

# Grand County Budget Advisory Board

Wednesday, July 25, 2018

8:30 a.m. – 12:00 p.m.

County Council Chambers

## Call to Order

### A. Action Items:

1. Approving minutes of July 18, 2018 meeting

### B. Discussion Items:

1. Presentation and possible revision of budget(s):
  - a. Clerk/Auditor
2. Review of details of draft Proposed Pay Plan 2019 and/or position comparables

## Future Considerations

### Closed Session(s) if necessary

## Adjourn

**NOTICE OF SPECIAL ACCOMMODATION DURING PUBLIC MEETINGS.** In compliance with the Americans with Disabilities Act, individuals with special needs requests wishing to attend Grand County Budget Advisory Board meetings are encouraged to contact the County two (2) business days in advance of these events. Specific accommodations necessary to allow participation of disabled persons will be provided to the maximum extent possible. T.D.D. (Telecommunication Device for the Deaf) calls can be answered at: (435) 259-1346. Individuals with speech and/or hearing impairments may also call the Relay Utah by dialing 711. Spanish Relay Utah: 1 (888) 346-3162

It is hereby the policy of the Grand County Budget Advisory Board that Board members may participate in public meetings through electronic means. Any form of telecommunication may be used, as long as it allows for real-time interaction in the way of discussions, questions and answers, and voting.

# GRAND COUNTY BUDGET ADVISORY BOARD REGULAR MEETING

Grand County Council Chambers  
125 East Center Street, Moab, Utah

July 18, 2018

The Grand County Budget Advisory Board met in Regular Session on the above date in the County Council Chambers. The meeting was called to order by Chairperson Chris Baird at 8:35 a.m. with a quorum present. In attendance at the call to order were Board Members Chris Baird (Budget Officer), Evan Clapper (Council Member), Jaylyn Hawks (Council Member), and Zach Wojcieszek (Citizen). Diana Carroll (County Clerk/Auditor) arrived at 8:39 a.m. Absent were Chris Kauffman (Treasurer) and Elaine Gizler (Moab Area Travel Council Executive Director). Also in attendance were Ruth Dillon (County Council Administrator) to take minutes.

## A. Action Items

### A1. Approving minutes of June 6, 2018 meeting

**MOTION: Motion by Evan to approve the minutes of June 6, 2018 was seconded by Jaylyn and carried 4 – 0.** Chairperson Baird pointed out that the minutes under Future Considerations state “the county’s tax rate will decrease by 18% primarily due to the 2017 commercial values reassessment, which includes a reassessment of nightly rental values;” he reported that it is actually a 15.5% decrease from last year in the certified tax rate for the general operations.

## B. Discussion Items

### B1. Report on County Council action regarding Request for Proposals for “Forecasted Needs Analysis for Staffing, Operational Space, and Inter-local Efficiency”-

Chairperson Baird reported that the RFP passed County Council as presented. Ruth reported that the RFP is published on the county website with a closing date of 5pm July 31<sup>st</sup>. She had requested of office staff for it to also be advertised in the Salt Lake Tribune. Ruth reported that a Council Member indicated that the selection committee may be appointed by the County Council.

### B2. Report on County Council actions regarding COLA proposal for Elected Officials including Council Members-

It was reported that the County Council passed the recommended 2% COLA retroactive to January 1, 2018 for Elected Officials including Council Members.

### B3. Status of compensation methodology-

Chairperson Baird reported that he has been working with department heads and elected officials on updating compensation market data and is close to completion. He proposed an update to the Grade & Step chart since \$14.28 is the new Grade 1, Step 1 due to the countywide COLA recently implemented retroactive to January 1, 2018. He reported using the market data to establish a starting point for salaries, then assigning a grade to each position using the market data. He reported having recently sent a draft of the Proposed Pay Plan 2019 to board members and has since found some errors. He stated that the pay plan will need to synchronize with Council approval of job descriptions as he expects the grade to be part of the job description. He stated that the next step is to review the pay plan employee by employee using the updated Grade and Step chart and assign a step based upon experience and time with the county, while working with the department heads and elected officials on this task. One goal is to see the cost of the expected compensation adjustment.

Evan stated that Mike Swallow had recommended a different model from Grade and Step. Discussion ensued regarding a minimum and a maximum on salaries. Chairperson Baird stated that the spread for salaries is approximately 50%, which closely matches Step 15 as the maximum for any given grade; further that minimum and maximum salaries would be relative to Step 1 and Step 15. Chairperson Baird reported that when the pay plan is complete, board members will be able to see the anticipated cost, which will include benefit costs and associated

Workers Compensation premium increases. He reported his current “guesstimate” of increase in costs at \$800,000 per year.

