## PERSONNEL AUTHORIZATION ORDINANCE

BE IT ORDAINED by the Wake County Board of Commissioners:

**Section 1: AUTHORIZED POSITIONS.** The following full-time equivalent positions are hereby authorized in the County government by organizational unit and fund for the fiscal year beginning July 1, 2016 and ending June 30, 2017.

Department, Division and Fund (All Positions are in the General Fund unless otherwise noted)	Authorized Full-time Equivalent Positions
Board of Commissioners	4.000
County Manager	17.000
County Attorney	19.000
Board of Elections	24.000
Budget and Management Services	8.000
Facilities, Design & Construction	13.000
Finance	
General Fund	28.000
Debt Service Fund	2.000
Finance Total	30.000
Human Resources	28.750
Information Services	97.750
Register of Deeds	41.000
Revenue	69.000
Soil and Water Conservation District	6.000
Community Services	
CS Management and Budget	5.000
Parks, Recreation and Open Space	34.000
Veteran Services	3.500
Geographic Information Services	18.000
Libraries	246.000
Planning and Development Services	52.000
Community Services Total	358.500
Environmental Services	
General Fund	
ES Administration	9.000
Environmental Health & Safety	36.000
Water Quality Division	39.000
Animal Care, Control and Adoption Center	41.000
Total General Fund	125.000
Solid Waste Fund	15.000
South Wake Landfill Fund	5.000
Environmental Services Total	145.000

Department, Division and Fund	Authorized Full-time
General Services	Equivalent Positions
General Fund	
Administrative Support	13.000
Central Services	7.000
Field Services	34.000
Physical Plant	66.000
Security	6.000
Total General Fund	126.000
Fleet Fund	17.000
General Services Total	143.000
Human Services	
General Fund	
Social Services	567.000
Child Welfare	272.700
Children, Youth and Family	264.153
Public Health	76.240
Health Clinics	169.850
Behavioral Health	0.000
Administrative Operations	228.350
Total General Fund	1,578.293
Grants Fund	17.800
Affordable Housing	8.000
Transportation Fund	3.000
Human Services Total	1,607.093
Emergency Medical Services	273.000
Fire Services	17.000
Emergency Management	
General Fund	5.000
Grants Fund	2.000
Emergency Management Total	7.000
CCBI	77.500
Sheriff	
General Fund	
Law Enforcement	436.000
Detention	569.000
Total General Fund	1,005.000
Grants Fund	5.000
Sheriff Total	1,010.000
Capital Area Workforce Development	18.000
TOTAL FTEs ALL FUNDS	4,013.593
I OTTEL TELL TOTAL	7,013.373

**Section 2: AUTHORIZATION TO TRANSFER POSITIONS.** The County Manager, or his designee, is hereby authorized to transfer and/or reclassify full-time equivalent positions within the same fund.

**Section 3: INCREASE IN AUTHORIZATION.** With the exception of changes allowed through Section 2, any changes to the full-time equivalent (FTE) amounts authorized in Section 1 of this ordinance must be approved by the Board of Commissioners.

**Section 4: SALARY SCHEDULE.** The salary minimums, midpoints and maximums are hereby established for the salary schedule effective July 1, 2016.

Non-Exempt Schedule				
Band	Minimum	Midpoint	Maximum	
	Band 3 and	d 4 combined		
4	29,640	40,014	50,388	
4	14.25	19.24	24.23	
5	32,614	44,029	55,444	
3	15.68	21.17	26.66	
6	35,880	48,438	60,996	
0	17.25	23.29	29.33	
7	39,478	53,295	67,113	
,	18.98	25.62	32.27	
8	43,430	58,631	73,831	
0	20.88	28.19	35.50	
9	47,777	64,499	81,221	
9	22.97	31.01	39.05	
10	52,561	70,957	89,354	
10	25.27	34.11	42.96	
11	57,824	78,062	98,301	
11	27.80	37.53	47.26	
26 *	39,478	53,295	67,113	
20	18.98	25.62	32.27	
27 *	43,430	58,631	73,831	
21	20.88	28.19	35.50	

