

MONROE COUNTY COUNCIL

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Cheryl Munson
Margie Rice, Legal Counsel
Kimberly Shell, Council Administrator
Meghan Miller, Council Assistant

Agenda-Packet Updated

COUNCIL WORK SESSION AGENDA Tuesday, August 24, 2021 at 5:30 pm MEETING CONNECTION VIA ZOOM

https://monroecounty-in.zoom.us/j/82113298945?pwd=aWZxai8rY3FiWHlldnV2Y0ltTHRnZz09

Meeting ID: 821 1329 8945 Password: 485032

- The public's video feed will be turned off by the Technical Services Department meeting administrator.
- The public will be able to listen and record.
- The public should raise their hand if they wish to speak during the public comment period.
- Below is the link for ZOOM Meeting Schedule of Monroe County Virtual Public Meetings for your convenience:

https://www.co.monroe.in.us/egov/apps/document/center.egov?view=item;id=10017

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"Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, activity of Monroe County, should contact Monroe County Title VI Coordinator, Angie Purdie, (812)349-2550, apurdie@co.monroe.in.us, as soon as possible, but no later than forty-eight (48) hours before the scheduled event. Individuals requiring special language services should, if possible, contact the Monroe County Title VI Coordinator at least seventy-two (72) hours prior to the date on which the services will be needed. The meeting is open to the public."

1.	CALL TO ORDER	PAGE
2.	ADOPTION OF AGENDA	
3.	DEPARTMENT UPDATES Bri Gregory, County Financial Director Angela Purdie, Board of Commissioners Administrator	

4. PRESENTATION AND DISCUSSION REGARDING THE JOB DESCRIPTION/CLASSIFICATION ANALYSIS FINAL REPORT FROM WAGGONER, IRWIN, SCHEELE (WIS)

-Allison Collins and Addie Rooker - WIS Representatives

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5. COMMUNITY VOICES FOR HEALTH, Jill Jolliff

Liz Grenat, Executive Director of the Community Justice and Mediation Center (CJAM) will update Council members about the grant-funded initiative, Community Voices for Health. The update will include work that has been done in this first year and about where the organization is headed.

- 6. QUARTERLY COUNCIL/BOARD OF COMMISSIONERS DISCUSSION
 - A. Public Feedback on American Rescue Plan Act (ARPA) Fund Priorities

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B. Review of 2021 General Obligation Bond Timeline and Proposed Project list

7. HEALTH DEPARTMENT, Penny Caudill Request to Move Position from Part Time to Full Time Health Fund, 1159-0000

-Administrative Assistant

The Department has assessed the need for additional staff. Instead of adding a completely new position, the Department is proposing turning the Administrative Assistant part-time position into a full-time. The justifications for making this position full-time are for job retention due to Administrative Assistants are the backbone of a successful office. This is only achievable with longevity. When the Administrator eventually retires it will take an Administrative Assistant with long-term knowledge for a successful transition. This position also serves as back-up to Vital Records. Due to the demands of this position, it is difficult to train as a back-up with the limited hours available. As a full-time position, the Administrative Assistant could act as back up for the Financial Manager.

8. HIGHWAY DEPARTMENT, Lisa Ridge

Request Approval of a New Position and Simultaneously Amend the 2021 Salary Ordinance Motor Vehicle Highway-Maintenance & Repair, 1176-0531

15859 Hwy Maintenance/Laborer 40 Hours Union Highway 0 Non-Exempt

(The 40 Hour - LTC 2 Base Rate range is \$17.07 - \$19.41 hourly or approximately annually \$35,506 - \$40,373. This amount will be prorated depending on the employee's full-time hire date.)

The Department attended the PAC meeting on August 3, 2021 requesting to move their part-time hourly Maintenance Technician to a full-time position. It was forwarded to County Council with no recommendation due to being a fiscal decision. The Council heard the request and approved moving the position forward to Waggoner, Irwin and Scheele (WIS) for review. The WIS classification recommendation has been received and reviewed. The position is recommended to be an LTC 2, Non-Exempt. The WIS recommendation also stated this would typically be part of the bargaining unit within counties that have the collective bargaining unit. The Department is requesting to add this full-time position, be a part of the collective bargaining unit and add the pay grid Union Highway 0 to the highway pay grid. The lower Highway classification does not exist in the current highway grid. To create the new grid, the base (Minimum) LTC 2 rate of \$17.07 was utilized. The pay steps will be increased the same as in the existing highway classifications. The effective date for this change would be August 29, 2021. No additional appropriations are being requested at this time.

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9. PARKS & RECREATION, Margie Rice and Kelli Witmer

A. Request Approval for a CASH Fund to Fund Transfer FROM:

General Fund, 1000-0000

60100 Transfer Cash Out Fund to Fund \$500,000.00

TO:

Next Level Trails (NLT), 9107-0000

00992 Transfer Funds into Funds (Cash) \$500,000.00

OR

Request Approval for a CASH Fund to Fund Transfer

FROM:

Rainy Day, 1186-0000

60100 Transfer Cash Out Fund to Fund \$500,000.00

TO:

Next Level Trails (NLT), 9107-0000

00992 Transfer Funds into Funds (Cash) \$500,000.00

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B. Request Approval of a Category Transfer

Next Level Trails (NLT), 9107-0000

FROM:

45350 Infrastructure Improvements \$2,323,710.00

TO:

30006 Contractual \$2,323,710.00

On May 2, 2019, Monroe County Government was awarded an Indiana Next Level Trails (NLT) grant in the amount of \$2,337,710 for the expansion of the Karst Farm Greenway to Ellettsville. The NLT grant is administered by the Indiana Department of Natural Resources (IDNR). The grant project has been separated into two construction projects; northern segment (Ellettsville to Woodyard Rd) and southern segment (Woodyard Rd to Loesch Rd Trailhead). The NLT program is a new State funded grant in which IDNR and grant recipients are working out the details in grant reporting and the timing of the release of funds. The NLT requires all the engineering and related bidding services to be concluded before releasing any of the construction funds. This provision has produced a funding shortfall for the construction of the northern segment and the construction project manager. The northern segment overview consists of the IDNR grant funds have been paid for engineering and design. On September 12, 2019, \$431,000 was transferred from Fund 4811 (2018 G.O. Bond) to Fund 9107 (Next Level Trails). The Northern segment construction project was awarded to E & B Paving for \$813,138. Bledsoe, Riggert, Cooper, James Engineering will be hired as the construction project manager and a price is yet to be determined. A \$500,000 fund to fund transfer from the General Fund or Rainy Day Fund to Fund 9107 (NLT) 9107 is being requested. The \$500,000 will be used to pay for the construction of the Northern segment and the construction project manager.

10. YOUTH SERVICES BUREAU, Louis Malone

A. Request Approval to Hire at Mid-Point based on Resolution 2015-46

LIT-Special Purpose, 1114-0166

11140 Clinical Coordinator 40 Hours PAT 5 Exempt

This request is to hire a well-qualified candidate as the Youth Services Bureaus (YSB) Clinical Coordinator at the midpoint salary rather than the starting salary. No additional appropriation will be required. This candidate is a licensed Clinical Social Worker (LCSW) with six years of direct clinical service to clients and four years of supervision experience. The candidate has been supervising the YSB clinical staff since 2020. Also have experience providing individual and family therapy services to clients at IU Health Riley and Family Solutions.

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B. Request Approval to Amend the 2021 Salary Ordinance

LIT-Special Purpose, 1114-0166

FROM:

11140 Clinical Coordinator 40 Hours PAT 5 Exempt

TO:

11140 Clinical Coordinator 40 Hours PAT 5 Exempt MPH Status

(The Mid-Point Hire Base Rate for a PAT 5 is \$26.68 hourly or approximately \$55,494 annually. This amount will be prorated depending on the candidate's actual date of hire.)

If Council approves the Mid-Point Hire, a Salary Ordinance amendment is needed in order to allow the Payroll Administrator to issue earnings above the Minimum Rate for a new employee. (The position was appropriated at a 3-Year Level for 2021 there will be no fiscal impact for this request.)

11. COUNCIL OFFICE UPDATE, Kim Shell

- -Update on the 2022 Budget Process
- -Review of Council Budget

12. APPROVAL OF MINUTES AS PRESENTED

- July 27, 2021-Work Session

13. BOARDS AND COMMISSIONS

Current Board or Commission Vacancies

-Women's Commission 2 Year Term Expires: 1/1/2022 (completing a current term)

14. COUNCIL COMMENTS

15. ADJOURNMENT

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COUNTY OF MONROE, INDIANA

JOB CLASSIFICATION AND COMPENSATION STUDY SUMMARY REPORT

August 24, 2021

Prepared By: Allison Collins Addie Rooker Kent Irwin

Waggoner • Irwin • Scheele

& Associates INC
Management Consulting Services Since 1979

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MONROE COUNTY JOB CLASSIFICATION AND COMPENSATION STUDY SUMMARY REPORT

August 24, 2021

INTRODUCTION

This report is the culmination of a job classification and compensation study project undertaken by Waggoner, Irwin, Scheele and Associates, Inc., on behalf of the County of Monroe. The project objectives were as follows:

- Conduct meetings with each department head or elected official via Zoom along with the Council Administrator and Personnel Administrator. [WIS Consultants conducted a total of twenty-nine (29) individual Zoom meetings.] Collect job information through the use of existing job descriptions and employee job questionnaires, and prepare new job descriptions. Draft job descriptions were distributed to department heads twice for review;
- 2. Classify and point-factor positions using the Factor Evaluation System (FES) by job category;
- 3. Collect external salary market data and conduct an external salary analysis for the purpose of placing the various positions into a close correspondence with the external labor markets;
- 4. Conduct a Fair Labor Standards Act (FLSA) analysis of each position and designate as Excluded, Exempt, or Non-exempt for compliance with Federal wage and hour rules; and
- 5. Prepare updated compensation grids with salary ranges reflecting the external salary analysis.

DESIGNING A NEW PAY PLAN

Under I.C. 36-2-5-3 the County Council is granted the power for:

- [1] fixing the number of officers, deputies, and employees;
- [2] describing and classifying positions and services;
- [3] adopting schedules of compensation; and
- [4] hiring or contracting with persons to assist in the development of schedules of compensation.

The Council is responsible for defining the elements that establish the overall pay plan of the County. Apart from the various legal requirements pertaining to compensation [e.g. overtime compensation, minimum wage, and equal pay for equal work], other elements of the pay structure need to be defined.

THE FACTOR EVALUATION SYSTEM

The Factor Evaluation System (FES) was developed by the United States Department of Labor in the early 1970's and has been implemented by state and local governments throughout the United States, including the State of Indiana and numerous Indiana counties and cities.

FES sorts an organization's positions into job categories and uses guidecharts to assign *factor evaluation points* to various elements of the positions. This system separates positions into categories so that similar positions are compared only to each other (for example, a heavy equipment operator and secretary have different job description factors and are categorized in different job categories based on the vastly different nature of their respective duties). The guidecharts for each job category are slightly different to reflect the nature of the positions in each category.

Installing the FES

The basic procedures for installing and maintaining the system include:

- Collecting Job Information;
- Writing Position Descriptions;
- Classifying Positions;
- Determining Factor Evaluations; and
- Conducting Wage/Salary Analysis.

FES Job Descriptions

Monroe County utilizes FES structured job descriptions for all County positions. All job descriptions contain the same basic elements. The format of the factors contained in the job descriptions may vary from one job category to another, but they are *standard within individual job categories*. Customizing factors to specific job categories ensures that the nature of those positions will be evaluated accurately and fairly. The elements, or factors, that each description will contain include:

- **Job Requirements** describes the nature, extent, and level of knowledge and abilities needed to perform acceptable work;
- <u>Skills and Knowledge</u> describes the nature and level of ability and knowledge needed to perform at a proficient level;
- <u>Difficulty of Work</u> describes the complexity or intricacy of work, mental demands, e.g., judgment and originality, and the quality, nature, and relevance of available guidelines;

- **Responsibility** describes the extent of supervisory control over the position and the impact of work on accomplishing the mission of the organization;
- **<u>Personal Work Relationships</u>** describes the required skill, purpose, and importance of work relationships to the success of the work;
- **Physical Effort** describes the frequency, duration, nature, and degree of physical effort involved; and
- Working Conditions/Work Environment describes the nature and hazards of the working environment.

Uses of the FES Job Descriptions

FES position descriptions are useful to Monroe County for other important purposes, including:

- •Identifying essential functions under provisions of the Americans with Disabilities Act (ADA).
- •Establishing and documenting requirements and minimum qualifications in recruiting and selecting new employees.
- •Establishing, implementing, and documenting standards for training, promotion, and other conditions of employment.
- •Verifying and documenting compliance with various government regulations, including the Equal Pay Act, Fair Labor Standards Act (FLSA), Family and Medical Leave Act (FMLA), and the Occupational Safety and Health Administration (OSHA).
- •Establishing a standard set of factors on which job performance can be fairly and objectively measured.

Job Categories

Each Monroe County position is assigned to a job category according to established criteria and is compared only to other positions *within the same job category*. This ensures equitable and reliable treatment of each position in the system.

■ COMOT (Computer, Office Machine Operation, Technician):

COMOT positions usually require on-the-job training and knowledge of basic office skills and procedures. COMOT positions usually require a minimum of a high school diploma or its equivalent, and may require two years of education beyond high school at a university or vocational school. COMOT positions are trained to provide administrative support to other job categories or elected officials.

COMOT duties usually involve standardized operations, but can also involve limited supervisory responsibilities, high skill levels in certain fields or processes, or operation of highly technical equipment, such as in laboratories. These positions are usually recruited from the local labor market and compensated according to local labor market trends.

Sample COMOT job titles in Monroe County include Records Clerk, Recorder Deputy, Child Support Case Worker, Administrative Assistant, Legal Secretary, Office Manager, Administrative Coordinator, Elections Supervisor, Associate Court Reporter, Senior Legal Secretary, and Paralegal.

■ LTC (Labor, Trades, and Crafts):

LTC positions usually involve skills and knowledge that can be learned on-the-job or through prior experience, although some require special certifications, training, or vocational school. These positions include both the skilled and the unskilled labor and trade positions. LTC duties are often manual, requiring varying amounts of physical strain and effort, and involving varying amounts of responsibilities during work projects. Recruitment is generally done within the local labor market and compensated according to prevailing local wages.

Sample LTC job titles in Monroe County include Food Service Assistant, Maintenance, Truck Driver, Park Maintenance Technician, Equipment Operator, Mechanic, Airport Operations Specialist, Highway Fleet Maintenance Coordinator, Bridge Crew Foreman, and Maintenance Supervisor.

■ PAT (Professional, Administrative, Technological):

PAT positions usually require a baccalaureate degree or equivalent training and experience. Duties performed by PAT employees often involve direct application of professional principles, development of policies and procedures, or administration of an assigned area of responsibility. Recruitment and compensation of PAT positions is usually determined by state, regional, and/or national trends.

Sample PAT job titles in Monroe County include Residential Specialist, Victim Assistant, Zoning Inspector, Official Court Reporter, Financial Manager, Support Technician, Environmental Health Specialist, Recreation Director, Personnel Administrator, Highway Assistant Superintendent, Planner II, Counselor, GIS Coordinator, Network Operations Manager, and County Financial Director.

■ Merit POLE (Protective Occupations, Law Enforcement):

Merit POLE positions require specialized training and may require two or more years of college education. Positions in this category are involved in protecting life and property, maintaining order, responding to emergencies, policing and enforcing laws, or supervising such operations.

Merit POLE officers must complete the Indiana Law Enforcement Academy training for law enforcement officers and are subject to the merit rules according to Indiana Code. Merit POLE positions are generally recruited from the local labor market and compensated according to state or regional labor market trends.

Sample Merit POLE job titles in Monroe County include Deputy, Deputy Detective, K-9 Deputy, Sergeant, Sergeant Detective, Lieutenant, and Lieutenant Detective.

■ Civilian POLE (Protective Occupations, Law Enforcement):

Civilian POLE positions may require specialized training, on-the-job training, and usually require a minimum of a high school diploma or its equivalent. Positions in this category are involved in protecting life and property, maintaining order, responding to emergencies, policing and enforcing laws, or supervising such operations. Civilian POLE officers may be required to complete specialized training by the Indiana Law Enforcement Academy. These positions are usually recruited from the local labor market and compensated according to state or regional labor market trends.

Sample POLE job titles in Monroe County include Animal Management Officer, Court Bailiff, Civilian Process Server, Corrections Officer, Probation Field Officer, Jail Sergeant, Investigator, and Jail Captain.

■ EXE (Executives):

EXE positions are held by employees who usually plan, direct and implement major programs. Incumbents in these positions often recommend, develop, or approve policies to manage their departments or program areas. Executives are concerned with defining program objectives, staffing a department, coordinating the efforts of organizational components, and directing and evaluating subordinates who manage various units under his/her control. Executives are usually recruited from and compensated according to regional and national market patterns.

Sample EXE job titles in Monroe County include Parks Director, Building Commissioner, Health Administrator, Highway Engineer, Highway Director, YSB Executive Director, Planning Director, and Chief Technology Officer/Director.

■ SO (Special Occupations):

SO positions are separated from the classification system for various reasons, usually for special terms and conditions of employment, rules, or laws governing compensation. Compensation and recruitment for SO positions are determined by the unique circumstances for each position.

Sample SO job titles in Monroe County include Deputy Public Defender, Deputy Prosecutor, Senior Trial Attorney, County Attorney, Chief Deputy, Coroner Deputy, Title IV-D Commissioner, Health Officer, Airport Director, Jail Commander, and Captain of Operations.

Determining Factor Evaluations

After job descriptions have been written, each description is evaluated and "factored" by a factor team. FES guidecharts have been developed for each particular factor found within job categories, with points value ranges that reflect the varying degrees to which a position can be evaluated by that factor. The FES guidecharts are designed to give evaluators a quantitative value for determining the *relative worth of jobs to each other*. The guidecharts are validated through analysis of the internal alignment resulting from their use. Consistent application of the guidecharts results in an internal alignment of all jobs.

The guidechart factors for LTC, COMOT, PAT, Civilian POLE, and Merit POLE are:

- 1. <u>Job Requirements</u>: Measures the level of knowledge and skills required to perform the duties in the job. This can be either manual or mental and includes amount of knowledge, type(s) of knowledge, and the degree of comprehension.
- <u>Difficulty of Work</u>: Measures the complexity or intricacy and the mental demands, i.e., judgment, originality, and other mental effort required or affected by the quality and relevance of the available guidelines.
- 3. <u>Responsibility</u>: Measures the assistance and control provided by the supervisor and impact of work on accomplishment of department and/or organization mission. This includes extent of freedom in decision-making or ability to act independently.
- 4. <u>Personal Relationships</u>: Measures the skill required in work relationships with others and the importance of such relationships to the success of the work. This includes the nature and purpose of the contacts.
- 5. <u>The Environment</u>: Measures the physical demands, hazards, and working conditions that are a significant part of the job.

The guidechart factors for EXE positions are:

- 1. <u>Knowledge and Skills</u>: Measures the level of knowledge and skills required to perform the activities of the job. Knowledge is viewed as the range of information or understanding of a subject or a variety of subjects necessary to the function. Examples of skills to be measured include: analytical skills; creativity; initiative; judgment; leadership; persuasiveness; planning skills; and implementation.
- 2. <u>Impact</u>: Measures the impact of the results of decisions and actions and the extent to which the position can influence or affect results.

Consideration should be given to: the significance of results; the magnitude of the jobs impact or influence on results; the type of impact – direct or indirect; and the extent of decision-making latitude or authority to act independently.

- 3. Complexity and Difficulty: Measures the complexity and difficulty of assigned activities. Consideration should be given to the breadth of responsibilities and number of different types of programs; types and frequency of problems encountered and decisions necessary to resolve them; intensity of demands on the job; extent to which the position is responsible for planning and policy formation; and magnitude of assigned activities measured in terms of financial and manpower responsibilities.
- 4. <u>Relationships</u>: Measures the need for the ability to meet and deal effectively with people. This includes the scope of the relationships; the extent of controversy involved; and the purpose and frequency of the relationships.

Classification Levels

Jobs that are very close in total points are viewed as being in a "classification level" that will ensure that all jobs within that cluster have the same base salary or wage. For purposes of analysis, the positions in Monroe County have been grouped into classification levels within the various job categories. The Attorneys are compensated within one of three salary ranges determined by experience, case level, and supervisory responsibilities.

HISTORY OF MONROE COUNTY JOB CLASSIFICATION SYSTEM

In 1991, Monroe County engaged Waggoner, Irwin, Scheele, and Associates, Inc. to conduct a job classification and compensation project. The project objectives were as follows:

- 1. to prepare job descriptions for all County positions;
- 2. to classify the job descriptions according to the Factor Evaluation System (FES), using the guide charts of the system that assign points to the major dimensions of each job;
- 3. to conduct an internal salary analysis pairing classification factor points to current wage and salary charts; and
- 4. to conduct an external salary analysis and make salary recommendations for the purpose of placing the various positions into a close correlation with the external labor markets.

Since the installation of the system in 1991, the County Council has managed the job classification and compensation system. As requested, WIS Consultants have assisted the County in maintaining the system by providing consulting services, reviewing classification changes, recommending classification for new positions, and preparing and updating job descriptions as requested by the Personnel Advisory Committee.

In 2006, Monroe County engaged Waggoner, Irwin, Scheele, and Associates, Inc. to conduct a job classification and compensation project update. The project objectives were as follows:

- 1. to prepare job descriptions for all County positions;
- 2. to classify the job descriptions according to the Factor Evaluation System (FES), using the guide charts of the system that assign points to the major dimensions of each job;
- 3. to conduct an internal salary analysis pairing classification factor points to current wage and salary charts; and
- 4. to conduct an external salary analysis and make salary recommendations for the purpose of placing the various positions into a close correlation with the external labor markets.

As part of the 2006 project, Waggoner, Irwin, Scheele, and Associates, Inc. recommended a job classification and compensation maintenance plan be instituted and complied with. However, the basic rules and procedures were selectively and haphazardly followed.

In 2015, Monroe County engaged Waggoner, Irwin, Scheele, and Associates, Inc. to conduct a job classification and compensation project. The project objectives were as follows:

- 1. to review organization background information and existing job classification structure and pay schedules, and past reclassifications resulting in pay changes;
- 2. to conduct an **external** compensation survey; compare external market pay data to current County internal pay schedules; lead discussions with the County officials in the development of future compensation philosophy and design of a new pay plan; and
- 3. to prepare and submit a report of study findings with recommendations.

In the 2015 project, Waggoner, Irwin, Scheele and Associates, Inc. recommended a job classification and compensation maintenance plan be instituted and complied with. However, the basic rules and procedures were selectively and haphazardly followed.

In 2020, Monroe County engaged Waggoner, Irwin, Scheele & Associates, Inc. to update the County job descriptions, conduct an FLSA review of all positions, conduct an analysis of the County's job classification and compensation system, and conduct an external market survey.

WIS consultants updated job descriptions and conducted a review of the existing classification structure, existing compensation grids, and past re-classifications resulting in pay changes. Our findings indicate empty classification levels within the system; job title inconsistencies; and instances of positions classified incorrectly in both job classification and FLSA classification.

2021 INTERNAL FINDINGS AND RECOMMENDATIONS

Classification Levels

- 1. In the COMOT job category, there are currently five (5) classification levels. However, there are very few positions classified at levels I and V.
 - <u>Recommendation</u>: Restructure the COMOT job category into four (4) classification levels to accurately reflect the current organizational structure of the positions in this category.
- 2. In the LTC job category, there are currently five (5) classification levels. However, there are no positions classified at level I.
 - <u>Recommendation</u>: Restructure the LTC job category into four (4) classification levels to accurately reflect the current organizational structure of the positions in this category.
- 3. In the PAT job category, there are currently five (5) classification levels. However, there are only two (2) positions classified at level I.
 - <u>Recommendation</u>: Restructure the PAT job category into four (4) classification levels to accurately reflect the current organizational structure of positions in this category.
- 4. In the Civilian POLE job category, there are currently seven (7) classification levels. However, level I is an empty class and there is only one (1) position classified at level II.
 - <u>Recommendation</u>: Restructure the Civilian POLE job category into five (5) classification levels to accurately reflect the current organizational structure of positions in this category.
- 5. In the Merit POLE job category, there are currently four (4) classification levels. However, level IV is an empty class as the Captain position is classified as a Special Occupation (SO).
 - <u>Recommendation</u>: Restructure the Merit POLE job category into three (3) classification levels to accurately reflect the rank structure of the Sheriff's Department. The Sheriff's Captain of Operations is recommended to remain classified as SO.
- 6. In the Executive job category, there are currently two (2) classification levels. These levels currently include the Deputy Prosecutors, Deputy Public Defenders, Senior Trial Attorneys, County Attorney, Administrative Attorney, and First Deputy Prosecutor. There are Attorneys with supervisory functions classified at the same level as the Attorney in which they supervise.
 - <u>Recommendation</u>: Re-classify all Attorneys to a new SO-Attorneys job category. Classification level definitions have been established.

Job Descriptions

When we started the project, it was evident that there was no official record of job descriptions. There were several different versions of job descriptions floating around, including job titles and FLSA status that didn't match the salary ordinance. It was a time consuming process to review, revise, and finalize the job descriptions.

The job descriptions are the foundation of the job classification system. The County now has accurate and up to date job descriptions.

<u>Recommendation</u>: County Council adopt the job descriptions by ordinance as the official job descriptions of Monroe County. Include specific language in the salary ordinance that states the following: (1) Changes to job descriptions cannot be made without approval from the County Council; (2) The Council Administrator shall be the official record keeper of the County job descriptions; and (3) Annual reviews of job descriptions shall be coordinated with the Council Administrator in order to maintain the official job descriptions.

Job Class Maintenance

Monroe County has fell short in consistently enforcing and following a job classification maintenance plan. It was reported that department heads did not like to wait and follow Council's procedures and often made changes to job descriptions and classifications without going through the established process or without Council's knowledge.

Evidence of the County selectively and haphazardly following its job classification maintenance review process was found during this project. We found instances of positions classified at different classification levels with no reclassification records or documentation in the County's meeting minutes. We found instances of job title changes made internally, as well as job requirement changes made to job descriptions. A complete list of job title and job requirement changes is attached at the end of this report.

As described under I.C. 36-2-5-3, the County Council is granted the power for describing and classifying positions and services.

<u>Recommendation</u>: It is strongly recommended that the County Council adopt, implement, and strictly enforce a job classification maintenance plan going forward. The County Council needs to take ownership of the job classification and compensation system. Not doing so will result in continuing a pattern of conducting new job class studies to correct classification and compensation discrepancies that were brought on by selective and haphazard County Council job class maintenance. (See attached Job Classification and Compensation Maintenance Plan.)

Classification Changes

We restructured and re-titled all classification levels for all job categories. As a result of the classification level restructure, it is likely that positions will have a different classification title **but** it is not considered a classification level change.

Below is a list of positions that are recommended for significant classification changes:

- 1. Clerk: Elections Supervisor reclassified from PAT to COMOT C.
- 2. Highway: Fleet Maintenance Coordinator reclassified from UHWY 3 to LTC D.
- 3. Parks: Assistant Park Superintendent reclassified from LTC III to LTC D.
- 4. Union Highway Positions reclassified from UHWY to LTC job category.
- 5. Jail: Financial Director reclassified from PAT III to PAT A.
- 6. Prosecutor: Administrative Manager reclassified from COMOT IV to PAT B.
- 7. Jail: Facilities Manager reclassified from LTC V to PAT B.
- 8. IT: Senior Support Technician reclassified from PAT V to PAT C.
- 9. Planning: Planner II reclassified from PAT III to PAT C.
- 10. YSB: Binkley House Manager reclassified from PAT III to PAT C.
- 11. Prosecutor: APS Investigator reclassified from PAT III to Civilian POLE D.
- 12. Jail Positions reclassified from Jail/Correctional Center Grid to appropriate job category.
- 13. Courts: Family Court Mediation Director reclassified from PAT IV to SO-Attorney.
- 14. Commissioners: Administrator reclassified from EXE I to EXE B.
- 15. Reclassified all Attorneys, Deputy Prosecutors, and Deputy Public Defenders from the EXE job category to SO-Attorneys.
- 16. Highway Engineer reclassified from Highway 1 to the SO job category.
- 17. MS4 Coordinator- reclassified from Highway 1 to EXE A.
- 18. Sheriff Merit POLE Positions- reclassified from Sheriff's Office Grid to the Merit POLE job category.
- 19. Chief Deputy Positions- reclassified from Chief Deputy 1, 2, and 3 Grids to the SO job category.

Financial Positions

Monroe County is uniquely uncommon in comparison to other counties in Indiana in that the County has thirteen (13) Financial positions across twelve (12) County departments. In most counties, the financial functions reside within the Auditor's Office with a handful of counties having a Financial Director or Financial Manager to oversee county-wide financial functions. Generally, Office Managers in County government are responsible for payroll and claims functions within their designated office or department. However, in Monroe County, Financial positions have seen expanded roles with added responsibilities beyond general "Office Manager" functions.

The number of Financial Manager positions has rapidly increased since 2006 from five (5) to thirteen (13) in 2021. We found one (1) Financial position to be classified incorrectly in its job classification; three (3) Financial positions with incorrect FLSA classifications; and an overall inconsistency in the use of Financial job titles. Department heads have latched onto the "Financial Manager" job title to get positions re-classified with minimal evidence to support the added financial job functions. In addition, we found a clear duplication of financial functions among the various County departments. It was reported that some of the Financial positions regularly seek assistance with budget and financial functions from the Auditor's Office and/or Council Administrator.

Our findings have prompted the following questions for Council:

- 1. How much time is really needed to be dedicated to performing financial functions in each department?
- 2. Could the financial positions be restructured and/or consolidated to improve efficiency in county-wide financial operations?

<u>Status:</u> The County Council has been deliberating conducting a comprehensive review of the financial functions and the organizational structure of financial operations county-wide. The comprehensive review of finance positions would include, but not be limited to, an examination of assigned finance duties and non-finance duties to quantify work time devoted to these functions, a review of job classifications and salaries, supervisory oversight, and overall organizational performance of finance functions and interplay with other County offices.

Compensation Grids

Currently, the County has separate compensation grids for the following job categories or group of positions: COMOT, LTC, PAT, Civilian POLE, Merit POLE, EXE, Jail Correctional Center, Union Highway, Chief Deputy, Highway 1, Sheriff's Office, and Sheriff/Jail positions. There are two sets of grids: 35-hour and 40 hour grids.

The COMOT, LTC, PAT, Civilian POLE, Merit POLE, EXE, Chief Deputy, Highway 1, Sheriff's Office, and Sheriff/Jail grids consists of six (6) compensation steps: Minimum Salary, 1 Year Completion, 3 Year Completion (Midpoint), 8 Year Completion, 14 Year Completion, and Maximum Salary. While the number of steps is consistent for these grids, the percentage between steps and the percentage spread from the minimum salary to the maximum salary is not consistent and varies from grid to grid and from classification level to classification level within the same grid. Currently, the Maximum Salary step is only applicable to in-grade supervisors, which is a total of six (6) positions according to the 2021 Salary Ordinance.

The Union Highway positions utilize a separate grid with a base salary and thirteen (13) compensation steps based on years of service up to 45 years.

Additionally, the County has a separate pay grid for the Jail/Correctional Center that establishes a base rate for each position. According to the County Salary Ordinance, each Correctional Officer receives a \$0.48 per hour increase in pay for each full year of service for the first 20 years of service.

New compensation grids were developed for the COMOT, LTC, PAT, Civilian POLE, Merit POLE, EXE, and SO-Attorneys with seven (7) compensation steps using the external salary data. A percentage spread of 26.67% was established for each classification level from the Minimum Salary step to the 25 Year Completion Step.

The grids consist of the following seven (7) compensation steps: Minimum Salary, 1 Year Completion, 3 Years Completion (External Midpoint), 8 Years Completion, 14 years Completion, 20 Years Completion, and 25 Years Completion. The addition of the 20 Year and 25 Year steps will provide an additional benefit to long-term employees and will better utilize the entire compensation grid. In the past, employees could only move beyond the 14 Year step if they were in-grade supervisors.

The Union Highway positions were classified and placed on the LTC compensation grids. This was done to ensure pay equity among like classified LTC positions County-wide. If the Highway Union Contract is approved going forward, the County will have up to date salary information for contract negotiations and such positions would be removed from the LTC job category.

The Jail/Correctional Center positions were also classified and placed on compensation grids accordingly. Again, classifying all Civilian POLE positions together ensure pay equity across the County departments.

Overall, the Union Highway and Jail/Correctional Center positions would benefit financially if placed on the proposed compensation grids. However, there are some employees who will receive no salary adjustment.

The Chief Deputy positions, with exception to the Sheriff Chief Deputy, were removed from the grids and are recommended to be compensated at either 90% of the Elected Official's Salary or 90% Elected Officials External Market Average.

Stipends for Certification Pay

According to the 2021 Monroe County Salary Ordinance, the Emergency Management Director receives a CEM Certification supplemental stipend of \$5,000 in addition to the base salary.

The job qualifications, including certifications of the Emergency Management Director position were factored as part of the job review process. Therefore, an additional supplemental stipend is no longer necessary as the certification is included in the base pay established for the position.

<u>Recommendation</u>: Eliminate the \$5,000 supplemental stipend for the Emergency Management Director position.

Longevity Pay

Longevity pay ensures that new hires are not paid an equal amount to senior employees holding the same position.

Monroe County provides a longevity pay program for full-time employees. Longevity pay is based on complete and uninterrupted years of service. The County Council gives credit for past full-time service. Elected Officials or positions with salaries set by the state do not receive County longevity pay. The 2021 longevity pay schedule is listed below:

<u>Amount</u>	Years of Service (uninterrupted)
\$200	1-Hire date anniversary
\$400	2-4
\$600	5-9
\$800	10-14
\$1,200	15-19
\$1,400	20-24
\$1,700	25-29
\$2,000	30-34
\$2,300	35-39
\$2,600	40-44
\$2,900	45-49

The County is essentially providing most employees with double longevity: longevity pay through the above listed longevity pay program and through the compensation grids with longevity step increases.

We found Monroe County to be uniquely generous in providing two (2) forms of longevity and rewarding longevity pay up to 49 years of service. Most counties with a longevity pay program cap longevity pay at 30 years of employment.

<u>Recommendation</u>: If Monroe County would like to be more comparable to other counties, adjust the longevity pay steps and amounts to cap at 30 years of employment. Otherwise, continue the generous longevity pay program as described above. Note: monies that are allocated to fund the longevity pay program could be dedicated to employee salaries.

Commissioners Salary and Benefits Survey

During department head interviews, the Commissioners requested a salary comparison of full-time Commissioners and a benefits comparison survey. It was reported that the Monroe County Commissioners work a full-time schedule but are not compensated accordingly.

We found that the following six (6) counties in Indiana consider the County Commissioners to be full-time: Allen, Elkhart, Hamilton, Lake, Tippecanoe, and Vigo. WIS Consultants collected comparative salary and benefits data from these six (6) counties. The average annual salary for the counties surveyed is \$64,463.

The attached salary and benefits comparison spreadsheet provides a snap shot of health care benefit costs paid by the employee and the employer on a monthly basis for a single plan versus a family plan. In addition, the survey results showed that all counties surveyed provide health insurance benefits to both the County Commissioners and County Council. The following three (3) counties pay the employee's three percent (3%) contribution to INPRS: Hamilton, Lake, and Vigo.

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COMPARATIVE JOB CLASSIFICATION STRUCTURES

COMOT (Computer, Office Machine Operation, Technician)

Current		2021 Propose	ed
COMOT I	200 points and below	COMOT A	235 points and below
COMOT II	200 – 295 points	COMOT B	240 - 340 points
COMOT III	300 - 395 points	COMOT C	345 - 495 points
COMOT IV	400- 495 points	COMOT D	500 points and above
COMOT V	500 points and above		-

LTC (Labor, Trades, Crafts)

Current		2021 Prop	osed
LTC I	200 points and below	LTC A	295 points and below
LTC II	200 – 295 points	LTC B	300 - 345 points
LTC III	300 – 355 points	LTC C	350 - 400 points
LTC IV	360 – 395 points	LTC D	405 points and above
LTC V	400 points and above		-

PAT (Professional, Administrative, Technological)

Current		2021 Prop	osed
PAT I	200 points and below	PAT A	295 points and below
PAT II	200 – 295 points	PAT B	300 - 395 points
PAT III	300 – 395 points	PAT C	400 – 495 points
PAT IV	400 – 495 points	PAT D	500 points and above
PAT V	500 points and above		

Civilian POLE (Protective Occupations, Law Enforcement)

Current		2021 Proposed	
Civilian POLE I	200 points and below	Civilian POLE A	340 points and below
Civilian POLE II	200 – 295 points	Civilian POLE B	345 - 395 points
Civilian POLE III	300 - 350 points	Civilian POLE C	400 - 440 points
Civilian POLE IV	355 – 395 points	Civilian POLE D	445 - 495 points
Civilian POLE V	400 – 495 points	Civilian POLE E	500 points and above
Civilian POLE VI	500 – 595 points		
Civilian POLE VII	600 points and above		

Merit POLE (Protective Occupations, Law Enforcement)

Current		2021 Proposed	
Merit POLE I	300 - 395 points	Merit POLE A	495 points and below
Merit POLE II	400 – 495 points	Merit POLE B	500 - 550 points
Merit POLE III	500 – 555 points	Merit POLE C	555 points and above
Merit POLE IV	560 points and above		

EXE (Executives)

Current	E I 39 points and below EXE A 29 points and below		
EXE I	39 points and below	EXE A	29 points and below
EXE II	40 -48 points	EXE B	30 points and above

2021 EXTERNAL SALARY ANALYSIS

An external salary survey was conducted using select benchmark positions for each job category. The survey data represents the pay relationship with like jobs in the external market. Salaries and wages paid in the external job markets for each job category were obtained from the following counties, cities, and compensation sources that are included in the external salary data:

Allen County

Bartholomew County

Brown County

City of Bedford

City of Bloomington

Clark County

City of Lafayette

City of Martinsville

Greene County

City of Muncie

City of Terre Haute

Hendricks County
Jackson County
Johnson County
Lawrence County
Madison County
Morgan County
Owen County
Tippecanoe County

Tippecanoe County Vanderburgh County

Vigo County

Association of Indiana Counties Factbook

AIM Salary Survey

BLR Compensation Survey

Bureau of Labor Statistics

Employment and Wage Report, Indiana Economic Growth Workforce Development Indiana Gateway for Government Units

WIS Compensation Database

An external salary line was developed for each job category. The external salary line is a regression of all salary data collected encompassing hundreds of employee salaries from all entities surveyed and survey data maintained in the WIS compensation database. This salary analysis methodology reflects the use of the middle 80% of data collected by eliminating the highest salaries (10%) and lowest salaries (10%). A salary analysis was conducted by comparing the external salary line to the current Monroe County compensation schedules.