There was discussion regarding whether to make adjustments for Pay for Performance merit increases; Chairperson Baird reported that keeping the current step would maintain employee milestone increases and exemplary increases.

There was discussion about compression issues, particularly with the Sheriff’s Office including the Jail. Chairperson Baird reported that adjustments were made based on Moab City police salary comparisons in order to help eliminate compression issues and to help retain deputies. He reported that the main compression issue that remains is, in some cases, Chief Deputies who will be paid a similar amount as their elected official.

Diana reported that the county encourages Health Savings Accounts which saves money for employees and the county as the employer.

Jaylyn inquired as to whether the pay plan includes all the positions. It was stated that some missing in the plan may be approved positions that have not been filled or approved job descriptions for which funding has not been approved. Chairperson Baird reported having created a chart to help explain why there are proposed new grades, backed up by updated market data, of department heads and others. Chairperson Baird asked whether this board would want to do a detailed review of the draft Proposed Pay Plan 2019 after sending it to the department heads for their review; there was a positive response. For the next meeting, there will be an opportunity to review details of the pay plan.

Jaylyn expressed her desire to be sure that employee qualifications are met. She also requested a brief rationale of the proposed pay plan. Chris agreed to draft a narrative.

Diana reported that we have spent close to \$700,000 over the last 10 years in sheriff deputy training alone (POST-Peace Officer Standards and Training). Chairperson Baird reported that incentives may need to be developed by the Sheriff’s Office.

#### **B4. Review of approaching Budget Workshop process-**

Chairperson Baird offered using the Clerk/Auditor budget as a trial run next meeting. He stated that the process is similar as prior years and that the budget worksheets are basically the same as before. He stated that the worksheets will be projected onto the screen and adjustments will be made live and become the record. He will request sign ups from budget preparers as budgets are completed.

Ruth inquired about allowing more time per budget workshop. It was determined to allow at least 3 hours per budget workshop. Chairperson Baird reported that budgets can be exported and emailed out prior to each meeting, along with the associated narrative and budget questionnaire. Chris offered to train board members on the software. Ruth agreed to ask the IT Director for the best way for Council Members and board members to access Caselle Advantage for the purpose of reviewing budgets.

The board agreed to change the August 1st board meeting to Tuesday, July 31<sup>st</sup> for initial budget presentations.

#### **Future Considerations**

County Council Familiarization with Caselle Advantage: There was discussion about hosting the Caselle Advantage webinar during a County Council meeting; it was determined that instead Chairperson Baird will send out invitations for individual meetings with the County Council members, as planned.

Ruth announced that the State Auditor’s Office will provide in-person training for local government on August 1<sup>st</sup> in two sessions: 4-5pm and 7-8pm in the Council Chambers. RSVP and opportunity to submit questions is done online via a link provided by the State Auditor’s Office which was recently sent out to stakeholders.

#### **Adjourn**

The meeting adjourned at 9:48 a.m. by acclamation.

---

Chris Baird  
Chairperson

---

Christopher Kauffman  
Secretary

DRAFT

# Grand County Budget Advisory Board

## Budget Presenter Information Request

### Introduction:

This request for information is going to all Grand County Department Heads, Elected Officials and other managers/supervisor's who are responsible for presenting a budget. The members of the newly formed Budget Advisory Board have varying levels of knowledge about the County's budget. To facilitate education, the Board is asking for help directly from those County employees with the most detailed knowledge. This request for written information is just the first step and the Board also looks forward to meeting with each of you in person. Your written responses will also be used to help future Board members as they join and become part of a permanent Board packet. You will be asked to update but not to completely re-write these responses each year.

### Instruction:

Please answer the following questions, write a budget synopsis and email them back to Patrick Trim, [ptrim@grandcountyutah.net](mailto:ptrim@grandcountyutah.net), by April 30<sup>th</sup>.

