

**APPENDIX B  
GENERAL UNIT  
HOURLY CLASSIFICATION AND WAGE PLAN  
3.5% Increase**

Effective 10/1/2025

Amended 4/14/2026

\* effective 10/28/2025

\*\* effective 12/16/2025

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
2289	4-H Program Coordinator	27.47	28.84	30.29	31.80	33.39	C
1564	Account Clerk I (IMS)	20.22	21.23	22.29	23.41	24.58	C
1766	Account Clerk II (IMS)	22.24	23.35	24.52	25.75	27.03	C
2044	Account Clerk III (IMS)	25.02	26.27	27.58	28.96	30.41	C
2690	Accountant I	31.48	33.05	34.71	36.44	38.26	C
3003	Accountant II	34.61	36.34	38.16	40.07	42.07	C
2234	Accounting Technician (IMS)	26.92	28.27	29.68	31.16	32.72	C
1341	Administrative Asst I	17.99	18.89	19.83	20.83	21.87	C
1519	Administrative Asst II	19.77	20.76	21.80	22.89	24.03	C
1716	Administrative Asst II-Translator	21.74	22.83	23.97	25.17	26.43	C
1716	Administrative Asst, Sr	21.74	22.83	23.97	25.17	26.43	C
2526	Administrative Legal Secretary	29.84	31.33	32.90	34.54	36.27	C
2127	Administrative Secretary	25.85	27.14	28.50	29.92	31.42	C
2287	Administrative Supervisor	27.45	28.82	30.26	31.78	33.37	C
2387	Administrative Technician	28.45	29.87	31.37	32.93	34.58	C
4471	Adult Services Program Manager (IMS)	49.29	51.75	54.34	57.06	59.91	E
2158	Agriculture & Standards Insp I	26.16	27.47	28.84	30.28	31.80	C
2518	Agriculture & Standards Insp II	29.76	31.25	32.81	34.45	36.17	C
2966	Agriculture & Standards Insp III	34.24	35.95	37.75	39.64	41.62	C
1449	Agriculture Technician	19.07	20.02	21.02	22.08	23.18	C
1641	Agriculture Technician/GIS Asst	20.99	22.04	23.14	24.30	25.51	C
2667	Air Pollution Inspector I	31.25	32.81	34.45	36.18	37.98	C
3138	Air Pollution Inspector II	35.96	37.76	39.65	41.63	43.71	C
2529	Air Pollution Technician	29.87	31.36	32.93	34.58	36.31	C
1341	Airport Assistant	17.99	18.89	19.83	20.83	21.87	C
3828	Airport Manager	42.86	45.00	47.25	49.62	52.10	E
1523	Animal Care Technician I	19.81	20.80	21.84	22.93	24.08	C
1877	Animal Care Technician II	23.35	24.52	25.74	27.03	28.38	C
1663	Animal Control Office Coord	21.21	22.27	23.38	24.55	25.78	C
1663	Animal Control Officer I	21.21	22.27	23.38	24.55	25.78	C
1878	Animal Control Officer II	23.36	24.53	25.75	27.04	28.39	C
2228	Animal Control Officer III	26.86	28.20	29.61	31.09	32.65	C
2445	Appraiser I	29.03	30.48	32.01	33.61	35.29	C
3040	Appraiser II	34.98	36.73	38.57	40.49	42.52	C
1341	Archives Assistant	17.99	18.89	19.83	20.83	21.87	C
2028	Archivist	24.86	26.10	27.41	28.78	30.22	C
3176	Assistant in Civil Engineering I	36.34	38.16	40.06	42.07	44.17	C
3539	Assistant in Civil Engineering II	39.97	41.97	44.07	46.27	48.58	C
4139	Associate Civil Engineer	45.97	48.27	50.68	53.22	55.88	E
2416	Auditor-Appraiser I	28.74	30.18	31.69	33.27	34.93	C
3040	Auditor-Appraiser II	34.98	36.73	38.57	40.49	42.52	C