The following job category positions were direct job matched: Special Occupation (SO) and Elected Officials.

COMPARISONS TO EXTERNAL MARKET BY JOB CATEGORY

The term "midpoint" as used in this report refers to the mean or average pay rate for jobs surveyed in the external market. WIS consultants prepared a wage and salary chart for each job category.

For a listing of individual job titles and comparison between current compensation and the external market compensation, please refer to the appendices at the end of this report.

An external salary comparison was provided for the elected officials. The elected official positions were direct job matched to other elected official positions in selected counties.

FLSA REVIEW

An FLSA analysis was conducted of all County job descriptions. Each County position is designated either as excluded, exempt, or non-exempt from federal and state wage and hour laws (such as the Fair Labor Standards Act [FLSA]); and employees holding such positions are treated accordingly:

Employees holding **EXCLUDED** positions include elected officials, their policymaking appointees, and their personal staff and legal advisors. These employees are not covered by the FLSA, and are not eligible for or entitled to receive overtime compensation or compensatory time off.

Employees holding **EXEMPT** positions meet at least one of the tests for exemption under the FLSA, are excluded from specific provisions of federal and state wage and hour laws, and are not entitled to and shall not receive FLSA overtime compensation or FLSA compensatory time off.

Employees holding **NON-EXEMPT** positions, whether hourly or salaried, are entitled to overtime pay or compensatory time off under the specific provisions of federal and state laws.

The FLSA status is listed on each job description and is also included on the salary analysis spreadsheets.

FLSA Findings and Recommendations

During the department head interview process, several department heads reported that they did not fully understand the FLSA definitions and were not sure the FLSA classifications for their positions were correct. In addition, we found instances of positions not classified properly under the FLSA.

Below is a list of positions that are recommended for a change in FLSA status:

- 1. Clerk Chief Deputy: Changed FLSA status from Exempt to Excluded.
- 2. Coroner Deputy: Changed FLSA status from Exempt to Non-exempt.
- 3. Family Court Mediation Director: Changed FLSA status from Non-exempt to Exempt.
- 4. Official Court Reporter: Changed FLSA status from Exempt to Excluded.
- 5. Health Financial Manager: Changed FLSA status from Exempt to Non-exempt.
- 6. Senior Environmental Health Specialist: Changed FLSA status from Exempt to Non-exempt.
- 7. Assistant Jail Commander: Changed FLSA status from Exempt to Excluded.
- 8. Jail Facilities Manager: Changed FLSA status from Exempt to Non-exempt.
- 9. Jail Commander: Changed FLSA status from Exempt to Excluded.
- 10. Recorder Chief Deputy: Changed FLSA status from Exempt to Excluded.
- 11. Sheriff Chief Deputy: Changed FLSA status from Exempt to Excluded.
- 12. Sheriff Captain of Operations: Changed FLSA status from Exempt to Excluded.
- 13. Sheriff Financial Director/Office Administrator: Changed FLSA status from Exempt to Non-exempt.
- 14. Surveyor GIS Coordinator: Changed FLSA status from Exempt to Non-exempt.
- 15. Chief Deputy Treasurer: Changed FLSA status from Exempt to Excluded.
- 16. Veteran Service Officer: Changed FLSA status from Non-exempt to Exempt.
- 17. YSB Financial and Personnel Coordinator: Changed FLSA status from Exempt to Non-exempt.
- 18. Probation Office Administrator: Changed FLSA status from Exempt to Non-exempt.
- 19. Clerk's Administrator: Changed FLSA status from Exempt to Non-exempt.

<u>Note:</u> The Official Court Reporters are currently being treated as FLSA exempt, but they do not meet the tests for exemption under the FLSA. In maintaining consistency with our 2009 recommendation, it is recommended that the Official Court Reporters be classified as FLSA Excluded as personal staff to the Judge. In addition, we added such language to the job descriptions to support the FLSA classification.

Department heads also expressed that they would like to see the County implement a "compensatory time" policy for exempt employees. While the FLSA regulations specify that "Exempt" and "Excluded" employees are not entitled to or eligible for overtime compensation or compensatory time, the County may adopt more generous overtime policies. However, it is recommended that if Monroe County implements a compensatory time policy for "Exempt" and/or "Excluded" employees, the policy must be established as non-FLSA compensatory time and be significantly different from the FLSA overtime practices and policies established for "Non-exempt" employees.

ELEMENTS OF A PAY STRUCTURE

Following are common elements on which a pay structure is constructed. The relative importance of each must be weighed with respect to the compensation objectives of the organization.

- **1. Internal Pay Equity:** This is the pay relationship among like classified jobs in the organization.
- **External Pay Equity:** This is the pay relationship with like jobs in the external market. Where do we want our employees to be paid in relation to the external labor market? What do we need to pay to attract and retain quality employees?
- **3. Performance Pay:** Pay linked to employee performance. The objective is to align pay and results. A performance-based pay system allows department heads and supervisors to award merit-based pay adjustments to recognize superior employee performance.
- 4. Longevity Pay: Longevity pay rewards employees for their tenure with an organization. Longevity pay is readily understood by managers and employees alike, and has been a part of public sector pay structures for a long time. Longevity pay does ensure that new hires are not paid an equal amount of compensation as senior employees who train them in their new job.
- **Technical Pay:** Technical pay is a supplemental stipend linked to a technical specialty in addition to normal job requirements.

CONCLUSION

Setting pay policies in relation to the external labor market is advantageous to Monroe County in order to recruit and retain quality employees to serve the citizens. The external salary analysis is intended be used as a guideline in determining wage increases for the following year, and as a measure to compare the competitiveness of compensation for Monroe County employees to the external market.

Annual raises in county government are always subject to available revenue and the pay policies of the County Council. As such, Monroe County may elect to grant raises to:

- the external market recommendation;
- an "across the board" percentage increase;
- an "across the board" dollar amount; or
- no raises at all.

Regardless of the how the County Council chooses to proceed, the information contained on the attached pay charts will be a valuable tool for Council members to use in recognizing the differences between current compensation levels and the external market and developing a compensation strategy going forward.

PHASE-IN IMPLEMENTATION OPTIONS

Based on budgetary constraints of implementing the new job classification and compensation system, below are phase-in salary adjustment options for County Council consideration:

Option 1: Fund pay adjustments to the external market for all County positions over a two (2) year period, funding 50% of pay adjustments in budget year 2022 and the remaining 50% of pay adjustments in budget year 2023.

Option 2: Fund pay adjustments to the external market for all County positions over a two (2) or three (3) year period by capping pay adjustments at a flat dollar amount according to available funding. For example, place all employees on new pay grids but cap pay adjustments at \$5,000 in year one and \$4,000 in year two.

Option 3: Establish the County compensation grids at a percentage of the external midpoint salary and fund the pay adjustments at 100%. For example, establish the compensation grids at 90% of the external market, fund salary pay adjustments accordingly, and make remaining adjustments in year two (2).

MAINTAINING THE JOB CLASSIFICATION AND COMPENSATION SYSTEM

In order to reinforce County Council's singular responsibility for maintaining the job classification and compensation system, it is <u>strongly recommended</u> that Council establish and adhere to standardized maintenance procedures and pay policies.

It is strongly recommended that the Council adopt an annual Salary Ordinance that memorializes County Council's job classification and compensation maintenance policies and procedures. The Salary Ordinance should include specific language for the following:

- 1. It is recommended that the Council assess the role of the current Personnel Administration Committee to define a comprehensive process for monitoring the system going forward, including a review of the committee composition. It is recommended that the Salary Ordinance state: "A Sub-Committee of (3) three Council members shall be appointed annually by the County Council to serve as the Job Classification and Compensation Committee. Members continue to serve until such time that County Council appoints a new member."
- 2. It is recommended that the Salary Ordinance state: "When new jobs or department reorganizations are proposed elected officials shall follow and adhere to the job classification maintenance plan to revise job descriptions and/or prepare new job descriptions. Any revised or new jobs shall be independently point-factored using FES guidecharts before being assigned to a classification and salary level."
- 3. It is recommended that the Salary Ordinance state: "The attached list of job descriptions are adopted as the official job descriptions for all County positions. In the future as new jobs are added, or the adopted job descriptions change, new job descriptions shall be prepared or updated and presented to the County Council for approval."
- 4. It is recommended that the Salary Ordinance state: "To maintain and keep this job classification and compensation system updated, once a year, prior to budget hearings, a wage and salary analysis shall be conducted that includes all positions in the County classification system. This analysis shall be conducted for County Council use during budget hearings."

CONSULTANT ASSISTANCE

Consultant assistance is available for:

- 1. Implementing the new classification and compensation system.
- 2. Developing forms, policies, and procedures.
- 3. Assisting with job classification and compensation maintenance.
- 4. Reviewing and updating job descriptions.
- 5. Factoring of positions.
- 6. Conducting an annual independent salary analysis.
- 7. Providing consultation as requested.

MONROE COUNTY, INDIANA COMPENSATION GRID - COMOT August 24, 2021

				35-Hour			
	Minimum	1 Year	3 Years	8 Years	14 Years	20 Years	25 Years
Classification & Pay Grade	Salary	Completion	Completion	Completion	Completion	Completion	Completion
Computer, Office Machine Operation, Technician			(Midpoint)				
COMOT A [235 points and below]	\$27,937	\$29,489	\$31,041	\$32,283	\$33,524	\$34,456	\$35,387
(Bi-weekly Rate)	\$1,075	\$1,134	\$1,194	\$1,242	\$1,289	\$1,325	\$1,361
(Hourly Rate)	\$15.3500	\$16.2028	\$17.0556	\$17.7378	\$18.4200	\$18.9317	\$19.4434
COMOT B [240 – 340 points]	\$32,886	\$34,713	\$36,540	\$38,002	\$39,463	\$40,559	\$41,656
(Bi-weekly Rate)	\$1,265	\$1,335	\$1,405	\$1,462	\$1,518	\$1,560	\$1,602
(Hourly Rate)	\$18.0692	\$19.0731	\$20.0769	\$20.8800	\$21.6831	\$22.2854	\$22.8877
COMOT C [345 – 495 points]	\$35,748	\$37,734	\$39,720	\$41,308	\$42,897	\$44,089	\$45,280
(Bi-weekly Rate)	\$1,375	\$1,451	\$1,528	\$1,589	\$1,650	\$1,696	\$1,742
(Hourly Rate)	\$19.6416	\$20.7328	\$21.8240	\$22.6970	\$23.5699	\$24.2246	\$24.8794
COMOT D [500 points and above]	\$37,641	\$39,732	\$41,823	\$43,496	\$45,169	\$46,424	\$47,678
(Bi-weekly Rate)	\$1,448	\$1,528	\$1,609	\$1,673	\$1,737	\$1,786	\$1,834
(Hourly Rate)	\$20.6818	\$21.8308	\$22.9798	\$23.8990	\$24.8182	\$25.5076	\$26.1970

				40-Hour			
	Minimum	1 Year	3 Years	8 Years	14 Years	20 Years	25 Years
Classification & Pay Grade	Salary	Completion	Completion	Completion	Completion	Completion	Completion
Computer, Office Machine Operation, Technician			(Midpoint)				
COMOT A [235 points and below]	\$31,928	\$33,702	\$35,476	\$36,895	\$38,314	\$39,378	\$40,442
(Bi-weekly Rate)	\$1,228	\$1,296	\$1,364	\$1,419	\$1,474	\$1,515	\$1,555
(Hourly Rate)	\$15.3500	\$16.2028	\$17.0556	\$17.7378	\$18.4200	\$18.9317	\$19.4434
COMOT B [240 – 340 points]	\$37,584	\$39,672	\$41,760	\$43,430	\$45,101	\$46,354	\$47,606
(Bi-weekly Rate)	\$1,446	\$1,526	\$1,606	\$1,670	\$1,735	\$1,783	\$1,831
(Hourly Rate)	\$18.0692	\$19.0731	\$20.0769	\$20.8800	\$21.6831	\$22.2854	\$22.8877
COMOT C [345 – 495 points]	\$40,855	\$43,124	\$45,394	\$47,210	\$49,025	\$50,387	\$51,749
(Bi-weekly Rate)	\$1,571	\$1,659	\$1,746	\$1,816	\$1,886	\$1,938	\$1,990
(Hourly Rate)	\$19.6416	\$20.7328	\$21.8240	\$22.6970	\$23.5699	\$24.2246	\$24.8794
COMOT D [500 points and above]	\$43,018	\$45,408	\$47,798	\$49,710	\$51,622	\$53,056	\$54,490
(Bi-weekly Rate)	\$1,655	\$1,746	\$1,838	\$1,912	\$1,985	\$2,041	\$2,096
(Hourly Rate)	\$20.6818	\$21.8308	\$22.9798	\$23.8990	\$24.8182	\$25.5076	\$26.1970

MONROE COUNTY, INDIANA COMPENSATION GRID - LTC August 24, 2021

		35-Hour							
	Minimum	1 Year	3 Years	8 Years	14 Years	20 Years	25 Years		
Classification & Pay Grade	Salary	Completion	Completion	Completion	Completion	Completion	Completion		
Labor, Trades, and Crafts			(Midpoint)						
LTC A [295 points and below]	\$32,508	\$34,314	\$36,120	\$37,564	\$39,009	\$40,093	\$41,176		
(Bi-weekly Rate)	\$1,250	\$1,320	\$1,389	\$1,445	\$1,500	\$1,542	\$1,584		
(Hourly Rate)	\$17.8613	\$18.8536	\$19.8459	\$20.6397	\$21.4336	\$22.0289	\$22.6243		
LTC B [300 – 345 points]	\$35,133	\$37,085	\$39,037	\$40,599	\$42,160	\$43,331	\$44,502		
(Bi-weekly Rate)	\$1,351	\$1,426	\$1,501	\$1,561	\$1,622	\$1,667	\$1,712		
(Hourly Rate)	\$19.3041	\$20.3766	\$21.4490	\$22.3070	\$23.1649	\$23.8084	\$24.4519		
LTC C [350 – 400 points]	\$36,605	\$38,639	\$40,673	\$42,300	\$43,926	\$45,147	\$46,367		
(Bi-weekly Rate)	\$1,408	\$1,486	\$1,564	\$1,627	\$1,689	\$1,736	\$1,783		
(Hourly Rate)	\$20.1128	\$21.2302	\$22.3476	\$23.2415	\$24.1354	\$24.8058	\$25.4763		
LTC D [405 points and above]	\$39,799	\$42,011	\$44,222	\$45,990	\$47,759	\$49,086	\$50,413		
(Bi-weekly Rate)	\$1,531	\$1,616	\$1,701	\$1,769	\$1,837	\$1,888	\$1,939		
(Hourly Rate)	\$21.8678	\$23.0827	\$24.2976	\$25.2695	\$26.2414	\$26.9703	\$27.6993		

	40-Hour							
	Minimum	1 Year	3 Years	8 Years	14 Years	20 Years	25 Years	
Classification & Pay Grade	Salary	Completion	Completion	Completion	Completion	Completion	Completion	
Labor, Trades, and Crafts			(Midpoint)					
LTC A [295 points and below]	\$37,152	\$39,215	\$41,279	\$42,931	\$44,582	\$45,820	\$47,059	
(Bi-weekly Rate)	\$1,429	\$1,508	\$1,588	\$1,651	\$1,715	\$1,762	\$1,810	
(Hourly Rate)	\$17.8613	\$18.8536	\$19.8459	\$20.6397	\$21.4336	\$22.0289	\$22.6243	
LTC B [300 – 345 points]	\$40,153	\$42,383	\$44,614	\$46,398	\$48,183	\$49,521	\$50,860	
(Bi-weekly Rate)	\$1,544	\$1,630	\$1,716	\$1,785	\$1,853	\$1,905	\$1,956	
(Hourly Rate)	\$19.3041	\$20.3766	\$21.4490	\$22.3070	\$23.1649	\$23.8084	\$24.4519	
LTC C [350 – 400 points]	\$41,835	\$44,159	\$46,483	\$48,342	\$50,202	\$51,596	\$52,991	
(Bi-weekly Rate)	\$1,609	\$1,698	\$1,788	\$1,859	\$1,931	\$1,984	\$2,038	
(Hourly Rate)	\$20.1128	\$21.2302	\$22.3476	\$23.2415	\$24.1354	\$24.8058	\$25.4763	
LTC D [405 points and above]	\$45,485	\$48,012	\$50,539	\$52,561	\$54,582	\$56,098	\$57,614	
(Bi-weekly Rate)	\$1,749	\$1,847	\$1,944	\$2,022	\$2,099	\$2,158	\$2,216	
(Hourly Rate)	\$21.8678	\$23.0827	\$24.2976	\$25.2695	\$26.2414	\$26.9703	\$27.6993	

MONROE COUNTY, INDIANA COMPENSATION GRID - PAT August 24, 2021

				35-Hour			
Classification & Pay Grade Professional, Administrative, Technological	Minimum Salary	1 Year Completion	3 Years Completion (Midpoint)	8 Years Completion	14 Years Completion	20 Years Completion	25 Years Completion
PAT A [295 points and below]	\$39,237	\$41,417	\$43,597	\$45,341	\$47,085	\$48,392	\$49,700
(Bi-weekly Rate)	\$1,509	\$1,593	\$1,677	\$1,744	\$1,811	\$1,861	\$1,912
(Hourly Rate)	\$21.5589	\$22.7566	\$23.9543	\$24.9125	\$25.8706	\$26.5893	\$27.3079
PAT B [300 – 395 points]	\$41,530	\$43,838	\$46,145	\$47,991	\$49,836	\$51,221	\$52,605
(Bi-weekly Rate)	\$1,597	\$1,686	\$1,775	\$1,846	\$1,917	\$1,970	\$2,023
(Hourly Rate)	\$22.8189	\$24.0866	\$25.3543	\$26.3685	\$27.3826	\$28.1433	\$28.9039
PAT C [400 – 495 points]	\$43,420	\$45,832	\$48,244	\$50,174	\$52,104	\$53,551	\$54,998
(Bi-weekly Rate)	\$1,670	\$1,763	\$1,856	\$1,930	\$2,004	\$2,060	\$2,115
(Hourly Rate)	\$23.8569	\$25.1823	\$26.5077	\$27.5680	\$28.6283	\$29.4235	\$30.2188
PAT D [500 points and above]	\$48,883	\$51,599	\$54,315	\$56,487	\$58,660	\$60,289	\$61,919
(Bi-weekly Rate)	\$1,880	\$1,985	\$2,089	\$2,173	\$2,256	\$2,319	\$2,381
(Hourly Rate)	\$26.8589	\$28.3510	\$29.8432	\$31.0369	\$32.2307	\$33.1260	\$34.0212

				40-Hour			
Classification & Pay Grade Professional, Administrative, Technological	Minimum Salary	1 Year Completion	3 Years Completion (Midpoint)	8 Years Completion	14 Years Completion	20 Years Completion	25 Years Completion
PAT A [295 points and below]	\$44,842	\$47,334	\$49,825	\$51,818	\$53,811	\$55,306	\$56,800
(Bi-weekly Rate)	\$1,725	\$1,821	\$1,916	\$1,993	\$2,070	\$2,127	\$2,185
(Hourly Rate)	\$21.5589	\$22.7566	\$23.9543	\$24.9125	\$25.8706	\$26.5893	\$27.3079
PAT B [300 – 395 points]	\$47,463	\$50,100	\$52,737	\$54,846	\$56,956	\$58,538	\$60,120
(Bi-weekly Rate)	\$1,826	\$1,927	\$2,028	\$2,109	\$2,191	\$2,251	\$2,312
(Hourly Rate)	\$22.8189	\$24.0866	\$25.3543	\$26.3685	\$27.3826	\$28.1433	\$28.9039
PAT C [400 – 495 points]	\$49,622	\$52,379	\$55,136	\$57,341	\$59,547	\$61,201	\$62,855
(Bi-weekly Rate)	\$1,909	\$2,015	\$2,121	\$2,205	\$2,290	\$2,354	\$2,418
(Hourly Rate)	\$23.8569	\$25.1823	\$26.5077	\$27.5680	\$28.6283	\$29.4235	\$30.2188
PAT D [500 points and above]	\$55,866	\$58,970	\$62,074	\$64,557	\$67,040	\$68,902	\$70,764
(Bi-weekly Rate)	\$2,149	\$2,268	\$2,387	\$2,483	\$2,578	\$2,650	\$2,722
(Hourly Rate)	\$26.8589	\$28.3510	\$29.8432	\$31.0369	\$32.2307	\$33.1260	\$34.0212

MONROE COUNTY, INDIANA COMPENSATION GRID - Civilian POLE August 24, 2021

			18	20 Annual Ho	ours		
	Minimum	1 Year	3 Years	8 Years	14 Years	20 Years	25 Years
Classification & Pay Grade	Salary	Completion	Completion	Completion	Completion	Completion	Completion
Civilian POLE			(Midpoint)				
Civilian POLE A [340 points and below]	\$31,426	\$33,172	\$34,918	\$36,315	\$37,711	\$38,759	\$39,806
(Bi-weekly Rate)	\$1,209	\$1,276	\$1,343	\$1,397	\$1,450	\$1,491	\$1,531
(Hourly Rate)	\$17.2670	\$18.2263	\$19.1856	\$19.9530	\$20.7204	\$21.2960	\$21.8716
Civilian POLE B [345 - 395 points]	\$35,651	\$37,632	\$39,612	\$41,197	\$42,781	\$43,970	\$45,158
(Bi-weekly Rate)	\$1,371	\$1,447	\$1,524	\$1,584	\$1,645	\$1,691	\$1,737
(Hourly Rate)	\$19.5886	\$20.6768	\$21.7651	\$22.6357	\$23.5063	\$24.1593	\$24.8122
Civilian POLE C [400 - 440 points]	\$37,962	\$40,071	\$42,180	\$43,868	\$45,555	\$46,820	\$48,086
(Bi-weekly Rate)	\$1,460	\$1,541	\$1,622	\$1,687	\$1,752	\$1,801	\$1,849
(Hourly Rate)	\$20.8584	\$22.0172	\$23.1760	\$24.1030	\$25.0301	\$25.7254	\$26.4206
Civilian POLE D [445 - 495 points]	\$40,866	\$43,136	\$45,406	\$47,223	\$49,039	\$50,401	\$51,763
(Bi-weekly Rate)	\$1,572	\$1,659	\$1,746	\$1,816	\$1,886	\$1,939	\$1,991
(Hourly Rate)	\$22.4537	\$23.7012	\$24.9486	\$25.9465	\$26.9445	\$27.6929	\$28.4414
Civilian POLE E [500 points and above]	\$43,835	\$46,270	\$48,705	\$50,653	\$52,602	\$54,063	\$55,524
(Bi-weekly Rate)	\$1,686	\$1,780	\$1,873	\$1,948	\$2,023	\$2,079	\$2,136
(Hourly Rate)	\$24.0850	\$25.4230	\$26.7611	\$27.8315	\$28.9020	\$29.7048	\$30.5077

			20	80 Annual Ho	ours		
	Minimum	1 Year	3 Years	8 Years	14 Years	20 Years	25 Years
Classification & Pay Grade	Salary	Completion	Completion	Completion	Completion	Completion	Completion
Civilian POLE			(Midpoint)				
Civilian POLE A [340 points and below]	\$35,915	\$37,911	\$39,906	\$41,502	\$43,099	\$44,296	\$45,493
(Bi-weekly Rate)	\$1,381	\$1,458	\$1,535	\$1,596	\$1,658	\$1,704	\$1,750
(Hourly Rate)	\$17.2670	\$18.2263	\$19.1856	\$19.9530	\$20.7204	\$21.2960	\$21.8716
Civilian POLE B [345 - 395 points]	\$40,744	\$43,008	\$45,271	\$47,082	\$48,893	\$50,251	\$51,609
(Bi-weekly Rate)	\$1,567	\$1,654	\$1,741	\$1,811	\$1,881	\$1,933	\$1,985
(Hourly Rate)	\$19.5886	\$20.6768	\$21.7651	\$22.6357	\$23.5063	\$24.1593	\$24.8122
Civilian POLE C [400 - 440 points]	\$43,385	\$45,796	\$48,206	\$50,134	\$52,063	\$53,509	\$54,955
(Bi-weekly Rate)	\$1,669	\$1,761	\$1,854	\$1,928	\$2,002	\$2,058	\$2,114
(Hourly Rate)	\$20.8584	\$22.0172	\$23.1760	\$24.1030	\$25.0301	\$25.7254	\$26.4206
Civilian POLE D [445 - 495 points]	\$46,704	\$49,298	\$51,893	\$53,969	\$56,045	\$57,601	\$59,158
(Bi-weekly Rate)	\$1,796	\$1,896	\$1,996	\$2,076	\$2,156	\$2,215	\$2,275
(Hourly Rate)	\$22.4537	\$23.7012	\$24.9486	\$25.9465	\$26.9445	\$27.6929	\$28.4414
Civilian POLE E [500 points and above]	\$50,097	\$52,880	\$55,663	\$57,890	\$60,116	\$61,786	\$63,456
(Bi-weekly Rate)	\$1,927	\$2,034	\$2,141	\$2,227	\$2,312	\$2,376	\$2,441
(Hourly Rate)	\$24.0850	\$25.4230	\$26.7611	\$27.8315	\$28.9020	\$29.7048	\$30.5077

			21	45 Annual Ho	ours		
	Minimum	1 Year	3 Years	8 Years	14 Years	20 Years	25 Years
Classification & Pay Grade	Salary	Completion	Completion	Completion	Completion	Completion	Completion
Civilian POLE			(Midpoint)				
Civilian POLE A [340 points and below]	\$37,038	\$39,095	\$41,153	\$42,799	\$44,445	\$45,680	\$46,915
(Bi-weekly Rate)	\$1,425	\$1,504	\$1,583	\$1,646	\$1,709	\$1,757	\$1,804
(Hourly Rate)	\$17.2670	\$18.2263	\$19.1856	\$19.9530	\$20.7204	\$21.2960	\$21.8716
Civilian POLE B [345 - 395 points]	\$42,018	\$44,352	\$46,686	\$48,554	\$50,421	\$51,822	\$53,222
(Bi-weekly Rate)	\$1,616	\$1,706	\$1,796	\$1,867	\$1,939	\$1,993	\$2,047
(Hourly Rate)	\$19.5886	\$20.6768	\$21.7651	\$22.6357	\$23.5063	\$24.1593	\$24.8122
Civilian POLE C [400 - 440 points]	\$44,741	\$47,227	\$49,713	\$51,701	\$53,690	\$55,181	\$56,672
(Bi-weekly Rate)	\$1,721	\$1,816	\$1,912	\$1,989	\$2,065	\$2,122	\$2,180
(Hourly Rate)	\$20.8584	\$22.0172	\$23.1760	\$24.1030	\$25.0301	\$25.7254	\$26.4206
Civilian POLE D [445 - 495 points]	\$48,163	\$50,839	\$53,515	\$55,655	\$57,796	\$59,401	\$61,007
(Bi-weekly Rate)	\$1,852	\$1,955	\$2,058	\$2,141	\$2,223	\$2,285	\$2,346
(Hourly Rate)	\$22.4537	\$23.7012	\$24.9486	\$25.9465	\$26.9445	\$27.6929	\$28.4414
Civilian POLE E [500 points and above]	\$51,662	\$54,532	\$57,403	\$59,699	\$61,995	\$63,717	\$65,439
(Bi-weekly Rate)	\$1,987	\$2,097	\$2,208	\$2,296	\$2,384	\$2,451	\$2,517
(Hourly Rate)	\$24.0850	\$25.4230	\$26.7611	\$27.8315	\$28.9020	\$29.7048	\$30.5077

MONROE COUNTY, INDIANA COMPENSATION GRID - Merit POLE August 24, 2021

				40-Hour			
	Minimum	1 Year	3 Years	8 Years	14 Years	20 Years	25 Years
Classification & Pay Grade	Salary	Completion	Completion	Completion	Completion	Completion	Completion
Merit POLE			(Midpoint)				
Merit POLE A [495 points and below]	\$52,644	\$55,569	\$58,493	\$60,833	\$63,173	\$64,928	\$66,682
(Bi-weekly Rate)	\$2,025	\$2,137	\$2,250	\$2,340	\$2,430	\$2,497	\$2,565
(Hourly Rate)	\$25.3096	\$26.7157	\$28.1218	\$29.2467	\$30.3715	\$31.2152	\$32.0589
Merit POLE B [500 – 550 points]	\$56,606	\$59,751	\$62,896	\$65,412	\$67,928	\$69,815	\$71,702
(Bi-weekly Rate)	\$2,177	\$2,298	\$2,419	\$2,516	\$2,613	\$2,685	\$2,758
(Hourly Rate)	\$27.2147	\$28.7266	\$30.2385	\$31.4480	\$32.6576	\$33.5647	\$34.4719
Merit POLE C [555 points and above]	\$60,130	\$63,471	\$66,811	\$69,483	\$72,156	\$74,160	\$76,165
(Bi-weekly Rate)	\$2,313	\$2,441	\$2,570	\$2,672	\$2,775	\$2,852	\$2,929
(Hourly Rate)	\$28.9086	\$30.5147	\$32.1207	\$33.4055	\$34.6904	\$35.6540	\$36.6176

MONROE COUNTY, INDIANA COMPENSATION GRID - EXE August 24, 2021

				35-Hour			
	Minimum	1 Year	3 Years	8 Years	14 Years	20 Years	25 Years
Classification & Pay Grade	Salary	Completion	Completion	Completion	Completion	Completion	Completion
Professional, Administrative, Technological			(Midpoint)				
EXE A [29 points and below]	\$55,966	\$59,075	\$62,184	\$64,672	\$67,159	\$69,025	\$70,890
(Bi-weekly Rate)	\$2,153	\$2,272	\$2,392	\$2,487	\$2,583	\$2,655	\$2,727
(Hourly Rate)	\$30.7506	\$32.4589	\$34.1673	\$35.5340	\$36.9007	\$37.9257	\$38.9507
EXE B [30 points and above]	\$65,033	\$68,646	\$72,259	\$75,149	\$78,039	\$80,207	\$82,375
(Bi-weekly Rate)	\$2,501	\$2,640	\$2,779	\$2,890	\$3,002	\$3,085	\$3,168
(Hourly Rate)	\$35.7323	\$37.7174	\$39.7025	\$41.2906	\$42.8787	\$44.0698	\$45.2609

				40-Hour			
Classification & Pay Grade	Minimum Salary	1 Year Completion	3 Years Completion	8 Years Completion	14 Years Completion	20 Years Completion	25 Years Completion
Professional, Administrative, Technological			(Midpoint)				
EXE A [29 points and below]	\$63,961	\$67,515	\$71,068	\$73,911	\$76,753	\$78,885	\$81,018
(Bi-weekly Rate)	\$2,460	\$2,597	\$2,733	\$2,843	\$2,952	\$3,034	\$3,116
(Hourly Rate)	\$30.7506	\$32.4589	\$34.1673	\$35.5340	\$36.9007	\$37.9257	\$38.9507
EXE B [30 points and above]	\$74,323	\$78,452	\$82,581	\$85,884	\$89,188	\$91,665	\$94,143
(Bi-weekly Rate)	\$2,859	\$3,017	\$3,176	\$3,303	\$3,430	\$3,526	\$3,621
(Hourly Rate)	\$35.7323	\$37.7174	\$39.7025	\$41.2906	\$42.8787	\$44.0698	\$45.2609

MONROE COUNTY, INDIANA COMPENSATION GRID - SO Attorneys August 24, 2021

				35-Hour			
	Minimum	1 Year	3 Years	8 Years	14 Years	20 Years	25 Years
Classification & Pay Grade	Salary	Completion	Completion	Completion	Completion	Completion	Completion
Special Occupations - Attorneys			(Midpoint)				
SO Attorney A	\$56,921	\$60,083	\$63,246	\$65,775	\$68,305	\$70,203	\$72,100
(Bi-weekly Rate)	\$2,189	\$2,311	\$2,433	\$2,530	\$2,627	\$2,700	\$2,773
(Hourly Rate)	\$31.2753	\$33.0128	\$34.7503	\$36.1403	\$37.5303	\$38.5728	\$39.6153
SO Attorney B	\$65,374	\$69,006	\$72,638	\$75,543	\$78,449	\$80,628	\$82,807
(Bi-weekly Rate)	\$2,514	\$2,654	\$2,794	\$2,906	\$3,017	\$3,101	\$3,185
(Hourly Rate)	\$35.9198	\$37.9154	\$39.9109	\$41.5073	\$43.1038	\$44.3011	\$45.4984
SO Attorney C	\$69,509	\$73,371	\$77,232	\$80,322	\$83,411	\$85,728	\$88,045
(Bi-weekly Rate)	\$2,673	\$2,822	\$2,970	\$3,089	\$3,208	\$3,297	\$3,386
(Hourly Rate)	\$38.1919	\$40.3136	\$42.4354	\$44.1328	\$45.8302	\$47.1033	\$48.3764

				40-Hour			
	Minimum	1 Year	3 Years	8 Years	14 Years	20 Years	25 Years
Classification & Pay Grade	Salary	Completion	Completion	Completion	Completion	Completion	Completion
Special Occupations - Attorneys			(Midpoint)				
SO Attorney A	\$65,053	\$68,667	\$72,281	\$75,172	\$78,063	\$80,231	\$82,400
(Bi-weekly Rate)	\$2,502	\$2,641	\$2,780	\$2,891	\$3,002	\$3,086	\$3,169
(Hourly Rate)	\$31.2753	\$33.0128	\$34.7503	\$36.1403	\$37.5303	\$38.5728	\$39.6153
SO Attorney B	\$74,713	\$78,864	\$83,015	\$86,335	\$89,656	\$92,146	\$94,637
(Bi-weekly Rate)	\$2,874	\$3,033	\$3,193	\$3,321	\$3,448	\$3,544	\$3,640
(Hourly Rate)	\$35.9198	\$37.9154	\$39.9109	\$41.5073	\$43.1038	\$44.3011	\$45.4984
SO Attorney C	\$79,439	\$83,852	\$88,266	\$91,796	\$95,327	\$97,975	\$100,623
(Bi-weekly Rate)	\$3,055	\$3,225	\$3,395	\$3,531	\$3,666	\$3,768	\$3,870
(Hourly Rate)	\$38.1919	\$40.3136	\$42.4354	\$44.1328	\$45.8302	\$47.1033	\$48.3764

