, the selected firm will assist with the development of a Compensation & Classification Philosophy, conduct an employee compensation and classification study of public and private employers who are providing comparable services. Based on results of the study, selected firm will prepare a comparative analysis that identifies Union County’s competitive position in the labor market, determine if individualized position/job descriptions are needed; and if so, develop, update or revise as needed to provide the appropriate number of classifications. Our intention is to see a reduction in classifications.

Responding firms should have significant experience conducting salary surveys and comparative analyses, preferably involving both public and private employers.

## **Section 3 - Background**

As of February 11, 2016, the County has a total of 1,035.62 FTE, (965 full time, 23 regular part time and 185 temporary employees for a total of 1,173 employees) under approximately 414 job classifications. The County has one (1) salary schedule. The current salary schedule consists of 50 pay ranges; each range includes a minimum, midpoint and maximum level. A current copy of the salary schedule is included as Attachment A. Classification specifications are reviewed and revised on an as-needed basis and the listing of these are included as Attachment B. The Union County Sheriff’s Department previously completed a compensation study for uniformed officers and those employees will not be included in that portion of the study. As a result, the anticipated employee population for the compensation study will be 778.75 FTE, (710 full-time, 23 regular part time and 181 temporary employees for a total of 914 employees). All County employees (1,035.62 FTE) will be incorporated into the classification evaluation.

## **Section 4 - Scope of Work**

Review existing Union County classification and compensation plan for appropriateness, internal equity and external competitiveness. The following describes the various tasks that are expected to be completed to meet the requirements of this Request for Proposal:

- I. Meet with key County Leadership to discuss any specific concerns with respect to the development and methodology of a compensation and classification study. These conversations should include development of a Compensation & Classification Philosophy. The County desires meaningful participation of key employees in the compensation/classification process and year to year maintenance of the system.
- II. Presentations to the County Leadership Team and the Board of County Commissioners. The firm should expect to conduct two (2) presentations to the leadership team, and one (1) presentation to the Board of County Commissioners.
- III. A comprehensive evaluation of every classification within the County to determine relative worth within the organization (internal equity), placement in the organizational pay plan and for the establishment of pay bands. This should include an employee questionnaire process. Establish appropriate benchmarking standards and included should be a comparison and analysis of salaries and wages of like or similar jobs (external equity) in comparable government and private employers in North Carolina, South Carolina and Virginia for which the County competes for a labor supply. Create class/position descriptions that include required knowledge, skills and abilities (KSA) for

each position class in a standardized format. The analysis should be made on a sampling that produces statistical reliability and valid results.

- IV. Recommend needed changes to existing compensation & classification plan or propose a new plan that will achieve market rate structure and alleviate salary compression issues. Provide a multiyear implementation plan to adjust compensation as identified in analysis. The County would like to see at least one (1) alternative implementation plan included.
- V. Assist County Staff with communication tools to keep employees accurately apprised throughout the process.
- VI. Provide a synopsis prepared for management review, covering the salient features of the proposal including overall costs and term of work.
- VII. Must provide a procedure manual and training for Human Resources employees enabling them to maintain the recommended classification and compensation plan. This includes the methodology for position evaluation and recommendations. All data and forms will include position questionnaire forms, worksheets (paper or electronic), raw data, electronic databases, etc. This will be provided to Union County Human Resources to assist in understanding and training of the position classification methodology or system.
- VIII. The classification/compensation and position evaluation system to be developed as the product of this scope of services must adhere to the following basic elements and characteristics:
  - A. Must meet all legal requirements, be totally nondiscriminatory and provide for compliance with all pertinent federal, state and local requirements.
  - B. The system must be easy for management to administer, maintain and defend.
  - C. The system must easily accommodate organizational change and growth.
  - D. The system should be based upon sound compensation principles in which both internal and external equity are considered within the pay structure as well as the concepts of equal pay for equal work, equal pay for similar work, and equal pay for comparable work.
  - E. The system should provide for new positions to be incorporated into the compensation plan as well as appropriate adjustments to maintain the compensation plan's effectiveness.
- IX. The selected firm will provide a recommendation for administration of a compensation program based on any changes in philosophy and the results of survey and prepare recommendations for compensation rules, and policies, including variable/incentive pay options, to maintain competitiveness, reward employees, and ensure equity.

- X. Additional services (Optional) – any other related and recommended products or services not specified in this RFP which may be considered essential or beneficial by the firm. These services should be priced separately.

## Section 5 – Detailed Submittal Requirements

### A. Proposal format

Offerors should prepare their proposals in accordance with the instructions outlined in this section. Each offeror is required to submit the proposal in a sealed package. Proposals should be prepared as simply as possible and provide a straightforward, concise description of the offeror's capabilities to satisfy the requirements of the RFP. Utmost attention should be given to accuracy, completeness, and clarity of content. All parts, pages, figures, or tables should be numbered and clearly labeled. Response information should be limited to pertinent information only.

The proposal should be organized into sections:

- **Tab A** - Background and Experience
- **Tab B** – Project Manager and/or Staff Information
- **Tab C** – Project Implementation Plan
- **Tab D** - References
- **Tab E** – Financial Information
- **Tab F** - Fee Information
- **Tab G** - Required Signature Forms; Proposal Submission Form-Appendix A, Addenda Receipt and Anti-Collusion-Appendix B and Iran Divestment Act Form – Appendix C.

### 1. Tab A – Background and Experience

Please provide the following information about your company, experience with the services listed in this RFP. Respond to each item and provide supporting documentation and/or exhibits as requested or desired.

- a. Company Name  
Address  
Telephone Number  
Email Address  
Name of Single Point of Contact  
Name of Person with binding authority to enter into contracts
- b. Provide a brief introduction describing your firm's organization and services. Include your company's purpose, mission and values and explain how they will support the relationship with Union County's objectives.
- c. Number of years in business providing Compensation and Classification Study services.
- d. Organization Chart or Organization Structure information.
- e. Describe general characteristics that differentiate your company from others in the industry. Include any special advantages your services provide.

**2. Tab B – Project Manager and/or Staff Information**

- a. Submit a list identifying the project manager and/or staff who would be assigned to this project as well as their professional experiences, qualifications, responsibilities and functions. Include summary resumes for each assigned staff. List the percent of time they would be assigned to this project.
- b. If applicable, list other resources that may be used to provide the services listed in this RFP.

**3. Tab C – Project Implementation Plan**

- a. Submit a statement of your understanding of the work, descriptions of the methodology and illustrations of the procedures to be employed.
- b. Submit a detailed breakdown and description of the specific steps, services and study products that will be provided as a result of the Scope of Work listed in this RFP. Please provide information on the rationale of the proposed sampling base and their relevance to the Union County labor market. Firms may elect to include in this section any innovative methods or concepts that might be beneficial to the County as long as the minimum requirements as set out in this RFP are met.
- c. At a minimum, the proposed implementation schedule will include specific milestones to meet a completion date on or before August 1, 2017.

**4. Tab D – References**

- a. Provide a list of clients the firm has provided compensation/classification services to since January 1, 2010, including organization, contact person, address, telephone number, fax number and a brief description of the compensation/classification services provided.
- b. Please include documentation as to previous issues where the work of the proposing firm was challenged either by management, state or federal agencies or in a court of law.