Exempt Schedule				
Band	Minimum	Midpoint	Maximum	
	Band 28 and	l 29 combin	ed	
29	50,440	70,616	90,792	
29	24.25	33.95	43.65	
30	55,484	77,678	99,871	
30	26.68	37.35	48.02	
31	61,032	85,445	109,858	
31	29.34	41.08	52.82	
32	67,136	93,990	120,844	
32	32.28	45.19	58.10	
33	73,849	103,389	132,929	
33	35.50	49.71	63.91	
34	81,234	113,728	146,221	
34	39.05	54.68	70.30	
35	89,358	125,101	160,844	
33	42.96	60.14	77.33	
36	98,293	137,611	176,928	
30	47.26	66.16	85.06	
37	108,123	151,372	194,621	
31	51.98	72.77	93.57	
38	118,935	166,509	214,083	
36	57.18	80.05	102.92	

<sup>\*</sup>Band 26 changes to Band 7 effective October 16, 2016

<sup>\*</sup>Band 27 changes to Band 8 effective October 16, 2016

Medical Series				
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Band	Class Title	Minimum	Midpoint	Maximum
		Non Exempt		
50	Physician Extender	62,005	86,807	111,609
30	T Hysician Extender	29.81	41.73	53.66
		Exempt		
51	Psychologist	50,440	68,094	85,748
21	rsychologist	24.25	32.74	41.23
52	Pharmacist	73,849	103,389	132,929
52	Pharmacist	35.50	49.71	63.91
53	Dharmasy Director	81,234	113,728	146,221
23	Pharmacy Director	39.05	54.68	70.30
54	Dentist	89,358	125,101	160,844
54	Dentist	42.96	60.14	77.33
55	Dantal Divantas	98,293	137,611	176,928
55	Dental Director	47.26	66.16	85.06
56	Dhysisian	143,415	200,781	258,147
56	Physician	65.67	89.89	114.11
57	Dhusisian Dinaston	157,757	220,860	283,963
5/	Physician Director	75.84	106.18	136.52
58	Medical Director	165,645	231,903	298,161
20	ivieuicai Director	79.64	111.49	143.35

	Legal Series				
Band	Class Title	Minimum	Midpoint	Maximum	
	Non Ex	cempt			
70	Legal Assistant	35,880	48,438	60,996	
70	Legal Assistant	17.25	23.29	29.33	
	Exe	mpt			
71	Assistant County Attornoy	73,849	103,389	132,929	
/1	Assistant County Attorney	35.50	49.71	63.91	
72	Cr. Assistant County Attornoy	81,234	113,728	146,221	
/2	Sr. Assistant County Attorney	39.05	54.68	70.30	
72	Donuty County Attornoy	98,293	137,611	176,928	
/3	73 Deputy County Attorney	47.26	66.16	85.06	
74	74 Co Donate County Attorney	108,123	151,372	194,621	
/4	Sr. Deputy County Attorney	51.98	72.77	93.57	

EMS Series*					
Band Class Title Shift Minimum Mid					Maximum
Darra	Non-Exempt			·	
	·	2080	14.25	19.24	24.23
100	EMT	2190	13.53	18.27	23.00
		2912	10.18	13.74	17.31
		2080	17.25	23.29	29.33
101	EMS Logistics Specialist & Paramedic	2190	16.38	22.12	27.85
		2912	12.32	16.63	20.95
		2080	18.98	25.62	32.27
102	Advanced Practice Paramedic & Field Training Officer		18.03	24.34	30.65
			13.56	18.30	23.05
		2080	20.88	28.19	35.50
103	EMS Program Coordinator & EMS Training Specialist	2190	19.83	26.77	33.71
		2912	14.91	20.13	25.35
		2080	25.27	34.11	42.96
104	EMS Supervisor	2190	24.00	32.40	40.80
			18.05	24.37	30.68
Exempt					
105	EMS Chief of Management Services	2080	50,440	70,616	90,792
106	Deputy EMS Director & Emergency Services Manager	2080	61,032	85,445	109,858
107	EMS Operations Director	2080	98,293	137,611	176,928