Job Category: COMOT (Computer, Office Machine Operation, Technician)

oob caregory, compa	ner, Office Machine Operation, Technician)							External Analysis			Cor	npensation G	rid Option	
					Annual			External						
			Current		Work		External	Midpoint Hourly	Cost to External	Proposed	35/40-Hour		Grid Hourly	Cost to Place
Department	Title	Hire Date	Step/Level	2021 Salary	Hours	FLSA Status	Midpoint Salary	Rate	Midpoint Salary	Step/Level	Grid	Grid Salary	Rate	on Grid
COMOT A (235 points & below)														
Clerk	Shredding Clerk (Part-time)					Non-exempt		\$17.0556						
Courts	Receptionist (Part-time)					Non-exempt		\$17.0556						
Council	Council Assistant (Part-time)					Non-exempt		\$17.0556						
Prosecutor	Staff Assistant (Part-time)	11/1/2015	3			Non-exempt		\$17.0556		3			\$17.0556	
Prosecutor	APS Intake Specialist (Part-time)					Non-exempt		\$17.0556						
COMOT B (240 - 340 points)														
Clerk	Traffic Clerk	3/30/2020	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Clerk	Traffic Clerk	7/24/2006	14	\$35,162	1820	Non-exempt	\$36,539.96	\$20.0769	\$1,377.96	14	35-Hour	\$39,463.24	\$21.6831	\$4,301.24
Clerk	Basement/Offsite Records Clerk	1/1/2013	8	\$34,453	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,086.96	8	35-Hour	\$38,001.60	\$20.8800	\$3,548.60
Clerk	Voter Registration Clerk	12/2/2019	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Clerk	Voter Registration Clerk	9/11/2018	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Clerk	Voter Registration Clerk (Part-time)					Non-exempt		\$20.0769						
Extension	Education Assistant	10/19/2020	3	\$33,761	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,778.96	3	35-Hour	\$36,539.96	\$20.0769	\$2,778.96
Health	Administrative Assistant (Part-time)					Non-exempt		\$20.0769						
Health	Public Health Emergency Preparedness Assistant (Part-time)					Non-exempt		\$20.0769						
Health	Certified Indiana Navigator (Part-time)					Non-exempt		\$20.0769						
Health	Clinical Assistant (Part-time)			Grant/County-funded		Non-exempt		\$20.0769						
Health	Data Clerk (Part-time)					Non-exempt		\$20.0769						
Health	Assistant Registrar - Vital Records			\$29,029	1820	Non-exempt	\$36,539.96	\$20.0769	\$7,510.96		35-Hour			
Probation	Probation Officer Assistant (Part-time)					Non-exempt		\$20.0769						
Probation	Probation Officer Assistant (Part-time)					Non-exempt		\$20.0769						
Probation	Probation Officer Assistant (Part-time)					Non-exempt		\$20.0769						
Probation	Probation Officer Assistant (Part-time)					Non-exempt		\$20.0769						
Probation	Probation Officer Assistant (Part-time)					Non-exempt		\$20.0769						
Probation	Probation Officer Assistant (Part-time)					Non-exempt		\$20.0769						
Clerk	Records Clerk	5/11/2011	8	\$34,453	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,086.96	8	35-Hour	\$38,001.60	\$20.8800	\$3,548.60
Clerk	Records Clerk	10/3/2016	3	\$33,761	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,778.96	3	35-Hour	\$36,539.96	\$20.0769	\$2,778.96
Clerk	Cashier Clerk	3/23/2020	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Clerk	Cashier Clerk (Part-time)	0,20,2020	_	402,0		Non-exempt	400,000,00	\$20.0769	Ţ 1,22 012 0	_	00 223 02	40 1,1 2010 1	42,10,02	4 - , 0 / - 10 /
Clerk	Mail Clerk	7/16/2012	8	\$34,453	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,086.96	8	35-Hour	\$38,001.60	\$20.8800	\$3,548.60
Clerk	Front Counter Clerk	1/23/2017	3	\$33,761	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,778.96	3	35-Hour	\$36,539.96	\$20.0769	\$2,778.96
Clerk	Front Counter Clerk	7/2/2018	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Clerk	Front Counter Clerk (Part-time)			702,011		Non-exempt	700,00000	\$20.0769	Ţ 1,22 013 0		00 110 11	40 1,1 2010	42,10,102	12,072.07
Clerk	Phones Clerk					Non-exempt		\$20.0769						
Clerk	Phones Clerk (Part-time)					Non-exempt		\$20.0769						
Courts	Public Service Coordinator	6/12/2013	14	\$35,162	1820	Non-exempt	\$36,539.96	\$20.0769	\$1,377.96	14	35-Hour	\$39,463.24	\$21.6831	\$4,301,24
Highway	Communications Manager	12/6/2010	10	\$43,638	2080	Non-exempt	\$41,759.95	\$20.0769	\$0.00	8	40-Hour	\$43,430.40	\$20.8800	\$0.00
Aviation	Airport Secretary	10/13/2009	8	\$34,453	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,086.96	8	35-Hour	\$38,001.60	\$20.8800	\$3,548.60
Recorder	Recorder Deputy	10/13/2009	0	Ψυτισυ	1020	Non-exempt	φ50,557.70	\$20.0769	Ψ2,000.70	Ü	55 Hou	Ψ50,001.00	Ψ20.0000	Ψ5,5 το.00
Recorder	Recorder Deputy Recorder Deputy	12/28/2008	8	\$34,453	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,086.96	8	35-Hour	\$38,001.60	\$20.8800	\$3,548.60
Recorder	Recorder Deputy Recorder Deputy	5/13/2020	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Surveyor	Office Manager (Part-time)	3/13/2020	1	Ψυ2,υ41	1020	Non-exempt	φυσ,υυγ.συ	\$20.0769	ψτ,170.70	1	33-110ui	ψυτ, / 10.04	Ψ17.0731	Ψω,υ Ιω.υ+
Treasurer	Collections Deputy	1/20/2004	14	\$35,162	1820	Non-exempt	\$36,539.96	\$20.0769	\$1,377.96	14	35-Hour	\$39,463.24	\$21.6831	\$4,301,24
Veterans	Veterans Affairs Benefit Coordinator	1/1/2011	8	\$33,102	1820	Non-exempt	\$36,539.96	\$20.0769	\$2.086.96	8	35-Hour	\$39,403.24	\$20.8800	\$3,548.60
Building Commission	Administrative Assistant	4/19/2021	Minimum	\$30,940	1820	Non-exempt	\$36,539.96	\$20.0769	\$5,599.96	Minimum	35-Hour	\$32,885.94	\$18.0692	\$1,945.94
Clerk	Historical Records Clerk A	5/14/2018	3	\$33,761	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,778.96	3	35-Hour	\$36,539.96	\$20.0769	\$2,778.96
Clerk	Historical Records Clerk A Historical Records Clerk B	4/16/2012	8	\$33,761	1820		\$36,539.96	\$20.0769	\$2,778.96	8	35-Hour	\$38,001.60	\$20.8800	\$3,548.60
Clerk		1/15/2004	14	\$34,455	1820	Non-exempt	\$36,539.96	\$20.0769	\$1,377.96	14	35-Hour	\$38,001.60	\$20.8800	\$4,301.24
	Adoptions/Juvenile Case Manager		14			Non-exempt				14				\$2,372.04
Clerk	Accounting Manager	9/24/2018	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2

				1										
Clerk	Accounting Manager	8/8/2011	8	\$34,453	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,086.96	8	35-Hour	\$38,001.60	\$20.8800	\$3,548.60
Clerk	Civil/Family Law Case Manager	10/12/2010	8	\$34,453	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,086.96	8	35-Hour	\$38,001.60	\$20.8800	\$3,548.60
Clerk	Civil/Probate Case Manager	9/30/2019	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Clerk	Child Support Case Manager	1/9/2006	14	\$35,162	1820	Non-exempt	\$36,539.96	\$20.0769	\$1,377.96	14	35-Hour	\$39,463.24	\$21.6831	\$4,301.24
Clerk	Child Support Case Manager	10/22/2019	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Clerk	Criminal Case Manager	12/31/2018	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Clerk	Protection Order Case Manager	1/20/2020	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Clerk	Protection Order Case Manager (Part-time)					Non-exempt		\$20.0769					ĺ	
Clerk	Small Claims Case Manager	7/22/2019	8	\$37,055	1820	Non-exempt	\$36,539.96	\$20.0769	\$0.00	8	35-Hour	\$38,001.60	\$20.8800	\$946.60
Clerk	Small Claims Case Manager	1/11/2016	3	\$36,291	1820	Non-exempt	\$36,539.96	\$20.0769	\$248.96	3	35-Hour	\$36,539.96	\$20.0769	\$248.96
Clerk	Civil/CHINS Case Manager	8/27/2018	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Clerk	Criminal Case Manager	9/24/2012	8	\$37,055	1820	Non-exempt	\$36,539.96	\$20.0769	\$0.00	8	35-Hour	\$38,001.60	\$20.8800	\$946.60
Clerk	Criminal Expungement Clerk (Part-time)			, , , , , , ,	1820	Non-exempt	\$36,539.96	\$20.0769			35-Hour			1
Assessor	Personal Property Assessment Specialist/Deputy	5/2/2016	3	\$33,761	1820	Non-exempt	\$36,539,96	\$20.0769	\$2,778.96	3	35-Hour	\$36,539.96	\$20.0769	\$2,778.96
Assessor	Personal Property Assessment Specialist/Deputy	1/6/2020	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
Assessor	Sales Disclosure Specialist/Deputy	1/28/2002	14	\$35,162	1820	Non-exempt	\$36,539.96	\$20.0769	\$1,377.96	14	35-Hour	\$39,463.24	\$21.6831	\$4,301.24
Assessor	Real Estate Reassessment Specialist/Deputy	10/7/2013	14	\$35,162	1820	Non-exempt	\$36,539.96	\$20.0769	\$1,377.96	14	35-Hour	\$39,463.24	\$21.6831	\$4,301.24
Assessor	Real Estate Reassessment Specialist/Deputy	7/24/2017	3	\$33,761	1820	Non-exempt	\$36,539.96	\$20.0769	\$2,778.96	3	35-Hour	\$36,539.96	\$20.0769	\$2,778.96
Assessor	Real Estate Reassessment Specialist/Deputy	3/18/2019	1	\$32,341	1820	Non-exempt	\$36,539.96	\$20.0769	\$4,198.96	1	35-Hour	\$34,713.04	\$19.0731	\$2,372.04
COMOT C (345 - 495 points)	Real Estate Reassessment Specialist/Deputy	3/16/2019		\$52,541	1620	Non-exempt	\$30,339.90	\$20.0709	\$4,196.90	1	33-110th	\$34,713.04	\$19.0731	\$2,372.04
Prosecutor	Child Support Case Worker	5/8/2000	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	20	35-Hour	\$44,088.77	\$24.2246	\$6,250.77
Prosecutor	Child Support Case Worker Child Support Case Worker	5/1/2012	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
	Child Support Case Worker Child Support Case Worker	1/4/2005	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	\$42,897.22	\$23.5699	\$5,059.22
Prosecutor		4/27/2015		\$37,838			\$39,719.68	\$21.8240 \$21.8240	\$1,881.08	3	35-Hour	\$39,719.68	\$23.5699	\$3,428.68
Prosecutor	Child Support Case Worker		3		1820	Non-exempt			1-7					
Prosecutor	Child Support Case Worker	10/23/2006	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	\$42,897.22	\$23.5699	\$5,059.22
Prosecutor	Child Support Case Worker	2/2/2015	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Prosecutor	Child Support Case Worker	1/5/1998	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	20	35-Hour	\$44,088.77	\$24.2246	\$6,250.77
Prosecutor	Child Support Case Worker	1/11/2016	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Prosecutor	Child Support Case Worker	5/19/1999	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	20	35-Hour	\$44,088.77	\$24.2246	\$6,250.77
Prosecutor	Child Support Case Worker	11/1/1991	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	25	35-Hour	\$45,280.51	\$24.8794	\$7,442.51
Clerk	Election Training Specialist	6/2/2013	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
Prosecutor	Intake Legal Secretary				1820	Non-exempt	\$39,719.68	\$21.8240			35-Hour			
Public Defender	Legal Secretary	10/8/2012	8	\$42,349	2080	Non-exempt	\$45,393.92	\$21.8240	\$3,044.92	8	40-Hour	\$47,209.76	\$22.6970	\$4,860.76
Public Defender	Legal Secretary	10/27/2015	3	\$41,475	2080	Non-exempt	\$45,393.92	\$21.8240	\$3,918.92	3	40-Hour	\$45,393.92	\$21.8240	\$3,918.92
Public Defender	Legal Secretary	6/27/2016	3	\$41,475	2080	Non-exempt	\$45,393.92	\$21.8240	\$3,918.92	3	40-Hour	\$45,393.92	\$21.8240	\$3,918.92
Assessor	GIS Assessment Specialist/Deputy	11/26/2007	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
Clerk	Executive Assistant	11/17/2014	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Commissioners	Office Manager	7/22/2014	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
Extension	Office Manager	3/1/2010	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
Building Commission	Office Manager	10/24/2005	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	\$42,897.22	\$23.5699	\$5,059.22
Health	Registrar			\$30,940	1820	Non-exempt	\$39,719.68	\$21.8240	\$8,779.68		35-Hour		i i	
Planning	Office Manager	7/25/2016	3	\$33,761	2080	Non-exempt	\$45,393.92	\$21.8240	\$11,632.92	3	40-Hour	\$45,393.92	\$21.8240	\$11,632.92
Probation	Legal Secretary/Adult Probation	1/3/2006	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	\$42,897.22	\$23.5699	\$5,059.22
Probation	Legal Secretary/Bookkeeper	5/6/2019	1	\$34,762	1820	Non-exempt	\$39,719.68	\$21.8240	\$4,957.68	1	35-Hour	\$37,733.70	\$20.7328	\$2,971.70
Probation	Legal Secretary/Receptionist	3/4/2019	1	\$34,762	1820	Non-exempt	\$39,719.68	\$21.8240	\$4,957.68	1	35-Hour	\$37,733.70	\$20.7328	\$2,971.70
Probation	Legal Secretary/Juvenile Probation	12/19/2016	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Probation	Legal Secretary/Receptionist	1/6/2020	1	\$34,762	1820	Non-exempt	\$39,719.68	\$21.8240	\$4,957.68	1	35-Hour	\$37,733.70	\$20.7328	\$2,971.70
Probation	Legal Secretary-BASE			,		Non-exempt		\$21.8240						
Prosecutor	Legal Secretary	11/12/2008	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
Prosecutor	Legal Secretary Legal Secretary	5/4/1998	20	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	20	35-Hour	\$44,088.77	\$24.2246	\$6,250.77
Prosecutor	Legal Secretary	10/10/2017	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Prosecutor	Legal Secretary	5/28/2018	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Prosecutor	Legal Secretary Legal Secretary	2/14/2005	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	\$42,897.22	\$23.5699	\$5,059.22
Prosecutor	Legal Secretary Legal Secretary	12/22/2003	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	\$42,897.22	\$23.5699	\$5,059.22
Treasurer	Mortgage Deputy	9/18/2017	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$23.3099	\$3,428.68
TSD	Telecommunications Specialist/Office Manager	7/25/2005	14	\$43,243	2080	Non-exempt	\$45,393.92	\$21.8240	\$2,150.92	14	40-Hour	\$49,025.39	\$23.5699	\$5,782.39
	1 0		14	\$43,243	1820		, - ,	\$21.8240	. ,	14	35-Hour		\$23.5699	\$5,782.39
YSB	Office Manager	3/20/2020	3	1 - 1 -		Non-exempt	\$39,719.68	\$21.8240 \$21.8240	\$4,957.68	3		\$37,733.70		, ,
Health	Clinic Manager	1/26/2015	, 3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Legal	Legal Assistant	6/15/2005	14	\$43,243	2080	Non-exempt	\$45,393.92	\$21.8240	\$2,150,92	14	40-Hour	\$49,025.39	\$23.5699	\$5,782.39

Y1	Tr. 1 A Co. c	3/4/2019	8	\$42.349	2080	Non-reserve	\$45,393,92	\$21.8240	\$3,044.92	8	40-Hour	\$47,209,76	\$22.6970	\$4,860.76
Legal Auditor	Legal Assistant Commissioners' Assistant	1/23/2017	14	\$42,349 \$43.243	2080	Non-exempt Non-exempt	\$45,393.92 \$45,393.92	\$21.8240 \$21.8240	\$3,044.92	14	40-Hour	\$47,209.76	\$22.6970	\$4,860.76
Auditor		8/10/2015	3	\$43,243	2080	Non-exempt	\$45,393.92	\$21.8240	\$3,918.92	3	40-Hour	\$45,393.92	\$23.3699	\$3,918.92
Jail	Council's Assistant Administrative Coordinator	1/3/2011	8	\$39,767	1820	Non-exempt	\$39,719.68	\$21.8240	\$0.00	8	35-Hour	\$43,393.92	\$21.8240	\$1,541.54
Sheriff		1/1/1992	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1.881.68	25	35-Hour	\$45,280.51	\$22.8970	\$7,442.51
Sheriff	Administrative Coordinator	6/26/2013	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$43,280.51	\$24.8794	\$4,253.54
Sheriff	Administrative Coordinator Administrative Coordinator	3/8/2015	3	\$37,033	1820	Non-exempt Non-exempt	\$39,719.68	\$21.8240 \$21.8240	\$2,004.08	3	35-Hour	\$39,719.68	\$22.6970	\$4,253.54
Sheriff		2/19/2017	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$21.8240	\$4,253.54
	Administrative Coordinator/Records Coordinator			\$37,033	1				\$1,881.68	_				
Sheriff	Administrative Coordinator/IDACS Coordinator	5/9/1989 5/4/2015	3	\$37,838	1820 1820	Non-exempt	\$39,719.68 \$39,719.68	\$21.8240 \$21.8240	\$1,881.08	25	35-Hour	\$45,280.51	\$24.8794 \$21.8240	\$7,442.51 \$3,428.68
Sheriff	Administrative Coordinator			1 / -		Non-exempt	1 7		1-7	3	35-Hour	\$39,719.68 \$42,897.22	\$21.8240	1-,
Sheriff	Administrative Coordinator	8/4/2004	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	, ,		\$5,059.22
Sheriff	Administrative Coordinator	1/8/2018	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Sheriff	Administrative Coordinator			\$33,215	1820	Non-exempt	\$39,719.68	\$21.8240	\$6,504.68		35-Hour			
Sheriff	Administrative Coordinator (Part-time)	1 /20 /2002	1.4	005.150	1020	Non-exempt	020 510 50	\$21.8240	04.555.50		25.11	# 42 00T 22	#22 F 500	Φ 7 7 2 7 22
Assessor	Administrative Assistant to PTABOA/Deputy Level II	1/29/2002	14	\$35,162	1820	Non-exempt	\$39,719.68	\$21.8240	\$4,557.68	14	35-Hour	\$42,897.22	\$23.5699	\$7,735.22
Assessor	Administrative Assistant to PTABOA/Deputy Level III	11/29/1999	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	20	35-Hour	\$44,088.77	\$24.2246	\$6,250.77
Highway	Administrative Assistant	9/6/2016	3	\$38,584	2080	Non-exempt	\$45,393.92	\$21.8240	\$6,809.92	3	40-Hour	\$45,393.92	\$21.8240	\$6,809.92
Parks	Office Manager	9/18/2017	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Clerk	Elections Supervisor	7/14/2015	3	\$37,911	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,808.68	3	35-Hour	\$39,719.68	\$21.8240	\$1,808.68
Assessor	Reassessment Property Specialist Supervisor/Deputy	6/12/1996	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	25	35-Hour	\$45,280.51	\$24.8794	\$7,442.51
Assessor	Sales Disclosure Supervisor/Deputy	2/6/2006	14	\$35,162	1820	Non-exempt	\$39,719.68	\$21.8240	\$4,557.68	14	35-Hour	\$42,897.22	\$23.5699	\$7,735.22
Assessor	Personal Property Specialist Supervisor/Deputy	1/2/2017	3	\$33,761	1820	Non-exempt	\$39,719.68	\$21.8240	\$5,958.68	3	35-Hour	\$39,719.68	\$21.8240	\$5,958.68
Courts	Associate Court Reporter	1/6/2003	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	\$42,897.22	\$23.5699	\$5,059.22
Courts	Associate Court Reporter	11/19/2012	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
Courts	Associate Court Reporter	1/2/2008	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
Courts	Associate Court Reporter	1/2/2018	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Courts	Associate Court Reporter	10/22/2012	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
Courts	Associate Court Reporter	10/17/2019	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	\$42,897.22	\$23.5699	\$5,059.22
Courts	Associate Court Reporter	2/26/2018	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Courts	Associate Court Reporter	1/22/2007	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	\$42,897.22	\$23.5699	\$5,059.22
Courts	Associate Court Reporter	3/22/2016	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Courts	Associate Court Reporter	5/9/2016	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Courts	Associate Court Reporter	9/27/2010	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
Courts	Associate Court Reporter	3/10/2014	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Courts	Associate Court Reporter	8/2/2004	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	\$42,897.22	\$23.5699	\$5,059.22
Courts	Associate Court Reporter	12/14/2015	3	\$36,291	1820	Non-exempt	\$39,719.68	\$21.8240	\$3,428.68	3	35-Hour	\$39,719.68	\$21.8240	\$3,428.68
Courts	Associate Court Reporter	2/14/2018	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
Courts	Associate Court Reporter	9/4/1996	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	20	35-Hour	\$44,088.77	\$24.2246	\$6,250.77
Courts	Associate Court Reporter	10/15/2007	14	\$37,838	1820	Non-exempt	\$39,719.68	\$21.8240	\$1,881.68	14	35-Hour	\$42,897.22	\$23.5699	\$5,059.22
Courts	Associate Court Reporter	1/2/2013	8	\$37,055	1820	Non-exempt	\$39,719.68	\$21.8240	\$2,664.68	8	35-Hour	\$41,308.54	\$22.6970	\$4,253.54
Courts	Associate Court Reporter	5/6/2019	1	\$34,762	1820	Non-exempt	\$39,719.68	\$21.8240	\$4,957.68	1	35-Hour	\$37,733.70	\$20.7328	\$2,971.70
Courts	Floating Associate Court Reporter					Non-exempt		\$21.8240						
COMOT D (500 points &	above)													
Public Defender	Senior Legal Secretary	11/16/2009	Maximum	\$44,990	2080	Non-exempt	\$47,797.98	\$22.9798	\$2,807.98	8	40-Hour	\$49,709.92	\$23.8990	\$4,719.92
Prosecutor	Senior Legal Secretary	10/31/2005	Maximum	\$39,367	1820	Non-exempt	\$41,823.24	\$22.9798	\$2,456.24	14	35-Hour	\$45,169.12	\$24.8182	\$5,802.12
Prosecutor	Paralegal	8/19/2019	1	\$37,274	1820	Non-exempt	\$41,823.24	\$22.9798	\$4,549.24	1	35-Hour	\$39,732.06	\$21.8308	\$2,458.06
Public Defender	Paralegal	3/6/2017	3	\$44.512	2080	Non-exempt	\$47,797.98	\$22.9798	\$3,285.98	3	40-Hour	\$47,797.98	\$22.9798	\$3,285,98
Public Defender	Paralegal	5/20/2015	8	\$45,448	2080	Non-exempt	\$47,797.98	\$22.9798	\$2,349.98	8	40-Hour	\$49,709.92	\$23.8990	\$4,261.92
Public Defender	Paralegal	2. 20. 2013	, i	Ţ.D,	2080	Non-exempt	\$47,797.98	\$22,9798	Ψ2,517.70		40-Hour	Ψ.>,70>.>2	Ψ25.0770	ψ.,201.72
- delle Defender	- maiogai				2000	11011 CACITIPE	ψτι,121.20	Ψ44.7170			+0-110ui			

 Total Cost:
 \$376,241.87
 Total Cost:
 \$486,130.41

 Percent Increase:
 8.34%
 Percent Increase:
 10.78%

Job Category: LTC (Labor, Trades, and Crafts)

oon carregory. Ere (Er	abor, Trades, and Crafts)						Ext	ernal Salary An	alysis		Com	pensation Grid	Option	
Department	Title	Hire Date	Current Step/Level or Years of Service	2021 Salary	2021 Annual Work Hours	FLSA Status	External Midpoint Salary	External Midpoint Hourly Rate	Cost to External Midpoint Salary	Proposed Step/Level	35/40-Hour Grid	Grid Salary	Grid Hourly Rate	Cost to Place on Grid
LTC A (295 points & b		III C Butc	10015 01 501 (100	2021 Sulary	,, 0111 110 011 0	1 Lori Status	Bulling	1100113 11000	Sulary	этер/ше чег	0114	or a state y	11110	011 0114
Highway	Maintenance/Laborer (Part-time)					Non-exempt		\$19.8459						
Highway	Sign Repair Person	4/2/2018	2	\$41,163	2080	Non-exempt	\$41,279.47	\$19.8459	\$116.47	1	40-Hour	\$39,215.49	\$18.8536	\$0.00
Highway	Sign Repair Person	11/26/2018	2	\$41,163	2080	Non-exempt	\$41,279.47	\$19.8459	\$116.47	1	40-Hour	\$39,215.49	\$18.8536	\$0.00
Parks	Park Maintenance Technician (Part-time)					Non-exempt		\$19.8459						
Surveyor	Field Assistant (Part-time)					Non-exempt		\$19.8459						
Jail	Food Service Assistant (Part-time)					Non-exempt		\$19.8459						
Commissioners	Maintenance	7/25/2011	8	\$39,562	2080	Non-exempt	\$41,279.47	\$19.8459	\$1,717.47	8	40-Hour	\$42,930.58	\$20.6397	\$3,368.58
Commissioners	Maintenance	11/30/2015	3	\$38,750	2080	Non-exempt	\$41,279.47	\$19.8459	\$2,529.47	3	40-Hour	\$41,279.47	\$19.8459	\$2,529.47
LTC B (300 - 345 point														
Highway	Truck Driver	2/19/2019	2	\$41,163	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,450.92	1	40-Hour	\$42,383.33	\$20.3766	\$1,220.33
Highway	Truck Driver	6/15/2020	1	\$40,955	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,658.92	1	40-Hour	\$42,383.33	\$20.3766	\$1,428.33
Highway	Truck Driver	6/22/2020	1	\$40,955	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,658.92	1	40-Hour	\$42,383.33	\$20.3766	\$1,428.33
Highway	Truck Driver	9/14/2020	Base	\$40,747	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,866.92	Minimum	40-Hour	\$40,152.53	\$19.3041	\$0.00
Highway	Truck Driver	11/16/2015	5	\$41,371	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,242.92	3	40-Hour	\$44,613.92	\$21.4490	\$3,242.92
Highway	Truck Driver	11/5/2014	5	\$41,371	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,242.92	3	40-Hour	\$44,613.92	\$21.4490	\$3,242.92
Highway	Truck Driver	11/16/2015	5	\$41,371	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,242.92	3	40-Hour	\$44,613.92	\$21.4490	\$3,242.92
Highway	Truck Driver	8/19/2019	1	\$40,955	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,658.92	1	40-Hour	\$42,383.33	\$20.3766	\$1,428.33
Highway	Truck Driver	8/24/2020	Base	\$40,747	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,866.92	Minimum	40-Hour	\$40,152.53	\$19.3041	\$0.00
Highway	Truck Driver	4/7/1998	20	\$44,574	2080	Non-exempt	\$44,613.92	\$21.4490	\$39.92	20	40-Hour	\$49,521.47	\$23.8084	\$4,947.47
Highway	Truck Driver	9/8/2020	Base	\$40,747	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,866.92	Minimum	40-Hour	\$40,152.53	\$19.3041	\$0.00
Highway	Truck Driver	9/21/2020	Base	\$40,747	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,866.92	Minimum	40-Hour	\$40,152.53	\$19.3041	\$0.00
Highway	Truck Driver	4/2/2018	2	\$41,163	2080	Non-exempt	\$44,613.92	\$21.4490	\$3,450.92	1	40-Hour	\$42,383.33	\$20.3766	\$1,220.33
Highway	Truck Driver/Bridge Crew					Non-exempt		\$21.4490						
Highway	Stormwater Truck Driver					Non-exempt		\$21.4490						
Highway	Light Equipment Operator	9/21/2015	5	\$41,974	2080	Non-exempt	\$44,613.92	\$21.4490	\$2,639.92	3	40-Hour	\$44,613.92	\$21.4490	\$2,639.92
Highway	Light Equipment Operator	7/5/2016	2	\$41,766	2080	Non-exempt	\$44,613.92	\$21.4490	\$2,847.92	1	40-Hour	\$42,383.33	\$20.3766	\$617.33
Jail	Food Service Specialist	4/12/2013	8	\$39,562	2080	Non-exempt	\$44,613.92	\$21.4490	\$5,051.92	8	40-Hour	\$46,398.56	\$22.3070	\$6,836.56
Parks	Park Maintenance Technician	6/11/2007	14	\$37,565	1820	Non-exempt	\$39,037.18	\$21.4490	\$1,472.18	14	35-Hour	\$42,160.12	\$23.1649	\$4,595.12
Parks	Park Maintenance Technician	1/29/2018	3	\$36,054	1820	Non-exempt	\$39,037.18	\$21.4490	\$2,983.18	3	35-Hour	\$39,037.18	\$21.4490	\$2,983.18
Parks	Park Maintenance Technician	3/23/2015	3	\$36,054	1820	Non-exempt	\$39,037.18	\$21.4490	\$2,983.18	3	35-Hour	\$39,037.18	\$21.4490	\$2,983.18
LTC C (350 - 400 point		10/27/2014	~	¢ 42 2 42	2000	N	¢46,402,01	too 2476	¢2.240.01	2	40 H	¢46,402,0000	¢22.2476	¢2.240.01
Highway	Equipment Operator	10/27/2014	5	\$43,243	2080	Non-exempt	\$46,483.01	\$22.3476	\$3,240.01	3	40-Hour	\$46,483.0080	\$22.3476	\$3,240.01
Highway	Equipment Operator	4/30/1990	30	\$47,091	2080	Non-exempt	\$46,483.01	\$22.3476	\$0.00	25	40-Hour	\$52,990.7040	\$25.4763	\$5,899.70
Highway	Equipment Operator	7/29/2019	20	\$42,827 \$46,509	2080	Non-exempt	\$46,483.01	\$22.3476 \$22.3476	\$3,656.01	20	40-Hour	\$44,158.8160 \$51,596.0640	\$21.2302 \$24.8058	\$1,331.82
Highway	Equipment Operator	3/2/1997	20	\$46,509	2080 2080	Non-exempt	\$46,483.01 \$46,483.01	\$22.3476	\$0.00 \$3,656.01	20	40-Hour 40-Hour	\$31,396.0640	\$24.8038	\$5,087.06
Highway	Equipment Operator	7/5/2016	2	\$42,827	2080	Non-exempt	\$46,483.01	\$22.3476 \$22.3476	\$3,656.01	1		\$44,158.8160	\$21.2302	\$1,123.82
Highway	Equipment Operator	7/5/2016 2/24/2020	1	\$43,035	2080	Non-exempt	\$46,483.01	\$22.3476	\$3,448.01	1	40-Hour 40-Hour	\$44,158.8160	\$21.2302 \$21.2302	\$1,123.82
Highway	Equipment Operator	8/3/2019	1	\$42,827	2080	Non-exempt	\$46,483.01	\$22.3476	\$3,656.01	1	40-Hour	\$44,158.8160	\$21.2302	\$1,331.82
Highway	Equipment Operator Equipment Operator	9/6/2013	5	\$42,827	2080	Non-exempt	\$46,483.01	\$22.3476	\$3,030.01	3	40-Hour	\$46,483.0080	\$21.2302 \$22.3476	\$3,240.01
Highway	1 1 1	1/2/2018	2.	\$43,243	2080	Non-exempt	\$46,483.01	\$22.3476	\$3,448.01	<u> </u>	40-Hour	\$46,483.0080	\$22.3476	\$1,123.82
Highway	Stormwater Equipment Operator	1/2/2018		\$45,033	2080	Non-exempt	\$40,483.01	\$44.3470	\$5, 44 8.UI	1	40-Hour	φ44,138.810U	\$41.2302	\$1,123.82

Highway	Stormwater Equipment Operator	6/26/2017	2	\$43,035	2080	Non-exempt	\$46,483.01	\$22.3476	\$3,448.01	1	40-Hour	\$44,158.8160	\$21.2302	\$1,123.82
Highway	Equipment Operator/Bridge Crew	1/8/2001	20	\$46,509	2080	Non-exempt	\$46,483.01	\$22.3476	\$0.00	20	40-Hour	\$51,596.0640	\$24.8058	\$5,087.06
Highway	Equipment Operator/Bridge Crew	1/2/2018	2	\$43,035	2080	Non-exempt	\$46,483.01	\$22.3476	\$3,448.01	1	40-Hour	\$44,158.8160	\$21.2302	\$1,123.82
Commissioners	Maintenance Assistant Supervisor	5/17/2004	14	\$42,931	2080	Non-exempt	\$46,483.01	\$22.3476	\$3,552.01	14	40-Hour	\$50,201.6320	\$24.1354	\$7,270.63
Highway	Mechanic	1/1/1997	20	\$46,509	2080	Non-exempt	\$46,483.01	\$22.3476	\$0.00	20	40-Hour	\$51,596.0640	\$24.8058	\$5,087.06
Highway	Mechanic	7/8/2019	1	\$42,827	2080	Non-exempt	\$46,483.01	\$22.3476	\$3,656.01	1	40-Hour	\$44,158.8160	\$21.2302	\$1,331.82
Highway	Mechanic	10/27/2014	5	\$43,243	2080	Non-exempt	\$46,483.01	\$22.3476	\$3,240.01	3	40-Hour	\$46,483.0080	\$22.3476	\$3,240.01
Aviation	Airport Operations Specialist (Part-time)					Non-exempt		\$22.3476						
Aviation	Airport Operations Specialist	9/3/2019	1	\$36,564	1820	Non-exempt	\$40,672.63	\$22.3476	\$4,108.63	1	35-Hour	\$38,638.9640	\$21.2302	\$2,074.96
Aviation	Airport Operations Specialist	4/2/2018	3	\$38,184	1820	Non-exempt	\$40,672.63	\$22.3476	\$2,488.63	3	35-Hour	\$40,672.6320	\$22.3476	\$2,488.63
Aviation	Airport Operations Specialist	4/26/2010	8	\$39,003	1820	Non-exempt	\$40,672.63	\$22.3476	\$1,669.63	8	35-Hour	\$42,299.5300	\$23.2415	\$3,296.53
Aviation	Airport Operations Specialist			\$36,564	1820	Non-exempt	\$40,672.63	\$22.3476	\$4,108.63		35-Hour			
Aviation	Airport Operations Specialist	10/21/2019	1	\$36,564	1820	Non-exempt	\$40,672.63	\$22.3476	\$4,108.63	1	35-Hour	\$38,638.9640	\$21.2302	\$2,074.96
LTC D (405 points &	above)													
Highway	Master Mechanic	1/23/2006	15	\$46,675	2080	Non-exempt	\$50,539.01	\$24.2976	\$3,864.01	14	40-Hour	\$54,582.11	\$26.2414	\$7,907.11
Highway	Fleet Maintenance Coordinator	7/1/1991	25	\$46,800	2080	Non-exempt	\$50,539.01	\$24.2976	\$3,739.01	25	40-Hour	\$57,614.54	\$27.6993	\$10,814.54
Highway	Stormwater Crew Foreman			\$41,850	2080	Non-exempt	\$50,539.01	\$24.2976	\$8,689.01		40-Hour			
Parks	Assistant Park Superintendent	1/4/2010	8	\$36,800	1820	Non-exempt	\$44,221.63	\$24.2976	\$7,421.63	8	35-Hour	\$45,990.49	\$25.2695	\$9,190.49
Highway	Bridge Crew Foreman	1/2/2018	3	\$45,802	2080	Non-exempt	\$50,539.01	\$24.2976	\$4,737.01	3	40-Hour	\$50,539.01	\$24.2976	\$4,737.01
Commissioners	Maintenance Supervisor	4/20/1992	14	\$47,757	2080	Non-exempt	\$50,539.01	\$24.2976	\$2,782.01	25	40-Hour	\$57,614.54	\$27.6993	\$9,857.54
		•		•			•	Total Cost:	\$158,634.08	•	•		Total Cost:	\$148,371.07
								Percent Increase:	7.45%				Percent Increase:	6.97%

