

JACKSON COUNTY
2020 SALARY RANGES

Pay Group	Job Title	Dept	Annual			Hourly		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	OPEN		\$80,546	\$100,683	\$120,820	\$38.61	\$48.27	\$57.92
2	OPEN		\$74,908	\$93,635	\$112,362	\$36.01	\$45.02	\$54.02
3	Chief Deputy Sheriff Department of Health and Human Services Director	LE DHHS	\$69,665	\$87,081	\$104,497	\$33.49	\$41.87	\$50.24
4	Highway Commissioner IT Director Human Resources Director Facilities Director	HWY IT HR FAC	\$64,788	\$80,985	\$97,182	\$31.15	\$38.94	\$46.72
5	OPEN		\$60,253	\$75,316	\$90,379	\$28.97	\$36.21	\$43.45
6	Behavioral Health Manager Aging and Disability Services Manager Children and Family Services Manager Jail Administrator Patrol/Investigation Captain Public Health Manager - Health Officer Administrator (ZON) Surveyor Administrator (F&P) Fiscal and Clerical Services Manager	DHHS DHHS DHHS LE LE DHHS ZON LI F&P DHHS	\$56,035	\$70,044	\$84,053	\$26.94	\$33.67	\$40.41
7	Operations Manager/Patrol Superintendent Mental Health Professional/Clinical Therapist Clinical Therapist Network Analyst County Conservationist Certified Substance Abuse Counselor II Assistant Administrator (F&P) Children's Supportive Services Supervisor Children and Family Services Supervisor Lieutenant	HWY DHHS DHHS IT LC DHHS F&P DHHS DHHS LE	\$52,113	\$65,141	\$78,169	\$25.05	\$31.32	\$37.58
8	Patrol Superintendent Public Health Nurse II Children and Family Social Worker III Birth to 3 Teacher/Service Coordinator Environmental Health Sanitarian II County Bookkeeper	HWY DHHS DHHS DHHS DHHS CC	\$48,465	\$60,581	\$72,697	\$23.30	\$29.13	\$34.95
9	Emergency Management Coordinator Accountant/Office Manager (HWY) Child Support Manager Land Conservation Engineering Specialist Maintenance & Construction Foreman Park Manager Patrol Sergeant Public Health Nurse I Shop Foreman Children and Family Social Worker II WIC/Public Health Nutritionist Network Specialist	LE HWY DHHS LC HWY F&P LE DHHS HWY DHHS DHHS IT	\$45,072	\$56,340	\$67,608	\$21.67	\$27.09	\$32.50
10	Behavioral Health Social Worker II Adult Protective Services (APS) Worker II Aging and Disability Resource Center (ADRC) Professional Worker II Bridge and Sign Inspector Forester GIS Coordinator/911 Coordinator Property Lister/GIS Specialist IT Technician Jackson County Criminal Justice Coordinating Council Coordinator Veterans Services Officer Zoning Technician Register in Probate Disability Benefits Specialist Elder Benefit Specialist Technical Support Specialist Deputy County Clerk Deputy Clerk of Court	DHHS DHHS DHHS HWY F&P LI LI IT JD VO ZON JD DHHS DHHS LE CC COC	\$41,917	\$52,397	\$62,876	\$20.15	\$25.19	\$30.23

