

2022 Habersham County Salary Study Funding Results

	Actual Annualized Cost	Budgeted FY2023
Bring Employees up to Minimum and Compression Adjustments	\$824,872	\$800,000
Adjustment to Meet 3% COLA for above positions	\$365,603	\$395,912
3% COLA to those employees that already fell within pay tables and did not receive any adjustments	\$15,619	
Annualized Total Adjustment	\$1,206,095	\$1,195,912

Adjustments to Begin in January 2023 for remainder of FY2023 Fiscal Year.

Funds needed through end of Fiscal Year	\$ 603,048
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Starting Salary 911 Pay Plan 911-01	\$13.75
Proposed Plan Adjustment Key	0.00%

911 Proposed Plan				Hourly	
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression
911-01	\$ 13.75	\$ 17.19	\$ 20.63	50.0%	-
911-02	\$ 17.00	\$ 21.25	\$ 25.50	50.0%	23.6%
911-03	\$ 18.00	\$ 22.50	\$ 27.00	50.0%	5.9%
911-04	\$ 18.90	\$ 23.63	\$ 28.35	50.0%	5.0%
911-05	\$ 19.85	\$ 24.81	\$ 29.77	50.0%	5.0%
911-06	\$ 20.84	\$ 26.05	\$ 31.26	50.0%	5.0%
911-07	\$ 22.92	\$ 28.65	\$ 34.38	50.0%	10.0%
911-08	\$ 25.21	\$ 31.52	\$ 37.82	50.0%	10.0%
911-09	\$ 27.73	\$ 34.67	\$ 41.60	50.0%	10.0%
911-10	\$ 30.51	\$ 38.13	\$ 45.76	50.0%	10.0%
911-11	\$ 35.08	\$ 43.85	\$ 52.63	50.0%	15.0%
911-12	\$ 38.59	\$ 48.24	\$ 57.89	50.0%	10.0%
911-13	\$ 42.45	\$ 53.06	\$ 63.68	50.0%	10.0%
911-14	\$ 48.82	\$ 61.02	\$ 73.23	50.0%	15.0%

Admin
 Non-Certified/Admin
 Certified
 Certified/Trainer
 Senior Comms
 Comms Supv/Records Mngr
 Assistant Dir
 911 Dir

911 Proposed Plan	2080			Annually	
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression
911-01	\$ 28,600.00	\$ 35,750.00	\$ 42,900.00	50.0%	-
911-02	\$ 35,360.00	\$ 44,200.00	\$ 53,040.00	50.0%	23.6%
911-03	\$ 37,440.00	\$ 46,800.00	\$ 56,160.00	50.0%	5.9%
911-04	\$ 39,312.00	\$ 49,140.00	\$ 58,968.00	50.0%	5.0%
911-05	\$ 41,277.60	\$ 51,597.00	\$ 61,916.40	50.0%	5.0%
911-06	\$ 43,341.48	\$ 54,176.85	\$ 65,012.22	50.0%	5.0%
911-07	\$ 47,675.63	\$ 59,594.54	\$ 71,513.44	50.0%	10.0%
911-08	\$ 52,443.19	\$ 65,553.99	\$ 78,664.79	50.0%	10.0%
911-09	\$ 57,687.51	\$ 72,109.39	\$ 86,531.26	50.0%	10.0%
911-10	\$ 63,456.26	\$ 79,320.33	\$ 95,184.39	50.0%	10.0%
911-11	\$ 72,974.70	\$ 91,218.37	\$ 109,462.05	50.0%	15.0%
911-12	\$ 80,272.17	\$ 100,340.21	\$ 120,408.25	50.0%	10.0%
911-13	\$ 88,299.39	\$ 110,374.23	\$ 132,449.08	50.0%	10.0%
911-14	\$ 101,544.30	\$ 126,930.37	\$ 152,316.44	50.0%	15.0%

Starting Salary Sheriff Plan HCS01	\$12.50
Proposed Plan Adjustment Key	0.00%

Sheriff Proposed Pay Plan	2236			Hourly		
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression	
HCS01B	\$12.50	\$15.63	\$18.75	50.0%		Temp/PT/Seasonal/Bailiff
HCS02B	\$14.38	\$17.97	\$21.56	50.0%	15.0%	Legal Assist State (1040)/
HCS03B	\$15.09	\$18.87	\$22.64	50.0%	5.0%	Deputy Civil-Courts
HCS04B	\$15.85	\$19.81	\$23.77	50.0%	5.0%	Case Mngr (2080)/ Admin Legal
HCS05B	\$16.64	\$20.80	\$24.96	50.0%	5.0%	Assistant/ Admin Assistant to the
HCS06B	\$17.47	\$21.84	\$26.21	50.0%	5.0%	SO
HCS07B	\$18.35	\$22.93	\$27.52	50.0%	5.0%	Front Desk (2080)
HCS08B	\$19.26	\$24.08	\$28.90	50.0%	5.0%	Crime Scene/Records/
HCS09B	\$20.23	\$25.28	\$30.34	50.0%	5.0%	State Cert/Inmate Serv
HCS10B	\$21.24	\$26.55	\$31.86	50.0%	5.0%	Deputy Sheriff-Civil, Warrants &
HCS11B	\$22.30	\$27.88	\$33.45	50.0%	5.0%	Courts/Detention Officer
HCS12B	\$23.42	\$29.27	\$35.12	50.0%	5.0%	CPL Detention
HCS13B	\$24.59	\$30.73	\$36.88	50.0%	5.0%	Deputy/Transport/SGT-Jail/ TAC
HCS14B	\$26.43	\$33.04	\$39.65	50.0%	7.5%	Investigator / CPL Patrol
HCS15B	\$28.41	\$35.52	\$42.62	50.0%	7.5%	SGT SO
HCS16B	\$29.83	\$37.29	\$44.75	50.0%	5.0%	LT SO / Jail
HCS17B	\$37.29	\$46.61	\$55.94	50.0%	25.0%	CPT SO / LT Court
HCS18B	\$41.02	\$51.28	\$61.53	50.0%	10.0%	Major SO
HCS19B	\$47.17	\$58.97	\$70.76	50.0%	15.0%	Chief DEP Colonel
						Sheriff