### Questions:

1. Your Name and Title: Diana Carroll/Grand County Clerk/Auditor
2. Title of Main Department/Office: Clerk/Auditor
3. Title of Sub Department/Office (exe, Jail, IT): Elections
4. List revenue sources that are used by your Department/Office (exe, General Fund, Library Taxes, TRT, grants):  
General Fund
5. List revenue generated by the activities of your Department/Office (exe, Office Fees, License Fees):  
Licenses (Business, Marriage, Special Event),
6. Does your budget require approval from another body in addition to the County Council? If so please describe?
7. What would be your ideal process, including specific dates, to prepare and present your budget to the Advisory Board?  
Beginning in September and following state statute guidelines

### Budget Synopsis:

Please write a brief (not to exceed two pages) synopsis of your budget. Try to cover the big picture and write as though you are talking to someone who has no prior knowledge. It is OK to cover some of the items already answered above. Please include the following elements in your synopsis:

- A basic overview of the statutory obligations, duties and services of your Department/Office.

Grand County's Clerk/Auditor functions as a combination of two statutory offices: **CLERK** and **AUDITOR**.

**Auditor functions include the following:**

- Audits the financial records of all other elected officials, funds, and departments of Grand County
- Enforces internal controls and budgetary restraints in order to ensure that public funds are being spent legally, efficiently, and effectively
- Prepares and issues all [financial statements](#) and reports for the county
- As designated procurement agent for the county, reviews and approves purchases made by Grand County employees
- Maintains records and collects on all financial amounts due to the county, with the exception of property tax
- Acts as clerk for the [Board of Equalization](#), handles the administrative aspects of property valuation appeals
- Processes [Tax Abatement](#) applications for various tax relief programs and exempt status properties
- Shares management duties regarding the real property tax system with the [Recorder](#), [Assessor](#), and the [Treasurer](#)
- Calculates tax rates for the county during the annual budgeting process
- Works with County Treasurer's Office to hold annual tax sale for delinquent real property taxes
- Administers all other financial and accounting functions for the county, including Accounts Payable, and a complex bi-weekly payroll for over 200 Grand County Employees

**Clerk functions include the following:**

- As the county's Chief [Elections](#) Officer, the Clerk maintains Grand County's [voter registration](#), candidates, and election processes. The Clerk also administers all elections held in Grand County pertaining to state or national offices.
- Issues [marriage licenses](#)
- Issues [business licenses](#) for the unincorporated county.
- Takes official [minutes](#) of all Grand County Council meetings.
- Keeps and maintain all official county [records and documents](#), including ordinances, resolutions, and contracts.
- Oversees risk management and liability insurance for the county

- Brief description of the employees and salaries paid in your budget.

Chief Deputy Clerk/Auditor, Deputy Clerk I – IV

\$249,288

- Overview of the most important non-salary line items in your budget.

All items equally important and essential – Caselle software and office supplies are probably most important.

- The major factors, if any, that lead to changes in your budget from year to year.

Remains relatively unchanged from year to year.

- Major one-time expenses in your 2018 budget.

Education reimbursement – laptop had to be replaced

- Major one-time expenses anticipated in the next three years.
- Any staffing needs or other ongoing expense requests anticipated in the next three years.

Ongoing replacement training for all staff, new voter equipment training.

**Grand County**  
**Grand County**  
**10. GENERAL**  
**Expenditure**  
**4142. CLERK/AUDITOR Department**  
**Account Details**  
**For Period July**