**5. Tab E - Financial Information**

- a. Upon request, offeror must submit up to three (3) years of financial statements.

**6. Tab F – Fee Information**

Submit a not to exceed fee. This fee must include all professional services, supplies and travel to complete the scope of work as per the RFP. No additional out of pocket expenses shall be paid including but not limited to fuel and other associated travel costs. Do not include cost of “Additional Services” outside the scope of work with response to this item.

**7. Tab G – Required Signature Forms**

Offerors should include signed copies of the following documents:  
Proposal Submission Form - Appendix A  
Addenda Receipt and Anti-Collusion - Appendix B  
Iran Divestment Act Form – Appendix C

## Section 6 – Evaluation Criteria

### A. Selection Participants

**Evaluation Team-** The Evaluation Team will be responsible for the evaluation and rating of the proposals. The Evaluation Team will make the recommendation for vendor selection to the County Manger or Board of Commissioners.

### B. Evaluation of Proposals

Evaluation criteria will be used to assist in determining the finalist offeror. The offeror's proposal will be evaluated based on the following criteria below. These criteria are provided for informational purposes and are not intended to represent an order of preference.

- Background and Experience
- Project Management and/or Staff Information
- Project Implementation Plan
- References
- Price/Fee Information
- Compliance with the general submittal requirements and completeness of submittal.

### C. Award Procedures

The County reserves the right to make an award without further discussion of the proposals received. Therefore, it is important that the proposal be submitted initially on the most favorable terms from both a technical and cost standpoint.

A proposal may be rejected if it is incomplete. Union County may reject any or all proposals and may waive any immaterial deviation in a proposal.

At a minimum, proposals will be evaluated based upon the criteria above, as well as compliance with the RFP. The County may accept the proposal that best serves its needs, as determined by County officials in their sole discretion.

More than one proposal from an individual, firm, partnership, corporation or association under the same or different names, will not be considered.

## Section 7 – General Conditions and Requirements

### A. Terms and Conditions

The term of contract shall be for one (1) year, with one (1) one year renewal option pending annual budget appropriation.

All proposals submitted in response to this request shall become the property of Union County and as such, may be subject to public review upon award of contract.

Union County has the right to reject any or all proposals, to engage in further negotiations with any firm submitting a proposal, and/or to request additional information or clarification. The County is not obligated to accept the lowest cost proposal. The County may accept that proposal that best serves its needs, as determined by County officials in their sole discretion.



All payroll taxes, liability and worker's compensation are the sole responsibility of the Offeror. The Offeror understands that an employer/employee relationship does not exist under this contract.

**B. Sub-Contractor/Partner Disclosure**

A single firm may propose the entire solution. If the proposal by any firm requires the use of sub-contractors, partners, and/or third-party products or services, this must be clearly stated in the proposal. The firm submitting the proposal shall remain solely responsible for the performance of all work, including work that is done by sub-contractors.

**C. Modification or Withdrawal of Proposal**

Prior to the scheduled closing time for receiving proposals, any Offeror may withdraw their proposal. After the scheduled closing time for receiving proposals, no proposal may be withdrawn for 180 days. Only written requests for the modification or correction of a previously submitted proposal that are addressed in the same manner as proposals and are received by the County prior to the closing time for receiving proposals will be accepted. The proposal will be corrected in accordance with such written requests, provided that any such written request is in a sealed envelope that is plainly marked "Modification of Proposal – 2017- 3, Compensation and Classification Study". Oral, telephone, or fax modifications or corrections will not be recognized or considered.

**D. Hold Harmless**

The Firm shall indemnify Union County against any and all loss or damage to the extent arising out of the Firm's negligence in the performance of services under this Request and for infringement of any copyright or patent occurring in connection with or in any way incidental to or arising out of the occupancy, use, service, operations or performance of work under this Request.

**E. Equal Employment Opportunity**

All Firms will be required to follow Federal Equal Employment Opportunity (EEO) policies. Union County will affirmatively assure that on any project constructed pursuant to this advertisement, equal employment opportunity will be offered to all persons without regard to race, color, creed, religion, national origin, sex, and marital status, status with regard to public assistance, membership or activity in a local commission, disability, sexual orientation, or age.

**F. Drug-Free Workplace**

During the performance of this Request, the Firm agrees to provide a drug-free workplace for his employees; post in conspicuous places, available to employees and applicants for employment, a statement notifying employees that the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana is prohibited in the workplace and specify the actions that will be taken against employees for violations of such prohibition; and state in all solicitations or advertisements for employees placed by or on behalf of the firm that the Firm maintains a drug-free workplace.

For the purposes of this section, "drug-free workplace" means a site for the performance of work done in connection with a specific contract awarded to a contractor/firm in accordance with this chapter, the employees of whom are prohibited from engaging in the unlawful manufacture, sale, distribution, dispensation, possession or use of any controlled substance or marijuana during the performance of the Request.

**G. E-Verify**

E-Verify is the federal program operated by the United States Department of Homeland Security and other federal agencies, or any successor or equivalent program, used to verify the work authorization of newly hired employees pursuant to federal law. Contractor shall ensure that Contractor and any Subcontractor performing work under this contract: (i) uses E-Verify if required to do so; and (ii) otherwise complies with applicable law.

**H. Iran Divestment Act Notice for Local Governments in North Carolina**

Pursuant to G.S. 147-86.59, any person identified as engaging in investment activities in Iran, determined by appearing on the Final Divestment List created by the State Treasurer pursuant to G.S. 147-86.58, is ineligible to contract with the State of North Carolina or any political subdivision of the State. The Iran Divestment Act of 2015, G.S. 147-86.55 *et seq.*\* requires that each vendor, prior to contracting with the State certify:

1. That the vendor is not identified on the Final Divestment List of entities that the State Treasurer has determined engages in investment activities in Iran;
2. That the vendor shall not utilize on any contract with the State agency any sub-contractors that is identified on the Final Divestment List; and
3. That the undersigned is authorized by the Vendor to make this certification.

UNION COUNTY RESERVES THE RIGHT TO REJECT ANY AND/OR ALL QUALIFICATIONS AND TO WAIVE ANY AND ALL TECHNICALITIES.

**Appendix A – Proposal Submission Form**  
**Request for Proposal (RFP) #2017 - 003**  
**Compensation and Classification Study**

This Proposal is submitted by:

Company Name: \_\_\_\_\_

Representative  
(printed): \_\_\_\_\_

Representative  
**(signed)**: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

City/State/Zip: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Telephone: \_\_\_\_\_  
(Area Code) Telephone Number

Facsimile: \_\_\_\_\_  
(Area Code) Fax Number

**It is understood by the Offeror that Union County reserves the right to reject any and all Proposals, to make awards according to the best interest of the County, to waive formalities, technicalities, to recover and rebid this RFP. Proposal is valid for one hundred and eighty (180) calendar days from the Proposal due date.**

Offeror \_\_\_\_\_ Date \_\_\_\_\_

Authorized Signature \_\_\_\_\_

Please type or print Name \_\_\_\_\_

**Appendix B – Addenda Receipt and Anti-Collusion  
Request for Proposal (RFP) #2017 - 003  
Compensation and Classification Study**

Please acknowledge receipt of all addenda by including this form with your Proposal. Any questions or changes received will be posted as an addendum on [www.co.union.nc.us](http://www.co.union.nc.us) and/or [www.ips.state.nc.us](http://www.ips.state.nc.us). It is your responsibility to check these sites for this information.