Sheriff Proposed Pay Plan	2236			Annually		
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression	
HCS01B	\$27,950.00	\$34,937.50	\$41,925.00	50.0%		
HCS02B	\$32,142.50	\$40,178.13	\$48,213.75	50.0%	15.0%	
HCS03B	\$33,749.63	\$42,187.03	\$50,624.44	50.0%	5.0%	
HCS04B	\$35,437.11	\$44,296.38	\$53,155.66	50.0%	5.0%	
HCS05B	\$37,208.96	\$46,511.20	\$55,813.44	50.0%	5.0%	
HCS06B	\$39,069.41	\$48,836.76	\$58,604.11	50.0%	5.0%	
HCS07B	\$41,022.88	\$51,278.60	\$61,534.32	50.0%	5.0%	
HCS08B	\$43,074.02	\$53,842.53	\$64,611.04	50.0%	5.0%	
HCS09B	\$45,227.73	\$56,534.66	\$67,841.59	50.0%	5.0%	
HCS10B	\$47,489.11	\$59,361.39	\$71,233.67	50.0%	5.0%	
HCS11B	\$49,863.57	\$62,329.46	\$74,795.35	50.0%	5.0%	
HCS12B	\$52,356.75	\$65,445.93	\$78,535.12	50.0%	5.0%	
HCS13B	\$54,974.58	\$68,718.23	\$82,461.87	50.0%	5.0%	
HCS14B	\$59,097.68	\$73,872.10	\$88,646.51	50.0%	7.5%	
HCS15B	\$63,530.00	\$79,412.50	\$95,295.00	50.0%	7.5%	
HCS16B	\$66,706.50	\$83,383.13	\$100,059.75	50.0%	5.0%	
HCS17B	\$83,383.13	\$104,228.91	\$125,074.69	50.0%	25.0%	
HCS18B	\$91,721.44	\$114,651.80	\$137,582.16	50.0%	10.0%	
HCS19B	\$105,479.66	\$131,849.57	\$158,219.49	50.0%	15.0%	

Sheriff Proposed Pay Plan	2080			Hourly		
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression	
HCS01A	\$12.50	\$15.63	\$18.75	50.0%		Temp/PT/Seasonal/Bailiff
HCS02A	\$14.38	\$17.97	\$21.56	50.0%	15.0%	Legal Assist State (1040)/Deputy
HCS03A	\$15.09	\$18.87	\$22.64	50.0%	5.0%	Civil-Courts
HCS04A	\$15.85	\$19.81	\$23.77	50.0%	5.0%	Case Mngr (2080)/Admin Legal
HCS05A	\$16.64	\$20.80	\$24.96	50.0%	5.0%	Assistant/ Admin Assistant to the
HCS06A	\$17.47	\$21.84	\$26.21	50.0%	5.0%	SO
HCS07A	\$18.35	\$22.93	\$27.52	50.0%	5.0%	Front Desk (2080)
HCS08A	\$19.26	\$24.08	\$28.90	50.0%	5.0%	Crime Scene/Records/
HCS09A	\$20.23	\$25.28	\$30.34	50.0%	5.0%	State Cert/Inmate Serv
HCS10A	\$21.24	\$26.55	\$31.86	50.0%	5.0%	Deputy Sheriff-Civil, Warrants &
HCS11A	\$22.30	\$27.88	\$33.45	50.0%	5.0%	Courts/Detention Officer
HCS12A	\$23.42	\$29.27	\$35.12	50.0%	5.0%	CPL Detention
HCS13A	\$24.59	\$30.73	\$36.88	50.0%	5.0%	Deputy/Transport/SGT-Jail/TAC
HCS14A	\$26.43	\$33.04	\$39.65	50.0%	7.5%	Investigator / CPL Patrol
HCS15A	\$28.41	\$35.52	\$42.62	50.0%	7.5%	SGT SO
HCS16A	\$29.83	\$37.29	\$44.75	50.0%	5.0%	LT SO / Jail
HCS17A	\$37.29	\$46.61	\$55.94	50.0%	25.0%	CPT SO / LT Court
HCS18A	\$41.02	\$51.28	\$61.53	50.0%	10.0%	Major SO
HCS19A	\$47.17	\$58.97	\$70.76	50.0%	15.0%	Chief DEP Colonel
						Sheriff

Sheriff Proposed Pay Plan	2080			Annually		
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression	
HCS01A	\$26,000.00	\$32,500.00	\$39,000.00	50.0%		
HCS02A	\$29,900.00	\$37,375.00	\$44,850.00	50.0%	15.0%	
HCS03A	\$31,395.00	\$39,243.75	\$47,092.50	50.0%	5.0%	
HCS04A	\$32,964.75	\$41,205.94	\$49,447.13	50.0%	5.0%	
HCS05A	\$34,612.99	\$43,266.23	\$51,919.48	50.0%	5.0%	
HCS06A	\$36,343.64	\$45,429.55	\$54,515.46	50.0%	5.0%	
HCS07A	\$38,160.82	\$47,701.02	\$57,241.23	50.0%	5.0%	
HCS08A	\$40,068.86	\$50,086.07	\$60,103.29	50.0%	5.0%	
HCS09A	\$42,072.30	\$52,590.38	\$63,108.45	50.0%	5.0%	
HCS10A	\$44,175.92	\$55,219.90	\$66,263.88	50.0%	5.0%	
HCS11A	\$46,384.71	\$57,980.89	\$69,577.07	50.0%	5.0%	
HCS12A	\$48,703.95	\$60,879.94	\$73,055.92	50.0%	5.0%	
HCS13A	\$51,139.15	\$63,923.93	\$76,708.72	50.0%	5.0%	
HCS14A	\$54,974.58	\$68,718.23	\$82,461.87	50.0%	7.5%	
HCS15A	\$59,097.68	\$73,872.10	\$88,646.51	50.0%	7.5%	
HCS16A	\$62,052.56	\$77,565.70	\$93,078.84	50.0%	5.0%	
HCS17A	\$77,565.70	\$96,957.13	\$116,348.55	50.0%	25.0%	
HCS18A	\$85,322.27	\$106,652.84	\$127,983.41	50.0%	10.0%	
HCS19A	\$98,120.61	\$122,650.76	\$147,180.92	50.0%	15.0%	