Account	2013 Annual Budget	2013 Full Year Actuals	2014 Annual Budget	2014 Full Year Actuals	2015 Annual Budget
		1		2	
10-4142-110-000. SALARIES	200,117	200,410	230,250	230,249	241,790
10-4142-110-001. OVERTIME	2,500	1,354	3,000	2,661	2,000
10-4142-130-000. EMPLOYEE BENEFITS	115,623	116,042	139,500	142,854	157,662
10-4142-210-000. SUBSCRIPTIONS & MEMBERSHIPS	400	277	400	277	400
10-4142-220-000. PUBLIC NOTICES	400	24	200	64	200
10-4142-230-000. TRAVEL EXPENSES	1,500	714	1,000	491	1,000
10-4142-240-000. OFFICE EXPENSE & SUPPLIES	7,000	4,853	7,000	6,952	7,000
10-4142-250-000. EQUIPMENT MAINTENANCE	14,500	15,526	15,500	17,551	15,500
10-4142-290-000. FUEL	200	120	300	178	200
10-4142-310-000. PROFESSIONAL & TECHNICAL SERVI	0	0	500	0	500
10-4142-320-000. HR EXPENSE	0	0	0	0	0
10-4142-360-000. CELL PHONE ALLOWANCE	1,375	1,310	1,625	1,560	1,625
10-4142-400-000. SPECIAL DEPT. SUPPLIES	5,000	5,063	3,000	2,038	3,000
10-4142-720-000. STORAGE SHELVES GRANT	0	0	0	0	0
10-4142-730-000. CAPITAL IMPROVEMENTS-SOFTWARE	0	0	0	0	0
10-4142-740-000. CAPITAL OUTLAY - EQUIPMENT	0	0	0	0	0
10-4142-800-000. INVENTORY	1,500	900	1,200	2,147	1,000
10-4142-840-000. ASSESSING & COLLECTING EXP.	4,000	3,646	4,000	3,692	4,200
10-4142-860-000. SCHOOLING	1,000	695	500	325	1,500
<b>Grand Total</b>	<b>355,115</b>	<b>350,934</b>	<b>407,975</b>	<b>411,040</b>	<b>437,577</b>
Actuals Array	1	2	3	4	5
SALARIES	200,410	230,249	231,136	260,795	249,065
OVERTIME	1,354	2,661	1,765	1,586	28
EMPLOYEE BENEFITS	116,042	142,854	146,170	155,565	163,021
SUBSCRIPTIONS & MEMBERSHIPS	277	277	277	157	107
PUBLIC NOTICES	24	64	53	180	0
TRAVEL EXPENSES	714	491	821	799	324
OFFICE EXPENSE & SUPPLIES	4,853	6,952	6,775	5,255	8,175
EQUIPMENT MAINTENANCE	15,526	17,551	17,767	16,889	23,430
FUEL	120	178	114	16	0
PROFESSIONAL & TECHNICAL SERVI	0	0	0	13,000	329
HR EXPENSE	0	0	0	0	0



CELL PHONE ALLOWANCE	1,310	1,560	1,560	1,560	1,625
SPECIAL DEPT. SUPPLIES	5,063	2,038	2,434	2,252	1,645
STORAGE SHELVES GRANT	0	0	0	0	0
CAPITAL IMPROVEMENTS-SOFTWARE	0	0	0	0	0
CAPITAL OUTLAY - EQUIPMENT	0	0	0	0	0
INVENTORY	900	2,147	1,796	3,747	2,982
ASSESSING & COLLECTING EXP.	3,646	3,692	5,300	4,047	8,972
SCHOOLING	695	325	1,112	878	6,321
Total	350,934	411,040	417,079	466,726	466,024

Budget Array	1	2	3	4	5
10-4142-110-000. SALARIES	200,117	230,250	241,790	271,830	249,288
10-4142-110-001. OVERTIME	2,500	3,000	2,000	4,000	0
10-4142-130-000. EMPLOYEE BENEFITS	115,623	139,500	157,662	155,795	171,606
10-4142-210-000. SUBSCRIPTIONS & MEMBERSHIPS	400	400	400	400	250
10-4142-220-000. PUBLIC NOTICES	400	200	200	400	300
10-4142-230-000. TRAVEL EXPENSES	1,500	1,000	1,000	2,000	2,000
10-4142-240-000. OFFICE EXPENSE & SUPPLIES	7,000	7,000	7,000	8,000	7,000
10-4142-250-000. EQUIPMENT MAINTENANCE	14,500	15,500	15,500	18,000	22,000
10-4142-290-000. FUEL	200	300	200	50	200
10-4142-310-000. PROFESSIONAL & TECHNICAL SERVI	0	500	500	300	500
10-4142-320-000. HR EXPENSE	0	0	0	0	0
10-4142-360-000. CELL PHONE ALLOWANCE	1,375	1,625	1,625	1,625	1,560
10-4142-400-000. SPECIAL DEPT. SUPPLIES	5,000	3,000	3,000	3,000	2,500
10-4142-720-000. STORAGE SHELVES GRANT	0	0	0	0	0
10-4142-730-000. CAPITAL IMPROVEMENTS-SOFTWARE	0	0	0	0	0
10-4142-740-000. CAPITAL OUTLAY - EQUIPMENT	0	0	0	0	0
10-4142-800-000. INVENTORY	1,500	1,200	1,000	3,500	2,000
10-4142-840-000. ASSESSING & COLLECTING EXP.	4,000	4,000	4,200	3,320	9,000
10-4142-860-000. SCHOOLING	1,000	500	1,500	2,000	4,000
Total	355,115	407,975	437,577	474,220	454,113