<sup>\*</sup>Classes not subject to 7k exemption therefore hourly rates shown are based on built in overtime and shift type

**Section 5: NON EXEMPT POSITION CLASSIFICATIONS.** The following non-exempt position classification schedule is hereby established effective July 1, 2016. The County Manager, or his designee, is hereby authorized to establish or modify non-exempt position classifications.

Class Title	Prod Consuld	Devide a suld
Band 1	Band 6 cont'd	Band 8 cont'd
Library Page	Deputy Sheriff - First Class	Dental Hygienist
Park Aide	Detention Officer - Master	Deputy Fire Marshal
Pre-Vocational Aide	Evidence Technician	Deputy Sheriff - Senior Investigator
Student Assistant	Facility HVAC Technician	Detention Officer - Lieutenant
Swimming Pool Technician	Firefighter/Driver	Emergency Management Specialist
Band 4	Forensic Photographer	Environmental Health Program Specialist
Administrative Assistant	Human Services Case Manager	Environmental Services Team Leader
Animal Healthcare Technician	Licensed Practical Nurse	Fire Captain
Animal Shelter Attendant	Master Mechanic	Fire/Rescue Responder
Customer Service Representative	Medical Technologist	Forensic Examiner
Dental Assistant	Payroll Specialist	Human Services Sr. Practitioner
Executive Secretary	Planning Technician	Information/Technology Technician
Facilities Technician	Public Health Educator	Natural Resource Conservationist
Interpreter	Register of Deeds Specialist	Public Safety Training Specialist
Laboratory Technician	Senior Accounting Technician	Trades Supervisor
Library Assistant	Senior Identification Technician	Ultrasound Technoloigst
Nurses Aide	Soil Scientist	Band 26/7*
Park Technician	Telecommunicator II	Administrative Services Coordinator I
Pharmacy Technician	Band 7	Librarian I
Property Evidence Clerk	Board of Elections Campaign Finance Specialist	Band 27/8*
Scale House Attendant	Board of Elections Recruitment Coordinator	Human Services Program Specialist
Band 5	Board of Elections Training Specialist	Human Services Supervisor I
Accounting Technician	Buyer	Planner I
Animal Control Officer	CCBI Processing Unit Supervisor	Telecommunications Supervisor
Detention Officer	Conservation Specialist	Workforce Development Specialist
	· ·	Band 9
Elections Specialist	Crime Analyst	
Executive Assistant	Deputy Clerk to the Board	Lead Inspector
Graphics Specialist	Deputy Sheriff - Investigator	Band 10
Human Resources Technician	Deputy Sheriff - Master	Chief Deputy Fire Marshal
Human Services Technician	Detention Classification Coordinator	Deputy Sheriff - Sergeant
Identification Technician	Detention Officer - Sergeant	Emergency Management Team Leader
Inmate Activities Coordinator	Environmental Health Specialist	Lab Supervisor
Inventory Control Specialist	Environmental Program Coordinator	Nurse
Mail Center - Warehouse Coordinator	Facility HVAC Specialist	Senior Inspector
Mapping Technician	General Inspector	Band 11
Plans & Permits Technician	Housing Rehabilitation Specialist	CCBI Field Shift Supervisor
Program Assistant	Human Resources Specialist	Deputy Sheriff - Lieutenant
Register of Deeds Technician	Human Services Program Auditor	Latent Print Supervisor
Revenue Agent	Human Services Senior Case Manager	Nursing Supervisor
Senior Facilities Technician	Nutritionist	Band 50
Solid Waste Compliance Officer	Paralegal	Physician Extender
Telecommunicator I	Social Worker	Band 70
Vehicle Technician	Trades Specialist	Legal Assistant
Band 6	Veterans Services Officer	
Administrative Supervisor	X-Ray Technician	
Assistant Park Manager	Band 8	
Benefits Specialist	Accountant	
Board of Elections Logistic Specialist	Animal Center Manager	
Consumer Records Manager	Appraiser	
Deputy Sheriff	CCBI Agent	
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**Section 6: EXEMPT CLASSIFICATIONS.** The following exempt position classification schedule is hereby established effective July 1, 2016. The County Manager, or his designee, is hereby authorized to establish or modify exempt position classifications.