ADDENDUM #:	DATE ADDENDUM DOWNLOADED
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

I certify that this proposal is made in good faith and without collusion with any other Offeror or officer or employee of Union County.

\_\_\_\_\_  
(Please Print Name)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Authorized Signature

\_\_\_\_\_  
Title

\_\_\_\_\_  
E-Mail Address

\_\_\_\_\_  
Company Name

**Appendix C – Iran Divestment Act Form**  
**Request for Proposal (RFP) #2017 - 003**  
**Compensation and Classification Study**



**RFP Number** (if applicable): \_\_\_\_\_

**Name of Vendor or Bidder:** \_\_\_\_\_  
\_\_\_\_\_

**IRAN DIVESTMENT ACT**  
**CERTIFICATION REQUIRED BY**  
**N.C.G.S. 143C-6A-5(a)**

As of the date listed below, the vendor or bidder listed above is not listed on the Final Divestment List created by the State Treasurer pursuant to N.C.G.S. 143-6A-4.

The undersigned hereby certifies that he or she is authorized by the vendor or bidder listed above to make the foregoing statement.

---

Signature

Date

---

Printed Name

Title

*Notes to persons signing this form:*

N.C.G.S. 143C-6A-5(a) requires this certification for bids or contracts with the State of North Carolina, a North Carolina local government, or any other political subdivision of the State of North Carolina. The certification is required at the following times:

- When a bid is submitted
- When a contract is entered into (if the certification was not already made when the vendor made its bid)
- When a contract is renewed or assigned

N.C.G.S. 143C-6A-5(b) requires that contractors with the State, a North Carolina local government, or any other political subdivision of the State of North Carolina must not utilize any subcontractor found on the State Treasurer's Final Divestment List.

The State Treasurer's Final Divestment List can be found on the State Treasurer's website at the address [www.nctreasurer.com/iran](http://www.nctreasurer.com/iran) and will be updated every 180 days.

**UNION COUNTY SALARY GRADES AND RANGES FOR FY2015 - 2016 EFFECTIVE 7/1/2015**

Pay Grade	Minimum		Mid-Point		Maximum	
	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate
50	\$ 19,074	\$ 9.17	\$ 23,843	\$ 11.46	\$ 28,612	\$ 13.76
51	\$ 19,950	\$ 9.59	\$ 24,938	\$ 11.99	\$ 29,926	\$ 14.39
52	\$ 20,857	\$ 10.03	\$ 26,071	\$ 12.53	\$ 31,285	\$ 15.04
53	\$ 21,821	\$ 10.49	\$ 27,276	\$ 13.11	\$ 32,731	\$ 15.74
54	\$ 22,814	\$ 10.97	\$ 28,518	\$ 13.71	\$ 34,222	\$ 16.45
55	\$ 23,865	\$ 11.47	\$ 29,831	\$ 14.34	\$ 35,797	\$ 17.21
56	\$ 24,976	\$ 12.01	\$ 31,220	\$ 15.01	\$ 37,464	\$ 18.01
57	\$ 26,116	\$ 12.56	\$ 32,645	\$ 15.69	\$ 39,174	\$ 18.83
58	\$ 27,313	\$ 13.13	\$ 34,141	\$ 16.41	\$ 40,969	\$ 19.70
59	\$ 28,538	\$ 13.72	\$ 35,673	\$ 17.15	\$ 42,808	\$ 20.58
60	\$ 29,826	\$ 14.34	\$ 37,282	\$ 17.92	\$ 44,738	\$ 21.51
61	\$ 31,199	\$ 15.00	\$ 38,999	\$ 18.75	\$ 46,799	\$ 22.50
62	\$ 32,631	\$ 15.69	\$ 40,789	\$ 19.61	\$ 48,947	\$ 23.53
63	\$ 34,122	\$ 16.40	\$ 42,652	\$ 20.51	\$ 51,182	\$ 24.61
64	\$ 35,670	\$ 17.15	\$ 44,588	\$ 21.44	\$ 53,506	\$ 25.72
65	\$ 37,306	\$ 17.94	\$ 46,632	\$ 22.42	\$ 55,958	\$ 26.90
66	\$ 39,000	\$ 18.75	\$ 48,750	\$ 23.44	\$ 58,500	\$ 28.13
67	\$ 40,753	\$ 19.59	\$ 50,941	\$ 24.49	\$ 61,129	\$ 29.39
68	\$ 42,623	\$ 20.49	\$ 53,279	\$ 25.61	\$ 63,935	\$ 30.74
69	\$ 44,582	\$ 21.43	\$ 55,727	\$ 26.79	\$ 66,872	\$ 32.15
70	\$ 46,598	\$ 22.40	\$ 58,247	\$ 28.00	\$ 69,896	\$ 33.60
71	\$ 48,700	\$ 23.41	\$ 60,875	\$ 29.27	\$ 73,050	\$ 35.12
72	\$ 50,922	\$ 24.48	\$ 63,652	\$ 30.60	\$ 76,382	\$ 36.72
73	\$ 53,230	\$ 25.59	\$ 66,537	\$ 31.99	\$ 79,844	\$ 38.39
74	\$ 55,654	\$ 26.76	\$ 69,567	\$ 33.45	\$ 83,480	\$ 40.13
75	\$ 58,196	\$ 27.98	\$ 72,745	\$ 34.97	\$ 87,294	\$ 41.97
76	\$ 60,826	\$ 29.24	\$ 76,033	\$ 36.55	\$ 91,240	\$ 43.87
77	\$ 63,572	\$ 30.56	\$ 79,465	\$ 38.20	\$ 95,358	\$ 45.85
78	\$ 66,435	\$ 31.94	\$ 83,044	\$ 39.93	\$ 99,653	\$ 47.91
79	\$ 69,446	\$ 33.39	\$ 86,807	\$ 41.73	\$ 104,168	\$ 50.08
80	\$ 72,601	\$ 34.90	\$ 90,751	\$ 43.63	\$ 108,901	\$ 52.36
81	\$ 75,873	\$ 36.48	\$ 94,841	\$ 45.60	\$ 113,809	\$ 54.72
82	\$ 79,291	\$ 38.12	\$ 99,114	\$ 47.65	\$ 118,937	\$ 57.18
83	\$ 82,886	\$ 39.85	\$ 103,608	\$ 49.81	\$ 124,330	\$ 59.77
84	\$ 86,654	\$ 41.66	\$ 108,318	\$ 52.08	\$ 129,982	\$ 62.49
85	\$ 90,569	\$ 43.54	\$ 113,211	\$ 54.43	\$ 135,853	\$ 65.31
86	\$ 94,660	\$ 45.51	\$ 118,325	\$ 56.89	\$ 141,990	\$ 68.26
87	\$ 98,926	\$ 47.56	\$ 123,657	\$ 59.45	\$ 148,388	\$ 71.34
88	\$ 103,366	\$ 49.70	\$ 129,208	\$ 62.12	\$ 155,050	\$ 74.54
89	\$ 108,042	\$ 51.94	\$ 135,052	\$ 64.93	\$ 162,062	\$ 77.91
90	\$ 112,949	\$ 54.30	\$ 141,186	\$ 67.88	\$ 169,423	\$ 81.45
91	\$ 118,063	\$ 56.76	\$ 147,579	\$ 70.95	\$ 177,095	\$ 85.14
92	\$ 123,380	\$ 59.32	\$ 154,225	\$ 74.15	\$ 185,070	\$ 88.98
93	\$ 128,961	\$ 62.00	\$ 161,201	\$ 77.50	\$ 193,441	\$ 93.00
94	\$ 134,774	\$ 64.80	\$ 168,467	\$ 80.99	\$ 202,160	\$ 97.19
95	\$ 140,852	\$ 67.72	\$ 176,065	\$ 84.65	\$ 211,278	\$ 101.58
96	\$ 147,221	\$ 70.78	\$ 184,026	\$ 88.47	\$ 220,831	\$ 106.17
97	\$ 153,855	\$ 73.97	\$ 192,319	\$ 92.46	\$ 230,783	\$ 110.95
98	\$ 160,807	\$ 77.31	\$ 201,009	\$ 96.64	\$ 241,211	\$ 115.97
99	\$ 168,024	\$ 80.78	\$ 210,030	\$ 100.98	\$ 252,036	\$ 121.17

## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
4-H Program Assistant	58	27,313	34,141	40,969	4201	N	2
911 Operations Manager	73	53,230	66,537	79,844	1318	E	6
Absentee Ballot Coordinator - RPT	62	32,631	40,789	48,947	1107	N	6
Accounting Specialist II/PW	69	44,582	55,727	66,872	2868	N	6
Accounting Technician I/Elections - RPT	61	31,199	38,999	46,799	1109	N	6
Accounting Technician I/Health	61	31,199	38,999	46,799	4142	N	6
Accounting Technician I/Social Services	61	31,199	38,999	46,799	4049	N	6
Accounting Technician II/Finance	63	34,122	42,652	51,182	1817	N	6
Accounting Technician II/Sheriff	63	34,122	42,652	51,182	3107	N	6
Accounting Technician II/Social Services	63	34,122	42,652	51,182	4040	N	6
Accounting Technician III/Health	65	37,306	46,632	55,958	4171	N	6
Accounting Technician III/Public Works	65	37,306	46,632	55,958	2863	N	6
Accounting Technician III/Sheriff	65	37,306	46,632	55,958	3120	N	6
Accounting Technician III/Social Services	65	37,306	46,632	55,958	4020	N	6
Accounting Technician IV/Health/Billing	67	40,753	50,941	61,129	4175	N	6
Accounting Technician IV/Social Services	67	40,753	50,941	61,129	4051	N	6
Administrative Assistant II/Finance	64	35,670	44,588	53,506	1806	N	6
Administrative Assistant II/Tax Administration	64	35,670	44,588	53,506	1013	N	6
Administrative Assistant/Facilities Management	62	32,631	40,789	48,947	2887	N	6
Administrative Assistant/Parks & Recreation	62	32,631	40,789	48,947	2502	N	6
Administrative Assistant/Public Works/Business Operations	62	32,631	40,789	48,947	2855	N	6
Administrative Assistant/Public Works/Operations Center	62	32,631	40,789	48,947	2807	N	6
Administrative Assistant/Sheriff	62	32,631	40,789	48,947	3104	N	6
Administrative Assistant/Transportation	62	32,631	40,789	48,947	3513	N	6
Administrative Officer I/Health	66	39,000	48,750	58,500	4146	N	6
Administrative Officer II/Sheriff	69	44,582	55,727	66,872	3112	N	6
Administrative Secretary/Central Administration	60	29,826	37,282	44,738	3903	N	6
Administrative Secretary/Elections	60	29,826	37,282	44,738	1102	N	6
Administrative Secretary/Fleet Management	60	29,826	37,282	44,738	2005	N	6
Administrative Secretary/Planning	60	29,826	37,282	44,738	2710	N	6
Administrative Secretary/Procurement	60	29,826	37,282	44,738	1604	N	6
Administrative Secretary/Veterans	60	29,826	37,282	44,738	3402	N	6
Animal Care Specialist	61	31,199	38,999	46,799	3168	N	3
Applications & Systems Manager	70	46,598	58,247	69,896	1524	E	2
Assessment Administration Supervisor	71	48,700	60,875	73,050	1015	E	1

## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
Assistant Branch Manager I	64	35,670	44,588	53,506	2321	N	1
Assistant Branch Manager II	65	37,306	46,632	55,958	2336	N	1
Assistant County Manager	88	103,366	129,208	155,050	1208	E	1
Assistant Division Director, Library	75	58,196	72,745	87,294	2302	E	1
Assistant Division Director, Transportation & Nutrition	70	46,598	58,247	69,896	3514	E	1
Assistant Fire Marshal I	62	32,631	40,789	48,947	1904	N	4
Assistant Fire Marshal II	64	35,670	44,588	53,506	1907	N	4
Assistant Fire Marshal III	65	37,306	46,632	55,958	1908	N	4
Assistant Human Resources Director	78	66,435	83,044	99,653	2602	E	1
Assistant Register of Deeds - PT	65	37,306	46,632	55,958	3096	N	6
Assistant Register of Deeds I	61	31,199	38,999	46,799	3007	N	6
Assistant Register of Deeds II	63	34,122	42,652	51,182	3008	N	6
Assistant Register of Deeds III	65	37,306	46,632	55,958	3009	N	6
Assistant Shift Supervisor Telecommunicator	64	35,670	44,588	53,506	1320	N	3
Assistant to the Manager	79	69,446	86,807	104,168	1210	E	1
Auditor	66	39,000	48,750	58,500	1004	N	2
Automotive Mechanic	69	44,582	55,727	66,872	2001	N	7
Benefits Specialist	70	46,598	58,247	69,896	2611	N	2
Billing Coordinator	63	34,122	42,652	51,182	2908	N	6
Billing Representative - PT	61	31,199	38,999	46,799	3596	N	6
Branch Manager I	66	39,000	48,750	58,500	2334	E	1
Branch Manager II	67	40,753	50,941	61,129	2335	E	1
Building Permit Supervisor	64	35,670	44,588	53,506	2127	N	6
Building, Plumbing, & Mechanical Inspector	69	44,582	55,727	66,872	2120	N	1
CAD Technician	66	39,000	48,750	58,500	1326	N	3
Captain	78	66,435	83,044	99,653	3141	E	4
Cash & Investment Analyst	69	44,582	55,727	66,872	1820	E	2
Chief Deputy Sheriff	83	82,886	103,608	124,330	3102	E	1
CIP Construction Manager	76	60,826	76,033	91,240	2843	E	1
CIP Program Manager	78	66,435	83,044	99,653	2874	E	1
Circulation Assistant Manager	63	34,122	42,652	51,182	2331	N	1
Circulation Manager	65	37,306	46,632	55,958	2348	E	1
Civilian Evidence Technician	61	31,199	38,999	46,799	3134	N	6
Classification and Compensation Analyst	72	50,922	63,652	76,382	2607	N	2
Clerk	56	24,976	31,220	37,464	2503	N	6



## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
Clerk to the Board	NG				3901	N/A	1
Clinical Social Worker	71	48,700	60,875	73,050	4030	E	2
Collection Specialist	60	29,826	37,282	44,738	3314	N	6
Collection Technician	58	27,313	34,141	40,969	3313	N	6
Commercial Building Inspector	70	46,598	58,247	69,896	2116	N	1
Communications Officer	72	50,922	63,652	76,382	1206	E	1
Community Health Asst/Breast Feeding Counselor	55	23,865	29,831	35,797	4152	N	2
Community Relations Manager	72	50,922	63,652	76,382	2909	E	1
Community Social Services Assistant/Adult - PT	55	23,865	29,831	35,797	4096	N	8
Community Social Services Assistant/Children - PT	55	23,865	29,831	35,797	4087	N	8
Community Social Services Assistant/Children's Svcs.	55	23,865	29,831	35,797	4003	N	8
Computing Consultant I	69	44,582	55,727	66,872	4026	N	2
Conservation Education Specialist	63	34,122	42,652	51,182	3206	N	2
Construction Inspector II	63	34,122	42,652	51,182	2820	N	1
Construction Inspector III	65	37,306	46,632	55,958	2819	N	1
Construction Inspector Supervisor	68	42,623	53,279	63,935	2891	N	1
Contract Specialist	67	40,753	50,941	61,129	1603	N	6
Controller	78	66,435	83,044	99,653	1819	E	1
Corporal I	69	44,582	55,727	66,872	3147	N	4
Corporal II	70	46,598	58,247	69,896	3116	N	4
County Manager	NG				1201	N/A	1
Crime Analyst	68	42,623	53,279	63,935	3121	N	2
Crime Scene Investigator I	65	37,306	46,632	55,958	3135	N	3
Crime Scene Investigator II	66	39,000	48,750	58,500	3114	N	3
Crime Scene Investigator Master	67	40,753	50,941	61,129	3115	N	3
Customer Service Manager	70	46,598	58,247	69,896	2901	E	6
Customer Service Representative	56	24,976	31,220	37,464	3182	N	6
Customer Service Specialist	61	31,199	38,999	46,799	2809	N	6
Customer Service Supervisor	66	39,000	48,750	58,500	2815	E	6
Data Entry Operator II	58	27,313	34,141	40,969	4011	N	6
Day Care Coordinator	67	40,753	50,941	61,129	4034	E	1
Dental Assistant - RPT	60	29,826	37,282	44,738	4172	N	5
Deputy Clerk to the Board	67	40,753	50,941	61,129	3902	N	6
Deputy Elections Director	64	35,670	44,588	53,506	1114	N	6
Deputy Fire Marshal	67	40,753	50,941	61,129	1903	N	4

## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
Deputy Register of Deeds I	57	26,116	32,645	39,174	3004	N	6
Deputy Register of Deeds II	58	27,313	34,141	40,969	3005	N	6
Deputy Register of Deeds III	60	29,826	37,282	44,738	3006	N	6
Deputy Sheriff I	65	37,306	46,632	55,958	3150	N	4
Deputy Sheriff I - PT	65	37,306	46,632	55,958	3196	N	4
Deputy Sheriff I/Detective	67	40,753	50,941	61,129	3148	N	4
Deputy Sheriff I/Drug Investigator	67	40,753	50,941	61,129	3125	N	4
Deputy Sheriff I/K-9	67	40,753	50,941	61,129	3127	N	4
Deputy Sheriff II	66	39,000	48,750	58,500	3152	N	4
Deputy Sheriff II/Detective	67	40,753	50,941	61,129	3172	N	4
Deputy Sheriff II/Drug Investigator	67	40,753	50,941	61,129	3117	N	4
Deputy Sheriff II/K-9	67	40,753	50,941	61,129	3126	N	4
Deputy Sheriff Master	67	40,753	50,941	61,129	3154	N	4
Deputy Sheriff Master/Detective	67	40,753	50,941	61,129	3119	N	4
Deputy Sheriff Master/Drug Investigator	67	40,753	50,941	61,129	3149	N	4
Deputy Sheriff Master/K-9	67	40,753	50,941	61,129	3155	N	4
Deputy Tax Collector Supervisor I	68	42,623	53,279	63,935	3315	E	1
Deputy Tax Collector Supervisor II	69	44,582	55,727	66,872	3309	E	1
Detention Officer I	65	37,306	46,632	55,958	3156	N	4
Detention Officer II	66	39,000	48,750	58,500	3157	N	4
Detention Officer Master	67	40,753	50,941	61,129	3170	N	4
Director, Elections	74	55,654	69,567	83,480	1101	E	1
Dispatch Supervisor	65	37,306	46,632	55,958	3113	N	3
Dispatcher I/Sheriff	61	31,199	38,999	46,799	3132	N	6
Dispatcher II/Sheriff	62	32,631	40,789	48,947	3176	N	6
Dispatcher Master/Sheriff	63	34,122	42,652	51,182	3177	N	6
Dispatcher/Transportation	59	28,538	35,673	42,808	3502	N	6
District Director, Soil & Water Conservation	69	44,582	55,727	66,872	3204	E	1
District Manager, Soil & Water Conservation	66	39,000	48,750	58,500	3205	E	1
Division Director, Assessment	76	60,826	76,033	91,240	1049	E	1
Division Director, Budget	78	66,435	83,044	99,653	1818	E	1
Division Director, Building Code Enforcement	79	69,446	86,807	104,168	2101	E	1
Division Director, Business Operations/Human Services	77	63,572	79,465	95,358	4064	E	1
Division Director, Business Operations/Public Works	77	63,572	79,465	95,358	2862	E	1
Division Director, Communications	78	66,435	83,044	99,653	1301	E	1

## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
Division Director, Engineering	81	75,873	94,841	113,809	2811	E	1
Division Director, Facilities	79	69,446	86,807	104,168	2882	E	1
Division Director, Information Systems	81	75,873	94,841	113,809	1501	E	1
Division Director, Library	80	72,601	90,751	108,901	2301	E	1
Division Director, Parks & Recreation	77	63,572	79,465	95,358	2501	E	1
Division Director, Planning	81	75,873	94,841	113,809	2706	E	1
Division Director, Procurement	78	66,435	83,044	99,653	1601	E	1
Division Director, Public Health	85	90,569	113,211	135,853	4124	E	1
Division Director, Real Property Appraisal	76	60,826	76,033	91,240	1050	E	1
Division Director, Revenue	75	58,196	72,745	87,294	3305	E	1
Division Director, Social Services	85	90,569	113,211	135,853	4039	E	1
Division Director, Solid Waste	79	69,446	86,807	104,168	2858	E	1
Division Director, Transportation & Nutrition	77	63,572	79,465	95,358	2408	E	1
Division Director, Veteran's Services	69	44,582	55,727	66,872	3401	E	1
Division Director, Water & Wastewater	83	82,886	103,608	124,330	2912	E	1
Division Director, Water Resources	81	75,873	94,841	113,809	2802	E	1
Division Manager, Nursing	80	72,601	90,751	108,901	4176	E	1
Division Manager, Public Health Operations	72	50,922	63,652	76,382	4177	E	1
Document Imaging Coordinator	70	46,598	58,247	69,896	1523	E	2
Driver	55	23,865	29,831	35,797	3503	N	8
Driver - PT	55	23,865	29,831	35,797	3599	N	8
Driver - RPT	55	23,865	29,831	35,797	3510	N	8
DWI Treatment Court Coordinator	66	39,000	48,750	58,500	3802	N	2
E-911 Database Coordinator	65	37,306	46,632	55,958	1322	N	2
Elections Database Specialist	61	31,199	38,999	46,799	1115	N	6
Electrical Inspector	69	44,582	55,727	66,872	2123	N	1
Emergency Management Coordinator	70	46,598	58,247	69,896	3607	E	4
Emergency Services Analyst	68	42,623	53,279	63,935	1327	E	2
Employment Coordinator	69	44,582	55,727	66,872	2609	N	2
Engineering Assistant	70	46,598	58,247	69,896	2822	N	3
Engineering Technician	64	35,670	44,588	53,506	2806	N	3
Environmental Health Manager	77	63,572	79,465	95,358	4121	E	1
Environmental Health Program Specialist	70	46,598	58,247	69,896	4116	E	2
Environmental Health Specialist/Food & Lodging	68	42,623	53,279	63,935	4114	N	3
Environmental Health Specialist/Onsite W/W	68	42,623	53,279	63,935	4102	N	3

## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
Environmental Health Supervisor I	71	48,700	60,875	73,050	4122	E	2
Environmental Patrol Officer I	65	37,306	46,632	55,958	3122	N	4
Environmental Patrol Officer II	66	39,000	48,750	58,500	3123	N	4
Environmental Patrol Officer Master	67	40,753	50,941	61,129	3124	N	4
Equipment Operator I	61	31,199	38,999	46,799	2845	N	8
Equipment Operator II	63	34,122	42,652	51,182	2846	N	8
Event Coordinator	59	28,538	35,673	42,808	4205	N	8
Event Coordinator - PT	59	28,538	35,673	42,808	4299	N	8
Executive Assistant/Central Administration	64	35,670	44,588	53,506	1203	N	6
Executive Assistant/Human Services	64	35,670	44,588	53,506	4013	N	6
Executive Assistant/PW	64	35,670	44,588	53,506	2888	N	6
Executive Attorney	88	103,366	129,208	155,050	2206	E	1
Executive Director, Administrative Services/CFO	88	103,366	129,208	155,050	1811	E	1
Executive Director, Community Services	83	82,886	103,608	124,330	2307	E	1
Executive Director, Emergency Services	83	82,886	103,608	124,330	3606	E	1
Executive Director, Growth Management	83	82,886	103,608	124,330	2129	E	1
Executive Director, Human Resources	83	82,886	103,608	124,330	2601	E	1
Executive Director, Human Services	88	103,366	129,208	155,050	4100	E	1
Executive Director, Public Works	88	103,366	129,208	155,050	2801	E	1
Executive Director, Tax Administration	83	82,886	103,608	124,330	1024	E	1
Facilities Construction Manager	76	60,826	76,033	91,240	2885	E	1
Facilities Coordinator	65	37,306	46,632	55,958	2344	E	8
Facilities Project Manager	76	60,826	76,033	91,240	2907	E	1
Finance Specialist	62	32,631	40,789	48,947	2343	N	6
Financial Analyst	67	40,753	50,941	61,129	1821	E	2
Financial Analyst/Payroll	67	40,753	50,941	61,129	1823	E	2
Fire Marshal	76	60,826	76,033	91,240	1901	E	4
Fleet Manager	72	50,922	63,652	76,382	2000	N	7
Fleet Service - PT	55	23,865	29,831	35,797	3598	N	8
Foreign Language Interpreter II/Health	63	34,122	42,652	51,182	4170	N	2
Foreign Language Interpreter II/Social Services	63	34,122	42,652	51,182	4057	N	2
Foreign Language Interpreter/Health	60	29,826	37,282	44,738	4133	N	2
Foreign Language Interpreter/Social Services	60	29,826	37,282	44,738	4050	N	2
Genealogy/Local History Librarian	66	39,000	48,750	58,500	2337	N	2
General Utility Worker/Elections - PT	53	21,821	27,276	32,731	1193	N	6

## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
General Utility Worker/Public Works	53	21,821	27,276	32,731	2903	N	6
General Utility Worker/Social Services	53	21,821	27,276	32,731	4007	N	8
GIS Analyst	68	42,623	53,279	63,935	1511	N	3
GIS Project Coordinator/Information Systems	70	46,598	58,247	69,896	1510	E	2
GIS Project Coordinator/PW	70	46,598	58,247	69,896	2875	N	2
GIS Project Coordinator/Tax Administration	70	46,598	58,247	69,896	1051	N	2
GIS Senior Specialist	68	42,623	53,279	63,935	1048	N	3
GIS Specialist	67	40,753	50,941	61,129	1029	N	3
GIS Technician/Information Systems	66	39,000	48,750	58,500	1519	N	3
GIS Technician/Tax Administration	66	39,000	48,750	58,500	1022	N	3
Grant & Communication Specialist	61	31,199	38,999	46,799	4066	N	6
Health and Safety Program Manager	72	50,922	63,652	76,382	2865	E	6
Human Resources Administrator	66	39,000	48,750	58,500	3159	N	6
Human Resources Assistant	60	29,826	37,282	44,738	2610	N	6
Human Services Evaluator I	68	42,623	53,279	63,935	4059	E	2
Human Services Evaluator II	70	46,598	58,247	69,896	4068	E	2
Income Maintenance Administrator I	72	50,922	63,652	76,382	4037	E	1
Income Maintenance Caseworker I	61	31,199	38,999	46,799	4017	N	2
Income Maintenance Caseworker II	63	34,122	42,652	51,182	4023	N	2
Income Maintenance Caseworker II - PT	63	34,122	42,652	51,182	4091	N	2
Income Maintenance Caseworker III	65	37,306	46,632	55,958	4027	N	2
Income Maintenance Investigator II	65	37,306	46,632	55,958	4042	N	2
Income Maintenance Supervisor II	67	40,753	50,941	61,129	4031	E	1
Income Maintenance Technician	59	28,538	35,673	42,808	4044	N	2
Income Maintenance Technician - PT	59	28,538	35,673	42,808	4090	N	2
Information Systems Liaison	67	40,753	50,941	61,129	4173	N	3
Inmate Health Charge Nurse	72	50,922	63,652	76,382	4179	N	2
Inmate Health Nurse	70	46,598	58,247	69,896	4178	N	2
Internal Deputy Tax Collector	65	37,306	46,632	55,958	3307	N	1
Juvenile Services Coordinator	67	40,753	50,941	61,129	2318	E	2
Landfill Crewleader	65	37,306	46,632	55,958	2847	N	8
Landfill Operations Specialist	61	31,199	38,999	46,799	2844	N	7
Landfill Operations Superintendent	72	50,922	63,652	76,382	2859	E	1
Law Enforcement Information Systems Manager	68	42,623	53,279	63,935	3110	N	6
Law Enforcement Information Systems Tech	64	35,670	44,588	53,506	3111	N	6

## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
Lead Meter Technician	63	34,122	42,652	51,182	2867	N	6
Legal Assistant	62	32,631	40,789	48,947	2202	N	6
Legal Counsel	75	58,196	72,745	87,294	3108	E	2
Library Assistant I/Courier - PT	57	26,116	32,645	39,174	2397	N	5
Library Assistant I/Technical	57	26,116	32,645	39,174	2312	N	5
Library Assistant II/Administration	60	29,826	37,282	44,738	2324	N	5
Library Assistant II/Children's	60	29,826	37,282	44,738	2323	N	5
Library Assistant II/Children's - PT	60	29,826	37,282	44,738	2392	N	5
Library Assistant II/Circulation	60	29,826	37,282	44,738	2325	N	5
Library Assistant II/Circulation - PT	60	29,826	37,282	44,738	2393	N	5
Library Assistant II/Circulation - RPT	60	29,826	37,282	44,738	2339	N	5
Library Assistant II/Public Service	60	29,826	37,282	44,738	2322	N	5
Library Assistant II/Public Service - PT	60	29,826	37,282	44,738	2394	N	5
Library Assistant II/Technical	60	29,826	37,282	44,738	2310	N	5
Library Assistant III/Genealogy - PT	64	35,670	44,588	53,506	2390	N	5
Library Assistant III/Hispanic Services	64	35,670	44,588	53,506	2350	N	5
Library Assistant III/Reference	64	35,670	44,588	53,506	2326	N	5
Library Assistant III/Reference - PT	64	35,670	44,588	53,506	2391	N	5
Library Assistant III/Reference - RPT	64	35,670	44,588	53,506	2349	N	5
Library Clerk I - PT	50	19,074	23,843	28,612	2398	N	5
Licensed Practical Nurse II/Inmate Health Services	62	32,631	40,789	48,947	4162	N	3
Lieutenant I	74	55,654	69,567	83,480	3142	N	4
Lieutenant II	75	58,196	72,745	87,294	3130	N	4
Local Foods Market Coordinator - RPT	61	31,199	38,999	46,799	4206	N	2
Maintenance Mechanic/Jail Facilities	61	31,199	38,999	46,799	3105	N	7
Maintenance Supervisor	63	34,122	42,652	51,182	3164	N	8
Medical Laboratory Technician I	61	31,199	38,999	46,799	4109	N	3
Medical Laboratory Technologist II	69	44,582	55,727	66,872	4117	E	3
Medical Office Assistant/Health	58	27,313	34,141	40,969	4103	N	6
Meter Services Supervisor	64	35,670	44,588	53,506	2873	N	6
Meter Technician	61	31,199	38,999	46,799	2870	N	6
Network Manager	70	46,598	58,247	69,896	1521	E	2
New Development Program Manager	78	66,435	83,044	99,653	2910	E	1
Nutrition Assistant - PT	53	21,821	27,276	32,731	2498	N	8
Nutrition Coordinator	61	31,199	38,999	46,799	2402	N	8



## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
Nutritionist I	63	34,122	42,652	51,182	4110	N	2
Nutritionist II	66	39,000	48,750	58,500	4128	N	2
Office Aide/Assessor - PT	51	19,950	24,938	29,926	1099	N	6
Office Aide/Collections - PT	51	19,950	24,938	29,926	3399	N	6
Office Assistant IV	58	27,313	34,141	40,969	4143	N	6
Office Support II/Elections - PT	53	21,821	27,276	32,731	1195	N	6
Office Support II/Nutrition - PT	53	21,821	27,276	32,731	2499	N	8
Office Support II/Parks & Recreation - PT	53	21,821	27,276	32,731	2587	N	6
Office Support II/Transportation - PT	53	21,821	27,276	32,731	3595	N	6
Office Support III/Central Administration - PT	56	24,976	31,220	37,464	3999	N	6
Office Support III/Sheriff - PT	56	24,976	31,220	37,464	3194	N	6
Office Support III/Transportation	56	24,976	31,220	37,464	3504	N	6
One Stop Office Support II - PT	53	21,821	27,276	32,731	1112	N	6
Park Attendant	61	31,199	38,999	46,799	2512	N	8
Park Maintenance Mechanic	61	31,199	38,999	46,799	2504	N	7
Park Maintenance Mechanic/Crewleader	62	32,631	40,789	48,947	2511	N	7
Park Maintenance Supervisor	65	37,306	46,632	55,958	2505	N	8
Park Operations Manager	74	55,654	69,567	83,480	2516	E	1
Park Ranger I	63	34,122	42,652	51,182	2507	N	4
Park Ranger II	65	37,306	46,632	55,958	2508	N	4
Park Superintendent	71	48,700	60,875	73,050	2509	E	1
Patient Relations Representative IV	58	27,313	34,141	40,969	4134	N	6
Permit Clerk	58	27,313	34,141	40,969	2119	N	6
Personal Property Senior Specialist	63	34,122	42,652	51,182	1053	N	6
Personal Property Specialist	60	29,826	37,282	44,738	1025	N	6
Personal Property Technician	58	27,313	34,141	40,969	1054	N	6
Physician Extender II - RPT	81	75,873	94,841	113,809	4129	E	2
Physician III - RPT	96	147,221	184,026	220,831	4169	E	2
Precinct Coordinator	58	27,313	34,141	40,969	1113	N	6
Processing Assistant III/Health	56	24,976	31,220	37,464	4137	N	6
Processing Assistant III/Health - RPT	56	24,976	31,220	37,464	4154	N	6
Processing Assistant III/Receptionist/Social Services - PT	56	24,976	31,220	37,464	4092	N	6
Processing Assistant III/Social Services	56	24,976	31,220	37,464	4009	N	6
Processing Assistant IV/Health	58	27,313	34,141	40,969	4138	N	6
Processing Assistant IV/Social Services	58	27,313	34,141	40,969	4015	N	6

## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
Processing Unit Coordinator	64	35,670	44,588	53,506	4067	E	6
Procurement Specialist	73	53,230	66,537	79,844	1602	E	1
Program Assistant V	60	29,826	37,282	44,738	4016	N	6
Project Manager	76	60,826	76,033	91,240	2877	E	1
Public Health Educator I	62	32,631	40,789	48,947	4164	N	2
Public Health Nurse I/Health	70	46,598	58,247	69,896	4115	E	2
Public Health Nurse I/Health - RPT	70	46,598	58,247	69,896	4156	N	2
Public Health Nurse II/Health	72	50,922	63,652	76,382	4118	E	2
Public Health Nurse II/Health - PT	72	50,922	63,652	76,382	4197	E	2
Public Health Nurse III/Health	73	53,230	66,537	79,844	4119	E	2
Public Health Nurse Supervisor I	74	55,654	69,567	83,480	4120	E	1
Public Service Senior Specialist	63	34,122	42,652	51,182	3312	N	6
Public Service Specialist	60	29,826	37,282	44,738	3311	N	6
Public Service Technician	58	27,313	34,141	40,969	1041	N	6
Quality Assurance Technician - PT	58	27,313	34,141	40,969	1396	N	6
Radio Technician/Emergency Communications	67	40,753	50,941	61,129	1321	N	3
Reader's Services Assistant - PT	64	35,670	44,588	53,506	2385	N	5
Reader's Services Librarian	67	40,753	50,941	61,129	2340	E	2
Real Estate Appraisal Coordinator	69	44,582	55,727	66,872	1009	N	1
Real Estate Appraisal Supervisor	71	48,700	60,875	73,050	1014	E	1
Real Estate Appraiser Specialist	66	39,000	48,750	58,500	1031	N	6
Real Estate Appraiser Technician	64	35,670	44,588	53,506	1032	N	6
Real Property Senior Specialist	63	34,122	42,652	51,182	1036	N	6
Real Property Specialist	60	29,826	37,282	44,738	1033	N	6
Real Property Technician	58	27,313	34,141	40,969	1005	N	6
Records Clerk	58	27,313	34,141	40,969	4065	N	6
Recycling Coordinator	62	32,631	40,789	48,947	2841	N	8
Reference Services Librarian	67	40,753	50,941	61,129	2333	E	2
Register of Deeds	NG				3001	N/A	1
Residential Building Code Enforcement Supervisor	72	50,922	63,652	76,382	2115	E	1
Risk Manager	77	63,572	79,465	95,358	2604	E	1
Scale Operator	56	24,976	31,220	37,464	2826	N	6
Scheduler Clerk	57	26,116	32,645	39,174	3505	N	6
Senior Auditor	67	40,753	50,941	61,129	1042	N	2
Senior Collection Specialist	63	34,122	42,652	51,182	3316	N	6



## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
Senior Financial Analyst	69	44,582	55,727	66,872	1822	E	2
Senior Planner, Land Use	73	53,230	66,537	79,844	2709	E	2
Senior Revaluation RE Appraiser	68	42,623	53,279	63,935	1044	N	1
Senior Staff Attorney	82	79,291	99,114	118,937	2203	E	1
Senior Telecommunicator	63	34,122	42,652	51,182	1324	N	6
Senior Utility Technician	67	40,753	50,941	61,129	2881	N	7
Sergeant I	71	48,700	60,875	73,050	3145	N	3
Sergeant I - Immigration Customs Enforcement	71	48,700	60,875	73,050	3186	N	4
Sergeant II	72	50,922	63,652	76,382	3131	N	3
Sergeant II - Immigration Customs Enforcement	72	50,922	63,652	76,382	3139	N	4
Sheriff	NG				3101	N/A	1
Shift Supervisor Telecommunicator	65	37,306	46,632	55,958	1303	N	3
Sign Technician	61	31,199	38,999	46,799	1708	N	7
Site Manager - PT	56	24,976	31,220	37,464	2497	N	8
Site Manager - RPT	56	24,976	31,220	37,464	2403	N	8
Social Work Program Administrator I	74	55,654	69,567	83,480	4038	E	1
Social Work Program Manager	73	53,230	66,537	79,844	4045	E	1
Social Work Supervisor II	69	44,582	55,727	66,872	4035	E	1
Social Work Supervisor III	72	50,922	63,652	76,382	4036	E	1
Social Worker II/Health	66	39,000	48,750	58,500	4130	N	2
Social Worker II/Social Services	66	39,000	48,750	58,500	4029	N	2
Social Worker II/Social Services - PT	66	39,000	48,750	58,500	4097	N	2
Social Worker III Investigative/Assessment/Treatment	69	44,582	55,727	66,872	4002	N	2
Social Worker III/Social Services	68	42,623	53,279	63,935	4032	N	2
Solid Waste Collections Coordinator	64	35,670	44,588	53,506	2880	E	1
Staff Attorney	75	58,196	72,745	87,294	2205	E	2
Storm Water Engineer	73	53,230	66,537	79,844	4901	N	2
Switchboard Operator	56	24,976	31,220	37,464	4069	N	6
Switchboard Operator - PT	56	24,976	31,220	37,464	2698	N	6
Systems Support/Information Systems	66	39,000	48,750	58,500	1509	N	3
Systems Support/Library	66	39,000	48,750	58,500	2353	N	3
Technical Services Coordinator	67	40,753	50,941	61,129	2305	E	2
Telecommunicator I	60	29,826	37,282	44,738	1315	N	6
Telecommunicator I - PT	60	29,826	37,282	44,738	1399	N	6
Telecommunicator II	61	31,199	38,999	46,799	1316	N	6

## Union County Pay Plan 2015 - 2016

Job Title	Grade	Minimum	Midpoint	Maximum	Class	FLSA	EEO Code
Telecommunicator II - PT	61	31,199	38,999	46,799	1398	N	6
Telecommunicator III	62	32,631	40,789	48,947	1317	N	6
Telecommunicator III - PT	62	32,631	40,789	48,947	1395	N	6
Training & Development Coordinator	68	42,623	53,279	63,935	2612	N	2
Training & Technology Coordinator	68	42,623	53,279	63,935	2338	N	2
Training & Technology Specialist	66	39,000	48,750	58,500	2346	N	2
Transportation Planner	73	53,230	66,537	79,844	2712	E	2
Urban Forester	69	44,582	55,727	66,872	4203	E	2
Utility Compliance Administrator	68	42,623	53,279	63,935	2906	N	7
Utility Crewleader	65	37,306	46,632	55,958	2828	N	7
Utility Field Services Superintendent	76	60,826	76,033	91,240	2860	E	1
Utility Mechanic I	61	31,199	38,999	46,799	2832	N	7
Utility Mechanic II	63	34,122	42,652	51,182	2831	N	7
Utility Services Supervisor	69	44,582	55,727	66,872	2871	E	7
Utility Site Attendant/Solid Waste/PW - PT	52	20,857	26,071	31,285	2854	N	8
Utility Site Attendant/Water/PW - PT	52	20,857	26,071	31,285	2895	N	6
Veteran's Services Officer	66	39,000	48,750	58,500	3403	N	6
Voice Communications Manager	70	46,598	58,247	69,896	1526	E	2
Volunteer Services Coordinator/Sheriff	62	32,631	40,789	48,947	3169	N	3
Volunteer Services Coordinator/Social Services	62	32,631	40,789	48,947	4024	N	2
Voter Registration Database Coordinator	63	34,122	42,652	51,182	1106	N	6
Voting Machine Technician - PT	53	21,821	27,276	32,731	1199	N	6
Warehouse Supervisor	63	34,122	42,652	51,182	2890	N	7
Water Resources Engineer	73	53,230	66,537	79,844	2876	N	2
Water Superintendent	76	60,826	76,033	91,240	2817	E	1
Webmaster	70	46,598	58,247	69,896	1525	E	2
WIC Nutritionist Manager	69	44,582	55,727	66,872	4113	E	1
Youth Program Assistant II	62	32,631	40,789	48,947	4055	N	8
Zoning Administrator	73	53,230	66,537	79,844	2713	E	2