Job Category: PAT (Professional, Administrative, Technological)

	sionai, Administrative, Technologicai)						Ex	ternal Salary An	alysis		Co	mpensation	Grid Option	
Department	Title	Hire Date	Current Step/Level	2021 Salary	2021 Annual Work Hours	FLSA Status	External Midpoint Salary	External Midpoint Hourly Rate	Cost to External Midpoint Salary	Proposed Step/Level	35/40-Hour Grid	Grid Salary	Grid Hourly Rate	Cost to Place on Grid
PAT A (295 points & below				v			v	Ü	ĭ			·		
Health	Environmental Health Specialist Assistant (Part-time)					Non-Exempt		\$23.9543						
Health	Sanitarian (Part-time)					Non-Exempt		\$23.9543						
Surveyor	Survey Technician (Part-time)	12/8/2019				Non-Exempt		\$23.9543						
YSB	Residential Specialist (Part-time)					Non-Exempt		\$23.9543						
YSB	Residential Specialist	11/18/2014	3	\$37,911	1820	Non-Exempt	\$43,596.83	\$23.9543	\$5,685.83	3	35-Hour	\$43,596.83	\$23.9543	\$5,685.83
YSB	Residential Specialist	4/3/2018	3	\$37,911	1820	Non-Exempt	\$43,596,83	\$23.9543	\$5,685.83	3	35-Hour	\$43,596.83	\$23.9543	\$5,685,83
YSB	Residential Specialist	2/16/2020	3	\$37,911	1820	Non-Exempt	\$43,596.83	\$23.9543	\$5,685.83	3	35-Hour	\$43,596.83	\$23.9543	\$5,685.83
YSB	Residential Specialist	3/1/2019	3	\$37,911	1820	Non-Exempt	\$43,596.83	\$23.9543	\$5,685.83	3	35-Hour	\$43,596.83	\$23.9543	\$5,685.83
Health	LPN	6/5/2006	14	\$41,860	1820	Non-Exempt	\$43,596.83	\$23,9543	\$1,736.83	14	35-Hour	\$47,084,49	\$25.8706	\$5,224,49
Health	Disease Intervention Specialist	0.0.20		\$40,131	1820	Non-Exempt	\$43,596.83	\$23,9543	\$3,465.83		35-Hour	4 11,400 11 15	+=	40,000
Health	Disease Intervention Specialist Assistant (Part-time)			, ,, ,		Non-Exempt	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$23.9543	, , , , , , , , , , , , , , , , , , , ,					
Health	Community Health Specialist/Harm Reduction	1/22/2018	3	\$40,131	1820	Non-Exempt	\$43,596.83	\$23.9543	\$3,465.83	3	35-Hour	\$43,596.83	\$23.9543	\$3,465.83
Health	Community Health Specialist/Tobacco Educator-MRC	6/8/2015	3	\$40,131	1820	Non-Exempt	\$43,596.83	\$23.9543	\$3,465.83	3	35-Hour	\$43,596.83	\$23.9543	\$3,465,83
Probation	Office Manager-Community Corrections	12/26/2017	3	\$40,131	1820	Non-Exempt	\$43,596.83	\$23,9543	\$3,465.83	3	35-Hour	\$43,596.83	\$23.9543	\$3,465.83
Probation	Office Manager -Curry Building Office	12/15/2003	14	\$41,860	1820	Non-Exempt	\$43,596.83	\$23.9543	\$1,736.83	14	35-Hour	\$47,084.49	\$25.8706	\$5,224.49
Prosecutor	Case Monitor (APS)	1/29/2018	3	\$40,131	1820	Non-Exempt	\$43,596.83	\$23.9543	\$3,465.83	3	35-Hour	\$43,596.83	\$23.9543	\$3,465.83
Prosecutor	Victim Assistant	10/15/1999	14	\$41.860	1820	Non-Exempt	\$43,596.83	\$23.9543	\$1,736.83	20	35-Hour	\$48,392.53	\$26.5893	\$6,532,53
Prosecutor	Victim Assistant Victim Assistant	4/19/1999	14	\$41.860	1820	Non-Exempt	\$43,596.83	\$23.9543	\$1,736.83	20	35-Hour	\$48,392.53	\$26.5893	\$6,532.53
Prosecutor	Victim Assistant Victim Assistant	3/27/2017	3	\$40,131	1820	Non-Exempt	\$43,596.83	\$23.9543	\$3,465.83	3	35-Hour	\$43,596.83	\$23.9543	\$3,465.83
Prosecutor	Pretrial Diversion Program Assistant	3/21/2017	3	\$40,131	1620	Non-Exempt	\$43,390.63	\$23.9543	\$3,403.63	3	33-H0ul	\$43,390.63	\$23.9343	\$3,403.63
Auditor	Economic Development Coordinator	9/14/2020	Minimum	\$41,912	2080	Non-Exempt	\$49.824.94	\$23.9543	\$7.912.94	Minimum	40-Hour	\$44.842.51	\$21.5589	\$2,930,51
Auditor	Property Transfer Coordinator	3/24/2008	14	\$47,840	2080	Non-Exempt	\$49,824.94	\$23.9543	\$1,984.94	14	40-Hour	\$53,810.85	\$25.8706	\$5,970.85
Auditor	Assistant Property Director	1/7/2019	14	\$43,888	2080	Non-Exempt	\$49,824.94	\$23.9543	\$5,936.94	1	40-Hour	\$47,333.73	\$22.7566	\$3,445.73
Sheriff	Administrative Data Analyst	1/ // 2019	1	\$43,000	2000	Non-Exempt	\$49,824.94	\$23.9543	\$3,930.94	1	40-nour	\$47,333.73	\$22.7300	\$5,445.75
Jail	-	9/12/2012	8	\$49,546	2080	Non-Exempt	\$49.824.94	\$23.9543	\$278.94	8	40-Hour	\$51.818.00	\$24.9125	\$2,272.00
PAT B (300 - 395 points)	Financial Coordinator	9/12/2012	0	\$49,540	2000	Non-Exempt	\$49,024.94	\$23.9343	\$270.94	0	40-H0ul	\$31,818.00	\$24.9123	\$2,272.00
Planning	7	9/10/2018	1	\$46,384	2080	Non-Exempt	\$52,736.94	\$25,3543	\$6,352.94	1	40-Hour	\$50,100.13	\$24.0866	\$3,716.13
Clerk	Zoning Inspector Clerk's Administrator	9/9/2013	3	\$40,364	1820	Non-Exempt	\$46,144.83	\$25.3543	\$3,702.83	3	35-Hour	\$46,144.83	\$25.3543	\$3,702.83
Courts		5/12/2008	14	\$44,281	1820	Excluded	\$46,144.83	\$25.3543	\$1,863.83	14	35-Hour	\$49,836.33	\$27.3826	\$5,555.33
Courts	Official Court Reporter	5/13/2002	14	\$44,281	1820	Excluded	\$46,144.83	\$25.3543	\$1,863.83	14	35-Hour	\$49,836.33	\$27.3826	\$5,555.33
	Official Court Reporter	8/20/1979		\$44,281	1820	Excluded	\$46,144.83	\$25.3543	\$1,863.83	25		\$52,605.10	\$28.9039	\$8,324.10
Courts Courts	Official Court Reporter	2/13/1995	14 14	\$44,281	1820	Excluded	\$46,144.83	\$25.3543	\$1,863.83	25	35-Hour 35-Hour	\$52,605.10	\$28.9039	\$8,324.10
	Official Court Reporter	3/9/1998		\$44,281	1820		\$46,144.83	\$25.3543	\$1,863.83	20		\$51,220.81		\$6,939.81
Courts	Official Court Reporter	10/6/2000	14	\$44,281 \$44.281	1820	Excluded Excluded	\$46,144.83	\$25.3543 \$25.3543	\$1,863.83	20	35-Hour 35-Hour		\$28.1433 \$28.1433	\$6,939.81
Courts Courts	Official Court Reporter	6/18/2018	8	\$43,353	1820	Excluded	\$46,144.83	\$25.3543 \$25.3543	\$1,863.83	8	35-Hour	\$51,220.81 \$47,990.67	\$28.1433 \$26.3685	\$4,637.67
	Official Court Reporter	1/14/2005	_	\$44,281	1820		\$46,144.83	\$25.3543	\$1,863.83	14	35-Hour	\$49,836.33	\$27.3826	\$5,555.33
Courts	Official Court Reporter	1/2/2019	14	\$44,281	1820	Excluded	\$46,144.83	\$25.3543	\$1,863.83	14	35-Hour	\$49,836.33	\$24.0866	\$3,251.61
Courts	Official Court Reporter		1.4			Excluded				1 1 1				
Courts	Official Court Reporter	7/30/2001	14	\$44,281	1820	Excluded	\$46,144.83	\$25.3543	\$1,863.83	14	35-Hour	\$49,836.33	\$27.3826	\$5,555.33
Highway	Operations/Asset Manager	11/10/1997	14	\$50,606	2080	Non-Exempt	\$52,736.94	\$25.3543	\$2,130.94	20	40-Hour	\$58,538.06	\$28.1433	\$7,932.06
Clerk	Financial Director	3/29/2010	8	\$41,005	1820	Non-Exempt	\$46,144.83	\$25.3543	\$5,139.83	8	35-Hour	\$47,990.67	\$26.3685	\$6,985.67
Commissioners	Financial Manager	1/1/1998	14	\$44,281	1820	Non-Exempt	\$46,144.83	\$25.3543	\$1,863.83	20	35-Hour	\$51,220.81	\$28.1433	\$6,939.81
Parks	Financial Manager	3/26/2007	14	\$44,281	1820	Non-Exempt	\$46,144.83	\$25.3543	\$1,863.83	14	35-Hour	\$49,836.33	\$27.3826	\$5,555.33
Auditor	Accounts Payable Administrator	6/20/2016	8	\$49,546	2080	Non-Exempt	\$52,736.94	\$25.3543	\$3,190.94	8	40-Hour	\$54,846.48	\$26.3685	\$5,300.48
Auditor	GIS Customer Service Representative	9/18/2018	1	\$46,384	2080	Non-Exempt	\$52,736.94	\$25.3543	\$6,352.94	1	40-Hour	\$50,100.13	\$24.0866	\$3,716.13
Building Commission	Building Inspector			\$38,748	1820	Non-Exempt	\$46,144.83	\$25.3543	\$7,396.83		35-Hour	*	*******	** = **
Building Commission	Building Inspector	2/10/2016	3	\$42,442	1820	Non-Exempt	\$46,144.83	\$25.3543	\$3,702.83	3	35-Hour	\$46,144.83	\$25.3543	\$3,702.83
Building Commission	Plan Review/Building Inspector	1/21/2016	3	\$42,442	1820	Non-Exempt	\$46,144.83	\$25.3543	\$3,702.83	3	35-Hour	\$46,144.83	\$25.3543	\$3,702.83
Building Commission	Commercial Building Inspector	11/26/2018	1	\$40,586	1820	Non-Exempt	\$46,144.83	\$25.3543	\$5,558.83	1	35-Hour	\$43,837.61	\$24.0866	\$3,251.61

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Weights	Inspector	7/28/2008	8	\$43,352	1820	Non-Exempt	\$46,144.83	\$25.3543	\$2,792.83	8	35-Hour	\$47,990.67	\$26.3685	\$4,638.67
Emergency Management	Deputy Director	12/30/2019	3	\$45,864	2080	Non-Exempt	\$52,736.94	\$25.3543	\$6,872.94	3	40-Hour	\$52,736.94	\$25.3543	\$6,872.94
TSD	Help Desk/Remote Desktop Technician	3/25/2013	8	\$46,862	2080	Non-Exempt	\$52,736.94	\$25.3543	\$5,874.94	8	40-Hour	\$54,846.48	\$26.3685	\$7,984.48
TSD	Support Technician	7/6/2015	3	\$45,864	2080	Non-Exempt	\$52,736.94	\$25.3543	\$6,872.94	3	40-Hour	\$52,736.94	\$25.3543	\$6,872.94
TSD	Support Technician	1/14/2019	1	\$43,888	2080	Non-Exempt	\$52,736.94	\$25.3543	\$8,848.94	1	40-Hour	\$50,100.13	\$24.0866	\$6,212.13
TSD	Support Technician (Part-time)					Non-Exempt		\$25.3543						
TSD	Network Technician	2/8/2020	3	\$45,864	2080	Non-Exempt	\$52,736.94	\$25.3543	\$6,872.94	3	40-Hour	\$52,736.94	\$25.3543	\$6,872.94
TSD	Training Specialist/Web Master				2080	Non-Exempt	\$52,736.94	\$25.3543			40-Hour			
Aviation	Financial Manager	4/13/1998	14	\$50,606	2080	Non-Exempt	\$52,736.94	\$25.3543	\$2,130.94	20	40-Hour	\$58,538.06	\$28.1433	\$7,932.06
Health	Financial Manager	6/1/2015	3	\$42,442	1820	Non-Exempt	\$46,144.83	\$25.3543	\$3,702.83	3	35-Hour	\$46,144.83	\$25.3543	\$3,702.83
Highway	Financial Manager	1/1/1991	14	\$50,606	2080	Non-Exempt	\$52,736.94	\$25.3543	\$2,130.94	25	40-Hour	\$60,120.11	\$28.9039	\$9,514.11
Sheriff	Financial Director/Office Administrator	6/25/1987	14	\$50,606	2080	Non-exempt	\$52,736.94	\$25.3543	\$2,130.94	25	40-Hour	\$60,120.11	\$28.9039	\$9,514.11
YSB	Financial & Personnel Coordinator	7/24/2017	3	\$48,506	2080	Non-Exempt	\$52,736.94	\$25.3543	\$4,230.94	3	40-Hour	\$52,736.94	\$25.3543	\$4,230.94
Parks	Naturalist	9/28/2020	Minimum	\$38,748	1820	Non-Exempt	\$46,144.83	\$25.3543	\$7,396.83	Minimum	35-Hour	\$41,530.40	\$22.8189	\$2,782.40
YSB	Education/Case Manager	6/25/2018	3	\$40,131	1820	Non-Exempt	\$46,144.83	\$25.3543	\$6,013.83	3	35-Hour	\$46,144.83	\$25.3543	\$6,013.83
YSB	Safe Place & YSB Outreach Manager	1/30/2017	3	\$40,131	1820	Non-Exempt	\$46,144.83	\$25,3543	\$6.013.83	3	35-Hour	\$46,144.83	\$25,3543	\$6,013.83
Courts	Case Management Coordinator	12/13/2004	14	\$50,606	2080	Non-Exempt	\$52,736,94	\$25,3543	\$2,130,94	14	40-Hour	\$56,955.81	\$27.3826	\$6,349.81
Courts	Court Programs Coordinator	2/6/2006	14	\$50,606	2080	Non-Exempt	\$52,736,94	\$25,3543	\$2,130.94	14	40-Hour	\$56,955.81	\$27.3826	\$6,349.81
Health	Environmental Health Specialist-General	8/31/2015	3	\$42,442	1820	Non-Exempt	\$46,144.83	\$25,3543	\$3,702.83	3	35-Hour	\$46,144.83	\$25,3543	\$3,702.83
Health	Environmental Health Specialist-General	7/13/2020	Minimum	\$38,748	1820	Non-Exempt	\$46,144.83	\$25,3543	\$7,396.83	Minimum	35-Hour	\$41,530.40	\$22.8189	\$2,782.40
Health	Environmental Health Specialist-Foods	10/2/2017	3	\$42,442	1820	Non-Exempt	\$46,144.83	\$25,3543	\$3,702.83	3	35-Hour	\$46,144.83	\$25.3543	\$3,702.83
Health	Environmental Health Specialist-Voots Environmental Health Specialist-Wastewater	9/1/2020	Minimum	\$38.748	1820	Non-Exempt	\$46,144.83	\$25.3543	\$7,396.83	Minimum	35-Hour	\$41,530,40	\$22.8189	\$2,782.40
Health	Public Health Emergency Preparedness Coordinator	9/12/2016	3	\$42,442	1820	Non-Exempt	\$46,144.83	\$25.3543	\$3,702.83	3	35-Hour	\$46,144.83	\$25.3543	\$3,702.83
Courts	Financial Coordinator	8/29/2011	8	\$49,546	2080	Non-Exempt	\$52.736.94	\$25.3543	\$3,702.83	8	40-Hour	\$54.846.48	\$26.3685	\$5,702.83
Health	Disease Intervention Specialist/Program Coordinator	1/23/2017	3	\$42,442	1820	Non-Exempt	\$46,144.83	\$25.3543	\$3,702.83	3	35-Hour	\$46,144.83	\$25.3543	\$3,702.83
Parks	Recreation Director - Athletics	11/18/2004	14	\$44.281	1820	Non-Exempt	\$46,144.83	\$25.3543	\$1,863.83	14	35-Hour	\$49,836.33	\$27.3826	\$5,702.83
Parks		10/3/1996	14	\$44,281	1820	Non-Exempt	\$46,144.83	\$25.3543	\$1,863.83	20	35-Hour	\$51,220.81	\$28.1433	\$6,939.81
	Recreation Director - Community	4/27/1998	14	\$50,606	2080		\$52.736.94	\$25.3543	\$2,130.94	20	40-Hour	\$58,538.06	\$28.1433	\$7,932.06
Probation	Office Administrator	2/1/2021		\$33,215	1820	Non-Exempt	\$46,144.83	\$25.3543 \$25.3543	\$2,130.94		35-Hour	\$41,530.40	\$28.1433	\$8,315.40
Prosecutor	Administrative Manager	9/26/2017	Minimum	\$40,131	1820	Non-Exempt	\$46,144.83	\$25.3543 \$25.3543	\$6.013.83	Minimum	35-Hour	\$41,530.40	\$22.8189	\$6.013.83
Treasurer	Financial Banking Manager		3			Non-Exempt			1 - 7	3				1 - 7
YSB	Residential Coordinator	5/1/2017	3	\$40,131	1820	Non-Exempt	\$46,144.83	\$25.3543	\$6,013.83	3	35-Hour	\$46,144.83	\$25.3543	\$6,013.83
YSB	Residential Coordinator	6/1/1999	14	\$41,860	1820	Non-Exempt	\$46,144.83	\$25.3543	\$4,284.83	20	35-Hour	\$51,220.81	\$28.1433	\$9,360.81
YSB	Residential Coordinator	7/17/2018	1	\$38,402	1820	Non-Exempt	\$46,144.83	\$25.3543	\$7,742.83	1	35-Hour	\$43,837.61	\$24.0866	\$5,435.61
YSB	Residential Coordinator (Part-time)					Non-Exempt		\$25.3543						
Commissioners	SWCD District Manager	9/26/2003	14	\$44,281	1820	Non-Exempt	\$46,144.83	\$25.3543	\$1,863.83	14	35-Hour	\$49,836.33	\$27.3826	\$5,555.33
Jail	Facilities Manager	4/30/2000	14	\$47,757	2080	Non-Exempt	\$52,736.94	\$25.3543	\$4,979.94	20	40-Hour	\$58,538.06	\$28.1433	\$10,781.06
Auditor	Internal Auditor	8/3/2020	Minimum	\$38,748	1820	Exempt	\$46,144.83	\$25.3543	\$7,396.83	Minimum	35-Hour	\$41,530.40	\$22.8189	\$2,782.40
Auditor	General Ledger Manager	4/3/2008	8	\$49,546	2080	Non-Exempt	\$52,736.94	\$25.3543	\$3,190.94	8	40-Hour	\$54,846.48	\$26.3685	\$5,300.48
Veterans	VSO/Director	5/10/2021	3	\$48,506	2080	Exempt	\$52,736.94	\$25.3543	\$4,230.94	3	40-Hour	\$52,736.94	\$25.3543	\$4,230.94
Prosecutor	Check Deception and Expungement Coordinator	8/19/1996	14	\$44,281	1820	Non-Exempt	\$46,144.83	\$25.3543	\$1,863.83	20	35-Hour	\$51,220.81	\$28.1433	\$6,939.81
Prosecutor	Pretrial Diversion Program Director	1/24/2005	14	\$44,281	1820	Non-Exempt	\$46,144.83	\$25.3543	\$1,863.83	14	35-Hour	\$49,836.33	\$27.3826	\$5,555.33
Prosecutor	Forensic Analyst and Technology Specialist	4/3/2006	14	\$44,281	1820	Non-Exempt	\$46,144.83	\$25.3543	\$1,863.83	14	35-Hour	\$49,836.33	\$27.3826	\$5,555.33
Prosecutor	Misdemeanor and Traffic Infraction Director	5/4/2009	8	\$43,352	1820	Non-Exempt	\$46,144.83	\$25.3543	\$2,792.83	8	35-Hour	\$47,990.67	\$26.3685	\$4,638.67
Prosecutor	Office Administrator	1/13/1997	14	\$44,281	1820	Non-Exempt	\$46,144.83	\$25.3543	\$1,863.83	20	35-Hour	\$51,220.81	\$28.1433	\$6,939.81
PAT C (400 - 495 points)														
Employee Services	Personnel Administrator	12/4/2018	3	\$51,126	2080	Exempt	\$55,136.02	\$26.5077	\$4,010.02	3	40-Hour	\$55,136.02	\$26.5077	\$4,010.02
Employee Services	Payroll Administrator	7/6/2015	3	\$51,126	2080	Non-Exempt	\$55,136.02	\$26.5077	\$4,010.02	3	40-Hour	\$55,136.02	\$26.5077	\$4,010.02
Highway	Assistant Superintendent	7/30/2007	8	\$52,250	2080	Non-Exempt	\$55,136.02	\$26.5077	\$2,886.02	8	40-Hour	\$57,341.44	\$27.5680	\$5,091.44
Highway	Assistant Superintendent	7/21/2008	8	\$52,250	2080	Non-Exempt	\$55,136.02	\$26.5077	\$2,886.02	8	40-Hour	\$57,341.44	\$27.5680	\$5,091.44
Highway	Bridge Crew Supervisor	1/14/2019	3	\$51,126	2080	Non-Exempt	\$55,136.02	\$26.5077	\$4,010.02	3	40-Hour	\$55,136.02	\$26.5077	\$4,010.02
Parks	Park Superintendent				1820	Non-Exempt	\$48,244.01	\$26.5077			35-Hour			
Treasurer	Financial Cashbook Manager	8/12/2012	8	\$45,718	1820	Non-Exempt	\$48,244.01	\$26.5077	\$2,526.01	8	35-Hour	\$50,173.76	\$27.5680	\$4,455.76
YSB	Binkley House Manager	12/3/2018	8	\$49,546	2080	Exempt	\$55,136.02	\$26.5077	\$5,590.02	8	40-Hour	\$57,341.44	\$27.5680	\$7,795.44
Health	Sr. Environmental Health Specialist-General	7/6/1992	14	\$46,701	1820	Non-Exempt	\$48,244.01	\$26,5077	\$1,543.01	20	35-Hour	\$53,550,77	\$29.4235	\$6,849.77
Health	Sr. Environmental Health Specialist-Wastewater	110,1772	**	Ψ.0,701	1820	Non-Exempt	\$48,244.01	\$26.5077	Ψ1,0 10.01	20	35-Hour	\$55,550.77	ψ <u>υ</u> ςυυυ	φο,οτρ.//
Health	Sr. Environmental Health Specialist-Wastewater	7/6/2015	3	\$44,736	1820	Non-Exempt	\$48,244.01	\$26.5077	\$3,508.01	3	35-Hour	\$48,244.01	\$26,5077	\$3,508.01
Health	Sr. Community Health Specialist	4/28/2011	8	\$45.718	1820	Non-Exempt	\$48,244.01	\$26.5077	\$2,526.01	8	35-Hour	\$50.173.76	\$27.5680	\$4,455.76
TSD	Senior Support Technician	11/3/2014	14	\$57,949	2080	Non-Exempt	\$55,136.02	\$26.5077	\$0.00	14	40-Hour	\$59,546.86	\$28.6283	\$1,597.86
Highway	Project Manager	7/20/1998	14	\$53,373	2080	Non-Exempt	\$55,136.02	\$26.5077	\$1,763.02	20	40-Hour	\$61,200.88	\$29.4235	\$7,827.88
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Highway	Stormwater Inspector					Exempt		\$26.5077						
Highway	MS4 Assistant	9/22/2014	3	\$51,126	2080	Non-Exempt	\$55,136.02	\$26.5077	\$4,010.02	3	40-Hour	\$55,136.02	\$26.5077	\$4,010.02
Highway	Stormwater Maintenance Supervisor	8/29/2012	8	\$52,250	2080	Non-Exempt	\$55,136.02	\$26.5077	\$2,886.02	8	40-Hour	\$57,341.44	\$27.5680	\$5,091.44
Prosecutor	IV-D Administrator	8/4/2014	8	\$45,718	1820	Non-Exempt	\$48,244.01	\$26.5077	\$2,526.01	8	35-Hour	\$50,173.76	\$27.5680	\$4,455.76
Prosecutor	APS Director	1/1/2009	8	\$45,718	1820	Non-Exempt	\$48,244.01	\$26.5077	\$2,526.01	8	35-Hour	\$50,173.76	\$27.5680	\$4,455.76
Prosecutor	Victim Assistance Director	8/10/1998	14	\$46,701	1820	Non-Exempt	\$48,244.01	\$26.5077	\$1,543.01	20	35-Hour	\$53,550.77	\$29.4235	\$6,849.77
Aviation	Airport Operations Manager	4/7/2014	8	\$52,250	2080	Non-Exempt	\$55,136.02	\$26.5077	\$2,886.02	8	40-Hour	\$57,341.44	\$27.5680	\$5,091.44
Building Commission	Senior Building Inspector/Commercial Inspector	6/16/2008	8	\$45,718	1820	Non-Exempt	\$48,244.01	\$26.5077	\$2,526.01	8	35-Hour	\$50,173.76	\$27.5680	\$4,455.76
Building Commission	Senior Residential Building Inspector	12/9/1996	14	\$46,701	1820	Non-Exempt	\$48,244.01	\$26.5077	\$1,543.01	20	35-Hour	\$53,550.77	\$29.4235	\$6,849.77
Building Commission	Senior Plan Review/Building Inspector	7/18/2005	14	\$46,701	1820	Non-Exempt	\$48,244.01	\$26.5077	\$1,543.01	14	35-Hour	\$52,103.51	\$28.6283	\$5,402.51
Planning	Planner II	4/1/2019	1	\$46,384	2080	Non-Exempt	\$55,136.02	\$26.5077	\$8,752.02	1	40-Hour	\$52,379.18	\$25.1823	\$5,995.18
Planning	Planner II	10/7/2019	1	\$46,384	2080	Non-Exempt	\$55,136.02	\$26.5077	\$8,752.02	1	40-Hour	\$52,379.18	\$25.1823	\$5,995.18
Planning	Planner II	3/26/2019	1	\$46,384	2080	Non-Exempt	\$55,136.02	\$26.5077	\$8,752.02	1	40-Hour	\$52,379.18	\$25.1823	\$5,995.18
Public Defender	Executive Assistant	3/17/2008	8	\$52,250	2080	Exempt	\$55,136.02	\$26.5077	\$2,886.02	8	40-Hour	\$57,341.44	\$27.5680	\$5,091.44
YSB	Counselor	6/29/2020	1	\$48,901	2080	Exempt	\$55,136.02	\$26.5077	\$6,235.02	1	40-Hour	\$52,379.18	\$25.1823	\$3,478.18
YSB	Prevention Coordinator	2/26/2018	3	\$51,126	2080	Exempt	\$55,136.02	\$26.5077	\$4,010.02	3	40-Hour	\$55,136.02	\$26.5077	\$4,010.02
PAT D (500 points & above)														
Commissioners	Fleet and Building Manager	New position	Minimum		2080	Exempt	\$62,073.86	\$29.8432		Minimum	40-Hour	\$55,866.51	\$26.8589	
Parks	Assistant Director	1/22/2018	Maximum	\$48,649	1820	Non-Exempt	\$54,314.62	\$29.8432	\$5,665.62	3	35-Hour	\$54,314.62	\$29.8432	\$5,665.62
Surveyor	GIS Coordinator	3/17/2021	Minimum	\$50,586	2080	Non-Exempt	\$62,073.86	\$29.8432	\$11,487.86	Minimum	40-Hour	\$55,866.51	\$26.8589	\$5,280.51
TSD	Network Operations Manager	11/23/2014	3	\$55,494	2080	Non-Exempt	\$62,073.86	\$29.8432	\$6,579.86	3	40-Hour	\$62,073.86	\$29.8432	\$6,579.86
Auditor	Property Director	4/19/2004	14	\$57,949	2080	Exempt	\$62,073.86	\$29.8432	\$4,124.86	14	40-Hour	\$67,039.86	\$32.2307	\$9,090.86
Emergency Management	Director	3/2/2017	3	\$55,494	2080	Exempt	\$62,073.86	\$29.8432	\$6,579.86	3	40-Hour	\$62,073.86	\$29.8432	\$6,579.86
Council	County Council Administrator	12/11/2016	2	DEE 404	2000		A 60 050 0 6	¢20,0422	A C 550 O C	3	40-Hour	\$62,073,86	\$29.8432	\$6,579.86
Council	County Council Administrator	12/11/2016	3	\$55,494	2080	Exempt	\$62,073.86	\$29.8432	\$6,579.86	3	10 11001	φο=,ο,ο,ο.οο		
	Deputy Court Administrator	10/25/2005	14	\$55,494 \$57,949	2080	Exempt	\$62,073.86 \$62,073.86	\$29.8432 \$29.8432	\$6,579.86 \$4,124.86	14	40-Hour	\$67,039.86	\$32.2307	\$9,090.86
Courts Health			14 Minimum	1, -		1	1 - /		1 - /	3		,	\$32.2307 \$26.8589	\$9,090.86
Courts Health	Deputy Court Administrator	10/25/2005		1, -	2080	Exempt	\$62,073.86	\$29.8432	1 - /	14	40-Hour	\$67,039.86		\$9,090.86
Courts Health Health	Deputy Court Administrator Population Health and Outreach Manager	10/25/2005 New position	Minimum	1, -	2080 1820	Exempt Exempt	\$62,073.86 \$54,314.62	\$29.8432 \$29.8432	1 - /	14 Minimum	40-Hour 35-Hour	\$67,039.86 \$48,883.20	\$26.8589	\$9,090.86 \$12,306.75
Courts Health Health Planning	Deputy Court Administrator Population Health and Outreach Manager Environmental Health Services Manager	10/25/2005 New position New position	Minimum	\$57,949	2080 1820 1820	Exempt Exempt Exempt	\$62,073.86 \$54,314.62 \$54,314.62	\$29.8432 \$29.8432 \$29.8432	\$4,124.86	14 Minimum	40-Hour 35-Hour 35-Hour	\$67,039.86 \$48,883.20 \$48,883.20	\$26.8589 \$26.8589	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Courts	Deputy Court Administrator Population Health and Outreach Manager Environmental Health Services Manager Senior Planner Clinical Coordinator	10/25/2005 New position New position 11/19/2012 5/13/2019	Minimum	\$57,949 \$52,250 \$53,040	2080 1820 1820 2080 2080	Exempt Exempt Exempt Exempt	\$62,073.86 \$54,314.62 \$54,314.62 \$62,073.86 \$62,073.86	\$29.8432 \$29.8432 \$29.8432 \$29.8432 \$29.8432	\$4,124.86 \$9,823.86 \$9,033.86	14 Minimum	40-Hour 35-Hour 35-Hour 40-Hour	\$67,039.86 \$48,883.20 \$48,883.20 \$64,556.75 \$58,970.08	\$26.8589 \$26.8589 \$31.0369 \$28.3510	\$12,306.75 \$5,930.08
Courts Health Health Planning YSB	Deputy Court Administrator Population Health and Outreach Manager Environmental Health Services Manager Senior Planner Clinical Coordinator Program Coordinator	10/25/2005 New position New position 11/19/2012 5/13/2019 11/21/2010	Minimum	\$57,949 \$52,250 \$53,040 \$56,722	2080 1820 1820 2080 2080 2080	Exempt Exempt Exempt Exempt Exempt Exempt	\$62,073.86 \$54,314.62 \$54,314.62 \$62,073.86 \$62,073.86	\$29.8432 \$29.8432 \$29.8432 \$29.8432 \$29.8432 \$29.8432	\$4,124.86 \$9,823.86 \$9,033.86 \$5,351.86	14 Minimum Minimum 8	40-Hour 35-Hour 35-Hour 40-Hour 40-Hour	\$67,039.86 \$48,883.20 \$48,883.20 \$64,556.75 \$58,970.08 \$64,556.75	\$26.8589 \$26.8589 \$31.0369 \$28.3510 \$31.0369	\$12,306.75 \$5,930.08 \$7,834.75
Courts Health Health Planning YSB	Deputy Court Administrator Population Health and Outreach Manager Environmental Health Services Manager Senior Planner Clinical Coordinator	10/25/2005 New position New position 11/19/2012 5/13/2019	Minimum	\$57,949 \$52,250 \$53,040	2080 1820 1820 2080 2080	Exempt Exempt Exempt Exempt Exempt	\$62,073.86 \$54,314.62 \$54,314.62 \$62,073.86 \$62,073.86	\$29.8432 \$29.8432 \$29.8432 \$29.8432 \$29.8432	\$4,124.86 \$9,823.86 \$9,033.86	14 Minimum Minimum 8	40-Hour 35-Hour 35-Hour 40-Hour	\$67,039.86 \$48,883.20 \$48,883.20 \$64,556.75 \$58,970.08 \$64,556.75 \$62,073.86	\$26.8589 \$26.8589 \$31.0369 \$28.3510	\$12,306.75 \$5,930.08

Job Category: Civilian POLE (Protective Occupation, Law Enforcement)

	nan'i OLE (i rotective Occupation, La	,					Ex	ternal Salary Analy	sis		Co	ompensation (Grid Option	
Department	Title	Hire Date	Current Step/Level or Years of Service	2021 Salary	2021 Annual Work Hours		External Midpoint Salary	External Midpoint Hourly Rate	Cost to External Midpoint Salary	Proposed Step/Level	Annual Hours	Grid Salary	Grid Hourly Rate	Cost to Place on Grid
CIVILIAN POLE	A (340 points & below)													
Sheriff	Crossing Guard (Part-time)					Non-exempt		\$19.1856						
Sheriff	Animal Management Officer	12/7/2015	14	\$39,083	2080	Non-exempt	\$39,906.05	\$19.1856	\$822.85	14	2080	\$43,098.43	\$20.7204	\$4,015.23
Sheriff	Animal Management Officer	11/27/2017	3	\$37,544	2080	Non-exempt	\$39,906.05	\$19.1856	\$2,362.05	3	2080	\$39,906.05	\$19.1856	\$2,362.05
Sheriff	Animal Management Officer	3/20/2017	3	\$37,544	2080	Non-exempt	\$39,906.05	\$19.1856	\$2,362.05	3	2080	\$39,906.05	\$19.1856	\$2,362.05
Courts	Court Bailiff	3/2/1992	14	\$35,818	1820	Non-exempt	\$34,917.79	\$19.1856	\$0.00	25	1820	\$39,806.31	\$21.8716	\$3,988.71
Courts	Court Bailiff	5/15/2017	3	\$34,380	1820	Non-exempt	\$34,917.79	\$19.1856	\$537.79	3	1820	\$34,917.79	\$19.1856	\$537.79
Courts	Court Bailiff	6/17/1992	14	\$35,818	1820	Non-exempt	\$34,917.79	\$19.1856	\$0.00	25	1820	\$39,806.31	\$21.8716	\$3,988.31
Courts	Court Bailiff	7/14/2005	14	\$35,818	1820	Non-exempt	\$34,917.79	\$19.1856	\$0.00	14	1820	\$37,711.13	\$20.7204	\$1,893.13
Courts	Court Bailiff	6/8/2015	3	\$34,380	1820	Non-exempt	\$34,917.79	\$19.1856	\$537.79	3	1820	\$34,917.79	\$19.1856	\$537.79
Courts	Court Bailiff	11/4/2019	1	\$32,924	1820	Non-exempt	\$34,917.79	\$19.1856	\$1,993.79	1	1820	\$33,171.87	\$18.2263	\$247.87
CIVILIAN POLE I	B (345 - 395 points)													
Sheriff	Civilian Process Server	8/12/2013	3	\$36,418	1820	Non-exempt	\$39,612.48	\$21.7651	\$3,194.48	3	1820	\$39,612.48	\$21.7651	\$3,194.48
Sheriff	Civilian Process Server	7/14/2005	14	\$37,947	1820	Non-exempt	\$39,612.48	\$21.7651	\$1,665.48	14	1820	\$42,781.47	\$23.5063	\$4,834.47
Courts	Supervising Bailiff	4/24/2008	8	\$37,183	1820	Non-exempt	\$39,612.48	\$21.7651	\$2,429.48	8	1820	\$41,196.97	\$22.6357	\$4,013.97
Jail	Corporal/Corrections Officer	4/16/2017	4	\$45,839	2145	Non-exempt	\$46,686.14	\$21.7651	\$847.49	3	2145	\$46,686.14	\$21.7651	\$847.49
Jail	Corporal/Corrections Officer	4/2/2017	4	\$45,839	2145	Non-exempt	\$46,686.14	\$21.7651	\$847.49	3	2145	\$46,686.14	\$21.7651	\$847.49
Jail	Corporal/Corrections Officer	9/14/2015	5	\$46,868	2145	Non-exempt	\$46,686.14	\$21.7651	\$0.00	3	2145	\$46,686.14	\$21.7651	\$0.00
Jail	Corporal/Corrections Officer	12/10/2017	3	\$44,809	2145	Non-exempt	\$46,686.14	\$21.7651	\$1,877.09	3	2145	\$46,686.14	\$21.7651	\$1,877.09
Jail	Corporal/Corrections Officer	12/13/2015	5	\$46,868	2145	Non-exempt	\$46,686.14	\$21.7651	\$0.00	3	2145	\$46,686.14	\$21.7651	\$0.00
Jail	Corporal/Corrections Officer	11/13/2016	4	\$45,839	2145	Non-exempt	\$46,686.14	\$21.7651	\$847.49	3	2145	\$46,686.14	\$21.7651	\$847.49
Jail	Corporal/Corrections Officer	10/29/2017	3	\$44,809	2145	Non-exempt	\$46,686.14	\$21.7651	\$1,877.09	3	2145	\$46,686.14	\$21.7651	\$1,877.09
Jail	Corporal/Corrections Officer	6/29/2015	6	\$47,898	2145	Non-exempt	\$46,686.14	\$21.7651	\$0.00	3	2145	\$46,686.14	\$21.7651	\$0.00
Jail	Corporal/Corrections Officer	4/14/2019	2	\$43,779	2145	Non-exempt	\$46,686.14	\$21.7651	\$2,906.69	1	2145	\$44,351.74	\$20.6768	\$572.29
Jail	Corporal/Corrections Officer	5/13/2018	3	\$44,809	2145	Non-exempt	\$46,686.14	\$21.7651	\$1,877.09	3	2145	\$46,686.14	\$21.7651	\$1,877.09
Jail	Corrections Officer	10/7/2018	2	\$42,278	2145	Non-exempt	\$46,686.14	\$21.7651	\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail	Corrections Officer	1/7/2008	13	\$53,604	2145	Non-exempt	\$46,686.14	\$21.7651	\$0.00	8	2145	\$48,553.58	\$22.6357	\$0.00
Jail	Corrections Officer	12/1/2003	17	\$57,722	2145	Non-exempt	\$46,686.14	\$21.7651	\$0.00	14	2145	\$50,421.01	\$23.5063	\$0.00
Jail	Corrections Officer	8/21/2017	3	\$43,308	2145	Non-exempt	\$46,686.14	\$21.7651	\$3,378.59	3	2145	\$46,686.14	\$21.7651	\$3,378.59
Jail	Corrections Officer	3/31/2014	7	\$47,426	2145	Non-exempt	\$46,686.14	\$21.7651	\$0.00	3	2145	\$46,686.14	\$21.7651	\$0.00
Jail	Corrections Officer	8/6/2017	3	\$43,308	2145	Non-exempt	\$46,686.14	\$21.7651	\$3,378.59	3	2145	\$46,686.14	\$21.7651	\$3,378.59
Jail	Corrections Officer	8/2/2020	0	\$40,219	2145	Non-exempt	\$46,686.14	\$21.7651	\$6,467.39	Minimum	2145	\$42,017.55	\$19.5886	\$1,798.80
Jail	Corrections Officer	10/7/2018	2	\$42,278	2145	Non-exempt	\$46,686.14	\$21.7651	\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail	Corrections Officer	9/9/2013	7	\$47,426	2145	Non-exempt	\$46,686.14	\$21.7651	\$0.00	3	2145	\$46,686.14	\$21.7651	\$0.00
Jail	Corrections Officer	8/4/2019	1	\$41,248	2145	Non-exempt	\$46,686.14	\$21.7651	\$5,437.79	1	2145	\$44,351.74	\$20.6768	\$3,103.39
Jail	Corrections Officer	8/21/2012	8	\$48,456	2145	Non-exempt	\$46,686.14	\$21.7651	\$0.00	8	2145	\$48,553.58	\$22.6357	\$98.03
Jail	Corrections Officer	12/23/2018	2	\$42,278	2145	Non-exempt	\$46,686.14	\$21.7651	\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail	Corrections Officer	3/3/2019	2	\$42,278	2145	Non-exempt	\$46,686.14	\$21.7651	\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail	Corrections Officer	12/23/2018	2	\$42,278	2145	Non-exempt	\$46,686.14	\$21.7651	\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail	Corrections Officer	8/7/2016	4	\$44,337	2145	Non-exempt	\$46,686.14	\$21.7651	\$2,348.99	3	2145	\$46,686.14	\$21.7651	\$2,348.99
Jail	Corrections Officer	10/20/2014	6	\$46,396	2145	Non-exempt	\$46,686.14	\$21.7651	\$289.79	3	2145	\$46,686.14	\$21.7651	\$289.79
Jail	Corrections Officer	7/8/2018	2	\$42,278	2145	Non-exempt	\$46,686.14	\$21.7651	\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail	Corrections Officer	2/26/2018	3	\$43,308	2145	Non-exempt	\$46,686.14	\$21.7651	\$3,378.59	3	2145	\$46,686.14	\$21.7651	\$3,378.59
Jail	Corrections Officer	3/12/2016	5	\$45,367	2145	Non-exempt	\$46,686.14	\$21.7651	\$1,319.39	3	2145	\$46,686.14	\$21.7651	\$1,319.39