Sand 3 Soortd Administrative Services Coordinator II Business Austrotor Coordinator Coordina	Class Title		
Administrative Services Coordinator II  Beputy Fire Services Deputy Director Board of Elections  Local Colle Cinc Laboratory Quality Wanager  Deputy Fire Services Director  Communications Specialist  Long Responsibility of Communications Commu	Band 29	Band 31 cont'd	Band 34 cont'd
Busines Auditor Coll Crime Laboratory Quality Manager Chemist Director of Nursing - Deputy Sire Services Director Communications Specialist Director of Nursing - Detention Services Consumer Records Director Facilities Project Manager Consumer Records Director Human Resources Manager Bethand Officer - Captain Human Services Advanger Detention Officer - Captain Human Services Advantation Cordinator Housing Rehabilitation Coordinator Human Services Consultant Long Range Planning Administrator Resources Consultant Long Range Planning Administrator Human Services Cilincian Regional Clurary Supervisor Regional Clurary Supervisor Facilities, Pergina Construction Regional Clurary Supervisor Facilities, Pergina Construction Director Human Services Supervisor III Roman Services Supervisor III Marping Supervisor Animal Services Director Mapping Supervisor Animal Services Director Approach Supervisor Animal Services Director Mapping Supervisor Animal Services Director Approach Supervisor Approach Su			
CELL Crime Laboratory Quality Manager Chemist Communications Specialist Communications Specialis			
Chemist Director of Nursing - Detention Services Communications Specialist Energency Services Manager Energency Communications Specialist Energency Services Manager Band 36   Consumer Records Director   Facilities Project Manager   Budget & Management Services Director   Consumer Records Director   Facilities Project Manager   Budget & Management Services Director   Consumer Records Director   Facilities Project Manager   Budget & Management Services Director   Community Services Consumer   Long Range Planning Administrator   Community Services Director   Falturan Resources Consultant   Long Range Planning Administrator   Community Services Director   Falturan Services Supervisor   Services Director   Service			
Communications Specialist Communications Specialist Communications Specialist Communications Specialist Communications Control of Facilities Project Manager Exercise Specialist Communication Coordinator Communication Coordinator Communications Coordinator Communic			
Consumer Records Director Facilities Project Manager Unimal Justice Planner Human Services Susstant Division Director Enrimal Justice Records Manager Detention Officer - Captain Human Services Susstant Information Technology Suriness Analyst Human Services Consultant Human Services Consultant Human Services Consultant Human Services Suspension II Human Services		-	,
Ciminal Justice Planner	·		
Detention Officer - Captain Human Services Assistant Division Director Environmental Paleaner Housing Rehabilitation Coordinator Housing Rehabilitation Coordinator Human Services Clinician Regional Center Director Human Services Clinician Regional Center Director Human Services Stores Consultant Human Services Storegam Consultant Human Services Storegam Consultant Human Services Director Deputy County Manager Safety Coordinator Communication Human Services Manager Human Services M			
Environmental Planner  (Information/Technology Business Analyst  (Nomising Rehabilitation Coordinator  (Nomising Rehabilitation Coordinator  (Nomising Rehabilitation Coordinator  (Nomising Rehabilitation Coordinator  (Nomising Response Consultant  (Nong Regular Planning Administrator  (Nomising Response Consultant  (Nomising Response Consu			
Housing Rehabilitation Coordinator Human Resources Consultant Human Resources Consultant Human Services Strogram Human Services	·		
Human Resources Consultant Human Services Clinician Regional Center Director Human Services Spregram Consultant Human Services Spregram Human Resources Orientor Human Services Director Human Services Manager Human Services Director Human Services Manager Hu			Community Services Director