Starting Salary General Plan HC01	\$12.50
Proposed Plan Adjustment Key	0.00%

General Proposed Plan

General Proposed Plan				Hourly		
Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression	
HC00	\$12.50	\$16.25	\$20.00	60.00%	-	Entry and PT/Seasonal
HC01	\$15.00	\$19.50	\$24.00	60.00%	20.00%	Entry level classifications
HC02	\$15.75	\$20.48	\$25.20	60.00%	5.00%	
HC03	\$16.54	\$21.50	\$26.46	60.00%	5.00%	
HC04	\$17.36	\$22.57	\$27.78	60.00%	5.00%	
HC05	\$18.23	\$23.70	\$29.17	60.00%	5.00%	
HC06	\$19.14	\$24.89	\$30.63	60.00%	5.00%	
HC07	\$20.10	\$26.13	\$32.16	60.00%	5.00%	
HC08	\$21.11	\$27.44	\$33.77	60.00%	5.00%	
HC09	\$22.16	\$28.81	\$35.46	60.00%	5.00%	
HC10	\$23.27	\$30.25	\$37.23	60.00%	5.00%	
HC11	\$24.43	\$31.76	\$39.09	60.00%	5.00%	
HC12	\$25.66	\$33.35	\$41.05	60.00%	5.00%	
HC13	\$26.94	\$35.02	\$43.10	60.00%	5.00%	Mid Level Mngr
HC14	\$28.28	\$36.77	\$45.26	60.00%	5.00%	
HC15	\$29.70	\$38.61	\$47.52	60.00%	5.00%	
HC16	\$31.18	\$40.54	\$49.89	60.00%	5.00%	Sr. Level Mngr/Sr. Leadership
HC17	\$32.74	\$42.57	\$52.39	60.00%	5.00%	Tier I Dep/Assistant Dir
HC18	\$34.38	\$44.69	\$55.01	60.00%	5.00%	Tier I Dir/Sr. Leadership
HC19	\$36.96	\$48.05	\$59.13	60.00%	7.50%	Tier II Dep Dir/Executive Leadership
HC20	\$39.73	\$51.65	\$63.57	60.00%	7.50%	Tier II Dir/Executive Leadership

General Proposed Plan

General Proposed Plan				2080			Annually	
Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression			
HC00	\$26,000.00	\$33,800.00	\$41,600.00	60.00%	-			
HC01	\$31,200.00	\$40,560.00	\$49,920.00	60.00%	20.00%			
HC02	\$32,760.00	\$42,588.00	\$52,416.00	60.00%	5.00%			
HC03	\$34,398.00	\$44,717.40	\$55,036.80	60.00%	5.00%			
HC04	\$36,117.90	\$46,953.27	\$57,788.64	60.00%	5.00%			
HC05	\$37,923.80	\$49,300.93	\$60,678.07	60.00%	5.00%			
HC06	\$39,819.98	\$51,765.98	\$63,711.98	60.00%	5.00%			
HC07	\$41,810.98	\$54,354.28	\$66,897.57	60.00%	5.00%			
HC08	\$43,901.53	\$57,071.99	\$70,242.45	60.00%	5.00%			
HC09	\$46,096.61	\$59,925.59	\$73,754.58	60.00%	5.00%			
HC10	\$48,401.44	\$62,921.87	\$77,442.30	60.00%	5.00%			
HC11	\$50,821.51	\$66,067.97	\$81,314.42	60.00%	5.00%			
HC12	\$53,362.59	\$69,371.36	\$85,380.14	60.00%	5.00%			
HC13	\$56,030.72	\$72,839.93	\$89,649.15	60.00%	5.00%			
HC14	\$58,832.25	\$76,481.93	\$94,131.61	60.00%	5.00%			
HC15	\$61,773.87	\$80,306.03	\$98,838.19	60.00%	5.00%			
HC16	\$64,862.56	\$84,321.33	\$103,780.09	60.00%	5.00%			
HC17	\$68,105.69	\$88,537.39	\$108,969.10	60.00%	5.00%			
HC18	\$71,510.97	\$92,964.26	\$114,417.55	60.00%	5.00%			
HC19	\$76,874.29	\$99,936.58	\$122,998.87	60.00%	7.50%			
HC20	\$82,639.87	\$107,431.83	\$132,223.79	60.00%	7.50%			

Starting Salary Fire/EMS Plan HCF01	\$12.50
Proposed Plan Adjustment Key	0.00%

Fire/EMS Proposed Pay Plan			Hourly			
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression	
HCF01	\$12.50	\$15.63	\$18.75	50.0%		Admin Support - Entry or Temp
HCF02	\$13.13	\$16.41	\$19.69	50.0%	5.0%	EMT/Firefighter Recruit
HCF03	\$13.78	\$17.23	\$20.67	50.0%	5.0%	EMT/Firefighter/Admin Assistant
HCF04	\$14.47	\$18.09	\$21.71	50.0%	5.0%	Advanced EMT/Firefighter (Appara
HCF05	\$15.19	\$18.99	\$22.79	50.0%	5.0%	Office Mngr (2080)
HCF06	\$16.71	\$20.89	\$25.07	50.0%	10.0%	
HCF07	\$18.38	\$22.98	\$27.58	50.0%	10.0%	
HCF08	\$19.76	\$24.70	\$29.65	50.0%	7.5%	Paramedic/Firefighter (Apparatus D
HCF09	\$20.75	\$25.94	\$31.13	50.0%	5.0%	Lieutenant/Training LT
HCF10	\$21.79	\$27.24	\$32.68	50.0%	5.0%	Captain/Training CPT
HCF11	\$22.88	\$28.60	\$34.32	50.0%	5.0%	Battalian Chief
HCF12	\$24.02	\$30.03	\$36.03	50.0%	5.0%	
HCF13	\$25.22	\$31.53	\$37.84	50.0%	5.0%	
HCF14	\$26.48	\$33.11	\$39.73	50.0%	5.0%	
HCF15	\$34.43	\$43.04	\$51.65	50.0%	30.0%	Operations/Dep Chief
HCF16	\$36.15	\$45.19	\$54.23	50.0%	5.0%	
HCF17	\$37.96	\$47.45	\$56.94	50.0%	5.0%	Chief

