lowa County Pay Plan Structure

Pay Plan was Adopted by County Board on April 18, 2023 with an implementation date of February 25, 2023

									Control Poi	nt	Max.
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Pay for	
GRADE	JOB TITLE	DEPARTMENT	FLSA	87.5%	90%	92.5%	95%	97.5%	100%	Performance	120%
S	SOCIAL SERVICES DIRECTOR	SOCIAL SERVICES	EXEMPT	\$51.14	\$52.61	\$54.07	\$55.53	\$56.99	\$58.45		\$70.14
R	HIGHWAY COMMISSIONER	HIGHWAY	EXEMPT	\$47.57	\$48.93	\$50.29	\$51.65	\$53.01	\$54.37	$\qquad \Longrightarrow \qquad$	\$65.24
	FINANCE DIRECTOR	FINANCE DEPARTMENT	EXEMPT	,	,	·	·	·	,		
	EMPLOYEE RELATIONS DIRECTOR	EMPLOYEE RELATIONS	EXEMPT								
Q	FAMILY COURT COMMISSIONER	CIRCUIT COURT	EXEMPT	\$45.20	\$46.49	\$47.79	\$49.08	\$50.37	\$51.66		\$61.99
P	PUBLIC HEALTH DIRECTOR	PUBLIC HEALTH	EXEMPT	\$42.83	\$44.06	\$45.28	\$46.50	\$47.73	\$48.95		\$58.74
	PLANNING AND DEVELOPMENT DIRECTOR	PLANNING AND DEVELOPMENT	EXEMPT								
	IT DIRECTOR	INFORMATION TECHNOLOGY	EXEMPT								
	CHIEF DEPUTY	SHERIFF'S OFFICE	EXEMPT								
0				\$40.45	\$41.61	\$42.76	\$43.92	\$45.07	\$46.23		\$55.48
N	YOUTH AND FAMILY UNIT MANAGER	SOCIAL SERVICES	EXEMPT	\$38.08	\$39.17	\$40.26	\$41.34	\$42.43	\$43.52	$\qquad \qquad \Longrightarrow$	\$52.22
	OPERATIONS MANAGER	HIGHWAY	EXEMPT								
	FACILITIES AND GROUNDS DIRECTOR	FACILITIES AND GROUNDS	EXEMPT								
	COUNTY CONSERVATIONIST	LAND CONSERVATION	EXEMPT								
	ADRC MANAGER	SOCIAL SERVICES	EXEMPT								
M	JAIL ADMINISTRATOR	SHERIFF'S OFFICE	EXEMPT	\$35.70	\$36.72	\$37.74	\$38.76	\$39.78	\$40.80		\$48.96
	EMERGENCY MANAGEMENT DIRECTOR	EMERGENCY MANAGEMENT	EXEMPT								
	ECONOMIC SUPPORT MANAGER	SOCIAL SERVICES	EXEMPT								
	CHILD SUPPORT DIRECTOR	CHILD SUPPORT	EXEMPT								
L	PUBLIC HEALTH NURSE LEAD	PUBLIC HEALTH	EXEMPT	\$33.33	\$34.28	\$35.23	\$36.19	\$37.14	\$38.09		\$45.71
	BUSINESS MANAGER	HIGHWAY SOCIAL SERVICES	EXEMPT								