Human Services Clinician Human Services Program Consultant Regional Library Supervisor Human Services Supervisor II Human Services S	Human Resources Consultant		
Human Services Program Consultant Human Services Sprograms of Sand Ubrary Supervisor   Information/Technology Specialist   Senior GIS Analyst   Fire Services Director   Finance Directo	Human Services Clinician		
Human Revices Supervisor II Information/Technology Spedalist Investment Analyst Investmen	Human Services Program Consultant	-	Facilities, Design & Construction Director
Investment Analyst Ubarrain II  Bad 32 Human Resources Director Mapping Supervisor Appriasi (Collection Manager Park Manager Assistant Library Director Revenue Director Appriasi (Collection Manager Assistant Library Director Revenue Director Planner II Assistant Library Director Revenue Director Planner II Assistant Library Director Revenue Director Planner II Assistant Library Director Responsibility Manager Assistant Library Director Responsibility Manager Band 33 Risk Management Specialist Budget Manager Community Services Manager Ensoiro Accountant Deputy Director Register of Deeds Psychologist Environmental Health and Safety Director Senior Accountant ERP Systems Manager Environmental Services Manager Band 53 Environmental Services Manager Band 53 ERP Systems Manager Band 53 Band 54 ERP Systems Manager Band 54 Budget and Management Analyst Budget and Management Analyst Budget and Management Analyst Budget and Management Coordinator Code Enforcement Complaint Coordinator Conde Enforcement Complaint Coordinator Conservation District Administrator Communications Manager Information/Technology Engineer Information/Technology Engineer Dental Director Dental Direct	Human Services Supervisor II		
Investment Analyst Ubarrain II  Bad 32 Human Resources Director Mapping Supervisor Appriasi (Collection Manager Park Manager Assistant Library Director Revenue Director Appriasi (Collection Manager Assistant Library Director Revenue Director Planner II Assistant Library Director Revenue Director Planner II Assistant Library Director Revenue Director Planner II Assistant Library Director Responsibility Manager Assistant Library Director Responsibility Manager Band 33 Risk Management Specialist Budget Manager Community Services Manager Ensoiro Accountant Deputy Director Register of Deeds Psychologist Environmental Health and Safety Director Senior Accountant ERP Systems Manager Environmental Services Manager Band 53 Environmental Services Manager Band 53 ERP Systems Manager Band 53 Band 54 ERP Systems Manager Band 54 Budget and Management Analyst Budget and Management Analyst Budget and Management Analyst Budget and Management Coordinator Code Enforcement Complaint Coordinator Conde Enforcement Complaint Coordinator Conservation District Administrator Communications Manager Information/Technology Engineer Information/Technology Engineer Dental Director Dental Direct	·	•	
Librarian II Mapping Supervisor Animal Services Director Revenue Director Nutritionist Supervisor Appraisal/Collection Manager Park Manager Assistant Ubrary Director Palnancer II Assistant to the County Manager Band 33 Risk Management Specialist Budget Manager Budget Manager Budget Manager Benity County Manager Band 51 Senior Accountant Deputy County Manager Senior Accountant Deputy Director Register of Deeds Senior Accountant Deputy County Manager Senior Accountant Deputy Director Register of Deeds Senior Accountant Deputy Director Register of Deeds Senior Accountant ERP Systems Manager Environmental Health and Safety Director Senior Executive Assistant ERP Systems Manager Environmental Services Manager Pharmacist Senior Soll Scientist ERP Systems Manager Environmental Felled Services Director Pharmacy Director Band 30 Financial Services Manager Budget and Management Analyst Fleet Director Business Officer Computer System Administrator Computer System Administrator Computer System Administrator Conservation District Administrator Purchasing Director Detention Officer - Major Detention Officer - Major Services Manager Environmental Consultant Special Aide to Sheriff Environmental Health Manager Environmental Consultant Special Aide to Sheriff Medical Director Band 33 Assistant County Attorney Band 34 Assistant County Attorney Band 35 Assistant County Attorney Band 37 Library Assistant County Attorney Band 37 Library Systems Administrator Deputy Revenue Assessor Band 38 Band 39 Assistant County Attorney Deputy Revenue Assessor Band 31 Assistant County Attorney Deputy Manager Deputy Services Director Flanner and Policy Analyst Management Corelitors Solid Waste Manager Deputy Services Director Deputy Manager Deputy County Attorney Deputy County Manager Deputy County Manag	Investment Analyst		General Services Director