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
2074	Behavioral Health Aide	25.32	26.59	27.92	29.31	30.78	C
2331	Behavioral Health Care Counselor I	27.89	29.28	30.75	32.29	33.90	C
2608	Behavioral Health Care Counselor II	30.66	32.19	33.80	35.49	37.27	C
3094	Behavioral Health Care Supv (A/D)	35.52	37.30	39.16	41.12	43.17	E
3352	Behavioral Health Non-Clinical Program Coordinator	38.10	40.01	42.01	44.11	46.31	C
2735	Bldg Code Compliance Ofc/CEA	31.93	33.53	35.20	36.96	38.81	C
2539	Bridge & Sign Maint Spec	29.97	31.47	33.04	34.69	36.43	C
2563	Building Inspector I	30.21	31.72	33.31	34.97	36.72	C
2868	Building Inspector II	33.26	34.92	36.67	38.50	40.43	C
3200	Building Inspector III	36.58	38.41	40.33	42.35	44.46	C
3492	Building Inspector Supervisor	39.50	41.48	43.55	45.73	48.01	C
1958	Building Maint Worker I	24.16	25.37	26.64	27.97	29.37	C
2198	Building Maint Worker II	26.56	27.89	29.28	30.75	32.28	C
2464	Building Maint Worker III	29.22	30.68	32.22	33.83	35.52	C
1356	Building Maintenance Worker Trainee*	18.14	19.05	20.00	21.00	22.05	C
2278	Building Permit Technician I	27.36	28.73	30.16	31.67	33.26	C
2552	Building Permit Technician II	30.10	31.61	33.19	34.84	36.59	C
2027	Cadastral Drafting Technician I	24.85	26.09	27.40	28.77	30.21	C
2375	Cadastral Drafting Technician II	28.33	29.75	31.23	32.80	34.44	C
3539	Cadastral Drafting Technician/GIS Coordinator	39.97	41.97	44.07	46.27	48.58	C
3324	Chief Fiscal Supervisor (IMS)	37.82	39.71	41.70	43.78	45.97	C
3052	Code Enforcement Officer	35.10	36.86	38.70	40.63	42.66	C
2840	Communications Systems Tech	32.98	34.63	36.36	38.18	40.09	C
2850	Community Development Senior Technician	33.08	34.73	36.47	38.29	40.21	C
2278	Community Development Technician I	27.36	28.73	30.16	31.67	33.26	C
2552	Community Development Technician II	30.10	31.61	33.19	34.84	36.59	C
2973	Compliance Officer	34.31	36.03	37.83	39.72	41.70	C
2172	Compliance Specialist	26.30	27.62	29.00	30.45	31.97	C
2331	Construction Worker	27.89	29.28	30.75	32.29	33.90	C
2608	Construction Worker, Sr	30.66	32.19	33.80	35.49	37.27	C
1318	Custodian I	17.76	18.65	19.58	20.56	21.59	C
1495	Custodian II	19.53	20.51	21.53	22.61	23.74	C
2418	Deputy Public Conservator/Guardian/Administrator I	28.76	30.20	31.71	33.29	34.96	C
2850	Deputy Public Conservator/Guardian/Administrator II	33.08	34.73	36.47	38.29	40.21	C
3539	Deputy Surveyor/ Deputy Registrar of Voters	39.97	41.97	44.07	46.27	48.58	C
3351	Director of Victim Witness Assistance Bureau	38.09	39.99	41.99	44.09	46.30	E
3136	Elections Supervisor	35.94	37.74	39.62	41.61	43.69	C
1341	Elections Support Worker	17.99	18.89	19.83	20.83	21.87	C
1902	Elections Technician	23.60	24.78	26.02	27.32	28.69	C
3925	Eligibility Program Manager (IMS)	43.83	46.02	48.32	50.74	53.28	E
1656	Eligibility Specialist I (IMS)	21.14	22.20	23.31	24.47	25.70	C
1866	Eligibility Specialist II (IMS)	23.24	24.40	25.62	26.90	28.25	C
2103	Eligibility Specialist III (IMS)	25.61	26.89	28.24	29.65	31.13	C
2896	Eligibility Supervisor (IMS)	33.54	35.22	36.98	38.83	40.77	C
3053	Employment and Training Supervisor (IMS)	35.11	36.87	38.71	40.64	42.68	C
2153	Employment and Training Worker I (IMS)	26.11	27.42	28.79	30.23	31.74	C
2413	Employment and Training Worker II (IMS)	28.71	30.15	31.65	33.24	34.90	C
2699	Employment and Training Worker III (IMS)	31.57	33.15	34.81	36.55	38.37	C
2645	Engineering Technician	31.03	32.58	34.21	35.92	37.72	C
2673	Environmental Health Specialist I	31.31	32.88	34.52	36.25	38.06	C
3144	Environmental Health Specialist II	36.02	37.82	39.71	41.70	43.78	C
3508	Environmental Health Specialist III	39.66	41.64	43.73	45.91	48.21	C
1979	Environmental Health Technician I	24.37	25.59	26.87	28.21	29.62	C
2223	Environmental Health Technician II	26.81	28.15	29.56	31.04	32.59	C
3595	Epidemiologist/Data Analyst	40.53	42.56	44.68	46.92	49.26	E
2825	Executive Assistant	32.83	34.47	36.20	38.00	39.91	C
4121	Facilities & Projects Manager	45.79	48.08	50.48	53.01	55.66	E
2502	Facilities & Projects Specialist	29.60	31.08	32.63	34.27	35.98	C
3094	Facilities Supervisor	35.52	37.30	39.16	41.12	43.17	E