Jail	Corrections Officer	9/24/2012	8	\$48,456	2145	Non-exempt	\$46,686,14	\$21.7651	\$0.00	Q	2145	\$48,553.58	\$22.6357	\$98.03
Jail	Corrections Officer	10/13/2019	1	\$41,248	2145	Non-exempt	\$46,686.14	\$21.7651	\$5,437.79	1	2145	\$44,351.74	\$20.6768	\$3,103.39
Jail	Corrections Officer	2/9/2009	12	\$52,574	2145	Non-exempt	\$46,686.14	\$21.7651	\$0.00	8	2145	\$48,553.58	\$22.6357	\$0.00
Jail	Corrections Officer	12/23/2018	2	\$42,278	2145	Non-exempt	\$46,686.14	\$21.7651	\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail	Corrections Officer	10/13/2014	6	\$46,396	2145	Non-exempt	\$46,686.14	\$21.7651	\$289.79	3	2145	\$46,686.14	\$21.7651	\$289.79
Jail	Corrections Officer	3/3/2019	2	\$42,278	2145	Non-exempt	\$46,686.14	\$21.7651	\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail	Corrections Officer	8/5/2018	2	\$42,278	2145	Non-exempt	\$46,686.14	\$21.7651	\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail	Corrections Officer	5/13/2018	3	\$43,308	2145	Non-exempt	\$46,686.14	\$21.7651	\$3,378.59	3	2145	\$46,686.14	\$21.7651	\$3,378.59
Jail	Corrections Officer	8/30/2020	0	\$40,219	2145	Non-exempt	\$46,686.14	\$21.7651	\$6,467.39	Minimum	2145	\$42,017.55	\$19.5886	\$1,798.80
Jail	Corrections Officer	6/3/2019	2	\$42,278	2145	Non-exempt	\$46,686.14	\$21.7651	\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail	Corrections Officer	1/6/2008	13	\$53,604	2145	Non-exempt	\$46,686.14	\$21.7651	\$0.00	8	2145	\$48,553.58	\$22.6357	\$0.00
Jail	Corrections Officer	5/4/2015	6	\$46,396	2145	Non-exempt	\$46,686.14	\$21.7651	\$289.79	3	2145	\$46,686.14	\$21.7651	\$289.79
Jail	Corrections Officer	5/13/2018	3	\$43,308	2145	Non-exempt	\$46,686.14	\$21.7651	\$3,378.59	3	2145	\$46,686.14	\$21.7651	\$3,378.59
Jail	Corrections Officer	1/5/2020	<u></u>	\$41,248	2145	Non-exempt	\$46,686.14	\$21.7651	\$5,437.79	1	2145	\$44,351.74	\$20.6768	\$3,103.39
		5/26/2019	2	\$41,248	2145		\$46,686.14	\$21.7651	\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail Jail	Corrections Officer	10/13/2019	<u> </u>	\$42,278	2145	Non-exempt Non-exempt	\$46,686.14	\$21.7651	\$5,437.79	1	2145	\$44,351.74	\$20.6768	\$3,103.39
	Corrections Officer	3/3/2019	2		2145				\$4,408.19	1	2145	\$44,351.74	\$20.6768	\$2,073.79
Jail	Corrections Officer	10/13/2019	1	\$42,278 \$41,248	2145	Non-exempt	\$46,686.14	\$21.7651 \$21.7651	\$5,437.79	1	2145	\$44,351.74	\$20.6768	\$3,103.39
Jail	Corrections Officer		2			Non-exempt	\$46,686.14			1				
Jail	Corrections Officer	4/14/2019 4/14/2019	2 2	\$42,278	2145 2145	Non-exempt	\$46,686.14	\$21.7651	\$4,408.19 \$4,408.19	1	2145 2145	\$44,351.74 \$44,351.74	\$20.6768 \$20.6768	\$2,073.79 \$2,073.79
Jail	Corrections Officer		<u>Z</u>	\$42,278		Non-exempt	\$46,686.14	\$21.7651		1			•	
Jail	Corrections Officer	8/4/2019	16	\$41,248	2145 2145	Non-exempt	\$46,686.14	\$21.7651	\$5,437.79 \$0.00	1.4	2145	\$44,351.74	\$20.6768	\$3,103.39 \$0.00
Jail	Corrections Officer	8/9/2004 8/8/2011	16	\$56,692		Non-exempt	\$46,686.14	\$21.7651	\$0.00	14	2145	\$50,421.01	\$23.5063	\$0.00
Jail	Corrections Officer		9	\$49,485	2145	Non-exempt	\$46,686.14	\$21.7651		8	2145	\$48,553.58	\$22.6357	
Jail	Liaison/Correctional Officer	1/22/2017	4	\$44,337	2145	Non-exempt	\$46,686.14	\$21.7651	\$2,348.99	3	2145	\$46,686.14	\$21.7651	\$2,348.99
Jail	Training Officer/Corrections Officer	1/6/2010	1	#22.02.4	2145	Non-exempt	\$46,686.14	\$21.7651	¢c coo 40	1	2145	¢27 (21 70	#20 C7C0	¢4.707.70
Probation	Field Officer	1/6/2019	1	\$32,924	1820	Non-exempt	\$39,612.48	\$21.7651	\$6,688.48	1	1820	\$37,631.78	\$20.6768	\$4,707.78
Probation	Field Officer	2/2/2021	Minimum	\$31,486	1820	Non-exempt	\$39,612.48	\$21.7651	\$8,126.48	Minimum	1820	\$35,651.25	\$19.5886	\$4,165.25
Probation	Field Officer	2/17/2021	Minimum	\$31,486	1820	Non-exempt	\$39,612.48	\$21.7651	\$8,126.48	Minimum	1820	\$35,651.25	\$19.5886	\$4,165.25
Probation	Field Officer	7/2/2018	1	\$32,924	1820	Non-exempt	\$39,612.48	\$21.7651	\$6,688.48	1	1820	\$37,631.78	\$20.6768	\$4,707.78
Probation	Field Officer	7/11/2019	1	\$32,924	1820	Non-exempt	\$39,612.48	\$21.7651	\$6,688.48	1	1820	\$37,631.78	\$20.6768	\$4,707.78
Probation	Field Officer	4/7/2008	8	\$35,090	1820	Non-exempt	\$39,612.48	\$21.7651	\$4,522.48	8	1820	\$41,196.97	\$22.6357	\$6,106.97
CIVILIAN POLE C	`	6/05/0007	1.1	0.55 .550	21.45		0.40.540.50	000 15 50	#0.00	1.4	2145	φ52 c00 5c	Φ25 0201	ф0.00
Jail	Sergeant	6/25/2007	14	\$57,679	2145	Non-exempt	\$49,712.52	\$23.1760	\$0.00	14	2145	\$53,689.56	\$25.0301	\$0.00
Jail	Sergeant	8/23/2015	5	\$48,413	2145	Non-exempt	\$49,712.52	\$23.1760	\$1,299.87	3	2145	\$49,712.52	\$23.1760	\$1,299.87
Jail	Sergeant	6/27/2011	10	\$53,561	2145	Non-exempt	\$49,712.52	\$23.1760	\$0.00	8	2145	\$51,700.94	\$24.1030	\$0.00
Jail	Sergeant	5/4/2015	6	\$49,442	2145	Non-exempt	\$49,712.52	\$23.1760	\$270.27	3	2145	\$49,712.52	\$23.1760	\$270.27
Jail	Sergeant	3/16/2016	5	\$48,413	2145	Non-exempt	\$49,712.52	\$23.1760	\$1,299.87	3	2145	\$49,712.52	\$23.1760	\$1,299.87
Jail	Sergeant	12/2/2010	11	\$54,590	2145	Non-exempt	\$49,712.52	\$23.1760	\$0.00	8	2145	\$51,700.94	\$24.1030	\$0.00
Jail	Sergeant	5/13/2018	3	\$46,353	2145	Non-exempt	\$49,712.52	\$23.1760	\$3,359.07	3	2145	\$49,712.52	\$23.1760	\$3,359.07
CIVILIAN POLE D	• •	0.12-2-2-2-2		417.445	2000	T		****	Φ4.555.0°		2000	051.000.00	# 2 1 0 10 6	0.1.656.06
Sheriff	Evidence Technician/CSI	8/26/2013	3	\$47,237	2080	Non-exempt	\$51,893.09	\$24.9486	\$4,656.09	3	2080	\$51,893.09	\$24.9486	\$4,656.09
Prosecutor	APS Investigator	6/19/2006	14	\$44,281	1820	Non-exempt	\$45,406.45	\$24.9486	\$1,125.45	14	1820	\$49,038.99	\$26.9445	\$4,757.99
Prosecutor	APS Investigator	3/19/2018	3	\$42,442	1820	Non-exempt	\$45,406.45	\$24.9486	\$2,964.45	3	1820	\$45,406.45	\$24.9486	\$2,964.45
Prosecutor	Criminal Investigator	5/19/2003	14	\$43,116	1820	Non-exempt	\$45,406.45	\$24.9486	\$2,290.45	14	1820	\$49,038.99	\$26.9445	\$5,922.99
Prosecutor	Criminal Investigator	12/16/2012	8	\$42,224	1820	Non-exempt	\$45,406.45	\$24.9486	\$3,182.45	8	1820	\$47,222.63	\$25.9465	\$4,998.63
Prosecutor	Child Support Investigator	3/18/2019	3	\$41,332	1820	Non-exempt	\$45,406.45	\$24.9486	\$4,074.45	3	1820	\$45,406.45	\$24.9486	\$4,074.45
Public Defender	Investigator	2/12/1989	14	\$49,275	2080	Non-exempt	\$51,893.09	\$24.9486	\$2,618.09	25	2080	\$59,158.11	\$28.4414	\$9,883.11
Public Defender	Investigator	3/18/2013	14	\$49,275	2080	Non-exempt	\$51,893.09	\$24.9486	\$2,618.09	14	2080	\$56,044.56	\$26.9445	\$6,769.56
Public Defender	Investigator	11/15/1999	14	\$49,275	2080	Non-exempt	\$51,893.09	\$24.9486	\$2,618.09	20	2080	\$57,601.23	\$27.6929	\$8,326.23
CIVILIAN POLE E	(500 points & above)					Ţ								
Jail	Captain	2/25/2015	11	\$55,765	2080	Exempt	\$55,663.09	\$26.7611	\$0.00	8	2080	\$57,889.52	\$27.8315	\$2,124.72
Jail	Captain	8/5/2013	9	\$53,768	2080	Exempt	\$55,663.09	\$26.7611	\$1,895.09	8	2080	\$57,889.52	\$27.8315	\$4,121.52
Jail	Captain	1/21/2008	18	\$62,754	2080	Exempt	\$55,663.09	\$26.7611	\$0.00	14	2080	\$60,116.16	\$28.9020	\$0.00
								Total Cost:	\$233,154.72				Total Cost:	\$209,338.16
Note: Jail Correctional Off	icers, Sergeants, and Captains receive \$0.48 per	r hour increase for each	full year they serve.					Percent Increase	: 5.90%				Percent Increase:	5.30%
			3 13 14 14											

Job Category: Merit POLE (Protective Occupation, Law Enforcement)

			1	1	1	,	E	xternal Salary Ai	nalysis		Compen	sation Grid Opti	on
Department	Title	Hire Date	Current Step/Level	2021 Salary	2021 Annual Work Hours	FLSA Status	External Midpoint Salary	External Midpoint Hourly Rate	Cost to External Midpoint Salary		Grid Salary	Grid Hourly Rate	Cost to Place on Grid
MERIT POLE A (495 p	oints & below)												
Sheriff	Deputy	6/13/2016	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	8/6/2012	8	\$60,302	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	8	\$60,833.14	\$29.2467	\$531.14
Sheriff	Deputy	7/9/2017	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	7/6/2020	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	6/12/2016	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	6/4/2012	8	\$60,302	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	8	\$60,833.14	\$29.2467	\$531.14
Sheriff	Deputy	10/14/2019	1	\$56,119	2080	Non-exempt	\$58,493.34	\$28.1218	\$2,374.34	1	\$55,568.66	\$26.7157	\$0.00
Sheriff	Deputy	10/14/2019	1	\$56,119	2080	Non-exempt	\$58,493.34	\$28.1218	\$2,374.34	1	\$55,568.66	\$26.7157	\$0.00
Sheriff	Deputy	3/31/2008	14	\$61,696	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	14	\$63,172.72	\$30.3715	\$1,476.72
Sheriff	Deputy	7/13/2015	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	7/13/2015	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	11/4/2013	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	11/29/2003	14	\$61,696	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	14	\$63,172.72	\$30.3715	\$1,476.72
Sheriff	Deputy	3/22/2016	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	8/7/2012	8	\$60,302	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	8	\$60,833.14	\$29.2467	\$531.14
Sheriff	Deputy	9/14/2015	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	11/8/2009	8	\$60,302	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	8	\$60,833.14	\$29.2467	\$531.14
Sheriff	Deputy	4/17/2016	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	10/29/2017	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	11/2/2015	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	11/18/2013	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	Deputy	2/25/2002	14	\$61,696	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	14	\$63,172.72	\$30.3715	\$1,476.72
Sheriff	Deputy-Detective	7/6/2020	Minimum	\$53,331	2080	Non-exempt	\$58,493.34	\$28.1218	\$5,162.34	Minimum	\$52,643.76	\$25.3095	\$0.00
Sheriff	Deputy-Detective	6/6/2011	8	\$60,302	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	8	\$60,833.14	\$29.2467	\$531.14
Sheriff	Deputy-Detective	2/17/2017	8	\$60,302	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	8	\$60,833.14	\$29.2467	\$531.14
Sheriff	K-9 Deputy	10/28/2013	3	\$58,908	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	3	\$58,493.34	\$28.1218	\$0.00
Sheriff	K-9 Deputy	6/27/2011	8	\$60,302	2080	Non-exempt	\$58,493.34	\$28.1218	\$0.00	8	\$60,833.14	\$29.2467	\$531.14
Sheriff	Reserve Deputy (volunteer)					Non-exempt		\$28.1218	\$0.00				
MERIT POLE B (500 -													
Sheriff	Detective Sergeant	5/1/2005	14	\$64,456	2080	Non-exempt	\$62,896.08	\$30.2385	\$0.00	14	\$67,927.81	\$32.6576	\$3,471.81
Sheriff	Sergeant	5/24/2010	8	\$62,883	2080	Non-exempt	\$62,896.08	\$30.2385	\$13.08	8	\$65,411.84	\$31.4480	\$2,528.84
Sheriff	Sergeant	9/12/2011	8	\$62,883	2080	Non-exempt	\$62,896.08	\$30.2385	\$13.08	8	\$65,411.84	\$31.4480	\$2,528.84
Sheriff	Sergeant	1/22/2013	8	\$62,883	2080	Non-exempt	\$62,896.08	\$30.2385	\$13.08	8	\$65,411.84	\$31.4480	\$2,528.84
Sheriff	Sergeant	3/7/2011	8	\$62,883	2080	Non-exempt	\$62,896.08	\$30.2385	\$13.08	8	\$65,411.84	\$31.4480	\$2,528.84
Sheriff	Sergeant	9/10/2009	8	\$62,883	2080	Non-exempt	\$62,896.08	\$30.2385	\$13.08	8	\$65,411.84	\$31.4480	\$2,528.84
Sheriff	Sergeant	4/8/2012	14	\$64,456	2080	Non-exempt	\$62,896.08	\$30.2385	\$0.00	14	\$67,927.81	\$32.6576	\$3,471.81
MERIT POLE C (555 p	S						,						
Sheriff	Detective Lieutenant	4/14/2008	14	\$68,364	2080	Non-exempt	\$66,811.06	\$32.1207	\$0.00	14	\$72,156.03	\$34.6904	\$3,792.03
Sheriff	Lieutenant	1/7/2007	14	\$68,364	2080	Non-exempt	\$66,811.06	\$32.1207	\$0.00	14	\$72,156.03	\$34.6904	\$3,792.03
Sheriff	Lieutenant	8/6/1996	14	\$68,364	2080	Non-exempt	\$66,811.06	\$32.1207	\$0.00	20	\$74,160.32	\$35.6540	\$5,796.32
Sheriff	Lieutenant	5/10/2000	14	\$68,364	2080	Non-exempt	\$66,811.06	\$32.1207	\$0.00	20	\$74,160.32	\$35.6540	\$5,796.32
				,			. ,	Total Cost:	\$9,976.43			Total Cost:	\$46,912.63

Note: K-9 Deputies and Detectives receive \$1,400 in addition to their base salary.

Job Category: EXE (Executive)

								External Analysi	is		Co	mpensation	Grid Option	
Department	Title	Hire Date	Current Step/Level	2021 Salary	2021 Annual Work Hours	FLSA Status	External Midpoint Salary	External Midpoint Hourly Rate	Cost to External Midpoint Salary	Proposed Step/Level	35/40-Hour Grid	Grid Salary	Grid Hourly Rate	Cost to Place on Grid
EXE A (29 points & below)			-					·		_				
Parks I	Director	9/20/1990	14	\$65,338	1820	Exempt	\$62,184.49	\$34.1673	\$0.00	25	35-Hour	\$70,890.27	\$38.9507	\$5,552.27
Building Commission E	Building Commissioner	3/15/1993	14	\$65,338	1820	Exempt	\$62,184.49	\$34.1673	\$0.00	25	35-Hour	\$70,890.27	\$38.9507	\$5,552.27
Prosecutor E	Executive Director	7/2/2007	Maximum	\$69,506	1820	Exempt	\$62,184.49	\$34.1673	\$0.00	14	35-Hour	\$67,159.27	\$36.9007	\$0.00
Health I	Health Administrator	6/1/1992	14	\$65,338	1820	Exempt	\$62,184.49	\$34.1673	\$0.00	25	35-Hour	\$70,890.27	\$38.9507	\$5,552.27
Planning A	Assistant Director	1/4/2016	3	\$69,909	2080	Exempt	\$71,067.98	\$34.1673	\$1,158.98	3	40-Hour	\$71,067.98	\$34.1673	\$1,158.98
Highway S	Superintendent	6/7/2004	14	\$74,672	2080	Exempt	\$71,067.98	\$34.1673	\$0.00	14	40-Hour	\$76,753.46	\$36.9007	\$2,081.46
YSB [Deputy Director	11/21/2011	14	\$74,672	2080	Exempt	\$71,067.98	\$34.1673	\$0.00	14	40-Hour	\$76,753.46	\$36.9007	\$2,081.46
Highway	MS4 Coordinator	1/4/2021	3	\$77,022	2080	Exempt	\$71,067.98	\$34.1673	\$0.00	3	40-Hour	\$71,067.98	\$34.1673	\$0.00
EXE B (30 points & above)														
Highway	Highway Director	10/7/1987	14	\$86,486	2080	Exempt	\$82,581.20	\$39.7025	\$0.00	25	40-Hour	\$94,142.67	\$45.2609	\$7,656.67
Commissioners	Commissioners' Administrator	7/15/1996	14	\$74,672	2080	Exempt	\$82,581.20	\$39.7025	\$7,909.20	20	40-Hour	\$91,665.18	\$44.0698	\$16,993.18
YSB E	Executive Director	4/30/2010	14	\$86,486	2080	Exempt	\$82,581.20	\$39.7025	\$0.00	14	40-Hour	\$89,187.70	\$42.8787	\$2,701.70
TSD	Chief Technology Officer/Director	3/2/2014	3	\$80,891	2080	Exempt	\$82,581.20	\$39.7025	\$1,690.20	3	40-Hour	\$82,581.20	\$39.7025	\$1,690.20
Planning [Director	9/3/2010	8	\$83,678	2080	Exempt	\$82,581.20	\$39.7025	\$0.00	8	40-Hour	\$85,884.45	\$41.2906	\$2,206.45
Courts	Director of Court Services	1/20/1992	14	\$86,486	2080	Exempt	\$82,581.20	\$39.7025	\$0.00	25	40-Hour	\$94,142.67	\$45.2609	\$7,656.67
								Total Cost: Percent Increase:	\$10,758.38 1.01%				Total Cost: Percent Increase:	\$60,883.59 5.74%

Job Category: SO-Attorney

					,	•		External Analy	sis			Co	mpensation G	rid Option	
			Current	2021	2021 Annual Work	FLSA		External	External Midpoint	Cost to External	Proposed	35/40-Hour		Grid Hourly	Cost to Place or
Department	Title	Hire Date	Step/Level	Salary	Hours	Status	External Market Range	Midpoint	Hourly Rate	Midpoint	Step/Level	Grid	Grid Salary	Rate	Grid
SO-Attorney A	<u> </u>														
Prosecutor	Deputy Prosecutor/Juvenile	3/9/2000	14	\$65,338	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$0.00	20	35-Hour	\$70,202.50	\$38.5728	\$4,864.50
Prosecutor	Child Support Deputy Prosecutor	11/15/2017	3	\$61,170	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$2,075.55	3	35-Hour	\$63,245.55	\$34.7503	\$2,075.55
Prosecutor	Child Support Deputy Prosecutor	9/3/2019	3	\$61,170	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$2,075.55	3	35-Hour	\$63,245.55	\$34.7503	\$2,075.55
Prosecutor	Child Support Deputy Prosecutor	5/14/2007	14	\$65,338	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$0.00	14	35-Hour	\$68,305.15	\$37.5303	\$2,967.15
Prosecutor	Deputy Prosecutor/Misdemeanor	1/11/2021	3	\$61,170	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$2,075.55	3	35-Hour	\$63,245.55	\$34.7503	\$2,075.55
Prosecutor	Deputy Prosecutor/Misdemeanor	4/15/2019	3	\$61,170	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$2,075.55	3	35-Hour	\$63,245.55	\$34.7503	\$2,075.55
Prosecutor	Deputy Prosecutor/Misdemeanor	3/4/2013	8	\$63,245	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$0.55	8	35-Hour	\$65,775.35	\$36.1403	\$2,530.35
Prosecutor	Deputy Prosecutor/Misdemeanor				1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503			35-Hour			
Public Defender	Deputy Public Defender	10/14/2019	1	\$56,984	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$6,261.55	1	35-Hour	\$60,083.30	\$33.0128	\$3,099.30
Public Defender	Deputy Public Defender	10/19/2015	3	\$61,170	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$2,075.55	3	35-Hour	\$63,245.55	\$34.7503	\$2,075.55
Public Defender	Deputy Public Defender	3/4/2019	3	\$61,170	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$2,075.55	3	35-Hour	\$63,245.55	\$34.7503	\$2,075.55
Public Defender	Deputy Public Defender	10/14/2019	1	\$56,984	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$6,261.55	1	35-Hour	\$60,083.30	\$33.0128	\$3,099.30
Courts	Family Court Mediation Director [^]	4/9/2001	14	\$46,701	1820	Exempt	\$56,920.99 - \$72,732.38	\$63,245.55	\$34.7503	\$16,544.55	20	35-Hour	\$70,202.50	\$38.5728	\$23,501.50
SO-Attorney B															
Prosecutor	Deputy Prosecutor/Domestic Violence	8/12/2019	3	\$70,780	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$1,856.38	3	35-Hour	\$72,637.84	\$39.9109	\$1,857.84
Prosecutor	Deputy Prosecutor/Felony	2/28/2005	14	\$75,676	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$0.00	14	35-Hour	\$78,448.92	\$43.1038	\$2,772.92
Prosecutor	Deputy Prosecutor/Felony	2/22/2016	3	\$70,780	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$1,856.38	3	35-Hour	\$72,637.84	\$39.9109	\$1,857.84
Prosecutor	Deputy Prosecutor/Felony	11/19/2012	8	\$73,219	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$0.00	8	35-Hour	\$75,543.29	\$41.5073	\$2,324.29
Prosecutor	Deputy Prosecutor/Felony	11/25/2019	1	\$65,902	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$6,734.38	1	35-Hour	\$69,006.03	\$37.9154	\$3,104.03
Prosecutor	Deputy Prosecutor/Felony Drug Crimes Specialist	1/15/2019	3	\$70,780	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$1,856.38	3	35-Hour	\$72,637.84	\$39.9109	\$1,857.84
Prosecutor	Deputy Prosecutor/Felony Sex Crimes Specialist	5/10/2021	3	\$70,780	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$1,856.38	3	35-Hour	\$72,637.84	\$39.9109	\$1,857.84
Public Defender	First Deputy Public Defender	1/2/2001	14	\$75,676	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$0.00	20	35-Hour	\$80,628.00	\$44.3011	\$4,952.00
Prosecutor	Supervising Child Support Deputy Prosecutor	8/22/2005	14	\$75,676	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$0.00	14	35-Hour	\$78,448.92	\$43.1038	\$2,772.92
Public Defender	Senior Trial Attorney	4/10/2000	14	\$75,676	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$0.00	20	35-Hour	\$80,628.00	\$44.3011	\$4,952.00
Public Defender	Senior Trial Attorney	2/10/2014	3	\$70,780	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$1,856.38	3	35-Hour	\$72,637.84	\$39.9109	\$1,857.84
Public Defender	Senior Trial Attorney	8/2/2010	8	\$73,219	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$0.00	8	35-Hour	\$75,543.29	\$41.5073	\$2,324.29
Public Defender	Senior Trial Attorney	8/1/2011	8	\$73,219	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$0.00	8	35-Hour	\$75,543.29	\$41.5073	\$2,324.29
Public Defender	Senior Trial Attorney	12/5/2016	14	\$75,676	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$0.00	14	35-Hour	\$78,448.92	\$43.1038	\$2,772.92
Public Defender	Senior Trial Attorney	3/2/2015	3	\$70,780	1820	Exempt	\$65,372.74 - \$83,531.84	\$72,636.38	\$39.9101	\$1,856.38	3	35-Hour	\$72,637.84	\$39.9109	\$1,857.84
Legal	County Attorney	1/10/2016	8	\$83,678	2080	Exempt	\$65,372.74 - \$83,531.84	\$83,013.01	\$39.9101	\$0.00	8	40-Hour	\$86,335.18	\$41.5073	\$2,657.18
Legal	County Attorney	5/25/2007	14	\$86,486	2080	Exempt	\$65,372.74 - \$83,531.84	\$83,013.01	\$39.9101	\$0.00	14	40-Hour	\$89,655.90	\$43.1038	\$3,169.90
Legal	County Attorney	7/22/2019	3	\$80,891	2080	Exempt	\$65,372.74 - \$83,531.84	\$83,013.01	\$39.9101	\$2,122.01	3	40-Hour	\$83,014.67	\$39.9109	\$2,123.67
SO-Attorney C															
Legal	Administrative Attorney*	3/3/1986	14	\$98,176	2080	Exempt	\$79,439.07 - \$101,505.48	\$88,265.63	\$42.4354	\$0.00	25	40-Hour	\$100,622.91	\$48.3764	\$2,446.91
Prosecutor	First Deputy Prosecutor	9/27/2020	Maximum	\$80,553	1820	Exempt	\$79,439.07 - \$101,505.48	\$77,232.43	\$42.4354	\$0.00	Minimum	35-Hour	\$69,509.26	\$38.1919	\$0.00
Position 2021 salary includes	-					-		Total Cost:		\$61,516.14				Total Cost:	\$102,359.69

^{*} Position 2021 salary includes supplemental pay.

[^]Court Coordinator position was eliminated and replaced with Family Court Mediation Director.

Job Category: SO (Special Occupations) Chief Deputy

_				Annual				Cost to	Cost to
Department	Title	Hire Date	2021 Salary	Work Hours	FLSA Status	Option 1	Option 2	Option 1	Option 2
Assessor	Chief Deputy	9/6/1988	\$55,292	1820	Excluded	\$55,053.90	\$55,737.90	\$0.00	\$445.90
Auditor	Chief Deputy	9/17/2017	\$55,146	1820	Excluded	\$58,002.30	\$58,267.80	\$2,856.30	\$3,121.80
Clerk	Chief Deputy	7/7/2015	\$58,240	1820	Excluded	\$58,002.30	\$55,567.80	\$0.00	\$0.00
Recorder	Chief Deputy	1/1/2015	\$53,817	1820	Excluded	\$55,053.90	\$52,961.40	\$1,236.90	\$0.00
Treasurer	Chief Deputy	7/6/1999	\$55,292	1820	Excluded	\$55,053.90	\$54,011.70	\$0.00	\$0.00
Coroner	Chief Deputy Coroner (Part-time)	10/1/2017	\$24,898		Excluded	\$29,877.30	\$27,733.50	\$4,979.30	\$2,835.50
							Total Cost:	\$9,072.50	\$6,403.20
External Option 1: Salary	is based off of 90% of the 2021 Monroe Count	ty Elected Official's	s salary.				Percent Increase:	3.00%	2.12%

External Option 1: Salary is based off of 90% of the 2021 Monroe County Elected Official's salary. External Option 2: Salary is based off of 90% of the average of the External Elected Official's salary.

Job Category: SO (Special Occupations) Coroner Deputy

								Cost to
		'		Annual	1	External		External
Department	Title	Hire Date	2021 Salary	Work Hours	FLSA Status	Midpoint	External Range	Midpoint
Coroner	Coroner Deputy (Part-time)	6/1/2016	\$10,000		Non-exempt	\$10,951.00	\$9,855.90 - \$12,593.65	\$951.00
Coroner	Coroner Deputy (Part-time)	10/1/2014	\$10,000		Non-exempt	\$10,951.00	\$9,855.90 - \$12,593.65	\$951.00
Coroner	Coroner Deputy (Part-time)	4/21/2020	\$10,000		Non-exempt	\$10,951.00	\$9,855.90 - \$12,593.65	\$951.00
Coroner	Coroner Deputy (Part-time)	7/1/2017	\$10,000		Non-exempt	\$10,951.00	\$9,855.90 - \$12,593.65	\$951.00
		<u> </u>					Total Cost:	\$3,804.00
							Percent Increase:	9.51%

Job Category: SO (Special Occupations)

								Cost to
				Annual		External		External
Department	Title	Hire Date	2021 Salary	Work Hours	FLSA Status	Midpoint	External Range	Midpoint
Courts	Title IV-D Commissioner	1/21/1997	\$124,031	2080	Exempt	\$98,800.00	\$88,920.00 - \$113,620.00	\$0.00
Health	Health Officer	6/15/1976	\$24,934	1820	Exempt	\$48,522.83	\$43,670.55 - \$55,801.25	\$23,588.83
Health	Nurse Practitioner/Advanced Practice Nurse	6/29/2020	\$81,270	1820	Exempt	\$86,704.33	\$78,033.90 - \$99,709.98	\$5,434.33
Aviation	Airport Director	1/7/2019	\$89,232	2080	Exempt	\$90,493.50	\$81,444.15 - \$104,067.53	\$1,261.50
Sheriff	Chief Deputy	1/7/1988	\$70,429	2080	Excluded	\$81,690.80	\$73,521.72 - \$93,944.42	\$11,261.80
Jail	Jail Commander	4/2/1995	\$70,429	2080	Excluded	\$81,690.80	\$73,521.72 - \$93,944.42	\$11,261.80
Jail	Assistant Jail Commander	6/27/2018	\$72,696.00	2080	Excluded	\$74,384.39	\$66,945.95 - \$85,542.05	\$1,688.39
Sheriff	Captain of Operations	11/2/2009	\$71,187.00	2080	Excluded	\$74,384.39	\$66,945.95 - \$85,542.05	\$3,197.39
Highway	Highway Engineer	2/1/2016	\$77,022	2080	Exempt	\$89,328.67	\$80,395.80 - \$102,727.97	\$12,306.67

Total Cost: \$70,000.71 Percent Increase: 10.28%

Job Category: SO-Probation

Donoutru out	Tido	Him Dete	2021 Salares	2021 Annual Work	ELCA CACATA
Department	Title	Hire Date	2021 Salary	Hours	FLSA Status
Probation	Adult Intake Probation Officer	8/23/1993	\$66,849	1820	Non-exempt
Probation	Adult Intake Probation Officer	7/16/2001	\$66,849	1820	Non-exempt
Probation	Adult Intake Probation Officer	1/2/1996	\$66,849	1820	Non-exempt
Probation	Adult Intake Probation Officer	8/17/2011	\$66,849	1820	Non-exempt
Probation	Adult Intake Probation Officer	11/12/2019	\$55,237	1820	Non-exempt
Probation	Adult Probation Director	1/1/1995	\$71,835	1820	Exempt
Probation	Adult Probation Officer-BASE				Non-exempt
Probation	Adult Supervision Probation Officer	1/30/2018	\$48,630	1820	Non-exempt
Probation	Adult Supervision Probation Officer	7/17/2006	\$60,770	1820	Non-exempt
Probation	Adult Supervision Probation Officer	1/5/1998	\$66,849	1820	Non-exempt
Probation	Adult Supervision Probation Officer	8/14/2000	\$66,849	1820	Non-exempt
Probation	Adult Supervision Probation Officer	1/28/1996	\$66,849	1820	Non-exempt
Probation	Adult Supervision Probation Officer	9/16/2003	\$60,770	1820	Non-exempt
Probation	Adult Supervision Probation Officer	7/25/2016	\$60,770	1820	Non-exempt
Probation	Adult Supervision Probation Officer	10/31/2001	\$66,849	1820	Non-exempt
Probation	Adult Supervision Probation Officer	12/28/2012	\$55,237	1820	Non-exempt
Probation	Adult Supervision Probation Officer	7/3/1989	\$70,179	1820	Non-exempt
Probation	Adult Supervision Probation Officer	7/6/1998	\$66,849	1820	Non-exempt
Probation	Adult Supervision Probation Officer	1/18/2018	\$58,003	1820	Non-exempt
Probation	Adult Supervision Probation Officer	11/4/2019	\$48,630	1820	Non-exempt
Probation	Adult Supervision Probation Officer	6/25/2018	\$43,516	1820	Non-exempt
Probation	Adult Supervision Probation Officer	7/10/2020	\$39,130	1820	Non-exempt
Probation	Adult Supervision Probation Officer	6/3/2019	\$43,516	1820	Non-exempt

Probation	CASP Director	7/25/2016	\$69,051	1820	Exempt
Probation	Chief Probation Officer	9/1/1985	\$93,538	2080	Exempt
Probation	Court Alcohol and Drug Program Director	1/7/1985	\$71,835	1820	Exempt
Probation	Deputy Chief Probation Officer	8/23/2004	\$92,206	2080	Exempt
Probation	Deputy Chief Probation Officer/Community Corrections Executive Director	6/7/2007	\$74,568	2080	Exempt
Probation	JDAI Coordinator	8/23/1993	\$70,179	1820	Non-exempt
Probation	Juvenile Intake Probation Officer	2/24/2017	\$50,214	1820	Non-exempt
Probation	Juvenile Intake Probation Officer	10/27/2003	\$63,809	1820	Non-exempt
Probation	Juvenile Probation Director	4/26/1990	\$71,835	1820	Exempt
Probation	Juvenile Probation Officer-BASE				Non-exempt
Probation	Juvenile Supervision Probation Officer	9/19/2016	\$48,630	1820	Non-exempt
Probation	Juvenile Supervision Probation Officer	12/5/2016	\$50,214	1820	Non-exempt
Probation	Juvenile Supervision Probation Officer	9/11/2017	\$50,214	1820	Non-exempt
Probation	Juvenile Supervision Probation Officer	3/12/2001	\$66,849	1820	Non-exempt
Probation	Juvenile Supervision Probation Officer	7/18/2016	\$50,214	1820	Non-exempt
Probation	Pretrial Services Program Director	6/25/2009	\$60,242	1820	Exempt
Probation	Probation Officer Supervisor-BASE				Non-exempt
Probation	Probation Officer/CASP Post-sentence	5/8/2017	\$50,214	1820	Non-exempt
Probation	Probation Officer/CASP Post-sentence	8/8/2012	\$55,237	1820	Non-exempt
Probation	Probation Officer/CASP Post-sentence	5/17/2010	\$55,237	1820	Non-exempt
Probation	Probation Officer/CASP Post-sentence	7/31/2019	\$43,517	1820	Non-exempt
Probation	Probation Officer/CASP Pretrial	12/8/2008	\$55,237	1820	Non-exempt
Probation	Probation Officer/CASP Pretrial	6/3/2002	\$60,770	1820	Non-exempt
Probation	Probation Officer/CASP Pretrial	1/20/2008	\$58,004	1820	Non-exempt
Probation	Probation Officer/CASP Pretrial	2/14/2008	\$58,004	1820	Non-exempt
Probation	Probation Officer/CASP Pretrial	11/30/2015	\$48,628	1820	Non-exempt
Probation	Probation Officer-BASE				Non-exempt
Probation	Probation Officer-PSC	2/25/1991	\$66,849	1820	Non-exempt
Probation	Probation Officer-PSC	7/22/1996	\$70,179	1820	Non-exempt
Probation	Probation Officer-PSC	7/7/2003	\$60,770	1820	Non-exempt
Probation	Probation Officer-PSC	6/29/2015	\$48,628	1820	Non-exempt
Probation	Probation Officer-PSC	9/15/2014	\$60,770	1820	Non-exempt
Probation	Probation Officer-PSC	4/10/2006	\$63,840	1820	Non-exempt
Probation	Problem Solving Court Director	1/1/2001	\$71,835	1820	Exempt

Note: Probation Officer salaries must be in compliance with Indiana Judicial Conference 2022 Minimum Salary for Probation Officers pay schedule. A copy of the schedule is attached.