Appraisal/Collection Manager Assistant Library Director Planner II Assistant to the County Manager Band 38  Risk Management Specialist Budget Manager Budget Manager Budget Manager Beputy County Manager Band 51  Senior Accountant Deputy Director Register of Deeds Psychologist Environmental Health and Safety Director Senior Appraiser Environmental Fervices Manager Pharmacist Senior Soli Scientist ERP Systems Manager Families and Field Services Wanager Band 52  Senior Appraiser Environmental Fervices Manager Pharmacist Senior Soli Scientist ERP Systems Manager Families and Field Services Director Band 30 Financial Services Manager Band 53  Budget and Management Analyst Business Officer Code Enforcement Complaint Coordinator Communications Manager Information/Technology Engineer Communications Manager Information/Technology Froject Manager Dental Director Detention Officer - Major Detention Officer - Major Emergency Management Coordinator Emergency Management Coordinator Emergency Management Special Aide to Sheriff Environmental Leath Manager Financial Systems Administrator Detention Officer - Major Emergency Management Special Aide to Sheriff Environmental Health Manager Financial Systems Administrator Budilies Engineer Gist Analyst Budiling Inspections Director Benefits and Wellness Manager Budilies Engineer Gist Analyst Budiling Inspections Director Deputy Revenue Assessor Band 32  Human Resources Officer Deputy Revenue Assessor Band 33 Assistant County Attorney Human Services Forgram Manager Information Services Division Director Finance Officer Phanagement and Policy Analyst Human Services Forgram Manager Physical Planting Director Physica	Librarian II		Human Resources Director
Appraisal/Collection Manager Assistant Library Director Planner II Assistant to the County Manager Band 38  Risk Management Specialist Budget Manager Budget Manager Budget Manager Beputy County Manager Band 51  Senior Accountant Deputy Director Register of Deeds Psychologist Environmental Health and Safety Director Senior Appraiser Environmental Fervices Manager Pharmacist Senior Soli Scientist ERP Systems Manager Families and Field Services Wanager Band 52  Senior Appraiser Environmental Fervices Manager Pharmacist Senior Soli Scientist ERP Systems Manager Families and Field Services Director Band 30 Financial Services Manager Band 53  Budget and Management Analyst Business Officer Code Enforcement Complaint Coordinator Communications Manager Information/Technology Engineer Communications Manager Information/Technology Froject Manager Dental Director Detention Officer - Major Detention Officer - Major Emergency Management Coordinator Emergency Management Coordinator Emergency Management Special Aide to Sheriff Environmental Leath Manager Financial Systems Administrator Detention Officer - Major Emergency Management Special Aide to Sheriff Environmental Health Manager Financial Systems Administrator Budilies Engineer Gist Analyst Budiling Inspections Director Benefits and Wellness Manager Budilies Engineer Gist Analyst Budiling Inspections Director Deputy Revenue Assessor Band 32  Human Resources Officer Deputy Revenue Assessor Band 33 Assistant County Attorney Human Services Forgram Manager Information Services Division Director Finance Officer Phanagement and Policy Analyst Human Services Forgram Manager Physical Planting Director Physica	Mapping Supervisor		
Park Manager   Assistant to the Courty Manager   Band 38	Nutritionist Supervisor		