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									Control Poir		
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Pay for	Max
RADE	JOB TITLE	DEPARTMENT	FLSA	87.5%	90%	92.5%	95%	97.5%	100%	Performance	1209
K	PUBLIC HEALTH NURSE	PUBLIC HEALTH	EXEMPT	\$30.96	\$31.84	\$32.73	\$33.61	\$34.50	\$35.38		\$42.4
	SOCIAL WORKER LEAD	SOCIAL SERVICES	NON-EXEMPT								
	SHOP OPERATIONS LEAD	HIGHWAY	NON-EXEMPT								
J	REGISTER IN PROBATE/JUDICIAL ASSISTANT	CIRCUIT COURT	EXEMPT	\$28.58	\$29.39	\$30.21	\$31.03	\$31.84	\$32.66	$\qquad \qquad \Longrightarrow$	\$39.
	VETERAN SERVICE OFFICER	VETERANS SERVICES	NON-EXEMPT								
	SOCIAL WORKER	SOCIAL SERVICES	NON-EXEMPT								
	MECHANIC	HIGHWAY DEPT.	NON-EXEMPT								
	GIS COORDINATOR	PLANNING AND DEVELOPMENT	NON-EXEMPT								
	CREW LEAD	HIGHWAY DEPT.	NON-EXEMPT								
	COMMUNITY COORDINATOR/EDUCATOR	PUBLIC HEALTH	NON-EXEMPT								
	ADRC SPECIALIST LEAD	SOCIAL SERVICES	NON-EXEMPT								
1	SANITARIAN/ASSISTANT ZONING ADMINISTI	F PLANNING AND DEVELOPMENT	NON-EXEMPT	\$26.21	\$26.96	\$27.70	\$28.45	\$29.20	\$29.95		\$35.
	IT TECHNICAL SUPPORT SPECIALIST	INFORMATION TECHNOLOGY	NON-EXEMPT								
	GIS ENGINEERING TECHNICIAN	HIGHWAY	NON-EXEMPT								
	EQUIPMENT OPERATOR	HIGHWAY	NON-EXEMPT								
	DRUG TREATMENT COORDINATOR	DISTRICT ATTORNEY	NON-EXEMPT								
	CONSERVATION TECHNICIAN	LAND CONSERVATION	NON-EXEMPT								
	CONSERVATION SPECIALIST	LAND CONSERVATION	NON-EXEMPT								
	BENEFIT SPECIALIST	SOCIAL SERVICES	NON-EXEMPT								
	ADRC SPECIALIST	SOCIAL SERVICES	NON-EXEMPT								
Н	VICTIM WITNESS COORDINATOR	DISTRICT ATTORNEY	NON-EXEMPT	\$23.83	\$24.51	\$25.19	\$25.87	\$26.55	\$27.23		\$32.
••	SECTION MAINTENANCE PATROL	HIGHWAY	NON-EXEMPT	Ψ20.00	Ψ252	Ψ23.23	Ψ25.07	Ψ20.55	Ų27.23		Ψ 0 Σ.
	LEGAL SECRETARY	DISTRICT ATTORNEY	NON-EXEMPT								
	FINANCE AND PAYROLL SPECIALIST	FINANCE	NON-EXEMPT								
	ECONOMIC SUPPORT SPECIALIST LEAD	SOCIAL SERVICES	NON-EXEMPT								
	DISPATCHER	SHERIFF'S OFFICE	NON-EXEMPT								
	DEPUTY TREASURER/TAX DESCRIPTION SPEC		NON-EXEMPT								
	DEPUTY REGISTER OF DEED	REGISTER OF DEEDS	NON-EXEMPT								
	DEPUTY COUNTY CLERK	COUNTY CLERK	NON-EXEMPT								
	DEPUTY CLERK OF COURT	CLERK OF CIRCUIT COURT	NON-EXEMPT								
	CHILD SUPPORT SPECIALIST	CHILD SUPPORT	NON-EXEMPT								
	AUXILIARY MAINTENANCE PATROL	HIGHWAY	NON-EXEMPT								

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	JOB TITLE	DEPARTMENT		Control Point								
			FLSA	Step 1 87.5%	Step 2 90%	Step 3 92.5%	Step 4 95%	Step 5 97.5%	Step 6 100%	Pay for Performance	Max. 120%	
GRADE												
G	TRANSPORTATION COORDINATOR	SOCIAL SERVICES	NON-EXEMPT	\$21.46	\$22.07	\$22.68	\$23.29	\$23.91	\$24.52	$\qquad \qquad \Longrightarrow$	\$29.42	
	SOCIAL SERVICES SPECIALIST	SOCIAL SERVICES										
	FACILITIES MAINTENANCE CREW	FACILITES AND GROUNDS	NON-EXEMPT									
	ECONOMIC SUPPORT SPECIALIST	SOCIAL SERVICES	NON-EXEMPT									
	DEPARTMENT ASSISTANT	DISTRICT ATTORNEY	NON-EXEMPT									
	ACCOUNTANT SPECIALIST	HIGHWAY SHERIFF'S OFFICE SOCIAL SERVICES	NON-EXEMPT									
F	DEPARTMENT ASSISTANT	CHILD SUPPORT	NON-EXEMPT	\$19.08	\$19.63	\$20.17	\$20.72	\$21.26	\$21.81		\$26.17	
	DEPARTMENT ASSISTANT	CIRCUIT COURT	NON-EXEMPT									
	DEPARTMENT ASSISTANT	EMERGENCY MANAGEMENT	NON-EXEMPT									
	DEPARTMENT ASSISTANT	LAND CONSERVATION	NON-EXEMPT									
	DEPARTMENT ASSISTANT	PUBLIC HEALTH	NON-EXEMPT									
	DEPARTMENT ASSISTANT	SHERIFF'S OFFICE	NON-EXEMPT									
	DEPARTMENT ASSISTANT	SOCIAL SERVICES	NON-EXEMPT									
	DEPARTMENT ASSISTANT	SOCIAL SERVICES	NON-EXEMPT									
	DEPARTMENT ASSISTANT	SOCIAL SERVICES	NON-EXEMPT									
	COOK LEAD	SHERIFF'S OFFICE	NON-EXEMPT									
	BAILIFF	SHERIFF'S OFFICE	NON-EXEMPT									
E	СООК	SHERIFF"S OFFICE	NON-EXEMPT	\$17.30	\$17.79	\$18.29	\$18.78	\$19.28	\$19.77		\$23.72	
D	PUBLIC TRANSPORTATION DRIVER	SOCIAL SERVICES	NON-EXEMPT	\$16.11	\$16.57	\$17.03	\$17.49	\$17.95	\$18.41		\$22.09	