Elected Officials

	Assessor	Auditor	Clerk	Commissioner	Coroner	Council	Recorder	Sheriff	Surveyor	Treasurer
Monroe County	\$61,171	\$64,447	\$64,447	\$46,000	\$33,197	\$17,381	\$61,171	\$156,120	\$36,705	\$61,171
Allen County	\$94,624	\$94,624	\$85,594	\$79,317	\$37,107*	\$18,430	\$77,569	\$161,125	\$62,527	\$87,364
Bartholomew County	\$58,602	\$60,680	\$58,781	\$35,814	\$24,821	\$8,870	\$55,654	\$124,900	\$23,155^	\$58,604
Brown County	\$46,824	\$45,132	\$43,331	\$15,821	\$12,170	\$6,217	\$44,649	\$90,788	\$22,175	\$43,806
Clark County	\$58,398	\$56,937	\$53,312	\$22,969	\$17,346	\$13,517	\$46,887	\$161,125	\$40,067^	\$54,807
Delaware County	\$50,266	\$50,266	\$50,266	\$31,983	\$27,767	\$14,400	\$50,266	\$136,023	\$50,266	\$50,266
Greene County	\$45,461	\$46,019	\$44,925	\$23,069	\$20,104	\$9,972	\$44,449	\$93,418	\$25,020	\$44,782
Hamilton County	\$117,939	\$133,754	\$129,356	\$62,206	\$80,800	\$34,267	\$103,405	\$156,125	\$113,758	\$103,405
Hendricks County	\$73,253	\$80,273	\$70,953	\$45,443	\$41,010	\$21,060	\$70,953	\$147,627	\$89,745	\$70,953
Jackson County	\$48,921	\$48,921	\$48,921	\$24,108	\$11,539	\$7,936	\$45,964	\$105,692	\$30,986	\$45,964
Johnson County	\$58,768	\$64,266	\$63,550	\$29,140	\$30,750	\$9,784	\$61,893	\$140,513	\$42,735	\$61,250
Lawrence County	\$46,755	\$46,755	\$45,616	\$23,140	\$20,690	\$7,401	\$46,359	\$115,762	\$33,159	\$45,359
Madison County	\$60,195	\$61,256	\$60,195	\$42,493	\$26,769*	\$14,164	\$60,279	\$125,700	\$49,574	\$60,195
Morgan County	\$54,361	\$66,125	\$56,625	\$28,567	\$36,500	\$11,076	\$53,862	\$128,340	\$54,589	\$55,272
Owen County	\$39,741	\$40,733	\$39,471	\$10,404	\$9,515	\$6,274	\$39,471	\$92,494	\$8,409	\$39,471
Tippecanoe County	\$71,838	\$71,838	\$71,838	\$64,046	\$31,496	\$14,408	\$71,838	\$140,513	\$66,227^	\$71,838
Vanderburgh County	\$70,342	\$76,500	\$70,342	\$35,199	\$70,342	\$21,130	\$70,342	\$140,513	\$70,342^	\$70,342
Vigo County	\$56,540	\$56,540	\$56,540	\$60,579	\$25,130*	\$14,272	\$56,540	\$162,775	\$56,540	\$56,540
Average Salary:	\$61,931	\$64,742	\$61,742	\$37,312	\$30,815	\$13,716	\$58,846	\$130,790	\$49,369	\$60,013
External Salary Range:	\$45,461-\$117,939	\$40,733-\$133,754	\$39,471-\$129,356	\$10,404-\$79,317	\$9,515-\$80,800	\$6,274-\$34,267	\$39,471-\$103,405	\$90,788-\$162,775	\$8,409-\$113,758	\$39,471-\$103,405

[^]Surveyor is Registered

^{*}Coroner is a Licensed Physician with a Medical Degree

MONROE COUNTY, INDIANA DEFINITION OF SO-ATTORNEY PAY LEVELS August 24, 2021

Level A - Licensed attorney and member of Indiana BAR. Job functions require law degree. Prosecutes and/or defends various misdemeanor to low level felony cases; Presents cases in court or provides mediation; Experience required 0-12 years.

Level B - Licensed attorney and member of Indiana BAR. Job functions require law degree. Prosecutes and/or defends low to high level felony cases; Leads investigations in area of expertise; Provides legal consultation with County officials and personnel; Conducts legal research; Investigates and responds to claims and complaints; Must have previous experience with a wide variety of cases; Minimum of 5 years required.

Level C - Licensed attorney and member of Indiana BAR. Job functions require law degree. Oversees the day-to-day operations within assigned court or department; Supervises Level A and/or Level B Attorneys; Maintains knowledge of case law updates; Oversees cases; Conducts trials; Minimum of 10 years experience required.

2022 MINIMUM SALARY SCHEDULE FOR PROBATION OFFICERS

Judicial Conference of Indiana

Probation Of	fficer Base Salary			Stipend Based or s in the Probation		
Years of Experience	Minimum Annual Salary		1-3	4-8	9-15	16+
0	\$ 36,879 \$ 39,699	Chief Probation Officer*	\$5,000	\$7,500	\$10,000	\$15,000
2 3 4-9*	\$ 44,163 \$ 49,357 \$ 50,965	Assistant Chief Probation Officer*	\$		\$5,000	\$10,000
10-14* 15-19* 20 +*	\$ 56,063 \$ 61,670 \$ 67,835	Supervisor Probati Officer*	ion			\$5,000
		NOTE: The amou based on years of		isory roles are <u>ir</u>	n addition to the	minimum salary

^{*}Probation officers having a master's or doctorate degree from an accredited college or university in a relevant course of study as determined by the supervising judge and a minimum of 5 years as an Indiana probation officer shall receive an additional 5% of their base salary each year. For example, the minimum salary for a probation officer with 5 years of experience in 2022 would be \$50,965. If that officer had a master's degree, then the minimum salary would be \$53,513 in 2022.

- ◆ As used in this schedule, salary means the gross salary paid to a probation officer and does not include the employer's contributions to PERF/retirement program, disability, medical or other insurance programs, or deferred compensation.
- In the years following the implementation of the schedule, the Indiana Office of Court Services will provide each chief probation officer with a revised Minimum Salary Schedule based on the pay increase awarded to state judicial employees. This schedule will be provided in time to prepare the next year's budget. The salaries for all probation officers shall be adjusted to meet the schedule provided each year.
- ♦ The salary schedule was effective beginning January 1, 2004 for full time probation officers. Part-time probation officers shall be paid according to the schedule on a pro rata basis. In each year following the implementation of the 2004 schedule, the revised schedules are effective January 1. Years of service are determined according to I.C. 5-10.3-7-2 for part-time probation officers.
- Departments shall not reduce the salaries of probation officers who are paid above the minimum salary schedule.
- Departments that do not comply with the Minimum Salary Schedule will not be permitted to send new probation officers to orientation. The probation officer's supervising judge must affirm compliance with the minimum salary schedule for purposes of orientation.

DIRECTIONS FOR IMPLEMENTING THE SCHEDULE:

- 1. This minimum salary schedule is based upon years of experience. Therefore, as a probation officer's experience increases his or her salary shall increase on the anniversary date of employment. For example, if a probation officer begins working on May 15, then on May 15 of the following year, his/her salary shall increase to the next level. In other words, the anniversary date of that person being hired is the date that his/her salary shall increase from one level to the next. For example, when a person has ten (10) years of experience that person moves to the 10-14 years of experience level.
- 2. Minimum salaries for Chief Probation Officers, Assistant Chief Probation Officers, and Supervisors are calculated based on their years of experience plus the amount listed for their administrative role. For example, the minimum salary of a Chief Probation officer with 5 years of experience in a department with 4-8 officers would equal \$58,465 in 2022.
- 3. In those counties having only one probation officer the minimum salary of that probation officer shall be calculated based on their years of experience plus the amount listed for Chief Probation Officer in a department of 1-3 probation officers.
- 4. The term "Probation Officer" also includes "Chief Probation Officer", "Assistant Chief Probation Officer" and "Supervisor Probation Officer". These terms shall be as defined in the Indiana Probation Standards and consistent with Indiana Code § 11-13-1-3.
- 5. Salaries for experienced probation officers and/or officers having extensive training, or special skills which will be utilized in their duties or responsibilities as a probation officer should be greater than the minimum salaries provided in the schedule.
- 6. Service as a court appointed probation officer in Indiana shall be counted for purposes of the minimum salary schedule.
- 7. There shall be a Chief Probation Officer in each probation department. In addition, there may be an Assistant Chief Probation Officer in those probation departments having a total of nine probation officers or more. In addition, there may be a Supervisor Probation Officer for each eight probation officers in the probation departments having sixteen or more probation officers.
- 8. Salary increases necessary to implement this salary schedule need not exceed 15% of the previous year's salary of the probation officer. However, salary increases shall not be less than 15% until the salary for that probation officer position is in compliance with the salary schedule.

Adopted September 10, 2002

MONROE COUNTY COMPENSATION ANALYSIS COST SUMMARY August 24, 2021

	TOTAL COST TO EXTERNAL	PERCENT	TOTAL COST	PERCENT
JOB CATEGORY	MIDPOINT	INCREASE	PLACEMENT	INCREASE
COMOT	\$376,241.87	8.34%	\$486,130.41	10.78%
LTC	\$158,634.08	7.45%	\$148,371.07	6.97%
PAT	\$497,085.32	9.12%	\$652,179.61	11.97%
CIVILIAN POLE	\$233,154.72	5.90%	\$209,338.16	5.30%
MERIT POLE	\$9,976.43	0.43%	\$46,912.63	2.03%
EXE	\$10,758.38	1.01%	\$60,883.59	5.74%
SO-Attorney	\$61,516.14	2.75%	\$102,359.69	4.57%
SO Chief Deputy (Option 1)	\$9,072.50	3.00%		
SO Chief Deputy (Option 2)	\$6,403.20	2.12%		
SO Deputy Coroner	\$3,804.00	9.51%		
SO	\$70,001.71	10.28%		

TOTALS:	\$1,436,648.35	6.33%	\$1,706,175.16	7.52%

Note: SO cost excludes Probation positions.

SO Option 1 is 90% of 2021 Monroe County Elected Official's Salary.

SO Option 2 is 90% of the average of external Elected Official's salary.

MONROE COUNTY, INDIANA COMMISSIONERS SALARY AND BENEFITS SURVEY August 24, 2021

			Health Insurance (N	Monthly Contribution)				
County		Sing	gle Plan	Fami	ly Plan	Commissioners	Council	INPRS
						Does the County	Does the County	
	2021					provide Health	provide Health	Payment of
	Commissioners					Insurance to	Insurance to	Employee 3%
	Salary	Employee Contribution	County Contribution	Employee Contribution	County Contribution	Commissioners?	Council Members?	Contribution
Monroe	\$46,000	\$56.06/\$53.25/\$19.65	\$224.23/\$213.02/\$225.99	\$190.60/\$181.07/\$66.81	\$762.38/\$724.26/\$768.37	Yes	Yes	County
Allen	\$79,317	\$32.54/\$15.00	\$585.46/\$502.69	\$85.32/\$30.00	\$1,584.9/\$1,359.35	Yes	Yes	Employee
Elkhart	\$53,376	\$27.62	\$823.34	136.18	\$1,889.91	Yes	Yes	Employee
Hamilton	\$62,206	\$236.16	\$537.08	\$400.83	\$1,914.92	Yes	Yes	County
Lake	\$67,256	\$47.27	\$1,906.66	\$81.25	\$1,906.66	Yes	Yes	County
Tippecanoe	\$64,046	\$100.02	\$669.70	\$1,886.79	\$334.59	Yes	Yes	Employee
Vigo	\$60,579	\$129.65	\$675.24	\$370.79	\$1,963.39	Yes	Yes	County
Average Salary:	\$64,463							

Notes:

- 1) Monroe County has three health insurance plans. Order is shown as PPO Plan 1/PPO Plan 2/HDHP.
- 2) Allen County offers three health insurance plans. Rates for two plans were provided and are listed above.

MONROE COUNTY, INDIANA CHANGES IN MONROE JOB DESCRIPTIONS August 24, 2021

	-			Certification Change Requested by		
Department	Title	Title Change	Education Change	Department Head	Classification Change	FLSA Change
Assessor	Third Deputy/Administrative Assistant to the PTABOA	Administrative Assistant to the PTABOA/Deputy-Level II*	Education Change	Minimum of Level 2	Classification Change	T LSA Change
Assessor	Administrative Assistant to the PTABOA	Administrative Assistant to the PTABOA/Deputy-Level III*		Transfer of Ector 2		
Assessor	Chief Deputy	Transmission to the Print of Property Dever III		Level 2 to 3	CD 1 to SO	
Assessor	Deputy/Reassessment Property Specialist	Real Estate Reassessment Specialist/Deputy		Level 1 and 2	CD 1 to 50	
Assessor	First Deputy/GIS Assessment Specialist	GIS Assessment Specialist/Deputy		Level 1 and 2		
Assessor	Personal Property Assessment Specialist	Personal Property Assessment Specialist/Deputy				
Assessor	Personal Property Assessment Specialist	Personal Property Assessment Specialist Supervisor/Deputy*			New supervisor position-Charlotte Moat	
Assessor	Reassessment Deputy Supervisor	Reassessment Property Specialist Supervisor/Deputy			The Wisaper Visor position Citations 175an	
Assessor	Sales Disclosure Specialist	Sales Disclosure Specialist/Deputy				
Assessor	Sales Disclosure Specialist	Sales Disclosure Supervisor/Deputy*			New supervisor position-Michelle Graham	
713503501	Saies Disciosure Specialist	Sales Disclosure Supervisor/Deputy			ivew supervisor position-whenene Granam	
Auditor	Administrative Assistant-Commissioners	Commissioners' Assistant				
Auditor	Administrative Assistant-Council	Council's Assistant				
Auditor	Chief Deputy	Council's Assistant			CD 2 to SO	
2 Idditor	Cinci Deputy				CD 2 10 30	
Aviation	Financial Office Manager	Financial Manager			+	+
Aviation	Secretary	Airport Secretary				
rviation	Becretary	Amport Secretary				
Building Commission	Secretary	Administrative Assistant				
Building Commission	Administrative Assistant	Office Manager*				
Building Commission	Administrative Assistant	Office (vialitage)				
Clerk	Assistant Bookkeeper/Child Support Deputy	Accounting Manager				
Clerk	Civil Deputy	Adoptions/Juvenile Case Manager				
Clerk	Assistant Deputy Clerk	Basement/Offsite Records Clerk				
Clerk		Civil/CHINS Case Manager				
Clerk	Civil Deputy Assistant Deputy Clerk	Cashier Case Manager				
Clerk	Assistant Deputy Clerk Assistant Deputy Clerk					
	Chief Deputy	Cashier (part-time)				Exempt to Excluded
Clerk Clerk	Assistant Bookkeeper/Child Support Deputy	Child Connect Con Manager				Exempt to Excluded
Clerk	Criminal Deputy	Child Support Case Manager Criminal Expungements Clerk (part-time)			Changed from Full-time to Part-time	
Clerk	Criminal Deputy Criminal Deputy	Criminal Case Manager			Changed from Fun-time to Part-time	
		5				
Clerk Clerk	Civil Deputy	Civil/Family Law Case Manager			PAT to COMOT	
	Elections Supervisor	Election Tecinics Constitut			PAT to COMOT	
Clerk	Deputy Clerk Administration	Election Training Specialist				
Clerk	Administrative Assistant	Executive Assistant Front Counter Clerk				
Clerk	Deputy Clerk	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				
Clerk	Deputy Clerk	Front Counter Clerk (part-time)				-
Clerk	Assistant Deputy Clerk	Historical Records Clerk A*				
Clerk	Assistant Deputy Clerk	Historical Records Clerk B*				
Clerk	Assistant Deputy Clerk	Mail Clerk				1
Clerk	Assistant Deputy Clerk	Phones Clerk				
Clerk	Assistant Deputy Clerk	Phones Clerk (part-time)				
Clerk	Civil Deputy	Civil/Probate Case Manager				
Clerk	Civil Deputy	Protection Order Case Manager				
Clerk	Civil Deputy	Protection Order Case Manager (part-time)				
Clerk	Assistant Deputy Clerk	Records Clerk				
Clerk	Small Claims Deputy	Small Claims Case Manager				
Clerk	Traffic Deputy	Traffic Clerk				
Clerk	Training Specialist	Clerk's Administrator				Exempt to Non-exempt

Clark	Voton Designation	Victor Designation Clark (nont time)	1	1	T	
Clerk	Voter Registration	Voter Registration Clerk (part-time)	+			
Gii	Plant and Datition Manager				Name and the Committee of the Esterna	
Commissioners Commissioners	Fleet and Building Manager Commissioners' Administrator				New position-Council approved in February EXE 1 to EXE B	
Commissioners	Commissioners Administrator		Associate's Degree to		EXE I TO EXE B	
Commissioners	Financial Manager		High School Diploma			
Commissioners	Maintenance Building Security Assistant Supervisor	Maintenance Assistant Supervisor	Tilgii School Dipiolila			
Commissioners	Maintenance and Security Supervisor	Maintenance Supervisor				
Commissioners	iviantenance and security supervisor	Waintenance Supervisor				
Coroner	Deputy Coroner	Coroner Deputy				Exempt to Non-exempt
Colonel	Deputy Colonel	Coroner Deputy				Exempt to Pron-exempt
Courts	Youth Placement Coordinator				Obsolete	
Courts	Touth Fraceholic Coordinator		Bachelors Degree to		Obsolete	
			Doctor of			
Courts	Family Court Coordinator	Family Court Mediation Director	Jurisprudence	Registered Family Law Mediator	PAT to EXE	Non-exempt to Exempt
Courts	Court Bailiff, Supervisory Position	Supervising Bailiff	barispradence	registered running have reconstruct		Tron exempt to Exempt
Courts	Official Court Reporter	Supervising Builti				Exempt to Excluded
Courts	Official Count Reporter					Estempt to Esteraded
				Associate Emergency Manager certification or		
				Certified Emergency Manager certification within		
Emergency Management	Director			3 years of hire		
Emergency management	Director .			. , , , , , , , , , , , , , , , , , , ,		
Employee Services (HR)	HR Specialist	Personnel Administrator				
· · · · · · · · · · · · · · · · · · ·						
Extension	Business Manager	Office Manager				
Health	Administrator	Health Administrator				
Health	Assistant Vital Statistics Registrar	Assistant Registrar				
Health	Chief Food Sanitarian	Senior Environmental Health Specialist-Food				
Health	Waste Water Sanitarian Section Chief	Senior Environmental Health Specialist-Wastewater				
Health	Data Entry Clerk (part-time)	Data Clerk (part-time)				
	Disease Intervention Specialist/Program Coordinator of					
Health	STD Screening Sites	Disease Intervention Specialist/Program Coordinator				
Health	Financial Manager					Exempt to Non-exempt
Health	Food Sanitarian	Environmental Health Specialist-Foods				
Health	Harm Reduction Specialist	Community Health Specialist-Harm Reduction				
Health	Health Educator/General Sanitarian	Senior Community Health Specialist				
Health	Tobacco Educator/MRC Coordinator	Community Health Specialist-Tobacco/MRC				
Health	Health Commissioner	Health Officer				
Health	Nurse Practitioner	Nurse Practitioner/Advanced Practice Nurse				
Health	Public Health Coordinator	Public Health Emergency Preparedness Coordinator				
Health	Senior Environmental Health Specialist	Senior Environmental Health Specialist-General				Exempt to Non-exempt
Health	Registrar			Indiana Vital Records Association Certifications		
Health	Waste Water Sanitarian	Environmental Health Specialist-Wastewater				
Health	Environmental Health Services Manager				New position-approved by Council in June	
Health	Environmental Health Specialist	Environmental Health Specialist-General				
Health	Population Health and Outreach Manager				New position-approved by Council in June	
Highway	Highway Engineer				HWY 1 to SO	
Highway	Equipment Operator/Bridge Crew				UHWY 3 to LTC	
			No education			
			requirement to			
Highway	Bridge Crew Supervisor	Bridge Crew Foreman	Associates Degree			
Highway	Project Engineering Supervisor	Bridge Crew Supervisor*				
Highway	Truck Driver	Truck Driver/Bridge Crew			UHWY 1 to LTC	
Highway	Communications/Payroll Manager	Communications Manager			UHWY 1 to COMOT	

YT: 1	In : o			LITHING 2. LTC	
Highway	Equipment Operator	Tr. 1 Pr. 1		UHWY 3 to LTC	
Highway	Highway Department Director	Highway Director		Nidi Cil in Ail	
Highway	Stormwater Inspector	Light Equipment Operator		New position-Council approved in April	
Highway Highway	Light Equipment/Bush Hog Operator	Light Equipment Operator		UHWY 2 to LTC UHWY 4 to LTC	
Highway Highway	Master Mechanic Mechanic			UHWY 3 to LTC	
Highway	MS4 Coordinator			HWY 1 to EXE	
	Operations Manager	Operations/Asset Manager		HWIII0EAE	
Highway Highway	Project Engineer	Project Manager*			
Highway	Sign Repair Person	Floject Maliager		UHWY 1 to LTC	
Highway	Stormwater Equipment Operator			UHWY 3 to LTC	
Highway	Truck Driver			UHWY 1 to LTC	
Highway	Truck Driver Truck Driver	Stormwater Truck Driver		UHWY 1 to LTC	
Highway	Fleet Maintenance Coordinator	Stormwater Truck Driver		UHWY 3 to LTC	
Highway	Transitional New Training Manager	No longer a position-take off of ordinance		OHW I STOLIC	
riigiiway	Transitional New Training Manager	No longer a position-take on or ordinance			
IT	Senior Support Technician			PAT V to PAT C	
Jail	Assistant Jail Commander			SJ 1 to SO	Exempt to Excluded
Jail	Jail Captain			JCAP to Civilian POLE	
Jail	Corrections Officer	Corporal/Corrections Officer		JCPL to Civilian POLE	
Jail	Corrections Officer			JOFC to Civilian POLE	
Jail	Facilities Manager			LTC to PAT	Exempt to Non-exempt
Jail	Financial Director	Financial Coordinator		PAT III to PAT A	
Jail	Cook (part-time)	Food Service Assistant (part-time)			
Jail	Chief Cook	Food Service Specialist			
Jail	Jail Commander			CD 3 to SO	Exempt to Excluded
Jail	Liaison/Correctional Officer			New position	
Jail	Sergeant			JSGT to Civilian POLE	
Legal	Administrative Attorney			EXE to SO-Attorney	
Legal	County Attorney			EXE to SO-Attorney	
Legal	Legal Secretary	Legal Assistant		Em to bo Tittoliney	
z.eg	Degai secretary	20gui i 2000 Mair			
Parks	Assistant Park Superintendent			LTC III to LTC D	
z umo	1155istan Tan Superintendent			Bie in to Bie B	
Probation	*Job Descriptions now have more specific titles and	d department has base job descriptions for each group-see below			
Probation	Office Administrator				Exempt to Non-exempt
					The state of the s
Planning	Planner II			PAT III to PAT C	
Prosecutor	Deputy Prosecutor/Domestic Violence			EXE to SO-Attorney	
Prosecutor	Administrative Assistant	Administrative Manager*		COMOT to PAT	
Prosecutor	APS Investigator		Associates Dogran to	PAT to Civilian POLE	
Prosecutor	Case Management and Technology Specialist	Forensic Analyst and Technology Specialist	Associates Degree to Bachelors Degree		
Prosecutor	Check Deception/Expungement Coordinator	- state and reemotogy specialist			
Prosecutor	Child Support Division Director	IV-D Administrator			
Prosecutor	Defendant Accountability Program Assistant	Pretrial Diversion Program Assistant			
Prosecutor	Defendant Accountability Program Director	Pretrial Diversion Program Director			
Prosecutor	Deputy Prosecutor/Juvenile-Mental	Deputy Prosecutor/Juvenile		EXE to SO-Attorney	
Prosecutor	Deputy Prosecutor/Narcotics Strike Force	Deputy Prosecutor/Felony Drug Crimes Specialist		EXE to SO-Attorney	
Prosecutor	Child Support Deputy Prosecutor			EXE to SO-Attorney	
Prosecutor	Investigator	Child Support Investigator	 	EAST to 50-1 titolicy	
Prosecutor	Felony Supervising Attorney	Deputy Prosecutor/Felony		EXE to SO-Attorney	
Prosecutor	Deputy Prosecutor/Misdemeanor	2 Sparty 1 Tobecutor/1 Grony		EXE to SO-Attorney	

Prosecutor	Investigator	Criminal Investigator		
Prosecutor	Legal Secretary	Intake Legal Secretary		
Prosecutor	Misdemeanor and Traffic Specialist	Misdemeanor and Traffic Infraction Director		
Prosecutor	Office Administrator			
Prosecutor	Senior Trial Attorney		EXE to SO-Attorney	
Prosecutor	Sex Crimes Deputy Prosecutor	Deputy Prosecutor/Felony Sex Crimes Specialist	EXE to SO-Attorney	
Prosecutor	Victim Assistance Director		,	
Prosecutor	Victim Assistance Assistant	Victim Assistant		
Public Defender	Senior Trial Attorney		EXE to SO-Attorney	
Public Defender	Deputy Public Defender		EXE to SO-Attorney	
Public Defender	First Deputy Public Defender		EXE to SO-Attorney	
Recorder	Chief Deputy		CD 1 to SO	Exempt to Excluded
Recorder	Deputy Recorder	Recorder Deputy		
Sheriff	Administrative Coordinator	Administrative Coordinator-IDACS Coordinator (D. Miller)		
Sheriff	Administrative Coordinator	Administrative Coordinator-Records Coordinator (T. Brummett)		
Sheriff	Captain of Operations		SJ 1 to SO	Exempt to Excluded
Sheriff	Chief Deputy		CD 3 to SO	Exempt to Excluded
Sheriff	Deputy, Canine Unit	K-9 Deputy		
Sheriff	Detective	Deputy-Detective		
Sheriff	Evidence Technician	Evidence Technician/CSI		
Sheriff	Financial Director	Financial Director/Office Administrator		Exempt to Non-exempt
Sheriff	Administrative Data Analyst		New position-approved by Council in June	
Surveyor	GIS Coordinator			Exempt to Non-exempt
Surveyor	Field Assistant (part-time)		PAT to LTC	
Surveyor	Professional Surveyor		PS 1 to SO	
TSD	Director	Chief Technology Officer/Director		
TSD	TSD Helpdesk Support	Help Desk/Remote Desktop Technician		
TSD	Training Specialist	Training Specialist/Web Master		
TSD	Office Manager	Telecommunications Specialist/Office Manager		
TSD	Senior Support Technician			
TSD	Network Administrator	Network Operations Manager		
Treasurer	Chief Deputy		CD 1 to SO	Exempt to Excluded
Treasurer	Deputy-Collections	Collections Deputy		
Treasurer	Deputy-Mortgage	Mortgage Deputy		
Treasurer	Financial-Cashbook	Financial Cashbook Manager		
Treasurer	Financial Banking	Financial Banking Manager		
Veterans	Veterans Benefits Coordinator	Veterans Affairs Benefits Coordinator		
Veterans	Director	Veterans' Service Officer/Director		Non-exempt to Exempt
YSB	Binkley House Manager		PAT III to PAT C	
YSB	Financial and Personnel Coordinator			Exempt to Non-exempt
YSB	Safe Place Coordinator	Safe Place and YSB Outreach Manager		
YSB	Case Manager	Education/Case Manager*		

^{*}Our title recommendations

Department	Title	FLSA Status		
Probation	Adult Intake Probation Officer	Non-exempt		

Duchetion	All IVI (1 D. 1 C. OCC	Non avament
Probation	Adult Intake Probation Officer	Non-exempt
Probation	Adult Intake Probation Officer	Non-exempt
Probation	Adult Intake Probation Officer	Non-exempt
Probation	Adult Intake Probation Officer	Non-exempt
Probation	Adult Probation Director	Exempt
Probation	Adult Probation Officer-BASE	Non-exempt
Probation	Adult Supervision Probation Officer	Non-exempt
Probation	Adult Supervision Probation Officer	Non-exempt
Probation	Adult Supervision Probation Officer	Non-exempt
Probation	Adult Supervision Probation Officer	Non-exempt
Probation	Adult Supervision Probation Officer	Non-exempt
Probation	Adult Supervision Probation Officer	Non-exempt
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Probation	Adult Supervision Probation Officer	Non-exempt
Probation	Adult Supervision Probation Officer	Non-exempt
Probation	Adult Supervision Probation Officer	Non-exempt
Probation	Adult Supervision Probation Officer	Non-exempt
Probation	Adult Supervision Probation Officer Adult Supervision Probation Officer	Non-exempt
Probation	Adult Supervision Probation Officer Adult Supervision Probation Officer	Non-exempt
Probation	CASP Director	Exempt
Probation		•
	Chief Probation Officer	Exempt
Probation	Court Alcohol and Drug Program Director	Exempt
Probation	Deputy Chief Probation Officer	Exempt
Probation	Deputy Chief Probation Officer/Community Corrections Executive Director	Exempt
Probation	JDAI Coordinator	Non-exempt
Probation	Juvenile Intake Probation Officer	Non-exempt
Probation	Juvenile Intake Probation Officer	Non-exempt
Probation	Juvenile Probation Director	Exempt
Probation	Juvenile Probation Officer-BASE	Non-exempt
Probation	Juvenile Supervision Probation Officer	Non-exempt
Probation	Juvenile Supervision Probation Officer	Non-exempt
Probation	Juvenile Supervision Probation Officer	Non-exempt
Probation	Juvenile Supervision Probation Officer	Non-exempt
Probation	Juvenile Supervision Probation Officer	Non-exempt
Probation	Pretrial Service Program Director	Exempt
Probation	Probation Officer Supervisor-BASE	Non-exempt
Probation	Probation Officer/CASP Post-Sentence	Non-exempt
Probation	Probation Officer/CASP Post-Sentence	Non-exempt
Probation	Probation Officer/CASP Post-Sentence Probation Officer/CASP Post-Sentence	•
		Non-exempt
Probation	Probation Officer/CASP Post-Sentence	Non-exempt
Probation	Probation Officer/CASP Pretrial	Non-exempt
Probation	Probation Officer/CASP Pretrial	Non-exempt
Probation	Probation Officer/CASP Pretrial	Non-exempt
Probation	Probation Officer/CASP Pretrial	Non-exempt
Probation	Probation Officer/CASP Pretrial	Non-exempt
Probation	Probation Officer-BASE	Non-exempt
Probation	Probation Officer-PSC	Non-exempt
Probation Probation	Probation Officer-PSC Probation Officer-PSC	Non-exempt Non-exempt
Probation	Probation Officer-PSC	Non-exempt
Probation Probation	Probation Officer-PSC Probation Officer-PSC	Non-exempt Non-exempt

Probation	Problem Solving Court Director	Exempt

JOB CLASSIFICATION AND COMPENSATION MAINTENANCE PLAN

County of Monroe, Indiana

An Equal Opportunity Employer

This job clas	ssification	and comper	nsation mainte	nance plan	was	adopted	by the M	Ionroe	County
Council on _	; `	with an effec	tive date of _	It v	was d	eveloped	to ensur	re that t	he new
Monroe Cou	inty job cl	assification s	ystem is kept	up-to-date	and us	seful thro	ough time	e.	

Maintaining the job classification system for COMOT, LTC, PAT, Civilian POLE, Merit POLE, EXE, SO-Probation, SO-Attorney, and SO jobs involves establishing a series of procedures. The following guidelines will provide for an on-going review of job classifications and compensation schedules upon request of elected officials, department heads, and employees. Provisions for adding or deleting positions to the system are also specified.

Job Descriptions

The Monroe County Council adopted official job descriptions for all County positions. As new jobs are added, and as reorganizations occur and jobs change, job descriptions shall be prepared or updated, evaluated, and inserted into the appropriate classification level.

Job Classification Based On Position Descriptions

The basis for the classification system is the job description. It is a written statement for each job and contains the following information:

<u>Title</u> of position (These titles shall be used in the official salary ordinance approved by the County Council.)

Department in which the position exists

<u>Job Category</u> (COMOT, LTC, PAT, Civilian POLE, Merit POLE, EXE, SO-Probation, SO-Attorney, or SO)

Date Written:/Date Revised: (documents a record of the job)

<u>FLSA Status</u>: (documents exempt/non-exempt status for overtime)

<u>Statement of Duties:</u> (specifies key dimensions of the job)

Jobs in any one category cannot be compared to jobs in another category. For example, COMOT jobs cannot be compared to PAT jobs.

The factor evaluation system only compares a position to jobs within the same job category.

All positions within a job category were classified by assigning factor evaluation points to the job description. Factor guide charts were used by the factor team in arriving at the total factor evaluation points.

Once factor points were assigned to each position, jobs were grouped in factor point ranges within each job category. Classifications were compared to salaries and wages to assure there is internal pay equity among all positions.

Monroe County Council Job Classification/Compensation Sub-Committee

The Monroe County Council Job Classification/Compensation Sub-Committee is responsible for overseeing maintenance of the job classification and pay plan.

This sub-committee of County Council shall consist of:

- Three (3) Council members (appointed by the County Council).
- The County Auditor
- The County Council Administrator.

This Sub-Committee serves in an advisory capacity to the County Council and is responsible for overseeing job review procedures and making job reclassification and pay policy recommendations to the County Council. All requests shall be presented to the full Council after the Sub-Committee has completed its review and formed its recommendation.

The County Council Administrator shall serve as the Sub-Committee coordinator and shall prepare notices of the Job Classification/Compensation Sub-Committee meetings, maintaining meeting minutes, a record of votes, and recommendations.

County Council Administrator Sub-Committee Duties

The County job descriptions shall be maintained by the Council Administrator. The Council Administrator shall be responsible for the distribution of job questionnaires to elected officials/department heads to create new positions that are not classified in the system and to provide job information to human resources consultants for preparation of new job descriptions. The Council Administrator shall maintain job classification review forms and requests for reclassification; assist elected officials/department heads with completion of forms; and provide copies of review forms and reclassification requests to the Job Classification/Compensation Sub-Committee. Annual reviews of job descriptions shall be conducted to maintain official job descriptions.

Job Review/New Position Requests

There are two occasions when a job description should be reviewed:

- 1. When a position becomes vacant. The elected official/department head should review the job description for possible changes before either hiring a new person, or, alternatively, eliminating the position.
- 2. When a reorganization of an office occurs and there is "significant" shifting of duties among positions; or when "substantial" new duties are added/deleted to an existing job.

Following the installation of the new job classification, elected officials and department heads will be provided information on making job reviews and new position requests for Sub-Committee review. Such requests shall be made during the months of January through April of each calendar year when the Salary Ordinance is in force. Reclassification requests for existing positions shall not be reviewed more than once in a twelve month period.

Reclassification of a position may not be filed within the first twelve months of a new employee's tenure in the position. New positions and/or new employees' requests that are disapproved shall not be reconsidered by the Sub-Committee for a period of twelve months from the date of original submission.

New positions and/or new employee requests that are approved shall not be considered for reclassification for a period of twelve months from the date of the original submission.

Maintenance Policies and Procedures

The following maintenance policies and procedures were adopted by County Council Ordinance. Job titles are not to be changed except as provided in the following procedures.

Procedures for Reclassification of a Position or Reorganization of an Office

The following reclassification/reorganization of office review procedures are established to provide a systematic method to process such requests. Offices or departments submitting a request shall use the following steps to make reclassification/office reorganization requests:

- STEP 1: Secure "Job Classification Review Form" and a copy of the official job description adopted by the County Council for the position(s) being reviewed from the Monroe County Council Administrator.
- STEP 2: Complete and return "Job Classification Review Form," including any supportive documentation to the County Council Administrator. Proposed revisions to the job description should be indicated on the description and be included as part of supportive documentation.

- STEP 3: The "Job Classification Review Form," and supportive documentation will be submitted to the County Job Classification/Compensation Sub-Committee by the County Council Administrator. The Sub-Committee will hear a presentation by the department head or elected official and shall decide whether to submit the request to the Council's professional human resources consultants for their review and recommendation.
- STEP 4: If requested by the Sub-Committee, the Council's professional human resources consultants may conduct an assessment, including but not limited to, the following: reviewing the department's organizational plan, evaluating the factor evaluation points for the position, considering the probable impact on the County's overall classification system and the fiscal impact, and suggesting alternative methods to perform proposed job functions.
- STEP 5: An Assessment Report will be prepared by Council's professional human resources consultants and submitted to the County Council Administrator for distribution to the Sub-Committee.
- STEP 6: The County Job Classification/Compensation Sub-Committee shall review and evaluate the reclassification/office reorganization request, supporting documentation, and Assessment Report; and submit recommendation for approval/disapproval to the County Council.
- STEP 7: The County Council shall review all pertinent information and make a final determination for approval/disapproval.

Procedures for Adding a New Position

The following new position and/or new employee review procedures are established to provide a systematic method to process such requests. Offices or departments submitting a request shall use the following steps to make new position/new employee requests:

- STEP 1: Secure "New Position/Employee Request Questionnaire" form from the County Council Administrator.
- STEP 2: Complete and return questionnaire, including supporting documentation to the County Council Administrator. The department head or elected official shall complete and submit a job description questionnaire as part of the supporting documentation.
- STEP 3: The Job Classification/Compensation Committee will hear a presentation by the department head or elected official and shall decide whether to submit the request to the Council's professional human resources consultants for their review and recommendation.

- STEP 4: If requested by the Sub-Committee, the Council's professional human resources consultants may conduct an assessment, including but not limited to, the following: reviewing the department's organizational plan, evaluating the factor evaluation points for the position, preparing job descriptions, considering the probable impact on the County's overall classification system and the fiscal impact, and suggesting alternative methods to perform proposed job functions.
- STEP 5: An Assessment Report will be prepared by Council's professional human resources consultants and submitted to the County Council Administrator for distribution to the Committee.
- STEP 6: The Sub-Committee shall review and evaluate the new position/employee request, supporting documentation, and assessment report; and submit recommendation for approval/disapproval to the County Council.
- STEP 7: The County Council shall review all pertinent information and make a final determination for approval/disapproval.

Proposals for Reorganization of a Department

Proposals for reorganization of a department/office must be filed with the County Job Classification/Compensation Sub-Committee and processed according to these procedures. Offices or departments submitting such requests to the Committee will be subject to an organizational assessment of office or department operations.

This may involve considering alternative methods for accomplishing the proposed job functions (reorganization, part-time, independent contracting, adjustment of work hours/shifts, equipment, new technologies, etc.).

Recruitment and Hiring

When a job is vacant and the hiring process begins, the following steps should be taken:

- STEP 1: The job description is reviewed and changes made, pursuant to the Steps above.
- STEP 2: Consistent with the job description, the elected official/department head determines the minimum qualifications for the position, as well as any preferred qualifications. These are included on the job description, which will be used in posting.
- STEP 3: The job description and salary is distributed through normal County recruitment channels used by the elected official/department head, consistent with EEO guidelines, until the position is filled.



Robert Wood Johnson Foundation Community Voices for Health Grant Overview

The Robert Wood Johnson Foundation, through its Community Voices for Health Initiative, grant will allow the Community Justice and Mediation Center (CJAM) and other core project partners to develop and test scalable and replicable models for more deliberative and inclusive public engagement in health care practices in Bloomington and rural townships and communities in Monroe County.

This proposed project directly addresses the overarching goal of the Robert Wood Johnson Foundation's new initiative, *Community Voices for Health*, that supports new and ongoing ways for individuals to: engage and have their voices be a part of decisions about health care, social service, and public health systems; support their efforts to solve problems; and strengthen their community networks.

The proposed project is local in geographic scope, focusing on Monroe County, Indiana, which includes a mid-sized city, several small rural towns and communities, and eleven townships. While this is a local-level project, it can provide a model for public and stakeholder engagement in public health policy that is applicable to communities throughout Indiana.