Fire/EMS Proposed Pay Plan			2920			Annually	
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression		
HCF01	\$36,500.00	\$45,625.00	\$54,750.00	50.0%			
HCF02	\$38,325.00	\$47,906.25	\$57,487.50	50.0%	5.0%		
HCF03	\$40,241.25	\$50,301.56	\$60,361.88	50.0%	5.0%		
HCF04	\$42,253.31	\$52,816.64	\$63,379.97	50.0%	5.0%		
HCF05	\$44,365.98	\$55,457.47	\$66,548.97	50.0%	5.0%		
HCF06	\$48,802.58	\$61,003.22	\$73,203.86	50.0%	10.0%		
HCF07	\$53,682.83	\$67,103.54	\$80,524.25	50.0%	10.0%		
HCF08	\$57,709.05	\$72,136.31	\$86,563.57	50.0%	7.5%		
HCF09	\$60,594.50	\$75,743.12	\$90,891.75	50.0%	5.0%		
HCF10	\$63,624.22	\$79,530.28	\$95,436.33	50.0%	5.0%		
HCF11	\$66,805.43	\$83,506.79	\$100,208.15	50.0%	5.0%		
HCF12	\$70,145.71	\$87,682.13	\$105,218.56	50.0%	5.0%		
HCF13	\$73,652.99	\$92,066.24	\$110,479.49	50.0%	5.0%		
HCF14	\$77,335.64	\$96,669.55	\$116,003.46	50.0%	5.0%		
HCF15	\$100,536.33	\$125,670.42	\$150,804.50	50.0%	30.0%		
HCF16	\$105,563.15	\$131,953.94	\$158,344.73	50.0%	5.0%		
HCF17	\$110,841.31	\$138,551.63	\$166,261.96	50.0%	5.0%		

Fire/EMS Proposed Pay Plan			2080			Annually	
Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression		
HCF01	\$26,000.00	\$32,500.00	\$39,000.00	50.0%	0.0%	Admin Support - Entry or Temp	
HCF02	\$27,300.00	\$34,125.00	\$40,950.00	50.0%	5.0%	EMT/Firefighter Recruit	
HCF03	\$28,665.00	\$35,831.25	\$42,997.50	50.0%	5.0%	EMT/Firefighter/Admin Assistant	
HCF04	\$30,098.25	\$37,622.81	\$45,147.38	50.0%	5.0%	Advanced EMT/Firefighter (Appara	
HCF05	\$31,603.16	\$39,503.95	\$47,404.74	50.0%	5.0%	Office Mngr (2080)	
HCF06	\$34,763.48	\$43,454.35	\$52,145.22	50.0%	10.0%		
HCF07	\$38,239.83	\$47,799.78	\$57,359.74	50.0%	10.0%		
HCF08	\$41,107.81	\$51,384.77	\$61,661.72	50.0%	7.5%	Paramedic/Firefighter (Apparatus D	
HCF09	\$43,163.20	\$53,954.01	\$64,744.81	50.0%	5.0%	Lieutenant/Training LT	
HCF10	\$45,321.36	\$56,651.71	\$67,982.05	50.0%	5.0%	Captain/Training CPT	
HCF11	\$47,587.43	\$59,484.29	\$71,381.15	50.0%	5.0%	Battalian Chief	
HCF12	\$49,966.80	\$62,458.51	\$74,950.21	50.0%	5.0%		
HCF13	\$52,465.14	\$65,581.43	\$78,697.72	50.0%	5.0%		
HCF14	\$55,088.40	\$68,860.50	\$82,632.60	50.0%	5.0%		
HCF15	\$71,614.92	\$89,518.65	\$107,422.38	50.0%	30.0%	Operations/Dep Chief	
HCF16	\$75,195.67	\$93,994.59	\$112,793.50	50.0%	5.0%		
HCF17	\$78,955.45	\$98,694.31	\$118,433.18	50.0%	5.0%	Chief	