	IT Specialist	DHHS							
	Public Health Specialist II	DHHS							
11	Aging and Disability Resource Center (ADRC) Professional Worker I	DHHS	\$38,983	\$48,729	\$58,475	\$18.74	\$23.43	\$28.11	
	Behavioral Health Social Worker I	DHHS							
	Adult Protective Services (APS) Worker I	DHHS							
	Animal Control & Humane Officer	AC							
	Children and Family Social Worker I	DHHS							
	Criminal Justice Coordinating Council Coordinator (Project)	JD							
	Corrections Sergeant	LE							
	Environmental Health Sanitarian I	DHHS							
	Forester Technician	F&P							
	Heavy Equipment Operator	HWY							
	Mechanic	HWY							
	Certified Substance Abuse Counselor I	DHHS							
	County Surveyor Technician	LI							
	Parts/Equipment/Training Coordinator	HWY							
	Welder/Fabricator/Mechanic	HWY							
	GIS Technician	LI							
	Fiscal Analyst and Contract Administrator	DHHS							
	Public Health Specialist I	DHHS							
12	Corrections Officer	LE	\$36,254	\$45,318	\$54,381	\$17.43	\$21.79	\$26.14	
	Equipment Operator	HWY							
	Parks and Trail Laborer	F&P							
	Secretary I (Legal Assistant)	DA							
	Victim Witness Coordinator	DA							
	LTE Reserve/Bailiff	LE							
	LTE Corrections Officer	LE							
	Aging & Disability Services Community Support Coordinator	DHHS							
	Forestry & Parks Office Manager	F&P							
13	Communication Officer	LE	\$33,716	\$42,146	\$50,575	\$16.21	\$20.26	\$24.31	
	Deputy County Treasurer	TR							
	Deputy Register in Probate - Clerk of Juvenile Court	JD							
	Deputy Register in Probate - Judicial Assistant	JD							
	Human Resources Assistant	HR							
	LTE Communication Officer	LE							
	Bookkeeper (COC)	COC							
	Deputy Register of Deeds	ROD							
	Zoning/Land Information Assistant	ZON							
	Billing and Collections Specialist	DHHS							
	Accounts Payable and Receivable Specialist	DHHS							
	Behavioral Health Fiscal Specialist	DHHS							
	Administrative Assistant - Fiscal	LE							
	Administrative Assistant - Records	LE							
14	Account Clerk (HWY)	HWY	\$31,356	\$39,195	\$47,034	\$15.08	\$18.84	\$22.61	
	Administrative Assistant - Confidential (DHHS)	DHHS							
	Child Support Specialist	DHHS							
	Maintenance Technician	FAC							
	LTE Transport	LE							
	LTE Child Support Specialist	DHHS							
	Behavioral Health Specialist	DHHS							
	Economic Support Specialist	DHHS							
15	Children and Family Social Services Aide	DHHS	\$29,161	\$36,452	\$43,742	\$14.02	\$17.52	\$21.03	
	Behavioral Health Aide	DHHS							
	Business Services Specialist	DHHS							
	Administrative Clerk	DHHS							
16	Citation/Criminal Traffic Clerk	COC	\$27,120	\$33,900	\$40,680	\$13.04	\$16.30	\$19.56	
	Civil/Small Claim Clerk	COC							
	Family/Paternity Clerk/Receptionist	COC							
	Maintenance Worker	FAC							
	Public Health Program Assistant	DHHS							
	LTE Maintenance	FAC							
	LTE Surveyor Assistant	LI							
	Aging and Disability Services Program Assistant	DHHS							
	Seasonal Trails Laborer	F&P							
17	Receptionist (DA)	DA	\$25,222	\$31,527	\$37,832	\$12.13	\$15.16	\$18.19	
	Support Staff	HR							
	LTE Recycling Worker	ZON							
	Special Deputy/Intern	LE							
18	OPEN		\$23,456	\$29,320	\$35,184	\$11.28	\$14.10	\$16.92	
19	LTE Court Bailiff	COC	\$21,814	\$27,268	\$32,721	\$10.49	\$13.11	\$15.73	
	LTE Mini Bus Driver	DHHS							
	LTE Seasonal Park	F&P							

20	OPEN		\$20,287	\$25,359	\$30,431	\$9.75	\$12.19	\$14.63
21	LTE Animal Control	AC	\$18,867	\$23,584	\$28,301	\$9.07	\$11.34	\$13.61
22	OPEN		\$17,546	\$21,933	\$26,320	\$8.44	\$10.54	\$12.65
23	LTE Congregate Meal Site Manager LTE Home Delivered Meal Driver	DHHS DHHS	\$15,080	\$20,398	\$24,477	\$7.25	\$9.81	\$11.77

Minimum and maximum values are calculated +/- 20% of midpoint (there is an exception for the minimum of pay grade 23 due to minimum wage regulations)
Progression between midpoints is 7%

- Benchmark Positions
- Added positions after August 2013
- Re-evaluated Positions
- Taken to market in 2014 approved for January 3, 2015
- Taken to market in 2015 approved for January 2, 2016
- New Positions added January 2016 or after

Standby or On-Call Duty

Social Workers in the Children and Family Department at DHHS assigned to be on standby or on-call shall be paid at a rate of: \$2.55 per hour. Said rate shall be adjusted annually according to the per cent annual wage adjustment, rounded to the nearest cent.

Animal Control employees assigned to be on-call shall be paid \$10 per call.

Highway Department Differential Pay

Highway employees when temporarily assigned by management to a higher graded position of Heavy Equipment Operator or Bridge/Sign Inspector shall receive \$1.02 per hour differential pay for hours actually worked performing tasks of the higher graded position. Said rate shall be adjusted annually according to the per cent annual wage adjustment, rounded to the nearest cent.

Seasonal Park Employee Differential Pay

Differential pay of \$2.00 per hour shall be offered to seasonal park employees that work between the hours of 12:00 PM on Friday to Sunday at 11:59 PM on the same weekend, or on any Holiday between May 1 and October 31. Differential pay shall be added to the employee's current wage.

Medical Examiner Position Compensation

\$400 Per Diem for each call requiring a ME to investigate

Deputy Medical Examiner Position Compensation

\$200 Per Diem per call
\$50 for job shadow experience for newly hired deputy

ME or Deputy Compensation for:

\$50 for Cremation sign-off per case
\$15 for Hospice case
\$375 plus mileage for transportation for autopsy's
\$75 for training days-training must be pre-approved by Executive and Finance