

**Iowa County
Combination Salary Structure**

Original Pay Plan Matrix was Adopted by County Board on September 16, 2014 with an implementation date of October 5, 2014

1.5% Market Adjustment adopted by County Board on October 16, 2015 with an implementation date of January 1, 2016

2.25% Market Adjustment adopted by County Board on November 15, 2016 with an implementation date of January 1, 2017

2.25% Market Adjustment adopted by County Board on October 17, 2017 with an implementation date of January 1, 2018

2.5% Market Adjustment adopted by County Board on October 17, 2017 with an implementation date of July 1, 2018

2.5% Market Adjustment adopted by County Board on October 16, 2018 with an implementation date of January 1, 2019

2.5% Market Adjustment adopted by County Board on October 15, 2019 with an implementation date of January 1, 2020

2.0% Market Adjustment adopted by County Board on October 20, 2020 with an implementation date of January 1, 2021

Job Code In Payroll	Grade	Job Title	Department	Minimum					Control Point	Pay For Performance	Maximum 120% Maximum
				90% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	100% Step 6			
281	T	Corporation Counsel	District Attorney	\$ 47.89	\$ 49.22	\$ 50.55	\$ 51.88	\$ 53.21	→	\$ 63.85	
601	S	Nursing Home Administrator	Bloomfield Healthcare	\$ 43.91	\$ 45.13	\$ 46.35	\$ 47.57	\$ 48.79	→	\$ 58.55	
311		Highway Commissioner	Highway								
460		Social Services Director	Social Services								
202	R	Finance Director	Finance	\$ 40.89	\$ 42.02	\$ 43.16	\$ 44.29	\$ 45.43	→	\$ 54.52	
387	Q	Planning & Development Director	Planning & Development	\$ 38.90	\$ 39.98	\$ 41.06	\$ 42.14	\$ 43.22	→	\$ 51.86	
426		Public Health Officer/Director	Health								
404	P	Chief Deputy	Sheriff	\$ 36.88	\$ 37.91	\$ 38.93	\$ 39.96	\$ 40.98	→	\$ 49.18	
603		Director of Nursing	Bloomfield Healthcare								
201		Employee Relations Director	Employee Relations								
301		Information Systems Director	Information Systems								
372	O	ADRC Manager	ADRC	\$ 34.88	\$ 35.85	\$ 36.82	\$ 37.79	\$ 38.76	→	\$ 46.51	
409		Jail Administrator	Sheriff								
459		Youth and Family Unity Manager	Social Services								
382	N	County Conservationist	Land Conservation	\$ 32.88	\$ 33.79	\$ 34.70	\$ 35.62	\$ 36.53	→	\$ 43.84	
624		Nurse Manager	Bloomfield Healthcare								
500		Operations Manager	Highway								
443	M	Child Support Manager	Child Support	\$ 30.88	\$ 31.74	\$ 32.59	\$ 33.45	\$ 34.31	→	\$ 41.17	
458		Economic Support Manager	Social Services								
380		Emergency Management Director	Emergency Management								
631		Environmental Services Director	County Wide								

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				90% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	100% Step 6			
422	L	Public Health Nurse	Health	\$ 28.88	\$ 29.68	\$ 30.49	\$ 31.29	\$ 32.09	→	\$ 38.51	
134		Business Manager	Social Services								
610		MDS and Infection Prevention Nurse	Bloomfield Healthcare								
134	K	Business Manager	Bloomfield Healthcare	\$ 26.88	\$ 27.63	\$ 28.38	\$ 29.12	\$ 29.87	→	\$ 35.84	
385		GIS Coordinator	Planning & Development								
271		Judicial Assistant/Register in Probate	Judicial/Probate								
454		Lead Social Worker	Social Services								
609		Registered Nurse	Bloomfield Healthcare								
366	J	ADRC Information & Assistance Specialist Lead	ADRC	\$ 24.87	\$ 25.56	\$ 26.25	\$ 26.94	\$ 27.63		\$ 33.16	
310		Airport Manager	Airport								
381		Conservation Specialist	Land Conservation								
384		Conservation Technician	Land Conservation								
456		Social Worker	Bloomfield, Social Services/ADRC								
456		Veterans Officer	Veterans								
503		Shop Operations Lead	Highway								
423		Community Coordinator/Educator	Public Health								
617	I	Activity Director	Bloomfield Healthcare	\$ 22.88	\$ 23.51	\$ 24.15	\$ 24.78	\$ 25.42	→	\$ 30.50	
367		ADRC Information & Assistance Specialist	ADRC								
365 & 371		Benefit Specialist	ADRC								
606		Dietary Supervisor	Bloomfield Healthcare								
365		Elderly Benefits & Wellness / Prevention Coord	ADRC								
388		County Sanitarian/Asst Zoning Administrator	Planning & Development								
495		Highway Crew Lead	Highway								
491		Mechanic	Highway								
280		Drug Treatment Court Coordinator	Drug Treatment Court								
465		Economic Support Specialist Lead	Social Services								

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				90% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	100% Step 6			
100	F	Department Assistant - ADRC	ADRC	\$ 16.88	\$ 17.35	\$ 17.82	\$ 18.29	\$ 18.76	→	\$ 22.51	
100		Department Assistant - District Attorney	District Attorney								
100		Department Assistant - Health	Health								
100		Department Assistant - Land Conservation	Land Conservation								
408		Department Assistant - Sheriff	Sheriff								
100		Department Assistant - Social Services	Social Services								
100		Department Assistant - UW Extension	UW Extension								
636		Environmental Services - Maintenance	Bloomfield Healthcare / County Maintenance								
625		Medical Records Coordinator	Bloomfield Healthcare								
600		Medication Technician	Bloomfield Healthcare								
100		Department Assistant-Bloomfield	Bloomfield Healthcare								
100		Department Assistant - Child Support	Child Support								
100		Department Assistant - Register in Probate	Register in Probate								
262		Bailiff	Sheriff								
618	E	Activity Assistant	Bloomfield Healthcare	\$ 15.08	\$ 15.49	\$ 15.91	\$ 16.33	\$ 16.75	→	\$ 20.10	
615		Certified Nursing Assistant (C N A)	Bloomfield Healthcare								
616		Department Assistant	Bloomfield Healthcare								
374	D	ADRC Bus Driver	ADRC	\$ 13.45	\$ 13.82	\$ 14.19	\$ 14.57	\$ 14.94	→	\$ 17.93	
622		Cook	Bloomfield Healthcare								
620	C	Dietary Aide	Bloomfield Healthcare	\$ 12.01	\$ 12.34	\$ 12.67	\$ 13.01	\$ 13.34	→	\$ 16.01	
627		Environmental Services - Laundry/Housekeeping	Bloomfield Healthcare								
375		ADRC Taxi Driver	ADRC								