In addition to CJAM, other core partners include Gnarly Tree Sustainability Institute, Indiana Minority Heath Coalition, IU Political and Civic Engagement program, IU O'Neill School of Public and Environmental Affairs faculty, Accelerate Indiana Municipalities (Aim), and the IU Center for Rural Engagement. To further this grant's objectives, project partners will also collaborate with area hospitals and other health care providers, coalitions and advocacy groups, social service organizations, and local governments.

Over the full grant period, CJAM and project partners will:

1. Assess the current status of public and stakeholder engagement efforts concerning healthcare that have taken place within Monroe County. This will include becoming informed about present health and healthcare-related needs and services in the Monroe County area. The project team will conduct community-based research in all eleven townships of Monroe County to assess how health needs may differ by geographic area and to work with residents to identify unique health needs of their respective townships.

- 2. Design deliberative public and stakeholder engagement processes and community-based research on health policy. The primary deliverable in this phase will include a plan for deliberative public and stakeholder engagement efforts around Bloomington and Monroe County health issues. This will include a list of possible topics for public deliberation, an outreach plan to enlist participants, and a guidance document to help establish common understandings about health care language and issues to help participants begin their conversations.
- 3. Implement deliberative public and stakeholder engagement on health policy and analyze the outcomes. CJAM and partners will implement public and stakeholder engagement processes within Bloomington and Monroe County towns and communities as well as summarize the results and recommendations and disseminate this information, along with an understanding of the deliberative public engagement model framework, to meeting participants as well as to appropriate municipal government, community, and health care leaders.

4. Improving Local Government Policy Frameworks for Public Engagement in Health Policy

As part of developing a scalable and replicable model, CJAM and IU partners will work with policymakers in the City of Bloomington and Monroe County, including with identified towns, communities, and townships in the County, to develop and have adopted a pilot framework of public engagement principles, policies, and ordinances that can serve as a process infrastructure to ensure more informed, inclusive, and accessible input by the public in future heath care assessments, discussions and actions.

5. Scaling Up the Pilot Model Statewide

CJAM will partner with Aim, the statewide Indiana association of cities and towns, to disseminate information regarding the developed engagement models and supportive education and infrastructure throughout Indiana. An IU O'Neill SPEA collaborating partner will conduct legal research and develop reports on how Indiana state law presents incentives, obstacles, and/or barriers to the use and institutionalization of deliberative public and stakeholder engagement on health policy, and also offer analysis on how to scale the local model statewide building on existing institutional stakeholders.

Overall, this grant will advance deliberative public engagement knowledge, practices, and capacities for health care issues in Monroe County communities. Importantly it will also provide CJAM with new opportunities to support community voice, problem solving, and justice in our service area, while developing new organizational relationships, and strengthening CJAM's impact in our community.



About the project:

Health is affected by many factors - housing, insurance, fitness, food, transportation, and more. Community Voices for Health in Monroe County (CVHMC) aims to build on existing practices to ensure that decision-making processes are meaningful, community-wide, and embrace varying perspectives. The CVHMC project seeks to develop a model that joins community members with leaders and decision makers in meaningful ways around topics that affect health.



To sign up, scan the QR code, call 812-272-5250, or email voices@cjamcenter.org



The details:

WHAT:

An evening of discussion and deliberation about health issues, ideas, and solutions in Monroe County. Food will be provided at the in-person session!

WHY:

To join our voices and address inequities in community decision-making about issues that affect health.

WHEN:

August 29th, 3 - 5 pm, Monroe County Public Library Community Rooms 1B and 1C September 14th, 6:30 - 8:30 on Zoom

Accommodations, including childcare and transportation, are available to eliminate any barriers to participation.



Public Agenda, Technical Assistance:

- Matt Leighninger, Vice President mleighninger@publicagenda.org
- Quixada Moore-Vissing, Engagement <u>qmoore-vissing@publicagenda.org</u>
- Jennifer Orellana, Admin jorellana@publicagenda.org







Contract Project Partners

- Stephanie Richards, Gnarly Tree Sustainability
 Institute <u>stephanie@gnarlytreesustainability.com</u>
- Lisa-Marie Napoli, Public Engagement Consultant <u>Inapoli@indiana.edu</u>

Robert Wood Johnson Foundation, Grantor:

- Susan Mende, Senior Program Officer smende@rwjf.org
- Steven Theisen, Fiscal Monitor <u>stheisen@rwjf.org</u>

Bloomington Health Foundation, Fiscal Sponsor:

- To be hired, President
- Heather Robinson, CFO hrobinson@bloomhf.org
- Lauren Dexter Burns, Marketing <u>Idexter@bloomhf.org</u>

Community Justice & Mediation Center

- Liz Grenat, Executive Director/CVH Project Director cjam@cjamcenter.org
- Joelene Bergonzi, CVH Assistant Project Director voices@cjamcenter.org
- Jill M. Jolliff, CVH Community Engagement and Communications Director imjolliff.cvh@cjamcenter.org
- Else Trygstad-Burke, CVH Marketing and Communications Assistant elsetb.cvh@cjamcenter.org

Altarum, Technical Assistance:

 Amanda Hunt, Health Policy Director Amanda.Hunt@altarum.org



IU Project Partners

- Lisa Blomgren Amsler, IU O'Neill lbingham@indiana.edu
- Terry Amsler, IU O'Neill tlamsler@indiana.edu
- IU Center for Rural Engagement

Steering Committee

- Terry Amsler, Chair <u>tlamsler@indiana.edu</u>
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 nancy.richman@indyhealthnet.org
- Stephanie Richards <u>stephanie@gnarlytreesustainability.com</u>
- Janet Rummel CEO@owencountycf.org

Monroe County Council Work Session Agenda-Packet August 24, 2021

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Monroe County, Indiana American Rescue Plan Act Policy

Background:

Coronavirus of-disease 2019 (COVID-19) has caused the disruption of life in the US, social distancing, mass business closing, schools incorporating remote learning, reduced travel, and loss of jobs. While it is hard to imagine that anyone in Monroe County has not been affected by the Pandemic, specific populations and particular County funding streams have been more acutely affected than others.

The Federal Government has provided funding for local governments, including Monroe County, which can be used for the following purposes:

- Respond to or mitigate the public health emergency with respect to the COVID-19 emergency or its negative economic impacts, including assistance to households, small businesses, and nonprofits, or aid to impacted industries such as tourism, travel, and hospitality. These examples are intended to clarify congressional intent that these activities are eligible. However, state and local activities are NOT limited only to these activities.
- Provide government services to the extent of the reduction in revenue (i.e. online, property or income tax) due to the public health emergency.
- Make necessary investments in water, sewer, or broadband infrastructure.
- Respond to workers performing essential work during the COVID-19 public health emergency by providing premium pay to eligible workers of the county that are performing such essential work, or by providing grants to eligible employers that have eligible workers who perform essential work.

Purpose:

The Purpose of this policy to state the priorities for using the County's allotted funds. This plan may be expanded or contracted by the Board of County Commissioners at any time prior to County Council appropriation and either expenditure or commitment of the funds appropriated, it represents the current priorities.

Priorities:

These priorities, other than Revenue Replacement being the highest priority, are not stated in particular order of preference.

1. Revenue Replacement: The County shall determine the revenue impact as directed by the US Department of Treasury Final Rule. The County Commissioners directs Financial Solutions Group (FSG) is directed to determine the base amount as directed in the Rule, and calculate the revenue difference for 2020 and report the result of this work to the Auditor's office. The Auditor's office shall review the work and these numbers shall be reported to the County Commissioners and County Council. The Cost of this calculation, and additional work within the FSG agreement that is eligible for ARPA funding is included in this plan.

- 2. Respond to the negative impacts caused by the COVID-19 Emergency, particularly funding as it relates housing the houseless and community gaps demonstrated in the Criminal Justice Study recently conducted by the County.
- 3. Public works infrastructural needs include funding for additional maintenance of roadways, especially repaying.
- 4. The County applied for grants for approximately \$6 Million in storm water projects. The Granting agency indicated that it would prefer the matching funds to be ARPA funds.
- 5. Support for public transportation by purchasing vans for Rural Transit. These vehicles would be smaller than the current fleet, and if possible, use alternative fuel such as electricity. Any necessary infrastructure improvements for the new equipment, including fueling stations would be considered in this portion of the plan.
- 6. Support for the tourism industry, support operation and capital improvements for the current convention center area.
- 7. Work with current providers of Broadband services to expand services areas.

Adopted this day of, 20	021.
MONROE COUNT	Y BOARD OF COMMISSIONERS
"YEAS"	"NAYS"
Julie Thomas, President	Julie Thomas, President
Y Y Y 7	
Lee Jones, Vice President	Lee Jones, Vice President
Penny Githens, Member	Penny Githens, Member
ATTEST: August, 2021	
Catherine Smith, Monroe County Audit	or

PROPOSED 2021 G.O. BOND PROJECTS

DEPARTMENT	PROJECT	AMOUNT	NOTE
Health	Phase 2- Health Building	\$500,000.00	
TSD	Virtual Cluster Upgrade	\$70,000.00	
Parks	Parks lawn mower, equipment	\$41,200.00	This is a new amount. I have added in funding for a requested mower.
Commissioners	Non LEO vehicles	\$500,000.00	
Commissioners	Solar Infrastructure	\$400,000.00	Solar project - Do not have an actual cost. We could break this down to addition of charging stations at HWY.
HWY	HWY Bachelor Sidewalk Connector- DESIGN	\$250,000.00	Design Phase - first phase
HWY - Stormwater	Vac Truck	\$161,800.00	balance to be paid from Stormwater \$293,200
HWY	Mini Excavator	\$72,000.00	
HWY	Grader	\$265,000.00	
HWY	Low Boy	\$70,000.00	
HWY	HWY Trail connections	\$270,000.00	Right of way Liberty Drive to Karst Connector 2023 anticipate the build
Parks	Park renovations	\$400,000.00	Flatwoods Park ADA improvements. IU Health Foundation Grant was not awarded.

	222222	224
	<u>PROPOSED</u>	<u>GOAL</u>
TOTAL	\$3,000,000.00	\$3,000,000.00



TIMETABLE AND CHECKLIST

MONROE COUNTY, INDIANA GENERAL OBLIGATION BONDS, SERIES 2021

<u>Date</u>	<u>Action[†]</u>
-------------	---------------------------

July/August County Commissioners and County Council meet to discuss and finalize

scope of projects

September 1 County Commissioners meet to adopt Resolution approving Bonds

September 14 County Council meets to (i) introduce Bond Ordinance and (ii) introduce

Appropriation Ordinance

September 22 Notice of public hearing on additional appropriation of Bond proceeds

published (at least 10 days prior to the hearing) in the *Herald-Times*

October 12 County Council meets to (i) adopt Bond Ordinance, (ii) hold public

hearing on Appropriation Ordinance and (iii) adopt Appropriation

Ordinance

October 15 Notice of determination to issue bonds published in the *Herald-Times*;

notice posted in 3 public places in the County

By mid-October Municipal Advisor completes Preliminary Official Statement; if rating

will be requested for the Bonds, rating process completed

October 22 Notice of determination to issue bonds published in the *Herald-Times*;

notice posted in 3 public places in the County

October 27 Notice of intent to sell Bonds published in the *Herald-Times* and

Indianapolis Star (first time)

November 3 Notice of intent to sell Bonds published in the *Herald-Times* and

Indianapolis Star (second time)

November 11 Deadline for underwriters/financial institutions to submit notice of

interest; 24-hour notice of sale given

November 11 Bond sale

Week of November 20 Closing documents prepared/circulated

December 1 Closing

^{*} Preliminary, subject to change.

[†] Actions assume General Obligation Bonds in the amount of \$5,575,690 or less (i.e., not a controlled project).



Revised 03/2018

PERSONNEL ADMINISTRATION COMMITTEE AGENDA REQUEST

This form will ALSO serve as the Council Agenda Request, if PAC forwards to Council.

NEW POSIT		AMEND PO			TION
OTHER (specify)		_	951110N	DESCRIT	
DEPARTMENT: Health			ODAY'S I	DATE: 07/2	7/2021
CONTACT PERSON(S): Penny Caudill					
PHONE: (812) 349-2068 EM	IAIL: _ ^I	pcaudill@co.monroe.in.us			
FUND NAME Health Department			FU I	ND	LOCATION 0000
CURRENT: (if applicable) ACCOUNT POSITION NUMBER TITLE Administrative Assistant	HRS	CLASSIFICATION	LEVEL (YRS)	ANNUAL SALARY	EXEMPT YES/NO No ———
Please give a THOROUGH narrative explanation of your Explanation: The Monroe County Health Department has assessed a nealike to propose turning the Part Time position of Administ Time are as follows: 1) Job Retention. Administrative Ass longevity. When the Administrator eventually retires it will transition. 2) This position serves as back up to Vital Recount the limited hours available. 3) As a Full Time position Manager.	ed for ad trative Assistants as Il take ar ords. Du	Iditional staff. Instead of a ssistant to Full Time. The are the backbone of a succession Administrative Assistant to the demands of this possible.	adding a content justification essful office to with long-content in the content	mpletely new ons for making this is only term knowled difficult to ti	position we would g this position Full achievable with dge for a successful rain as back up
WHEN FORWARDING TO COUNCIL: • Attach RED-LINE version of proposed • Attach WIS Recommendation (when ap • Attach Fiscal Impact Statement (contact Council Use Only: PAC VOTE	pplicable	e)	G DATE _		
Complete the Salary Ordinance Amendment Re	equest w	hen a PAC Review conclu	ides with a	recommende	ed change.

Save request to your file and then forward completed request to the Council Office.

Monroe County Council Work Session Agenda-Packet

REQUEST TO AN	VIENL	SALAKY						
DEPARTMENT: Health			TODAY'S DATE: 07/27/2021					
FUND NAME: Health Department		F	UND:	1159	LOCATION	V:		
For Current Year: plus next Year:	Do	es this include a	Split Sala	ary Y	es (Complete Split S	ection Below)		
A. SALARY CHANGE ONLY: ACCOUNT POSITION NUMBER TITLE Administrative Assistant				URRENT ALARY		QUESTED LARY		
B. OTHER SALARY ORDINANCE AMENDMENT FROM Current Status: ACCOUNT POSITION NUMBER TITLE Administrative Assistant	:	HRS 35	CLASSI	FICATION	LEVEL (YRS)	EXEMPT YES/NO No		
TO Requested Status:								
C. SPLIT SALARY ORDINANCE AMENDMENT: FROM Current Status:								
FUND NAME:		F	UND:		LOCATION	N:		
ACCOUNT POSITION NUMBER TITLE	HRS	CLASSIFICA	TION	LEVEL (YRS)	ANNUAL SALARY	EXEMPT YES/NO		
TO Requested Status: ACCOUNT POSITION NUMBER TITLE	HRS	CLASSIFICA	TION	LEVEL (YRS)	ANNUAL SALARY	EXEMPT YES/NO		

Requests will be placed on the next scheduled Council Regular Session, unless otherwise notified. Contact the Council Office at extension 2569 with any questions or concerns.

Monroe County Council Work Session Agenda Packet

POSITION DESCRIPTION REVIEW FORM

DRAFT

• Instructions •

The initial **draft** of the job description for the position is attached. Please review this draft for accuracy. Any changes you make should be written directly on the description. If you need additional space, attach another sheet. The substantive changes you make will be incorporated into the final position description. In the event there are major inaccuracies or questions, you will be contacted before the final description is completed. Your department head will have copies of the final job descriptions for your department when they are finished.

• Employee Review Certification •

I have reviewed the attached job description and	
□ have found it to be an accurate and fair statement	ent of the job.
\Box have made additions and/or revisions.	
□ have found this position no longer exists in ou	r department.
	Date:
Employee's Signature	
COMMENTS:	
• Supervisor Review (Certification•
I have reviewed the contents of the attached draft padditions/modifications noted by me and/or the incaccurate and fair statement of this job. Any addition the incumbent(s) were discussed with the incumber	cumbent(s), and found it to be an ons/modifications noted by me and/or
Supervisor's Signature:	Date:
COMMENTS:	

POSITION DESCRIPTION COUNTY OF MONROE, INDIANA

POSITION: Administrative Assistant

DEPARTMENT: Health

WORK SCHEDULE: As Assigned

JOB CATEGORY: COMOT (Computer, Office Machine Operation, Technician)

DATE WRITTEN: June 2013 STATUS: Part-time

DATE REVISED: February 2021 FLSA STATUS: Non-exempt

To perform this position successfully, an individual must be able to perform each essential function of the position satisfactorily. The requirements listed in this document are representative of the knowledge, skill, and/or ability required. Monroe County provides reasonable accommodations to qualified employees and applicants with known disabilities who require accommodation to complete the application process or perform essential functions of the job, unless those accommodations would present an undue hardship.

Incumbent serves as Administrative Assistant to the Monroe County Health Department and is responsible for providing management and clerical support services to Administrative staff and office personnel as directed by the Administrator for special projects.

DUTIES:

Maintains schedules and arranges meetings for Administrator and Health Officer as appropriate. Assists the Administrator in daily operations, including monitoring of approaching board vacancies and alerts Administrator. Prepares legal advertisements and meeting notices for Health Board and other public meetings.

Receives complaints in writing and by telephone, responding to questions, addressing problems, and directing inquiries to appropriate section.

Assists with supervising interns, including providing training/instruction regarding tasks and standard office procedures, evaluating performance, and guiding the selection of future interns.

Edits and proofreads written work of the Administrative staff.

Prepares correspondence, meeting agendas and minutes, ordinances, and resolutions for distribution to news media, State agencies, County departments, and for Commissioners' public meetings. Manages the use of conference room use.

Assists with receiving, opening, and recording incoming office mail, fax transmissions, email, and other correspondence to the Administrator.

Performs various clerical duties as directed by the Administrator. Assists the Administrator with the annual reports, training logs and associated documents.

Assists Administrator in preparation of budgets to the Health Board, the County Council, or other appropriate entities.

Maintains official records, documents, and files relating to official actions and activities of the Health Department under the direction of the Administrator. Evaluates filing procedures and makes improvements as needed to meet changing circumstances.

Serves as back up to Vital Records division and assists with social media to allow for continuation of work in those areas. Coordinates and manages website and social media posts.

Performs related duties as assigned.

I. JOB REQUIREMENTS AND DIFFICULTY OF WORK:

High school diploma or GED at minimum. Previous related office and financial experience preferred.

Thorough knowledge of standard office procedures and ability to apply such knowledge to a variety of interrelated tasks, processes, and operations.

Knowledge of County government fiscal structures, legal organization, and public processes.

Knowledge of the role of each branch of County government.

Working knowledge of prescribed filing regulations, and ability to create and maintain accurate files and records.

Working knowledge of basic computer applications and ability to use computer software programs used by the Commissioners' Office, including Word, Excel, Outlook, and the Internet.

Working knowledge of standard English grammar, punctuation, and spelling and ability to compose, edit, and prepare correspondence and prepare detailed written reports as required.

Ability to effectively communicate in a courteous, tactful, and professional manner with co-workers, other County departments, local, state, and federal officials, and members of the general public, including being sensitive to professional ethics, gender, cultural diversities, and disabilities.

Ability to operate standard office equipment, including computer, typewriter, calculator, fax machine, postage meter, copier, and multi-line telephone.

Ability to supervise and direct interns, including providing training/instruction regarding tasks and standard office procedures, evaluating performance, and guiding the selection of future interns.

Ability to provide public access to or maintain confidentiality of department information and records according to state requirements.

Ability to comply with all employer and department policies and work rules including, but not limited to, attendance, safety, drug-free workplace, and personal conduct.

Ability to work alone with minimum supervision and with others in a team environment.

Ability to work on several tasks at the same time and work rapidly for long periods, occasionally under deadlines.

Ability to understand, memorize, retain, and carry out written or oral instructions and present findings in oral or written form.

Ability to occasionally work extended hours and evenings and travel out of town for seminars and conferences, but not overnight.

II. RESPONSIBILITY:

Incumbent performs duties according to a formal schedule with priorities primarily determined by supervisor, service needs of the public, and seasonal deadlines. Incumbent exercises independent judgment in applying general policies and procedures in unique situations, often under conditions of uncertainty and conflict. Errors in work are primarily detected or prevented through supervisory review and/or procedural safeguards. Undetected errors could result in work delays for other County departments or officials, public embarrassment, and/or waste of County funds/materials.

III. PERSONAL WORK RELATIONSHIPS:

Incumbent maintains frequent contact with co-workers, other County departments, local, state, and federal officials, and members of the general public for the purpose of explanation, interpretation, technical assistance, and non-routine problem-solving requiring coordination of varied activities.

Incumbent reports directly to the Administrator.

IV. PHYSICAL EFFORT AND WORK ENVIRONMENT:

Incumbent performs duties in standard office, involving sitting for long periods, sitting/walking at will, lifting/carrying objects weighing under 25 pounds, keyboarding, hearing communication, and speaking clearly.

Incumbent is occasionally required to work extended hours and evenings and travel out of town for seminars and conferences, but not overnight.

APPLICANT/EMPLOYEE ACKNOWLEDGMENT

The job description for the position of Administrative Assistant for the Monroe County Health Department describes the duties and responsibilities for employment in this position. I acknowledge that I have received this job description, and understand that it is not a contract of employment. I am responsible for reading this job description and complying with all job duties, requirements and responsibilities contained herein, and any subsequent revisions.

Is there anything that would keep you from meet outlined? Yes No	ing the job duties and requirements as
Applicant/Employee Signature	Date
Type or Print Name	

Waggoner • Irwin • Scheele & Associates INC

MEMO

TO: Monroe County Personnel Administration Committee

FROM: Allison Collins and Addie Rooker

Waggoner, Irwin, Scheele & Associates, INC.

DATE: August 17, 2021

RE: Classification Review Request – Highway

As requested, Waggoner, Irwin, Scheele, and Associates, reviewed the following classification review request for the Monroe Highway Department.

Maintenance/Laborer

This is a classification review request. The Highway department submitted a questionnaire for this new part-time position in December of 2020 and sent additional duties in March of 2021 during the 2021 Job Classification and Compensation project. The position is currently proposed to be classified as LTC A. After the pay plans had been distributed to department heads and elected officials, the department head requested the part-time position be eliminated and changed to full-time.

No changes were made to the job description's duties and responsibilities.

<u>Recommendation</u>: Since there were no changes to the job description's duties and responsibilities, the classification recommendation of LTC A is not recommended to change regardless of the part-time or full-time status. It is recommended that the County Council adopt the pay plans and job descriptions before making any changes to job descriptions or classifications.

We were asked if other counties have a similar position in their Highway Department, and the answer is yes. Most County Highway Departments that we work with do not have positions covered by collective bargaining agreements. However, from our review of counties that do have unions, the Maintenance/Labor position is generally included in the collective bargaining agreement.

Kim Shell

From: Allison Collins <acollins@wisconsultants.com>

Sent: Tuesday, August 17, 2021 9:21 AM

To: Kim Shell

Subject: Re: Request for a Classification Review-Hwy Maintenance Technician

Yes, it would be an LTC 2.

Allison Collins, Consultant Waggoner, Irwin, Scheele, and Associates 118 S. Franklin Street, Muncie, IN 47305

Phone: 765-286-5195 Fax: 765-286-2824

Information or documents provided from Waggoner, Irwin, Scheele & Associates Inc. is not legal advice. Any use of such information or documents or any part thereof should be undertaken only with the prior advice of your own legal counsel. Our opinion is based exclusively on the facts and circumstances described in documentation and communication with Waggoner, Irwin, Scheele & Associates Inc. Existence of any other information not contained in the provided communication could alter our conclusions. This correspondence is not and should not be construed as legal advice.

On Tuesday, August 17, 2021, 9:15 AM, Kim Shell kshell@co.monroe.in.us wrote:

Allison,

Council will be adopting the new classification levels to be effective 2022.

The Highway Department wants this position implemented for the remainder of 2021.

What classification would this position be on our current scale? I'm quessing LTC 2.

Have a great rest of the day.



Kimberly Shell

County Council Administrator

100 W Kirkwood Ave, Room 306

Desk: 812-349-2516

From: Allison Collins <acollins@wisconsultants.com>

Sent: Tuesday, August 17, 2021 9:04 AM **To:** Kim Shell <kshell@co.monroe.in.us>

Subject: Re: Request for a Classification Review-Hwy Maintenance Technician

Kim:

Attached is our recommendation memo for the Highway position.

Allison Collins

Consultant

Waggoner, Irwin, Scheele, and Associates

118 S. Franklin Street, Muncie, IN 47305

Phone: 765-286-5195

Fax: 765-286-2824

Information or documents provided from Waggoner, Irwin, Scheele & Associates Inc. is not legal advice. Any use of such information or documents or any part thereof should be undertaken only with the prior advice of your own legal counsel. Our opinion is based exclusively on the facts and circumstances described in documentation and communication with Waggoner, Irwin, Scheele & Associates Inc. Existence of any other information not contained in the provided communication could alter our conclusions. This correspondence is not and should not be construed as legal advice.

2021 APPROVE HIGHWAY PAY SCALE

	MIN	1	2	5	8	10	14	15	20	25	30	35	40	45
Union HWY 0														
Maintenance/Laborer	17.07	17.17	17.27	17.37	18.16	18.26	18.38	18.57	18.67	18.81	18.95	19.09	19.23	19.37

Salary Compensation Estimated Fiscal Impact

2021 ACCOUNT LINES

T Insurance	10,500	18001
FICA:	7.65%	18101
PERF:	14.20%	18201
Longevity	\$1,200	17601

Department: Highway

Account Line: 1176-15859-0531

Position Title: Hwy Maintenance/Laborer

Hours per Week: 40

Hourly Base Rate	\$0.00 Current	\$17.07 Requested	2021
Classification	Classification	Union Hwy 0 (LTC 2)	TOTAL YEAR
Grid Level	Level	Minimum	FISCAL IMPACT
Salary	\$ -	\$ 35,506.00	\$ 35,506.00
Insurance		\$ 10,500.00	\$ 10,500.00
FICA	\$ -	\$ 2,717.00	\$ 2,717.00
PERF	\$ -	\$ 5,042.00	\$ 5,042.00
Longevity	\$0.00	\$0.00	\$ -
TOTALS	\$ -	\$ 53,765.00	\$ 53,765.00

	emaining roll Claims
	0
EFF	ECTIVE DATE
8	/29/2021
PRO	OPSED FISCAL
	IMPACT
\$	10,925.00
\$	3,500.00
\$	836.00
\$	1,552.00
\$	-
\$	16,813.00

(Sept - Dec)

The above fiscal impact total is based on a full year of service. The final amount will be prorated depending on the effective date of change.



Revised 3/2018

MONROE COUNTY COUNCIL

AGENDA REQUEST MONROE COUNTY GOVERNMENT (Review form before completing)
DEPARTMENT: Parks & Recreation TODAY'S DATE: 07/14/2021
CONTACT PERSON(S): Margie Rice & Kelli Witmer
PHONE: (812) 320-0963 EMAIL: mrice@co.monroe.in.us kwitmer@co.monroe.in.us
PURPOSE OF REQUEST:
Creation of New Fund/Account Line(s) Additional Appropriation(s)
Transfer of Funds Amend Salary Ordinance
Other (specify) \$500,000 Fund to fund transfer from the General Fund or Rainy Day Fund to Next Level Trails NLT 9107
Please give a <u>THOROUGH</u> narrative explanation of the request (purpose of the request and action needed by Council).
Explanation:
On May 2, 2019, Monroe County Government was awarded an Indiana Next Level Trails (NLT) grant in the amount of \$2,337,710.00 for the expansion of the Karst Farm Greenway to Ellettsville. The NLT grant is administered by the Indiana Department of Natural Resources (IDNR). The grant project has been separated into two construction projects; northern segment (Ellettsville to Woodyard Rd.) and southern segment (Woodyard Rd. to Loesch Rd. Trailhead).
The NLT program is a new State funded grant in which IDNR and grant recipients are working out the details in grant reporting and the timing of the release of funds. The NLT requires all the engineering and related bidding services to be concluded before releasing any of the construction funds. This provision has produced a funding shortfall for the construction of the northern segment and the construction project manager.
Northern Segment Overview: IDNR grant funds have paid for engineering & design. On September 12, 2019, \$431,000 was transferred from Bond 4811 to NLT 9107. The northern segment construction project was awarded to E & B Paving for \$813,138.00. Bledsoe, Riggert, Cooper, James Engineering will be hired as the construction project manager (price to be determined).
Council Request: A \$500,000 Fund to fund transfer from the General Fund or Rainy Day Fund to Next Level Trails NLT 9107. The \$500,000 will be used to pay for the construction of the northern segment and the construction project manager.
Complete only the pages below that correspond to the above selected request.

Save entire request to your file and then forward completed request to the Council Office.

Monroe County Council Work Session Agenda Packet

	TRANSFER OF F	UNDS	
DEPARTMEN'	TE: <u>07/14/2021</u>		
FUND NAME:	General Fund or Rainy Day (1000 or 1186)	FUND:	LOCATION:
TRANSFER ACCOUNT NUMBER(S) 60100	FROM: ACCOUNT DESCRIPTIONS Transfer Cash Out (General 1000 or Rainy Day 1186)		AMOUNT \$ 500,000.00
		GRAND TOTAL	\$ 500,000.00
TRANSFER ACCOUNT NUMBER(S)	TO: ACCOUNT DESCRIPTION(S)	GRAND TOTAL	\$ 500,000.00 AMOUNT
ACCOUNT	ACCOUNT	GRAND TOTAL	
ACCOUNT NUMBER(S)	ACCOUNT DESCRIPTION(S)	GRAND TOTAL	AMOUNT
ACCOUNT NUMBER(S)	ACCOUNT DESCRIPTION(S)	GRAND TOTAL	AMOUNT
ACCOUNT NUMBER(S)	ACCOUNT DESCRIPTION(S)	GRAND TOTAL	AMOUNT
ACCOUNT NUMBER(S)	ACCOUNT DESCRIPTION(S)	GRAND TOTAL	AMOUNT

An In-House Transfer Form is located on the P:Drive > County Forms & Info > Auditor Forms

Monroe County Council Work Session Agenda Packet August 24, 2021 92 of 119

Monroe County

Note: Includes transactions after the last posted date of 06/30/2021.
Fund 9107 Next Level Trails (NLT-1-09) for 01/01/2021 thru 08/18/2021

Budget Account Code	Effective Date	Transaction Date	Transaction Type	ı	Amount Other Data			
9107.00000.000.0000				No Departm	nent			
	01/01/2021	01/01/2021	Rec/CarryFwdRec	573,	536.70 Carry Forward			
			Estimated					
			Revenue	Receipts	Appropriation	Expenditure	Unreceived Revenue:	(573,536.70)
	Current		0.00	0.00	0.00	0.00	Unexpended:	0.00
	Total		0.00	573,536.70	0.00	0.00	Cash:	573,536.70
9107.30006.000.0000	Contractual			No Departm	nent			
	01/06/2021	01/06/2021	Claim/RegDocket	5,	530.00 BK:001 CK:275	429 Inv:36019 Vend:001886 C	CHA CONSULTING, INC. PARKS	
	01/13/2021	01/13/2021	Claim/RegDocket	10,	513.30 BK:001 CK:275	714 Inv:428406 Vend:025170	VS Engineering, Inc. parks - NLT-1-09	
	02/10/2021	02/10/2021	Claim/RegDocket	9,	203.40 BK:001 CK:276	375 Inv:428407 Vend:025170	VS Engineering, Inc. parks	
	02/10/2021	02/10/2021	Approp/CarryFwdApp	287,	186.70 CFD 2/8/21			
	03/17/2021	03/17/2021	Claim/RegDocket	18,	180.00 BK:001 CK:277	128 Inv:428408 Vend:025170	VS Engineering, Inc. parks	
	04/14/2021	04/14/2021	Claim/RegDocket	5,	805.00 BK:001 CK:277	734 Inv:428409 Vend:025170	VS Engineering, Inc. parks	
	04/28/2021	04/28/2021	Claim/RegDocket	1,	153.09 BK:001 CK:278	057 Inv:36019-5 Vend:001886	CHA CONSULTING, INC. parks	
	06/09/2021	06/09/2021	Claim/RegDocket	9,	140.00 BK:001 CK:279	105 Inv:428410 Vend:025170	VS Engineering, Inc. parks	
	06/09/2021	06/09/2021	Claim/RegDocket	8,	250.00 BK:001 CK:279	105 Inv:419103 Vend:025170	VS Engineering, Inc. parks	
	07/14/2021	07/14/2021	Claim/RegDocket	3,	575.00 BK:001 CK:280	023 Inv:428411 Vend:025170	VS Engineering, Inc. parks	
	07/28/2021	07/28/2021	Claim/RegDocket	22,	590.00 BK:001 CK:280	366 Inv:428412 Vend:025170	VS Engineering, Inc. parks	
			Estimated					
			Revenue	Receipts	Appropriation	Expenditure	Unreceived Revenue:	0.00
	Current		0.00	0.00	0.00	0.00	Unexpended:	193,246.91
	Total		0.00	0.00	287,186.70	93,939.79	Cash:	(93,939.79)
9107.45350.000.0000	Infrastructure	Improvements		No Departm	nent			
	02/10/2021	02/10/2021	Approp/CarryFwdApp	2,323,	710.00 CFD 2/8/21			
			Estimated					
			Revenue	Receipts	Appropriation	Expenditure	Unreceived Revenue:	0.00
	Current		0.00	0.00	0.00	0.00	Unexpended:	2,323,710.00
	Total		0.00	0.00	2,323,710.00	0.00	Cash:	0.00

Financial System 08/18/2021 02:18 PM by KSHELLA Page 1

Combined Ledger (All Detail) as of 08/18/2021

Monroe County

Note: Includes transactions after the last posted date of 06/30/2021.

Fund 9107 Next Level Trails (NLT-1-09) for 01/01/2021 thru 08/18/2021

	Estimated					
	Revenue	Receipts	Appropriation	Expenditure	Unreceived Revenue:	(573,536.70)
Normal Current	0.00	0.00	0.00	0.00	Unexpended:	2,516,956.91
Total	0.00	573,536.70	2,610,896.70	93,939.79	Cash:	479,596.91
** Outstanding Investments Current		0.00				
Total		0.00				
Fund Totals Current	0.00	0.00	0.00	0.00		
Total	0.00	573,536.70	2,610,896.70	93,939.79	Cash:	479,596.91

Financial System 08/18/2021 02:18 PM by KSHELLA Page 2

Agreement for Construction and Construction-Related Services

This Agreement for Construction Services is made and entered into between E & B Paving, LLC Company, Inc. ("Contractor") and the Monroe County Board of Commissioners ("Commissioners") on behalf of the Commissioners and for the benefit of the Monroe County Parks and Recreation Department ("Parks"), who may collectively be referred to as "Monroe County" or the "County". The Contractor and Commissioners mutually agree as follows:

The terms of the Agreement enlist Contractor to serve as the General Contractor for the Northern Section of the Karst Farm Greenway from Ellettsville to Woodyard Road ("Project"), a recreational trail to be built upon a former railroad corridor, which Monroe County has been authorized to improve and develop. The Project includes trail construction and associated site improvements along the former railroad corridor over which the Monroe County has interim trail rights.

RECITALS

WHEREAS, in response to a request for bids issued by the Commissioners, Contractor submitted a bid which is attached hereto and incorporated herein as "Exhibit A"; and

WHEREAS, the Commissioners determined on April 7, 2021, that Contractor was the lowest and most responsive bidder and awarded the contract to Contractor; and

WHEREAS, Contractor has experience, knowledge, and expertise relating to the Project and desires to complete the Project, and the Commissioners desire to have Contractor complete the Project, in accordance with the specifications set forth by the Commissioners, which are attached hereto and incorporated herein as "Exhibit B"; and

NOW, THEREFORE, in consideration of the following mutual covenants, the parties hereto mutually covenant and agree as follows:

SECTION I. SCOPE OF PROJECT AND SERVICES BY CONSULTANT

Contractor shall provide the services and deliverables in accordance with the Construction Documents, which are either included in or described in "Exhibit B", which is attached hereto and incorporated herein. This Project has been designed by CHA Consulting, Inc. Contractor agrees to communicate and work directly with and under the general supervision of Monroe County and the construction manager hired by Monroe County, who will work with Parks as necessary to complete the Project.

Contractor shall not commence any additional work or change the scope of work without consultation with Monroe County and until authorized in writing by Monroe County to make such change. The scope of work may only be amended, supplemented or modified by a written document executed by the Contractor and the Commissioners in the same manner as this Agreement.

SECTION II. COMPENSATION

Contractor agrees to perform all that is required and necessary to accomplish this Project, as described this Agreement, particularly in Section I and the attached Exhibits, for an amount paid by Commissioners not to exceed Eight Hundred Thirteen Thousand, One Hundred and Thirty Eight Dollars and zero cents (\$813,138.00). Contractor acknowledges that no claim for additional compensation may be made by implication, oral agreements, action, inaction, or course of conduct. Any changes in compensation must be approved, in writing, by the Commissioners.

Contractor shall submit invoices, including the time and dates worked, and a detailed description of the work performed to Kelli Witmer, the Monroe County Parks Director, who shall process the invoices for payment. The Commissioners shall pay Contractor's submitted invoices within forty five (45) days of receipt and in conformance with all federal, state and local laws and Commissioners' fiscal policies and procedures.

In order to receive payment, Contractor shall perform all services under this Agreement to the reasonable satisfaction of Monroe County and its construction manager, as determined at the discretion of Monroe County and its construction manager and in accordance with all applicable federal, state, and local laws and all ordinances, rules, and regulations. The Commissioners will not pay in advance or for work not performed to Monroe County's reasonable satisfaction or work that is inconsistent with this Agreement, any of its Exhibits, pre-bid documents provided, or engineering specifications, until all deficiencies are remedied in a timely manner.

SECTION III. TERM

The term of this Agreement shall be from the date of the last signature affixed to the successful completion of the construction of the Project, as deemed by Monroe County. The completion date of the Project is deemed to be within ninety (90) days of the Notice to Proceed. Notice to Proceed shall be considered the date of execution and approval of this Agreement by all parties.