2015 Full Year Actuals	2016 Annual Budget	2016 Full Year Actuals	2017 Annual Budget	2017 Full Year Actuals	2018 Annual Budget	2018 YTD Actuals	Avg. Budget	Avg. Actual
3		4		5				
231,136	271,830	260,795	239,297	249,065	249,288	132,622	236,657	234,331
1,765	4,000	1,586	2,000	28	0	0	2,700	1,479
146,170	155,795	155,565	155,906	163,021	171,606	77,561	144,897	144,731
277	400	157	250	107	250	107	370	219
53	400	180	200	0	300	0	280	64
821	2,000	799	1,000	324	2,000	189	1,300	630
6,775	8,000	5,255	8,000	8,175	7,000	3,486	7,400	6,402
17,767	18,000	16,889	22,000	23,430	22,000	18,333	17,100	18,233
114	50	16	0	0	200	0	150	86
0	300	13,000	600	329	500	150	380	2,666
0	0	0	0	0	0	0	0	0
1,560	1,625	1,560	1,560	1,625	1,560	870	1,562	1,523
2,434	3,000	2,252	2,800	1,645	2,500	1,539	3,360	2,687
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
1,796	3,500	3,747	5,000	2,982	2,000	3,934	2,440	2,314
5,300	3,320	4,047	9,000	8,972	9,000	4,673	4,904	5,131
1,112	2,000	878	6,500	6,321	4,000	5,250	2,300	1,866
<b>417,079</b>	<b>474,220</b>	<b>466,726</b>	<b>454,113</b>	<b>466,024</b>	<b>472,204</b>	<b>248,715</b>	425,800	422,361

\*position based budgeting in Advantage isn't worl

Average Contingency - 5yr

0.81%

Std. Deviation Actuals	5 yr Trend Budget	5 yr Trend Actuals	2019 Initial Request
20,469	294,624	285,474	262,888 *
850	700	-12	0 *
16,003	199,342	187,398	171,606 *
73	250	35	250
62	300	91	300
192	2,300	441	1,500
1,209	7,600	8,381	8,000
2,714	24,100	24,291	22,000
67	90	-75	200
5,169	680	8,129	500
0	0	0	0
109	1,710	1,775	1,560
1,217	1,300	38	2,500
0	0	0	0
0	0	0	0
0	0	0	0
979	3,160	4,620	4,000
2,012	8,632	9,534	9,000
2,242	4,800	6,588	7,000
42,738	531,496	536,707	491,304

ing quite right yet.

# Grand County

## Proposed Position Pay Plan 201

<b>Airport</b>			
<b>Job Title</b>	<b>Grade</b>	<b>Hourly Starting</b>	<b>Hourly Max</b>
Director	16	\$29.69	\$44.90
Operations Manager	12	\$24.42	\$36.94
Operations Specialist	9	\$21.10	\$31.91
Landside Operations Tech.	7	\$19.14	\$28.95
Operations Technician/ARFF	4	\$16.53	\$25.00
Admin. Assistant P/T	3	\$15.74	\$23.81
<b>Assessor</b>			
<b>Job Title</b>	<b>Grade</b>	<b>Hourly Starting</b>	<b>Hourly Max</b>
Chief Deputy	8	\$20.09	\$30.39
Deputy Appraiser	7	\$19.14	\$28.95
Deputy Personal Property	3	\$15.74	\$23.81
<b>Attorney</b>			
<b>Job Title</b>	<b>Grade</b>	<b>Hourly Starting</b>	<b>Hourly Max</b>
Human Resources Director	19	\$34.37	\$51.98
Executive Paralegal / Prosecutorial Asst.	10	\$22.15	\$33.51
Civil Paralegal / Prosecutorial Asst.	8	\$20.09	\$30.39
Paralegal / Prosecutorial Asst.	8	\$20.09	\$30.39
Prosecutorial Asst.	4	\$16.53	\$25.00
CJC Director	?		\$27.80
Director - Family Support Center	9	\$21.10	\$31.91
Nursery Worker - Family Support Center	1	\$14.28	\$21.60
<b>Building</b>			
<b>Job Title</b>	<b>Grade</b>	<b>Hourly Starting</b>	<b>Hourly Max</b>
Building Official / Floodplain Administrator	15	\$28.27	\$42.77
Building Inspector	12	\$24.42	\$36.94
Permit Technician / Floodplain Manager	4	\$16.53	\$25.00
<b>Clerk/Auditor</b>			
<b>Job Title</b>	<b>Grade</b>	<b>Hourly Starting</b>	<b>Hourly Max</b>
Chief Deputy	11	\$23.26	\$35.18
Deputy I / Payroll Coordinator	6	\$18.23	\$27.57
Deputy II	5	\$17.36	\$26.25
Deputy III	4	\$16.53	\$25.00
<b>Community Development</b>			
<b>Job Title</b>	<b>Grade</b>	<b>Hourly Starting</b>	<b>Hourly Max</b>
Community & Economic Development Director	20	\$36.08	\$54.58
Planning & Zoning Administrator	13	\$25.64	\$38.79
UMTRA Liason & Technical Inspector	12	\$24.42	\$36.94