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
2973	Finance & Admin Supervisor	34.31	36.03	37.83	39.72	41.70	C
1514	Finance Asst I	19.72	20.71	21.74	22.83	23.97	C
1711	Finance Asst II	21.69	22.77	23.91	25.11	26.36	C
1928	Finance Asst Sr	23.86	25.05	26.31	27.62	29.00	C
2168	Finance Technician	26.26	27.57	28.95	30.40	31.92	C
3350	Fiscal Officer	38.08	39.98	41.98	44.08	46.29	C
1341	General Services Aide	17.99	18.89	19.83	20.83	21.87	C
4121	Geographic Inform Sys Coor	45.79	48.08	50.48	53.01	55.66	C
2265	Geographic Inform Sys Tech I	27.23	28.59	30.02	31.52	33.10	C
2565	Geographic Inform Sys Tech II	30.23	31.74	33.33	35.00	36.74	C
2627	Heavy Equipment Mechanic	30.85	32.39	34.01	35.71	37.50	C
3717	Housing Services Program Manager (IMS)	41.75	43.84	46.03	48.33	50.75	E
3507	Information Systems Analyst	39.65	41.63	43.71	45.90	48.19	C
2841	Information Systems Specialist	32.99	34.64	36.37	38.19	40.10	C
2239	Information Systems Tech I	26.97	28.32	29.73	31.22	32.78	C
2542	Information Systems Tech II	30.00	31.50	33.08	34.73	36.47	C
2717	Integrated Services Coordinator	31.75	33.34	35.00	36.75	38.59	E
2607	Investigative Assistant	30.65	32.18	33.79	35.48	37.26	C
2613	Learning Center Coordinator	30.71	32.25	33.86	35.55	37.33	C
2973	Legal Assistant	34.31	36.03	37.83	39.72	41.70	C
2973	Legal Office Supervisor	34.31	36.03	37.83	39.72	41.70	C
2010	Legal Secretary I	24.68	25.91	27.21	28.57	30.00	C
2255	Legal Secretary II	27.13	28.49	29.91	31.41	32.98	C
2526	Legal Secretary, Sr	29.84	31.33	32.90	34.54	36.27	C
1560	Library Assistant	20.18	21.19	22.25	23.36	24.53	C
1560	Library Literacy Program Assistant	20.18	21.19	22.25	23.36	24.53	C
1660	Library Literacy Program Assistant - Bilingual	21.18	22.24	23.35	24.52	25.74	C
1864	Library Literacy Program Coord	23.22	24.38	25.60	26.88	28.22	C
2776	Library Supervisor	32.34	33.96	35.65	37.44	39.31	C
1761	Library Technician	22.19	23.30	24.46	25.69	26.97	C
1432	Mail and Warehouse Specialist	18.90	19.85	20.84	21.88	22.97	C
1341	Mail Clerk	17.99	18.89	19.83	20.83	21.87	C
1716	Medical Assistant	21.74	22.83	23.97	25.17	26.43	C
1715	Medical/Psychiatric Records Clerk	21.73	22.82	23.96	25.16	26.41	C
3238	Mental Health Intern	36.96	38.81	40.75	42.79	44.93	C
1641	Mosquito & Vector Control Tech	20.99	22.04	23.14	24.30	25.51	C
1341	Museum Asst	17.99	18.89	19.83	20.83	21.87	C
2027	Museum Curator	24.85	26.09	27.40	28.77	30.21	C
3608	Occupational Therapist	40.66	42.69	44.83	47.07	49.42	C
1386	Office Assistant I (IMS)	18.44	19.36	20.33	21.35	22.41	C
1568	Office Assistant II (IMS)	20.26	21.27	22.34	23.45	24.63	C
1772	Office Assistant III (IMS)	22.30	23.42	24.59	25.82	27.11	C
2503	Office Assistant Supervisor I (IMS)	29.61	31.09	32.65	34.28	35.99	C
2370	Outreach Specialist	28.28	29.69	31.18	32.74	34.37	C
2114	Outreach Technician	25.72	27.01	28.36	29.77	31.26	C
3100	Paralegal (Grants)	35.58	37.36	39.23	41.19	43.25	C
2198	Peer Support Specialist I	26.56	27.89	29.28	30.75	32.28	C
2463	Peer Support Specialist II	29.21	30.67	32.20	33.81	35.50	C
2198	Personal Services Coordinator	26.56	27.89	29.28	30.75	32.28	C
4215	Physical Therapist	46.73	49.07	51.52	54.10	56.80	C
2623	Planner I	30.81	32.35	33.97	35.67	37.45	C
2967	Planner II	34.25	35.96	37.76	39.65	41.63	C
3345	Planner III	38.03	39.93	41.93	44.02	46.23	C
1977	Planning Technician I	24.35	25.57	26.85	28.19	29.60	C
2220	Planning Technician II	26.78	28.12	29.52	31.00	32.55	C
2869	Plans Examiner I	33.27	34.93	36.68	38.51	40.44	C
3200	Plans Examiner II	36.58	38.41	40.33	42.35	44.46	C
2349	Power Equip Mechanic I	28.07	29.47	30.95	32.49	34.12	C
2779	Power Equip Mechanic II	32.37	33.99	35.69	37.47	39.35	C