Department	Current Classification Title	Proposed Classification Title	Proposed Pay Grade	Proposed Min	Proposed Midpoint	Proposed Max
911 CALL CENTER	Administrative Assistant-Communications	Administrative Assistant-Communications	911-01	\$13.75	\$17.19	\$20.63
911 CALL CENTER	Communications Officer_Non-Certified	Communications Officer_Non-Certified	911-02	\$17.00	\$18.91	\$22.69
911 CALL CENTER	Communications Officer_Certified	Communications Officer_Certified	911-03	\$18.00	\$19.85	\$23.82
911 CALL CENTER	Senior Communications Officer	Senior Communications Officer	911-05	\$19.85	\$21.89	\$26.26
911 CALL CENTER	Communications Supervisor	Communications Supervisor	911-07	\$22.92	\$25.28	\$30.33
911 CALL CENTER	Records Manager	Records Manager	911-07	\$22.72	\$25.28	\$30.33
911 CALL CENTER	Assistant E911 & Emergency Management Director	Assistant E911 & Emergency Management Director	911-11	\$35.08	\$38.69	\$46.43
911 CALL CENTER	E911 & Emergency Management Director	E911 & Emergency Management Director	911-14	\$48.82	\$53.84	\$64.61
ACCOUNTABILITY COURT	Associate Director	Associate Director	HC11	\$24.43	\$31.76	\$39.09
ACCOUNTABILITY COURT	Clinical Coordinator	Clinical Coordinator	HC11	\$24.43	\$31.76	\$39.09
ACCOUNTABILITY COURT	Accountability Court Director	Accountability Court Director	HC14	\$28.28	\$36.77	\$45.26
ACCOUNTABILITY MENTAL HEALTH FAMILY COURT	Case Manager	Case Manager	HC05	\$18.23	\$23.70	\$29.17
AG SERVICE	4-H Program Assistant	4-H Program Assistant	HC00	\$12.50	\$16.25	\$20.00
AIRPORT	Maintenance Technician/Equipment Operator	Maintenance Technician/Equipment Operator	HC08	\$21.11	\$27.44	\$33.77
AIRPORT	Airport Operations Technician	Airport Operations Supervisor	HC13	\$26.94	\$35.02	\$43.10
AIRPORT	Airport Manager	Airport Manager	HC18	\$34.38	\$44.69	\$55.01
AIRPORT	Airport Line Technician	Airport Line Technician	HC00	\$12.50	\$16.25	\$20.00
ANIMAL CONTROL	Animal Control Officer I	Kennel Technician	HC00	\$12.50	\$16.25	\$20.00
ANIMAL CONTROL	Animal Control Officer I	Animal Control Clerk	HC03	\$16.54	\$21.50	\$26.46
ANIMAL CONTROL	Lead Kennel Technician	Lead Kennel Technician	HC02	\$15.75	\$20.48	\$25.20
ANIMAL CONTROL	Animal Control Officer II	Animal Control Officer II	HC04	\$17.36	\$22.57	\$27.78
ANIMAL CONTROL	Administrative Assistant	Administrative Assistant	HC02	\$15.75	\$20.48	\$25.20
ANIMAL CONTROL	Animal Control Technician	Animal Control Technician	HC00	\$12.50	\$16.25	\$20.00
ANIMAL CONTROL	Income/Outcome Coordinator	Income/Outcome Coordinator	HC01	\$15.00	\$19.50	\$24.00
ANIMAL CONTROL	Field Operations Supervisor	Field Operations Supervisor	HC07	\$20.10	\$26.13	\$32.16
ANIMAL CONTROL	Animal Care & Control Director	Animal Care & Control Director	HC17	\$32.74	\$42.57	\$52.39
CLERK OF COURT	Deputy Clerk-Clerk of Court	Deputy Clerk-Clerk of Court	HC02	\$15.75	\$20.48	\$25.20
CLERK OF COURT	Deputy Clerk & Accounting Technician	Deputy Clerk & Accounting Technician	HC04	\$17.36	\$22.57	\$27.78
CLERK OF COURT	Chief Deputy Clerk	Chief Deputy Clerk	HC13	\$26.94	\$35.02	\$43.10
CLERK OF COURT	Calendar Clerk	Calendar Clerk	HC04	\$17.36	\$22.57	\$27.78
CLERK OF COURT	Clerk of Court	Clerk of Court	HC18	\$34.38	\$44.69	\$55.01
COUNTY CLERK	County Clerk	County Clerk	HC13	\$26.94	\$35.02	\$43.10
COUNTY MANAGERS OFFICE	Administrative Assistant & Deputy Clerk	Deputy Clerk	HC04	\$17.36	\$22.57	\$27.78
DETENTION	Front Desk Operator	Front Desk Operator	HCS05B	\$16.64	\$20.80	\$24.96
DETENTION	Crime Scene Tech/Evidence Custodian	Crime Scene Tech/Evidence Custodian	HCS06B	\$17.47	\$21.84	\$26.21
DETENTION	Inmate Services Officer & Property Manager	Inmate Services Officer & Property Manager	HCS06B	\$17.47	\$21.84	\$26.21
DETENTION	State Certification Mgr & Evid Tech	State Certification Mgr & Evid Tech	HCS06A	\$17.47	\$21.84	\$26.21
DETENTION	Detention Officer	Detention Officer	HCS07B	\$18.35	\$22.93	\$27.52
DETENTION	Corporal-Detention	Corporal-Detention	HCS08B	\$19.26	\$24.08	\$28.90
DETENTION	Jail Maintenance Supervisor	Jail Maintenance Supervisor	HCS08B	\$19.26	\$24.08	\$28.90
DETENTION	Deputy Sheriff-H.E.A.T	Deputy Sheriff-H.E.A.T	HCS09B	\$20.23	\$25.28	\$30.34
DETENTION	Deputy Sheriff-Transport	Deputy Sheriff-Transport	HCS09B	\$20.23	\$25.28	\$30.34