Community & Economic Development Specialist	9	\$21.10	\$31.91
Code Enforcement Officer	5	\$17.36	\$26.25

### Council Administration

Job Title	Grade	Hourly Starting	Hourly Max
Council Administrator	23	\$41.77	\$63.18
IT Director	17	\$31.17	\$47.15
Office Coordinator	6	\$18.23	\$27.57
Admin. Assistant P/T	3	\$15.74	\$23.81

### Courthouse Maintenance

Job Title	Grade	Hourly Starting	Hourly Max
Facilities Supervisor	13	\$25.64	\$38.79
Maintenance Technician	4	\$16.53	\$25.00
Maintenance Worker	2	\$14.99	\$22.68

### Grand Center

Job Title	Grade	Hourly Starting	Hourly Max
Program Director	9	\$21.10	\$31.91
Facility Coordinator	3	\$15.74	\$23.81
Food Service Manager	2	\$14.99	\$22.68
Maintenance Worker	2	\$14.99	\$22.68
Bus Driver	1	\$14.28	\$21.60
Home Delivery Driver	1	\$14.28	\$21.60

### Justice Court

Job Title	Grade	Hourly Starting	Hourly Max
Chief Deputy	7	\$19.14	\$28.95
Senior Deputy	3	\$15.74	\$23.81
Deputy	1	\$14.28	\$21.60

### Library

Job Title	Grade	Hourly Starting	Hourly Max
Director	16	\$29.69	\$44.90
Head of Children's Services	8	\$20.09	\$30.39
Head of Adult Services	8	\$20.09	\$30.39
Children's Assistant	5	\$17.36	\$26.25
Adult Assistant	5	\$17.36	\$26.25
Castle Valley Assistant	5	\$17.36	\$26.25
Clerk	3	\$15.74	\$23.81
Apprentice	1	\$14.28	\$21.60
Maintenance Worker	2	\$14.99	\$22.68

### Old Spanish Trail Arena

Job Title	Grade	Hourly Starting	Hourly Max
Director	13	\$25.64	\$38.79
Assistant Manager / Lead Technician	7	\$19.14	\$28.95
Maintenance Technician	4	\$16.53	\$25.00
Maintenance Worker	2	\$14.99	\$22.68

Admin. Assistant	4	\$16.53	\$25.00
------------------	---	---------	---------

### Sand Flats

Job Title	Grade	Hourly Starting	Hourly Max
Program Director	13	\$25.64	\$38.79
Assistant Director - Facilities	7	\$19.14	\$28.95
Assistant Director - Operations	7	\$19.14	\$28.95
Recreation Technician I	2	\$14.99	\$22.68
Recreation Technician II	3	\$15.74	\$23.81
Recreation Technician III	5	\$17.36	\$26.25
Apprentice	1	\$14.28	\$21.60

### Sheriff & Jail

Job Title	Grade	Hourly Starting	Hourly Max
Chief Deputy	17	\$31.17	\$47.15
Jail Commander	15	\$28.27	\$42.77
Investigator Lt.	15	\$28.27	\$42.77
Patrol Sergeant	13	\$25.64	\$38.79
Corrections Sgt.	13	\$25.64	\$38.79
Dispatch Supervisor	13	\$25.64	\$38.79
Emergency Management Director	12	\$24.42	\$36.94
Search & Rescue Commander	12	\$24.42	\$36.94
Criminal Investigator	11	\$23.26	\$35.18
Drug Court Tracker	10	\$22.15	\$33.51
Patrol Deputy I	9	\$21.10	\$31.91
Patrol Deputy II	10	\$22.15	\$33.51
Patrol Deputy III	11	\$23.26	\$35.18
Corrections Deputy I	9	\$21.10	\$31.91
Corrections Deputy II	10	\$22.15	\$33.51
Corrections Deputy III	11	\$23.26	\$35.18
Dispatch I	5	\$17.36	\$26.25
Dispatch II	6	\$18.23	\$27.57
Dispatch III	7	\$19.14	\$28.95
Victim Advocate	5	\$17.36	\$26.25
Admin. Assistant	6	\$18.23	\$27.57
Commisary/Jail Admin. Asst. *Proposed*	5	\$17.36	\$26.25
Food Service Manager	5	\$17.36	\$26.25
Food Service Assistant	3	\$15.74	\$23.81
SAR Tech. I	1	\$14.28	\$21.60
SAR Tech. II	2	\$14.99	\$22.68