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
3102	Power Equip Mechanic II-Fabrication	35.60	37.38	39.25	41.21	43.27	C
3279	Power Equipment Mechanic-Lead	37.37	39.24	41.20	43.26	45.42	C
1318	Print Shop Assistant I	17.76	18.65	19.58	20.56	21.59	C
1493	Print Shop Assistant II	19.51	20.49	21.51	22.59	23.71	C
2358	Printer	28.16	29.57	31.05	32.60	34.23	C
3350	Property Tax and Accounting Analyst	38.08	39.98	41.98	44.08	46.29	C
3701	Public Conservator/Guardian/Administrator	41.59	43.67	45.85	48.15	50.55	E
2552	Public Works Inspector	30.10	31.61	33.19	34.84	36.59	C
2851	Public Works Lead Inspector	33.09	34.74	36.48	38.31	40.22	C
2539	Public Works Maint Lead Worker	29.97	31.47	33.04	34.69	36.43	C
3184	Public Works Maint Supervisor	36.42	38.24	40.15	42.16	44.27	C
1792	Public Works Maint Worker I	22.50	23.63	24.81	26.05	27.35	C
2019	Public Works Maint Worker II	24.77	26.01	27.31	28.67	30.11	C
2265	Public Works Maint Worker III	27.23	28.59	30.02	31.52	33.10	C
3538	Public Works Project Engineer	39.96	41.96	44.06	46.26	48.57	C
3938	Public Works Sr Project Manager	43.96	46.16	48.47	50.89	53.43	C
3738	Public Works Surveyor	41.96	44.06	46.26	48.57	51.00	C
1928	Purchasing/Administrative Assistant I**	23.86	25.05	26.31	27.62	29.00	C
2167	Purchasing/Administrative Assistant II**	26.25	27.56	28.94	30.39	31.91	C
2429	Purchasing Assistant III	28.87	30.31	31.83	33.42	35.09	C
3616	Purchasing Manager	40.74	42.78	44.92	47.16	49.52	C
1596	Recorder Clerk I	20.54	21.57	22.65	23.78	24.97	C
1800	Recorder Clerk II	22.58	23.71	24.89	26.14	27.45	C
2973	Recorder Clerk Supervisor	34.31	36.03	37.83	39.72	41.70	C
2027	Recorder Clerk, Sr	24.85	26.09	27.40	28.77	30.21	C
1891	Secretary	23.49	24.66	25.90	27.19	28.55	C
2851	Senior Building Maintenance Worker	33.09	34.74	36.48	38.31	40.22	C
4599	Senior Civil Engineer	50.57	53.10	55.75	58.54	61.47	C
2967	Senior Engineering Technician	34.25	35.96	37.76	39.65	41.63	C
1512	Services Support Assistant I (IMS)	19.70	20.69	21.72	22.81	23.95	C
1708	Services Support Assistant II (IMS)	21.66	22.74	23.88	25.07	26.33	C
1924	Services Support Assistant III (IMS)	23.82	25.01	26.26	27.57	28.95	C
1464	Screener (IMS)	19.22	20.18	21.19	22.25	23.36	C
2128	Sheriff's Executive Secretary	25.86	27.15	28.51	29.94	31.43	C
3350	Sheriff's Fiscal Officer	38.08	39.98	41.98	44.08	46.29	C
1745	Sheriff's Services Asst	22.03	23.13	24.29	25.50	26.78	C
2049	Sheriff's Services Technician	25.07	26.32	27.64	29.02	30.47	C
1983	Social Service Aide (IMS)	24.41	25.63	26.91	28.26	29.67	C
4975	Social Services Program Manager (IMS)	54.33	57.05	59.90	62.89	66.04	E
2412	Social Worker I (IMS)	28.70	30.14	31.64	33.22	34.89	C
2814	Social Worker II (IMS)	32.72	34.36	36.07	37.88	39.77	C
3232	Social Worker III (IMS)	36.90	38.75	40.68	42.72	44.85	C
3418	Social Worker IV (IMS)	38.76	40.70	42.73	44.87	47.11	C
3515	Social Worker Supervisor I (IMS)	39.73	41.72	43.80	45.99	48.29	C
4230	Solid Waste Program Manager	46.88	49.22	51.69	54.27	56.98	E
2172	Solid Waste Program Specialist	26.30	27.62	29.00	30.45	31.97	C
2912	Solid Waste Technician	33.70	35.39	37.15	39.01	40.96	C
2734	Staff Service Analyst I (IMS)	31.92	33.52	35.19	36.95	38.80	C
3141	Staff Service Analyst II (IMS)	35.99	37.79	39.68	41.66	43.75	C
2900	Systems Support Analyst (IMS)	33.58	35.26	37.02	38.87	40.82	C
1479	Transportation Officer	19.37	20.34	21.36	22.42	23.54	C
2371	Treasury Technician	28.29	29.70	31.19	32.75	34.39	C
1979	Victim/Witness Advocate	24.37	25.59	26.87	28.21	29.62	C
3707	Web Programmer/Developer	41.65	43.73	45.92	48.22	50.63	C