Department	Current Classification Title	Proposed Classification Title	Proposed Pay Grade	Proposed Min	Proposed Midpoint	Proposed Max
DETENTION	Terminal Agency Coord (TAC) Supervisor	Terminal Agency Coord (TAC) Supervisor	HCS09B	\$20.23	\$25.28	\$30.34
DETENTION	Sergeant-Jail	Sergeant-Jail	HCS09B	\$20.23	\$25.28	\$30.34
DETENTION	Staff Sergeant	Staff Sergeant	HCS10B	\$21.24	\$26.55	\$31.86
DETENTION	Lieutenant - Jail Division Commander	Lieutenant - Jail Division Commander	HCS13B	\$24.59	\$30.73	\$36.88
DETENTION	Major - Sheriff	Major - Sheriff	HCS16A	\$28.41	\$35.52	\$42.62
DISTRICT ATTORNEY OFFICE	Investigator-District Attorney	Investigator-District Attorney	HC04	\$17.36	\$22.57	\$27.78
DISTRICT ATTORNEY OFFICE	Legal Administrative Assistant - Public Defender	Legal Administrative Assistant - Public Defender	HC05	\$18.23	\$23.70	\$29.17
DISTRICT ATTORNEY OFFICE	Legal Assistant Para-DA	Legal Assistant Para-DA	HC05	\$18.23	\$23.70	\$29.17
ELECTIONS	Elections Assistant	Elections Tech/Coordinator	HC05	\$18.23	\$23.70	\$29.17
ELECTIONS	Assistant Elections Supervisor	Assistant Elections Supervisor	HC07	\$20.10	\$26.13	\$32.16
ELECTIONS	Office Clerk	Office Clerk	HC00	\$12.50	\$16.25	\$20.00
ELECTIONS	Chief Registrar & Elections Supervisor	Chief Registrar & Elections Supervisor	HC18	\$34.38	\$44.69	\$55.01
EMERGENCY SVCS	EMT-I/A/FF-Trainee	EMT-I/A/FF-Trainee	HCF03	\$13.78	\$17.23	\$20.67
EMERGENCY SVCS	Paramedic/Firefighter-Trainee	Paramedic/Firefighter-Trainee	HCF07	\$18.38	\$22.98	\$27.58
EMERGENCY SVCS	Firefighter/Paramedic	Firefighter/Paramedic	HCF08	\$19.76	\$24.70	\$29.65
EMERGENCY SVCS	Paramedic	Paramedic	HCF07	\$18.38	\$22.98	\$27.58
EMERGENCY SVCS	Maintenance and Supply Coordinator	Maintenance and Supply Coordinator	HCF04	\$14.47	\$18.09	\$21.71
EMERGENCY SVCS	Fire Lieutenant	Fire Lieutenant	HCF09	\$20.75	\$25.94	\$31.13
EMERGENCY SVCS	Lieutenant-Training	Lieutenant-Training	HCF10	\$21.79	\$27.24	\$32.68
EMERGENCY SVCS	Battalion Captain	Battalion Chief	HCF11	\$22.88	\$28.60	\$34.32
EMERGENCY SVCS	Community Case Manager	Community Case Manager	HCF14	\$26.48	\$33.11	\$39.73
EMERGENCY SVCS	Community Paramedic	Community Paramedic	HCF14	\$26.48	\$33.11	\$39.73
FACILITIES MANAGEMENT	Parks Maintenance Worker	Parks Maintenance Worker	HC01	\$15.00	\$19.50	\$24.00
FACILITIES MANAGEMENT	Transit Operator-DOT	Transit Operator-DOT	HC01	\$15.00	\$19.50	\$24.00
FACILITIES MANAGEMENT	Administrative Assistant & Transit Dispatcher	Administrative Assistant & Transit Dispatcher	HC05	\$18.23	\$23.70	\$29.17
FACILITIES MANAGEMENT	Custodian	Custodian	HC01	\$15.00	\$19.50	\$24.00
FACILITIES MANAGEMENT	Custodial Crewleader	Custodial Crewleader	HC02	\$15.75	\$20.48	\$25.20
FACILITIES MANAGEMENT	Judicial Facilities Maintenance Technician	Judicial Facilities Maintenance Technician	HC02	\$15.75	\$20.48	\$25.20
FACILITIES MANAGEMENT	Facilities Maintenance Technician & Certified Pool	Facilities Maintenance Technician & Certified Pool	HC10	\$23.27	\$30.25	\$37.23
FACILITIES MANAGEMENT	Facilities Maintenance Technician	Facilities Maintenance Technician	HC03	\$16.54	\$21.50	\$26.46
FACILITIES MANAGEMENT	Facilities Maintenance Crew Leader	Facilities Maintenance Crew Leader	HC10	\$23.27	\$30.25	\$37.23
FACILITIES MANAGEMENT	Facilities Maintenance Director	Facilities Maintenance Director	HC18	\$34.38	\$44.69	\$55.01
FAMILY COURT	Program Coordinator-Drug Ct	Program Coordinator-Drug Ct	HC08	\$21.11	\$27.44	\$33.77
FINANCE	Finance Specialist II	Finance Specialist II	HC07	\$20.10	\$26.13	\$32.16
FINANCE	Finance Specialist III-Receipts & Banking	Finance Specialist III-Receipts & Banking	HC11	\$24.43	\$31.76	\$39.09
FINANCE	Accounting Manager	Accounting Manager	HC15	\$29.70	\$38.61	\$47.52
FINANCE	Grants Coordinator	Grants Coordinator	HC12	\$25.66	\$33.35	\$41.05
FINANCE	Purchasing Coordinator	Purchasing Coordinator	HC12	\$25.66	\$33.35	\$41.05
FINANCE	Finance Director	Finance Director	HC20	\$39.73	\$51.65	\$63.57
FIRE DEPARTMENT	Interim Emergency Services Director	Interim Emergency Services Director	HC20	\$39.73	\$51.65	\$63.57
FIRE DEPARTMENT	EMT/Firefighter Trainee	EMT/FF Recruit	HCF01	\$12.50	\$15.63	\$18.75
FIRE DEPARTMENT	EMT B/FF-Trainee	EMT B/FF Recruit	HCF02	\$13.13	\$16.41	\$19.69
FIRE DEPARTMENT	Administrative Assistant-EMS	Administrative Assistant	HCF03	\$13.78	\$17.23	\$20.67
FIRE DEPARTMENT	Firefighter	Firefighter I	HCF02	\$13.13	\$16.41	\$19.69