Contractor agrees that no charges or claim for damages shall be made by it for any delays from any cause whatsoever during the progress of any portion of the services specified under this Agreement. Any such delays shall be compensated by a reasonable extension of time, subject to Monroe County's approval.

SECTION IV. NOTICE TO PROCEED AND SCHEDULE

Contractor shall begin the work to be performed under this Agreement upon receipt of notice by Monroe County and shall deliver the work within ninety (90) days or in accordance with any and all schedules otherwise agreed upon by Monroe County and Contractor, provided no such schedules shall be made which would extend the Term of this Agreement as stated in Section III, without prior, written approval by the Commissioners.

SECTION V. REPRESENTATIONS AND SUB-CONTRACTORS

Contractor represents that he has examined and carefully studied the documents provided by Monroe County and all related bidding documents. Contractor has visited the site and is satisfied as to the general, local, and site conditions that may affect cost, progress, and performance of the Scope of Work. Contractor does not consider any further examinations, investigations, explorations, tests, studies, or data are necessary to perform the Scope of Work at the price agreed to in Section II. Contractor shall give Monroe County, prior to the execution of this Agreement, written notice of any and all conflicts, errors, ambiguities, or discrepancies that Contractor has discovered in the documents provided by Monroe County.

Contractor shall only use the sub-contractors listed in Exhibit A, unless Contractor and Commissioners agree to a written addendum to this Agreement to allow alternative or additional sub-contractors. If Contractor believes an alternative or additional sub-contractor will be necessary, Contractor shall notify Monroe County within five (5) days of Contractor's knowledge of the necessity of such sub-contractor.

SECTION VI. INDEMNITY

Contractor assumes all risks and responsibilities for accident, injuries or damages to person(s) or property related to performance pursuant to this Agreement, and agrees to indemnify and save harmless the Commissioners, their officials, and employees from all claims, costs or suits of whatever nature, including attorneys' fees, related to performance of the Project, except such claims, costs or suits arising out of the negligence of the Commissioners or its employees.

SECTION VII. WORKER'S COMPENSATION

To the extent required by the laws of the State of Indiana, Contractor and any and all of the sub-contractors used by Contractor and listed in "Exhibit A", shall purchase and maintain a policy of Worker's Compensation Insurance and furnish a certificate of such insurance to the Commissioners or Monroe County before commencement of work on the Project. Failure to provide this certificate may be regarded by the Commissioners as material breach of this Agreement, and may result in its cancellation without further cause. It shall be in the Commissioners' sole discretion whether there is a material breach under this paragraph and whether the breach should result in cancellation of this Agreement.

SECTION VIII. LIABILITY INSURANCE AND BONDS

Contractor shall purchase and maintain comprehensive general liability insurance in amounts of at least One Million Dollars (\$1,000,000) per occurrence, and Two Million Dollars (\$2,000,000) aggregate, and furnish proof of such insurance to Monroe County, on behalf of the Commissioners, before commencement of work on the Project. Failure to provide this certificate may be regarded by the Commissioners, in its sole discretion, as a material breach of this Agreement, and may result in its cancellation without further cause. It shall be in the Commissioners' sole discretion whether there is a material breach under this paragraph and whether the breach should result in cancellation of this Agreement.

Contractor shall provide the Commissioners, as shown in Exhibit A, a Bid Bond in the amount of Five Percent (5%) of the Project cost. Contractor shall also secure and pay for any and all other bonds required by federal, state, or local law or regulation including but not limited to those for temporary construction entrance permits on any road locations required.

SECTION IX. NON-DISCRIMINATION

In the performance of work under this Agreement, it is agreed that Contractor, any of its sub-contractors, or any person acting on their behalf shall not, in any manner, discriminate against or intimidate any employee or job applicant with respect to his hire, tenure, terms, conditions or privileges of employment, or any matter directly or indirectly related to employment, because of his race, religion, color, sex, national origin, ancestry, sexual orientation, gender identity, disability, housing status, or status as a veteran — or discriminate by reason of such factors, against any citizen of the State of Indiana who is qualified and available to perform the work.

In the event that Contractor discriminates as stated herein, it is agreed that a penalty equal to the sum of Five Hundred Dollars (\$500.00) per person, per day of discrimination, may be deducted from the amount of compensation due Contractor under this Agreement. Should a second, or subsequent violation occur, said second or subsequent occurrence may be considered a material

breach and this Agreement may be terminated and all monies due, or to become due hereunder, may be forfeited.

SECTION X. COMPLIANCE WITH LAW

Contractor shall comply with all State of Indiana and Monroe County applicable laws and regulations, including obtaining any and all permits necessary for the Project. Contractor shall indemnify and save harmless the Commissioners for any fines or expenses of any nature which it might incur from Contractor's noncompliance. Contractor will comply with IC 22-5-1.7 et seq., and has provided an Affidavit of compliance with E-Verify, which is included in Exhibit A.

SECTION XI. INDEPENDENT CONTRACTOR

It is understood and agreed that Contractor executes this Agreement as an independent contractor, and shall not be considered an employee or agent of the Commissioners for any purpose. Provided Contractor complies with the reasonable requirements imposed by Monroe County, who is serving as the Construction Manager for the Commissioners, Contractor shall have exclusive control over the means, methods and details of fulfilling its obligations under this Agreement. Contractor shall pay all taxes, withholdings and contributions required by Social Security (FICA) laws, Indiana and federal income tax laws, and Indiana unemployment insurance laws.

SECTION XI. GENERAL PROVISIONS

- **A. Non-collusion.** Contractor attests, subject to the penalties for perjury, and as described in the Non-Collusion Affidavit in Exhibit A, that Contractor has not nor has any other member, employee, representative, agent or officer of Contractor, directly or indirectly entered into or offered to enter into any combination, collusion or agreement to receive or pay, and that Contractor has not received or paid, any sum of money or other consideration for the execution of this Agreement other than which appears on the face of this Agreement.
- **B.** Captions. The captions of the Agreement are for convenience only, and do not in any way limit or amplify its terms.
- C. Governing Law. This agreement shall be governed in accordance with the laws of the State of Indiana. The venue for any disputes or litigation resulting from or related to this Agreement shall be Monroe County, Indiana.
- D. Records and Work Product. The Contractor and any and all sub-contractors shall maintain all books, documents, correspondence, and records of pertaining to this Agreement and Project and shall make such materials available to Monroe County and the Commissioners upon request. Such records shall be kept for a period of three (3) years from the date of completion of the Project. If Commissioners is subjected to an audit by the State Commissioners of Accounts or otherwise, Contractor agrees to provide information and participate as necessary for Commissioners to successfully comply with audit requirements. All documents and work product generated pursuant to this Agreement shall be considered "work for hire" and owned by the Commissioners.
- **E.** Authority to Bind. By the signature below, Contractor warrants that he has the necessary authority to enter into this Agreement.
- **F. Disputes and Remedies.** If any disputes arise between the Commissioners and Contractor, the parties agree to act promptly and in good faith to resolve such disputes. Time is of the essence in the resolution of disputes.

In the event of a dispute, Contractor agrees that it will continue without delay to carry out all of its responsibilities under this Agreement that are not affected by the dispute. Should the Contractor fail to continue to perform its responsibilities regarding all-non-disputed work, without delay, any additional costs (including, but not limited to attorneys' fees and expenses) incurred by Commissioners or Monroe County as a result of the failure to proceed shall be borne by Contractor. Any payments that may be delayed or withheld as a result of a dispute shall not be subject to penalty or interest. Permitting Contractor to proceed shall in no way operate as a waiver on the part of the Commissioners of any of its rights herein or provided by law or in equity.

If either Commissioners or Contractor is not satisfied with the progress made toward resolving the dispute, the aggrieved party must notify the other party of this dissatisfaction in writing. Upon written notice, the parties shall have ten (10) business days, unless the parties mutually agree in writing to extend this period, following the written notice to resolve the dispute. If the dispute is not resolved within ten (10) business days, the dissatisfied party may proceed with any and all remedies available by law or in equity, including termination of this Agreement. Notice of termination shall be given in writing and shall be effective upon thirty (30) business days following said Notice.

G. Notice. Any legal notices, requests, consent, or communications under this Agreement shall be effective only if it is in writing and personally delivered, sent by certified or registered mail with return receipt requested, or sent by a nationally recognized overnight delivery service and addressed as follows:

E & B Paving, LLC c/o Todd Hoops 2520 W. Industrial Park Drive Bloomington, IN 47404

Monroe County Board of Commissioners c/o Monroe County Legal Department 100 West Kirkwood Avenue, Room 220 Bloomington, IN 47404

- **H. Force Majeure.** In the event that either party is unable to perform any of its obligations under this Agreement or to enjoy any of its benefits because of fire, natural disaster, acts of God, acts of war, terrorism, civil disorders, decrees of governmental bodies, strikes, lockouts, labor or supply disruptions or similar causes beyond the reasonable control of the affected party (hereinafter referred to as a "Force Majeure Event"), the party who has been so affected shall immediately give written notice to the other party of the occurrence of the Force Majeure Event (with a description in reasonable detail of the circumstances causing such Force Majeure Event) and shall do everything reasonably possible to resume performance. Upon receipt of such written notice, all obligations under this Agreement shall be immediately suspended for as long as such Force Majeure Event continues and provided that the affected party continues to use commercially reasonable efforts to recommence performance whenever and whatever extent possible without delay. If the period of nonperformance exceeds thirty (30) days from the receipt of written notice of the Force Majeure Event, the party whose ability to perform has not been so affected may, by giving written notice, terminate this Agreement in accordance with paragraph F, above.
- I. Entire Agreement. This Agreement and its Exhibits constitutes the entire Agreement between the parties. No understandings, agreements, representations, oral or written, not specified within this Agreement will be valid provisions of this Agreement. This

Agreement may not be modified, supplemented, or amended, in any manner, except by written agreement signed and executed in the same manner as this Agreement.

J. Severability. The invalidity of any section, subsection, clause or provision of this Agreement shall not affect the validity of the remaining sections, subsections, clauses or provisions of this Agreement.

IN WITNESS WHEREOF, Contractor and Commissioners have executed this Agreement as dated below in two counterparts, each of which shall be deemed an original.

Signature	Date
	COUNTY COMMISSIONERS OF COMMISSIONERS day of, 2021.
MONROE COUNTY CO	OMMISSIONERS OF COMMISSIONERS
"AYES"	"NAYS"
Julie Thomas, President	Julie Thomas, President
Lee Jones, Vice President	Lee Jones, Vice President
Penny Githens	Penny Githens
ATTEST:	
Catherine Smith, Auditor	



REQUEST TO HIRE IN AT THE MIDPOINT OF THE COMPENSATION SCALE

(Resolution 2015-46)

3 6						
Department:	YSB		DH/EO:	Victoria . Thevenow		
Position:	Clinical Coordina	ator	Classification:	PAT V		
Minimum Salary:	\$50,586.00		Mid Point Salary:	\$65,494.00		
Evaluation Factors:	Evaluation Factors: Knowledge, Skill, Ability (KSA) and Experience					
Department Head/Elected Officia Statement	d/Elected Official the starting salary. Please note no additional appropriation will be required.					
Human Resources Statement	The candidate has six years of direct clinical experience as well as four years of supervisory experience. The job description states that the position maintains a caseload of youth in the community and at the Youth Shelter, meeting with Shelter residents and family members to resolve conflicts. This position supervises clinical staff, holds clinical supervision, and develops professional development plans. The candidate has been supervising the YSB clinical staff since 2020. They also have experience providing individual and family therapy services to clients at IU Health Riley and Family Solutions. Signature: Date: 2/17/21					
Council Required Do Job Descripti HR Statemen	on	January 1	tatement nt of fiscal impact		5 W	
Council Decision Yes No Date Personnel Administration Committee (PAC) Review:					Y	
PAC Required Documents Job Description Redacted resume of the applicant Date closed:						

REQUEST FOR HIRE IN AT THE MIDPOINT OF THE COMPENSATION SCALE CON'T:

The candidate has significant experience in all aspects of the job description including supervising practicum students and interns, managing a direct service caseload, familiarity with Department of Child Services and Probation crisis intervention procedure, as well as being a Bloomington native having extensive knowledge of community resources. The candidate has been providing clinical supervision to our existing YSB staff since December 9, 2020.

We would like to have a two week overlap for training from August 30th to September 10th.



Professional Social Work Experience

Social Worker/Therapist- IU Health Riley Physicians/Southern Indiana Physicians September '19-July '21

- Provided individual and family therapy services to patients
- Triage and assessments to determine best treatment plans and outcomes
- Case management and resource education for families
- Collaborative engagement with interdisciplinary Behavioral Health team
- Supervision of MSW student's Practicum site

Faculty Field Liaison-Indiana University School of Social Work

August'20-Current

- Instructor for Social Work Practicum I & II for seniors in the BSW program
- Taught two sections each semester and facilitated group discussion around the practicum experience
- Facilitated student's engagement with core social work values, theories and interventions with real-life scenarios

Private Practice and Co-Parenting-Kris Sullivan

January '21-Current

- Provide therapy sessions to individuals with a variety of mental health challenges
- Conduct co-parent sessions to help individuals with children who are experiencing a divorce

Home-Based Therapist - Family Solutions

May '14 -February '20

- Facilitated crisis intervention and on-going therapeutic services to children and families involved with the Department of Child Services and the Juvenile Probation Department in South-Central Indiana
- Provided individual, couples, and family therapy services to at risk populations
- Orchestrated Parenting Assessments per DCS request
- Partnered with cross functional professional teams to facilitate client needs
- Expedited communications and monthly reporting to the court system
- Advised and advocated quality care to individuals across a diverse array of healthcare providers

Social Work Practicum Experience

Family Solutions

Graduate in-the-field Practicum Experience,

Indiana University OASIS

Graduate in-the-field Practicum Experience,



Certifications and Licenses

Eye Movement Desensitization and Reprocessing (EMDR) Certification Screening, Brief Intervention & Referral to Treatment (SBIRT) Trainer Licensed Clinical Social Worker (LCSW) with the State of Indiana Functional Family Therapy (FFT) Certification



Education

Masters of Arts Degree - Indiana University, Bloomington, IN

Masters of Arts in African American and African Diaspora Studies GPA 3.97 / 4.0

Masters of Social Work Degree – IUPUI, Indianapolis, IN

Masters of Social Work with concentration in Child Welfare GPA 3.94 / 4.0

Undergraduate Degree - Earlham College, Richmond, IN

Bachelors of Arts in African and African American Studies Minor in Women's Studies Honors and Phi Beta Kappa

Other Work Experience

Road Manager – African American Dance Company – Indiana University

Teaching Assistant and Counselor – Explore-A-College – Earlham College

Academic Honors and Awards

Outstanding Mental Health Provider Nomination-Mental Health America of Monroe County

Phyllis Klotman Outstanding Thesis/Dissertation Award

Phi Alpha National Social Work Honor Society

Winona Fletcher Award for Outstanding Leadership

McNair Scholar

Presidential Honors Scholar

Education Enhancement Grant

Volunteer/ Extra-Curricular Experience

Member of Implicit Bias Community of Practice-part of BTCC-Building a Thriving and Compassionate Community

Planned Parenthood Volunteer Hoosier Youth Challenge Academy Mentor African American and African Diaspora Studies Graduate Society Member African American Dance Company Member Co-Director of For Colored Girls Who Have Considered Suicide When the Rainbow is Enuf Diversity Council Member- Earlham College Volunteer at Townsend Community Center, Richmond Indiana Dance Alloy Choreographer and Dancer-Earlham College New Measures Member-all female A Capella group Gospel Revelations Member Earlham College Womyn's Center Member Co-Convener of Black Ladies United at Earlham -BLUE Black Student Union Executive member Business Manager of Black Ladies United at Earlham BLUE Co-Director of Vagina Monologues Port Lyttelton Project volunteer in Lyttelton, New Zealand Prevent Child Abuse Monroe County volunteer Earlham Progressive Union member Hand Drum Ensemble Vagina Monologues Participant/Actress Student Teacher at Fairview Elementary School

POSITION DESCRIPTION COUNTY OF MONROE, INDIANA

POSITION:

Clinical Coordinator

DEPARTMENT:

Youth Services Bureau of Monroe County

WORK SCHEDULE:

As Assigned

JOB CATEGORY:

PAT V - 40hr (Professional, Administrative, Technological)

DATE WRITTEN:

January, 2007

STATUS:

Full-time

December, 2014

FLSA STATUS:

Exempt

To perform this position successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed in this document are representative of the knowledge, skill, and/or ability required. The County of Monroe provides reasonable accommodation to qualified employees and applicants with known disabilities who require accommodation to complete the application process or perform essential functions of the job, unless the accommodation would cause an undue hardship.

Incumbent serves as Clinical Coordinator for Youth Service Bureau of Monroe County, responsible for supervising counseling, psycho-education programs, and staff providing direct services to program clients.

DUTIES:

Directs and monitors the following positions: Counselors, Case Managers, Project Safe Place Coordinator/YSB Outreach and assigned interns.

Administers operations and personnel of programs pertaining to clinical realm of department, including supervising clinical staff, interns, and practicum students. Interviews applicants and makes hiring recommendations, provides consultation and support, and assists in resolving problems.

Maintains clinical case load of youth in the community and at Shelter, including receiving referrals from various programs and agencies, reviewing potential clients for appropriateness for agency services, and meeting with Shelter residents and family members to resolve conflicts and provide counseling to assist families in making positive changes.

Supervises members of the YSB clinical team, to include making work assignments, holding regular clinical supervision, and developing professional development plans.

Facilitates the Clinical Supervision Team meetings, to include scheduling and ensuring appropriate documentation of sessions has occurred.

Serves as the project lead on Clinical Work Group, which is facilitated by the Deputy Director.

Completes required documentation, including, but not limited to, case notes, care/treatment plans, clinical recommendations, and letters of advocacy.

Provides in-service training to Shelter staff regarding topics of clinical nature in collaboration with the Community Education & Training Coordinator Prevention Coordinator.

Serves on committees and/or attends administrative meetings for professional and/or community groups pertaining to department programs.

Negotiates and oversees the partnership and collaborative efforts of the Shelter counseling staff and community agencies and/or groups as necessary.

Collaborates with community members for awareness & fundraising activities, including assisting in planning future awareness & fundraising events.

Assesses the need for outreach sites (to include Project Safe Place) in the community and oversees the recruitment of businesses/agencies to participate.

Serves on 24-hour call for emergencies, including responding to calls, assessing situation and needs of site visitors, providing initial counseling, and taking action as situation demands.

Participates in collaborative team efforts, such as grant writing and community outreach.

Develops shelter programming in conjunction with the Program Coordinator and assists with its implementation.

Oversees the Project Safe Place Program delivery in collaboration with the Safe Place Coordinator/YSB Outreach position.

Manages the on-call Clinical Team calendar.

Attends a variety of meetings, seminars, and professional development workshops.

Performs related duties as assigned.

I. JOB REQUIREMENTS:

Masters Degree in social work, counseling, psychology, or related field, with minimum two years experience in supervision and one year experience in program administration. Holds appropriate practicing licensure such as LCSW or LMFT credentialing.

Ability to supervise clinical staff, interns, and practicum students, including interviewing applicants, making hiring recommendations, providing consultation and support, and assisting in resolving problems.

Thorough knowledge of accepted theories, practices, and interventions for counseling youth and their families, with ability to apply theories and interventions to both family and individual circumstances.

Thorough knowledge of the YSB agencies and programs, Monroe County population areas, and other adolescent and family services/programs available to clients, with ability to make appropriate referrals and coordinate services as needed.

Ability to effectively oversee Project Safe Place Program, in collaboration with the Safe Place Coordinator/YSB Outreach.

Ability to operate standard office equipment and software, such as computer, keyboard, calculator, fax machine, copier, telephone, word processing software, database/spreadsheet software, and financial software.

Working knowledge of Standard English grammar, spelling, and punctuation and ability to accurately complete and supervise the completion of required reports, records, and professional files.

Ability to provide public access to or maintain confidentiality of department information and records according to state requirements.

Ability to comply with all employer and department policies and work rules, including, but not limited to, attendance, safety, drug-free workplace, and personal conduct.

Ability to effectively communicate orally and in writing with co-workers, other County departments, government agencies, schools, funding sources, community organizations, and the public, including being sensitive to professional ethics, gender, cultural diversities and disabilities.

Ability to work alone with minimum supervision and with others in a team environment. Ability to work on several tasks at the same time and work rapidly for long periods, occasionally under time pressure.

Ability to understand, memorize, retain, and carry out written or oral instructions and present findings in oral or written form.

Ability to respond swiftly and rationally to emergencies on a 24-hour basis.

Ability to occasionally work extended, weekend, and evening hours, and periodically travel out of town for meetings/conferences, sometimes overnight.

Possession of a valid driver's license and demonstrated safe driving record.

II. DIFFICULTY OF WORK:

Incumbent performs administrative, supervisory, and counseling duties in accordance with established regulations and generally accepted guidelines, exercising judgment in supervising assigned employees, accurately assessing client needs and providing appropriate counseling and/or

referrals. Incumbent's duties are broad in scope, requiring careful consideration of unique situations and multiple complex circumstances and variables.

III. RESPONSIBILITY:

Incumbent assesses proper functioning of programs within realm of authority, including supervising employees and maintaining compliance with all applicable rules and regulations. Purposes and desired results of incumbent's work are generally known, with unusual and/or highly sensitive cases discussed with supervisor as needed. Incumbent's performance is reviewed periodically for soundness of judgment, accuracy and completeness of records, and compliance with all applicable rules, regulations, and guidelines.

IV. PERSONAL WORK RELATIONSHIPS:

Incumbent maintains communication with co-workers, other County departments, government agencies, schools, funding sources, community organizations, client families and the public for purposes of providing counseling, making referrals, coordinating services, and requesting and/or providing information.

Incumbent reports directly to the Deputy Director.

V. PHYSICAL EFFORT AND WORK ENVIRONMENT:

Incumbent performs most duties in a standard office environment and in a group home, involving sitting/walking at will, sitting for long periods, lifting/carrying objects weighing up to 25 pounds, close vision, speaking clearly, and hearing sounds/communication. Incumbent is periodically exposed to potentially violent "at-risk" adolescents for which safety precautions must be taken at all times. Incumbent occasionally works extended, evening, and/or weekend hours, and periodically travels out of town for training/conferences, sometimes overnight. Incumbent serves on 24-hour call for emergencies.

APPLICANT/EMPLOYEE ACKNOWLEDGMENT

The job description for the position of Clinical and Project Safe Place Coordinator for the Youth Services Bureau of Monroe County describes the duties and responsibilities for employment in this position. I acknowledge that I have received this job description, and understand that it is not a contract of employment. I am responsible for reading this job description and complying with all job duties, requirements and responsibilities contained herein, and any subsequent revisions.

Is there anything that would keep you from meeting Yes No	the job duties and requirements as outlined?
Applicant/Employee signature	Date
Type or Print name	

Salary Compensation Estimated Fiscal Impact

2021 ACCOUNT LINES

FT Insurance	10,500	18001
FICA:	7.65%	18101
PERF:	14.20%	18201
Longevity	\$0	17601

Department: Youth Services Bureau

Account Line: 1114-11140-0166

Position Title: Clinical Coordinator

Hours per Week: 40

Hourly Base Rate	\$25.50	\$26.68	
,	Current	Requested	2021
Classification	PAT 5	PAT 5	TOTAL YEAR
Grid Level	1-Year	3-Year/MPH	FISCAL IMPACT
Salary	\$ 53,040.00	\$ 55,495.00	\$ 2,455.00
Insurance	\$ 10,500.00	\$ -	\$ (10,500.00)
FICA	\$ 4,058.00	\$ 4,246.00	\$ 188.00
PERF	\$ 7,532.00	\$ 7,881.00	\$ 349.00
Longevity	\$0.00	\$0.00	\$ -
TOTALS	\$ 75,130.00	\$ 67,622.00	\$ (7,508.00)

Remaining Payroll Claims 8			
	TIVE DATE 29/2021		
	SED FISCAL MPACT		
\$	756.00		
\$	-		
\$	58.00		
\$	108.00		
\$	-		
\$	922.00		

The above fiscal impact total is based on a full year of service. The final amount will be prorated depending on the effective date of change.



MONROE COUNTY COUNCIL

Monroe County Courthouse, Room 306 100 W Kirkwood Avenue Bloomington, Indiana 47404 Office: 812-349-7312

CouncilOffice@co.monroe.in.us

Kate Wiltz, President Pro Tempore
Trent Deckard
Marty Hawk
Peter Iversen
Geoff McKim
Cheryl Munson
Margie Rice, Legal Counsel
Kimberly Shell, Council Administrator
Meghan Miller, Council Assistant

Eric Spoonmore, President

COUNCIL WORK SESSION SUMMARY MINUTES Tuesday, July 27, 2021 at 5:30 pm MEETING CONNECTION VIA ZOOM

MEMBERS

Not Present – Eric Spoonmore, President Present – Kate Wiltz, President Pro Tempore

Present – Trent Deckard *Present – Marty Hawk Present – Peter Iversen Present – Geoff McKim

Present – Cheryl Munson

STAFF

Present – Kimberly Shell, Council Administrator

Present - Margie Rice, Legal Counsel

Present – Meghan Miller, Admin. Assistant

1. CALL TO ORDER

Wiltz called the meeting to order at 5:30 p.m. Roll Call taken. Eric Spoonmore and Marty Hawk not present.

2. ADOPTION OF AGENDA – 5:30 PM

Wiltz made a motion to adopt. McKim seconded. No Council comment. No public comment.

A Wiltz asked for a roll call vote.

Shell called the Roll:

McKim Yes Wiltz Yes

Hawk Not Present

Iversen Yes Deckard Yes

Spoonmore Not Present

Munson Yes

Motion Passed; 5-0; Unanimous

3. DEPARTMENT UPDATES - 5:33 PM

Bri Gregory, County Financial Director

Bri Gregory, County Financial Director, gave a Federal Emergency Management Agency (FEMA) Update.

*Hawk joined meeting at 5:34 PM.

Council discussion ensued.

Lee Jones, Commissioner, gave an update on the administrative details regarding the working group for the Criminal Justice Study.

No Council discussion.

4. BAKER TILLY REPORT – FISCAL IMPACT DUE TO ANNEXATION – 5:45 PM

Paige Sansone and Deen Rogers, Baker Tilly Representatives, gave a final report on the fiscal impact due to annexation.

Council discussion ensued. No public comment.

5. RACIAL JUSTICE DATA PROJECT UPDATE, Erika Oliphant and Eric Grommon – 6:49 PM

Erika Oliphant, Prosecutor, and Dr. Eric Grommon, Indiana University Professor, gave an update on the racial justice study.

Council discussion ensued. No public comment.

6. REQUEST APPROVAL TO USE ALREADY APPROPRIATED FUNDS FOR A SAFETY AWARENESS PROJECT PART 2, Angie Purdie and Andrew Lambert – 7:09 PM

General Fund-Commissioners COVID, 1000-0069

30006 Contractual Appropriation Balance: \$113,915.70 as of 7/21/2021

This was a request to use currently appropriated funds to continue community safety awareness media presentations by Lambert Consulting. The use of funds from this location is in line with the purpose of the appropriation however, it was not discussed as a possible project when the appropriation was made by Council.

Deckard moved to approve the Board of Commissioners' request to use the remaining appropriation balance of \$113,915.70 in Fund 1000-0069, General Fund-Commissioners COVID, Account Line 30006, Contractual, toward a Safety Awareness Project. McKim seconded.

Angie Purdie, Commissioners Administrator, and Andrew Lambert, President of Lambert Consulting and Social Media Manager for the Commissioners', explained the purpose of the funds being used for a safety awareness project.

Council discussion ensued. No public comment.

Wiltz asked for a Roll Call vote.

Miller called the Roll:

Wiltz Yes Iversen Yes

Spoonmore Not Present

Munson Yes
Hawk Yes
McKim Yes
Deckard Yes

Motion Passed; 6-0; Unanimous

7. COMMISSIONER'S OFFICE, Angie Purdie and Eric Evans – 7:25 PM Request Approval of Additional Appropriations

Public Safety LIT, 1170-0068

30006 Contractual \$ 53,356.16 40010 Jail Remodel/Security \$ 300,000.00

47100 Equipment – Law Enforcement \$ 653,000.00 363,510

TOTAL \$1,006,356.16 716,866.16

The Criminal Justice Study Review was budgeted in 2020, however the Department failed to encumber the remaining funds in 2021. The 2020 appropriation was to pay Inclusivity Strategic Consulting and RJS Justice Services, LLC. In April of this year, the Department received and made the first of a total of two payments to Inclusivity Strategic from the incorrect fund. Providing this additional request in the Public Safety LIT fund will allow the Department to correct the error and to pay the outstanding remaining invoices. The total requested for Inclusivity Strategic is \$40,023.16. The final invoice total for RJS Justice Services is \$13,330. Additionally, the Department is requesting \$953,000. This funding will provide the refresh of the Mobile Data Terminal (MDT), body cameras for Deputies, Jailers, and Reserve Officers, and will allow for the replacement of security locks in the Jail.

Deckard moved to approve the Board of Commissioners' request for additional appropriations in Fund 1170-0068, Public Safety-LIT-Commissioners in the amount of \$53,356.16 in the Services Category and \$953,000 in the Capital Category for a total of \$100,356.16. McKim seconded.

Angie Purdie presented on this item, she requested the amount for line 47100 be reduced to \$363,510 due to finding a better price on the needed equipment.

Kim Shell, Council Administrator, stated Council needed to vote on this item by categories and not as one whole or by account lines.

Council discussion ensued.

McKim made a motioned to amend the Capital Category for a total of \$663,510 for a grand total \$716,866.16. Deckard seconded.

Council discussion ensued regarding separating the motion out by account line. It was clarified a motion could take place after amendment to the total request was completed.

Wiltz asked for a Roll Call vote to amend the additional appropriation total.

Miller called the Roll:

Deckard Yes
Iversen Yes
Hawk Yes
Wiltz Yes
McKim Yes

Munson Yes

Spoonmore Not Present
Motion Passed; 6-0; Unanimous

Purdie presented on the request for additional appropriation. Eric Evans, Technical Services Director, gave detail on the body camera replacement, replacement of interview room cameras, and the replacement of mobile data terminals in the sheriff vehicles. Council discussion ensued. No public comment.

McKim made a motion to divide into two parts – services and capital categories. Deckard seconded.

No Council discussion.

Wiltz asked for a Roll Call vote to split the motion into two parts for consideration.

Miller called the Roll:

Munson Yes
McKim Yes
Wiltz Yes
Hawk Yes
Deckard Yes
Iversen Yes

Spoonmore Not Present
Motion Passed; 6-0; Unanimous

No further Council Discussion. No public comment.

Wiltz asked for a Roll Call vote on the Services Category amount.

Miller called the Roll:

IversenYesDeckardYesHawkNoWiltzYesMcKimYesMunsonYes

Spoonmore Not Present

Motion Passed; 5-1 [Hawk]; Majority

No further Council discussion. No public comment.

Wiltz asked for a Roll Call vote on the Capital Category amount.

Miller called the Roll:

Before the roll call was taken, McKim asked for the Category amount to be restated for the record. Shell confirmed the amount of \$663,510.

McKim Yes
Wiltz Yes
Deckard Yes
Hawk Yes
Iversen Yes
Munson Yes

8. AUDITOR'S OFFICE, Bri Gregory Request Approval of an Additional Appropriation

<u>General Fund-Auditor, 1000-0002</u> 30006 Contractual \$35,700.00

The Department is currently contracting with Hartman and Williams for GAAP report preparation assistance. The contract for the 2020 GAAP report, which was recently submitted, states the contract fees are not to exceed \$135,000. The Department budgeted \$99,300; however, invoices have exceeded the budgeted funds. The Department is currently requesting the remaining \$35,700 fees billable on the contract. There is currently an outstanding invoice requiring payment.

Deckard moved to approve the Auditor's request for an additional appropriation in Fund 1000-0002, General Fund-Auditor in the amount of \$35,700 in the Services Category. McKim seconded.

Bri Gregory, Financial Director, presented on this item.

No Council comment. No public comment.

Wiltz asked for a Roll Call vote.

Miller called the Roll:

IversenYesMunsonYesDeckardYesWiltzYesHawkYesMcKimYesIversenYes

Spoonmore Not Present
Motion Passed; 6-0; Unanimous

9. AVIATION, Carlos Laverty

Request Approval of an Additional Appropriation

2017 Airport BAN Debt, 4609-0000

32750 Interest Payment \$63,923.61

On January 1, 2021, the Department had a cash balance of \$65,625. A request for an additional appropriation of \$1,701.39 was approved by Council on April 13, 2021. It was recently discovered the Department needed to appropriate the remaining fund balance in order to make the required BAN Interest payments and is requesting to appropriation \$63,923.61 for future payments.

Deckard moved to approve the Aviation Department's request for an additional appropriation in Fund 4909-0000, Airport BAN Debt, in the amount of \$63,923.61 in the Services Category. McKim seconded.

Carlos Laverty, Airport Director, presented on this item.

No Council comment. No public comment.

Wiltz asked for a Roll Call vote.

Miller called the Roll:

Wiltz Yes
Munson Yes
Hawk Yes
Iversen Yes
McKim Yes
Deckard Yes

Spoonmore Not Present
Motion Passed; 6-0; Unanimous

10. HEALTHNET ANNUAL PRESENTATION

-Nancy Richman, Community Engagement Director, South Region of HealthNet

Nancy Richman, Community Engagement Director, South Region of HealthNet gave an annual report. Council discussion ensued. No public comment.

11. APPROVAL OF RESOLUTION 2021-33: A RESOLUTION TO APPROVE AN INTERLOCAL EXTENSION TO THE AGREEMENT WITH THE MONROE COUNTY TOWNSHIP TRUSTEES CORPORATION, Jeff Cockerill – 8:18 PM

The Department is requesting to extend the Interlocal Agreement made with the Monroe County Trustee Corporation (formerly referred to as an Association). This does not change the amount pledged, just extends the deadline.

Deckard moved to approve Resolution 2021-33 which is an extension of the Interlocal Agreement made with the Monroe County Trustee Corporation to deliver relief from immediate and longer-term COVID-19 Economic Impact. McKim seconded.

Jeff Cockerill, County Attorney, presented on this item. He clarified the "Now, Therefore statement" for the record as follows: We find that the attached Interlocal Agreement, which is incorporated herein as "Exhibit A" is necessary to serve the residents of Monroe County. We hereby approve the Interlocal Agreement.

Council discussion ensued. No public comment.

Wiltz asked for a Roll Call vote.

Miller called the Roll:

Deckard Yes
McKim Yes
Iversen Yes
Wiltz Yes
Munson Yes
Hawk Yes

Spoonmore Not Present
Motion Passed; 6-0; Unanimous

12. SOPHIA TRAVIS COMMUNITY SERVICE GRANTS COMMITTEE, Ryan Boyce – 8:26 PM Request Approval of Resolution 2021-35: Award of Sophia Travis Community Service Grants

Ryan Boyce, Sophia Travis Community Services Grant Committee member presented on this item.

Deckard made a motion to approve Resolution 2021-35: Award of Sophia Travis Community Service Grants which reads "Now therefore, be it resolved that the Monroe County council's total distribution of the Sophia Travis Community Service Grants fund for 2021, as read by Ryan Boyce, for a total distribution of \$135,400."

McKim stated he would like to have Resolution 2021-25 split into two parts: one including all organizations except Writing for a Change, and another with only Writing for a Change. This was due to a conflict of interest because his wife participates in this organization.

Munson made a motion to separate the Resolution into two parts as stated by Councilor McKim. McKim seconded.

Wiltz asked for a Roll Call vote on the motion to split the Resolution totals.

Miller called the Roll:

Deckard Yes
Wiltz Yes
McKim Yes
Munson Yes
Hawk Yes
Iverson Yes

Spoonmore Not Present
Motion Passed; 6-0; Unanimous

Council discussion ensued. No public comment.

Shell stated for the record the total distribution for Resolution 2021-35A is \$133,480 and Resolution 2021-35B is \$1,920.

Wiltz made a motion to approve the Resolution 2021-35A for a distribution of \$133,480. Deckard seconded.

Discussion regarding public comment.

Wiltz asked for a Roll Call vote on Resolution 2021-35A.

Miller called the Roll:

Wiltz Yes
Iversen Yes
Munson Yes
Hawk No
McKim Yes
Deckard Yes

Spoonmore Not Present

Motion Passed; 5-1 [Hawk]; Majority

Deckard made a motion to approve Resolution 2021-35B for a distribution of \$1,920. Wiltz seconded.

Wiltz asked for a Roll Call vote on Resolution 2021-35B.

Miller called the Roll:

McKim Abstain
Deckard Yes
Munson Yes
Wiltz Yes
Iversen Yes
Hawk Yes

Spoonmore Not Present

Motion Passed; 6-0-1 [McKim]; Majority

13. BOARDS AND COMMISSIONS – 8:47 PM

Current Board or Commission Vacancies

-Women's Commission 2 Year Term Expires: 1/1/2022 (completing a current term)

Wiltz explained vacancy.

14. COUNCIL COMMENTS - 8:49 PM

Hawk asked the public to read the Herald Times Newspaper opinion page regarding bail amounts. Kim Shell gave an update on Waggoner, Irwin, Scheele (WIS) study.

Colby Wicker, Council Intern, thanked Council for their roll in his internship.

Munson gave a Sophia Travis Community Service Grants update.

Deckard thanked Munson for her work on the Sophia Travis Community Service Grants Committee.

15. ADJOURNMENT – 9:01 PM

The Summary Minutes of the Monroe County Council Work Session held on July 27, 2021 were approved on August 24, 2021.

MONROE COUNTY COUNCIL, INDIANA

"Aye"	"Nay"
Eric Spoonmore, President	Eric Spoonmore, President
Kate Wiltz, President Pro Tempore	Kate Wiltz, President Pro Tempore
Trent Deckard, Member	Trent Deckard, Member
Marty Hawk, Member	Marty Hawk, Member
Peter Iversen, Member	Peter Iversen, Member
Geoff McKim, Member	Geoff McKim, Member
Cheryl Munson, Member	Cheryl Munson, Member
ATTEST:	
Catherine Smith, Auditor Monroe County, Indiana	

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