**APPENDIX B**  
**PROFESSIONAL EMPLOYEES**  
**HOURLY CLASSIFICATION AND WAGE PLAN**

**3.5% Increase**

Effective 10/1/2025

Range	Classification	Step A	Step B	Step C	Step D	Step E	FLSA
3238	Behavioral Health Care Clinician I	36.96	38.81	40.75	42.79	44.93	**
3608	Behavioral Health Care Clinician II	40.66	42.69	44.83	47.07	49.42	**
4016	Behavioral Health Care Clinician III	44.74	46.98	49.33	51.79	54.38	**
3238	Behavioral Health Care Nurse I	36.96	38.81	40.75	42.79	44.93	**
3608	Behavioral Health Care Nurse II	40.66	42.69	44.83	47.07	49.42	**
4014	Behavioral Health Care Nurse III	44.72	46.96	49.30	51.77	54.36	**
3094	Behavioral Health Rehabilitation Specialist	35.52	37.30	39.16	41.12	43.17	E
4472	BHC Prog Mgr (Clinical Services)	49.30	51.76	54.35	57.07	59.92	E
4351	BHC Prog Mgr (Community Services)	48.09	50.49	53.02	55.67	58.45	E
3239	Crisis Services Coordinator I	36.97	38.82	40.76	42.80	44.94	C
3608	Crisis Services Coordinator II	40.66	42.69	44.83	47.07	49.42	C
3060	Crisis Services Counselor I	35.18	36.94	38.79	40.73	42.76	C
3412	Crisis Services Counselor II	38.70	40.64	42.67	44.80	47.04	C
3351	Health Educator I	38.09	39.99	41.99	44.09	46.30	E
3541	Health Educator II	39.99	41.99	44.09	46.29	48.61	E
3238	Licensed Vocational Nurse	36.96	38.81	40.75	42.79	44.93	C
3409	Medical Case Management Registered Nurse	38.67	40.60	42.63	44.77	47.00	E
4217	Nurse Practitioner	46.75	49.09	51.54	54.12	56.82	E
4015	Public Health Nurse I	44.73	46.97	49.31	51.78	54.37	E
4462	Public Health Nurse II	49.20	51.66	54.24	56.96	59.80	E
5199	Public Health Nurse Supv	56.57	59.40	62.37	65.49	68.76	E
3156	Public Health Program Coordinator	36.14	37.95	39.84	41.84	43.93	E
4341	Public Health Program Manager	47.99	50.39	52.91	55.55	58.33	E
4341	Public Health Program Manager - Grants Management	47.99	50.39	52.91	55.55	58.33	E
8179	Psychiatric Nurse Practitioner	86.37	90.69	95.22	99.98	104.98	E
3409	Registered Nurse (Health)	38.67	40.60	42.63	44.77	47.00	E
3609	Utilization & Quality Management Coordinator I	40.67	42.70	44.84	47.08	49.43	**
4016	Utilization & Quality Management Coordinator II	44.74	46.98	49.33	51.79	54.38	**

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

Under FLSA column

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

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

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