### Recorder

Job Title	Grade	Hourly Starting	Hourly Max
Chief Deputy	7	\$19.14	\$28.95
Deputy	3	\$15.74	\$23.81

### Roads & Bridges

Job Title	Grade	Hourly Starting	Hourly Max
-----------	-------	-----------------	------------



# L9

Annual Starting	Annual Max
\$61,749	\$93,401
\$50,801	\$76,841
\$43,884	\$66,378
\$39,804	\$60,207
\$34,384	\$52,009
\$32,747	\$49,533

Annual Starting	Annual Max
\$41,794	\$63,218
\$39,804	\$60,207
\$32,747	\$49,533

Annual Starting	Annual Max
\$71,482	\$108,123
\$46,078	\$69,697
\$41,794	\$63,218
\$41,794	\$63,218
\$34,384	\$52,009
	\$57,824
\$43,884	\$66,378
\$29,702	\$44,928

Annual Starting	Annual Max
\$58,809	\$88,953
\$50,801	\$76,841
\$34,384	\$52,009

Annual Starting	Annual Max
\$48,382	\$73,182
\$37,909	\$57,340
\$36,103	\$54,610
\$34,384	\$52,009

Annual Starting	Annual Max
\$75,056	\$113,530
\$53,341	\$80,683
\$50,801	\$76,841



\$43,884	\$66,378
\$36,103	\$54,610

Annual Starting	Annual Max
\$86,887	\$131,425
\$64,837	\$98,071
\$37,909	\$57,340
\$32,747	\$49,533

Annual Starting	Annual Max
\$53,341	\$80,683
\$34,384	\$52,009
\$31,188	\$47,174

Annual Starting	Annual Max
\$43,884	\$66,378
\$32,747	\$49,533
\$31,188	\$47,174
\$31,188	\$47,174
\$29,702	\$44,928
\$29,702	\$44,928

Annual Starting	Annual Max
\$39,804	\$60,207
\$32,747	\$49,533
\$29,702	\$44,928

Annual Starting	Annual Max
\$61,749	\$93,401
\$41,794	\$63,218
\$41,794	\$63,218
\$36,103	\$54,610
\$36,103	\$54,610
\$36,103	\$54,610
\$32,747	\$49,533
\$29,702	\$44,928
\$31,188	\$47,174

Annual Starting	Annual Max
\$53,341	\$80,683
\$39,804	\$60,207
\$34,384	\$52,009
\$31,188	\$47,174

\$34,384	\$52,009
----------	----------

Annual Starting	Annual Max
\$53,341	\$80,683
\$39,804	\$60,207
\$39,804	\$60,207
\$31,188	\$47,174
\$32,747	\$49,533
\$36,103	\$54,610
\$29,702	\$44,928

Annual Starting	Annual Max
\$64,837	\$98,071
\$58,809	\$88,953
\$58,809	\$88,953
\$53,341	\$80,683
\$53,341	\$80,683
\$53,341	\$80,683
\$50,801	\$76,841
\$50,801	\$76,841
\$48,382	\$73,182
\$46,078	\$69,697
\$43,884	\$66,378
\$46,078	\$69,697
\$48,382	\$73,182
\$43,884	\$66,378
\$46,078	\$69,697
\$48,382	\$73,182
\$36,103	\$54,610
\$37,909	\$57,340
\$39,804	\$60,207
\$36,103	\$54,610
\$37,909	\$57,340
\$36,103	\$54,610
\$36,103	\$54,610
\$32,747	\$49,533
\$29,702	\$44,928
\$31,188	\$47,174

Annual Starting	Annual Max
\$39,804	\$60,207
\$32,747	\$49,533

Annual Starting	Annual Max
-----------------	------------