Department	Current Classification Title	Proposed Classification Title	Proposed Pay Grade	Proposed Min	Proposed Midpoint	Proposed Max
FIRE DEPARTMENT	Firefighter I/EMT-I/A	Firefighter I/EMT-I/A	HCF05	\$15.19	\$18.99	\$22.79
FIRE DEPARTMENT	Firefighter II/EMT-I/A	Firefighter II/EMT-I/A	HCF05	\$15.19	\$18.99	\$22.79
FIRE DEPARTMENT	Firefighter/EMT-B	Firefighter/EMT-B	HCF04	\$14.47	\$18.09	\$21.71
FIRE DEPARTMENT	Quartermaster	Quartermaster	HCF04	\$14.47	\$18.09	\$21.71
FIRE DEPARTMENT	Office Manager	Office Manager	HCF07	\$18.38	\$22.98	\$27.58
FIRE DEPARTMENT	Captain/Training Officer	Captain/Training Officer	HCF12	\$24.02	\$30.03	\$36.03
FIRE DEPARTMENT	Battalion Chief	Battalion Chief	HCF13	\$25.22	\$31.53	\$37.84
FLEET ROAD DEPT	Mechanic I	Mechanic I	HC05	\$18.23	\$23.70	\$29.17
FLEET ROAD DEPT	Mechanic II	Mechanic II	HC06	\$19.14	\$24.89	\$30.63
FLEET ROAD DEPT	Assistant Fleet Maintenance Director	Assistant Fleet Maintenance Director	HC09	\$22.16	\$28.81	\$35.46
FLEET ROAD DEPT	Fleet Maintenance Director	Fleet Maintenance Director	HC16	\$31.18	\$40.54	\$49.89
HUMAN RESOURCES	Human Resources Technician	Human Resources Technician	HC02	\$15.75	\$20.48	\$25.20
HUMAN RESOURCES	Human Resources Generalist	Human Resources Generalist	HC09	\$22.16	\$28.81	\$35.46
HUMAN RESOURCES	Human Resources Director	Human Resources Director	HC20	\$39.73	\$51.65	\$63.57
INFORMATION TECHNOLOGY	Information Technology Specialist I	Information Technology Specialist I	HC05	\$18.23	\$23.70	\$29.17
INFORMATION TECHNOLOGY	Information Technology Specialist	Information Technology Specialist II	HC10	\$23.27	\$30.25	\$37.23
INFORMATION TECHNOLOGY	Information Technology Administrator	Information Technology Administrator	HC13	\$26.94	\$35.02	\$43.10
INFORMATION TECHNOLOGY	Information Technology Director	Information Technology Director	HC19	\$36.96	\$48.05	\$59.13
JUVENILE	Administrative Assistant/Secretary	Administrative Assistant	HC04	\$17.36	\$22.57	\$27.78
JUVENILE	Juvenile Court Judge	Juvenile Court Judge	HC18	\$34.38	\$44.69	\$55.01
LANDFILL	Temp Scalehouse Attendant	Temp Scalehouse Attendant	HC01	\$15.00	\$19.50	\$24.00
LANDFILL	Landfill Maintenance Worker	Landfill Maintenance Worker	HC02	\$15.75	\$20.48	\$25.20
LANDFILL	Landfill Maintenance Worker 2	Landfill Maintenance Worker 2	HC03	\$16.54	\$21.50	\$26.46
LANDFILL	Landfill Maintenance Operator	Landfill Maintenance Operator	HC03	\$16.54	\$21.50	\$26.46
LANDFILL	Scalehouse Attendant	Scalehouse Attendant	HC03	\$16.54	\$21.50	\$26.46
LANDFILL	Recycling Coordinator	Recycling Coordinator	HC01	\$15.00	\$19.50	\$24.00
LANDFILL	Certified Landfill Operator	Certified Landfill Operator	HC05	\$18.23	\$23.70	\$29.17
LANDFILL	Solid Waste Manager	Solid Waste Manager	HC10	\$23.27	\$30.25	\$37.23
LANDFILL	Solid Waste Director	Solid Waste Director	HC18	\$34.38	\$44.69	\$55.01
MAGISTRATE COURT	Deputy Clerk Magistrate Court	Deputy Clerk-Magistrate Court	HC01	\$15.00	\$19.50	\$24.00
MAGISTRATE COURT	Clerk of Magistrate Court/Associate Judge	Clerk of Magistrate Court/Associate Judge	HC13	\$26.94	\$35.02	\$43.10
MAGISTRATE COURT	Chief Magistrate Judge	Chief Magistrate Judge	HC14	\$28.28	\$36.77	\$45.26
MENTAL HEALTH COURT	Mental Health Court Coordinator	Mental Health Court Coordinator	HC08	\$21.11	\$27.44	\$33.77
PLANNING & DEVELOPMENT	Permit & License Specialist	Permit & License Specialist	HC02	\$15.75	\$20.48	\$25.20
PLANNING & DEVELOPMENT	Code Enforcement Officer	Code Enforcement Officer	HC05	\$18.23	\$23.70	\$29.17
PLANNING & DEVELOPMENT	Planner	GIS Planner	HC08	\$21.11	\$27.44	\$33.77
PLANNING & DEVELOPMENT	Construction Inspector	Construction Inspector	HC07	\$20.10	\$26.13	\$32.16
PLANNING & DEVELOPMENT	GIS Administrator	GIS Administrator	HC09	\$22.16	\$28.81	\$35.46
PLANNING & DEVELOPMENT	Building Official	Building Official	HC12	\$25.66	\$33.35	\$41.05
PLANNING & DEVELOPMENT	Planning & Development Director	Planning & Development Director	HC18	\$34.38	\$44.69	\$55.01
PROBATE COURT	Deputy Clerk-Probate	Deputy Clerk-Probate	HC01	\$15.00	\$19.50	\$24.00
PROBATE COURT	Probate Judge	Probate Judge	HC13	\$26.94	\$35.02	\$43.10
PUBLIC INFORMATION OFFICE	Public Information Officer	Public Information Officer	HC10	\$23.27	\$30.25	\$37.23
RECREATION	Fairground Events	Fairground Events	HC00	\$12.50	\$16.25	\$20.00

Department	Current Classification Title	Proposed Classification Title	Proposed Pay Grade	Proposed Min	Proposed Midpoint	Proposed Max
RECREATION	Gymnastics Instructor	Gymnastics Instructor	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Lifeguard	Lifeguard	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Parks & Recreation Assistant	Parks & Recreation Assistant	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Summer Camp Counselor - Seasonal	Summer Camp Counselor - Seasonal	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Gymnastics Assistant I & Girls Prog Coord	Girls Team Program Coordinator	HC01	\$15.00	\$19.50	\$24.00
RECREATION	Head Lifeguard	Head Lifeguard	HC01	\$15.00	\$19.50	\$24.00
RECREATION	Athletic Specialist	Athletic Specialist	HC04	\$17.36	\$22.57	\$27.78
RECREATION	Class Program Coordinator	Class Program Coordinator	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Cheerleading Coordinator	Cheerleading Coordinator	HC00	\$12.50	\$16.25	\$20.00
RECREATION	Gymnastics Coordinator	Gymnastics Coordinator	HC04	\$17.36	\$22.57	\$27.78
RECREATION	Gymnastics Director & Head Coach	Gymnastics Director and Head Coach	HC09	\$22.16	\$28.81	\$35.46
RECREATION	Parks & Recreation Director	Parks & Recreation Director	HC18	\$34.38	\$44.69	\$55.01
ROAD DEPT	Equipment Operator	Equipment Operator	HC01	\$15.00	\$19.50	\$24.00
ROAD DEPT	Engineer Technician I	Sign Technician	HC02	\$15.75	\$20.48	\$25.20
ROAD DEPT	Heavy Equipment Operator	Heavy Equipment Operator	HC03	\$16.54	\$21.50	\$26.46
ROAD DEPT	Assistant Public Works Director	Assistant Public Works Director	HC19	\$36.96	\$48.05	\$59.13
ROAD DEPT	Contract Service Engineer	Contract Service Engineer	HC16	\$31.18	\$40.54	\$49.89
ROAD DEPT	Office Manager	Office Manager	HC07	\$20.10	\$26.13	\$32.16
ROAD DEPT	Crew Leader	Crew Leader	HC06	\$19.14	\$24.89	\$30.63
ROAD DEPT	Road Superintendent	Road Superintendent	HC13	\$26.94	\$35.02	\$43.10
ROAD DEPT	Public Works Director	Public Works Director	HC19	\$36.96	\$48.05	\$59.13
SENIOR CENTER	Kitchen Manager	Kitchen Manager	HC00	\$12.50	\$16.25	\$20.00
SENIOR CENTER	Wellness & Transportation Administrative Assistant	Wellness & Transportation Administrative Assistant	HC01	\$15.00	\$19.50	\$24.00
SENIOR CENTER	Transit Operator-Sr Ctr	Transit Operator-Sr Ctr	HC01	\$15.00	\$19.50	\$24.00
SENIOR CENTER	Activity Planner/Coordinator	Activity Planner/Coordinator	HC03	\$16.54	\$21.50	\$26.46
SENIOR CENTER	Program Coordinator-Sr Ctr	Program Coordinator-Sr Ctr	HC03	\$16.54	\$21.50	\$26.46
SENIOR CENTER	Wellness Coordinator	Wellness Coordinator	HC03	\$16.54	\$21.50	\$26.46
SENIOR CENTER	Program Specialist	Program Specialist	HC07	\$20.10	\$26.13	\$32.16
SENIOR CENTER	Senior Center Director	Senior Center Director	HC13	\$26.94	\$35.02	\$43.10
SHERIFF	Administrative Assistant to the Sheriff	Administrative Assistant to the Sheriff	HCS04A	\$15.85	\$19.81	\$23.77
SHERIFF	Records Assistant	Records Assistant	HCS06A	\$17.47	\$21.84	\$26.21
SHERIFF	Deputy Sheriff-Civil, Warrants & Courts	Deputy Sheriff-Civil, Warrants & Courts	HCS09B	\$20.23	\$25.28	\$30.34
SHERIFF	Deputy Sheriff-Patrol	Deputy Sheriff-Patrol	HCS09B	\$20.23	\$25.28	\$30.34
SHERIFF	Deputy Sheriff-S.P.O.T	Deputy Sheriff-S.P.O.T	HCS09B	\$20.23	\$25.28	\$30.34
SHERIFF	Deputy Sheriff-School Resource Officer	Deputy Sheriff-School Resource Officer	HCS10B	\$21.24	\$26.55	\$31.86
SHERIFF	Corporal-H.E.A.T	Corporal-H.E.A.T	HCS10B	\$21.24	\$26.55	\$31.86
SHERIFF	Corporal-Patrol	Corporal-Patrol	HCS10B	\$21.24	\$26.55	\$31.86
SHERIFF	Investigator-Sheriff	Investigator-Sheriff	HCS10B	\$21.24	\$26.55	\$31.86
SHERIFF	Sergeant-Civil, Warrants & Courts	Sergeant-Civil, Warrants & Courts	HCS11B	\$22.30	\$27.88	\$33.45
SHERIFF	Sergeant-Patrol	Sergeant-Patrol	HCS11B	\$22.30	\$27.88	\$33.45
SHERIFF	Patrol Inv	Patrol Inv	HCS10B	\$21.24	\$26.55	\$31.86
SHERIFF	Sergeant-School Resource Officer	Sergeant-School Resource Officer	HCS11B	\$22.30	\$27.88	\$33.45
SHERIFF	Lieutenant - Criminal Investigations Commander	Lieutenant - Criminal Investigations Commander	HCS13B	\$24.59	\$30.73	\$36.88
SHERIFF	Lieutenant-Patrol	Lieutenant-Patrol	HCS13B	\$24.59	\$30.73	\$36.88

Department	Current Classification Title	Proposed Classification Title	Proposed Pay Grade	Proposed Min	Proposed Midpoint	Proposed Max
SHERIFF	Lieutenant Court Services	Lieutenant Court Services	HCS13B	\$24.59	\$30.73	\$36.88
SHERIFF	Captain-Civil, Warrants & Courts	Captain-Civil, Warrants & Courts	HCS14A	\$26.43	\$33.04	\$39.65
SHERIFF	Captain-Patrol	Captain-Patrol	HCS14A	\$26.43	\$33.04	\$39.65
SHERIFF	Chief Deputy Colonel - Sheriff	Chief Deputy Colonel - Sheriff	HCS18A	\$41.02	\$51.28	\$61.53
STATE SOLICITOR	State Solicitor	State Solicitor	HC18	\$34.38	\$44.69	\$55.01
STATE COURT	Legal Assistant-State	Legal Assistant-State	HC02	\$15.75	\$20.48	\$25.20
STATE COURT	State Court Judge	State Court Judge	HC18	\$34.38	\$44.69	\$55.01
STATE SOLICITOR	Administrative Legal Assistant	Administrative Legal Assistant	HC04	\$17.36	\$22.57	\$27.78
SUPERIOR COURT	Bailiff	Bailiff	HC01	\$15.00	\$19.50	\$24.00
SUPERIOR COURT JUDGES	Court Reporter	Court Reporter	HC06	\$19.14	\$24.89	\$30.63
SUPERIOR COURT JUDGES	Compliance Coordinator	Compliance Coordinator	HC07	\$20.10	\$26.13	\$32.16
SUPERIOR COURT JUDGES	Court Recorder	Court Recorder	HC08	\$21.11	\$27.44	\$33.77
TAX ASSESSORS	Appraisal Clerk	Appraiser Assistant	HC01	\$15.00	\$19.50	\$24.00
TAX ASSESSORS	Real Property Appraiser	Appraiser II	HC06	\$19.14	\$24.89	\$30.63
TAX ASSESSORS	Mapper & Appraiser	Appraiser II	HC06	\$19.14	\$24.89	\$30.63
TAX ASSESSORS	Personal Property Appraiser	Appraiser I	HC05	\$18.23	\$23.70	\$29.17
TAX ASSESSORS	Deputy Chief Appraiser	Deputy Chief Appraiser	HC13	\$26.94	\$35.02	\$43.10
TAX ASSESSORS	Appraiser III	Appraiser III	HC08	\$21.11	\$27.44	\$33.77
TAX ASSESSORS	Appraiser IV	Appraiser IV	HC10	\$23.27	\$30.25	\$37.23
TAX ASSESSORS	Real Property Appraiser - Non Certified	Real Property Appraiser - Non Certified	HC01	\$15.00	\$19.50	\$24.00
TAX ASSESSORS	Chief Appraiser	Chief Appraiser	HC13	\$26.94	\$35.02	\$43.10
TAX COMMISSIONERS	Tax Specialist I	Tax Specialist I	HC02	\$15.75	\$20.48	\$25.20
TAX COMMISSIONERS	Tax Specialist II	Tax Specialist II	HC03	\$16.54	\$21.50	\$26.46
TAX COMMISSIONERS	Tax Specialist III	Tax Specialist III	HC04	\$17.36	\$22.57	\$27.78
TAX COMMISSIONERS	Tax Commissioner	Tax Commissioner	HC18	\$34.38	\$44.69	\$55.01