Planner II  Assistant to the County Manager  Budget Manager  Deputy County Manager  Safety Coordinator  Community Services Manager  Deputy Director Register of Deeds  Psychologist  Senior Accountant  Deputy Director Register of Deeds  Psychologist  Senior Sol Scientist  Environmental Health and Safety Director  Senior Sol Scientist  ERP Systems Manager  Pharmacist  Senior Sol Scientist  ERP Systems Manager  Band 53  Monkforce Development Coordinator  Facilities and Field Services Director  Pharmacy Director  Band 30  Financial Services Manager  Health Services Manager  Band 54  Business Officer  Health Services Manager  Health Services Manager  Band 55  Code Enforcement Complaint Coordinator  Information/Technology Engineer  Information/Technology Project Manager  Information Manager  Information Manager  Information Prechology Project Manager  Information Manager  Physician  Detention Officer - Major  Serior Facilities Project Manager  Band 57  Detention Officer - Major  Environmental Health Manager  Read 18  Security Director  Physician Director  Band 57  Detention Officer - Major  Environmental Health Manager  Band 57  Band 58  Security Director  Physician Director  Band 71  Redical Director  Band 71  Redical Director  Band 72  Serior Facilities Project Manager  Band 73  Assistant County Attorney  Human Resources Officer  Deputy Revenue Assessor  Band 73  Deputy Serior Services Supervisor  Human Services Program Manager  Deputy Revenue Assessor  Band 74  Human Services Program Manager  Deputy Revenue Assessor  Band 74  Human Services Supervisor  Human Services Survisor Director  Information Services Survisor  Pharmaciti Services Director Services  Service He	Park Manager	-,,	Human Services Director
Safety Coordinator Senior Accountant Deputy Director Register of Deeds Senior Accountant Deputy Director Register of Deeds Senior Accountant Deputy Director Register of Deeds Senior Accountant Environmental Health and Safety Director Senior Secutive Assistant Environmental Services Manager Band S3 Senior Soll Scientist ERP Systems Manager Band 30 Financial Services Manager Band 30 Financial Services Manager Band 30 Financial Services Manager Band 30 Budget and Management Analyst Business Officer Health Services Administrator Dentist Business Officer Computer System Administrator Information/Technology Project Manager Dential Director Dentisting Manager Linformation Fernicology Project Manager Detention Officer- Major Emergency Management Coordinator Senior Selection Sel	Planner II		Band 38
Safety Coordinator Senior Accountant Deputy Director Register of Deeds Senior Accountant Deputy Director Register of Deeds Senior Accountant Deputy Director Register of Deeds Senior Accountant Environmental Health and Safety Director Senior Secutive Assistant Environmental Services Manager Band S3 Senior Soll Scientist ERP Systems Manager Band 30 Financial Services Manager Band 30 Financial Services Manager Band 30 Financial Services Manager Band 30 Budget and Management Analyst Business Officer Health Services Administrator Dentist Business Officer Computer System Administrator Information/Technology Project Manager Dential Director Dentisting Manager Linformation Fernicology Project Manager Detention Officer- Major Emergency Management Coordinator Senior Selection Sel	Risk Management Specialist		Deputy County Manager
Senior Appraiser Environmental Health and Safety Director Senior Appraiser Environmental Health and Safety Director Senior Appraiser Senior Secutive Assistant Environmental Services Manager Senior Soll Scientist ERP Systems Manager Band 33 Sundrout Services Manager Band 30 Financial Services Director Band 30 Financial Services Manager Budget and Management Analyst Fleet Director Business Officer Code Enforcement Complaint Coordinator Communications Manager Information/Technology Project Manager Computer System Administrator Communications Manager Information/Technology Project Manager Computer System Administrator Conservation District Administrator Conservation District Administrator Conservation District Administrator Senior Facilities Project Manager Environmental Realth Manager Environmental Realth Manager Environmental Consultant Special Aide to Sheriff Medical Director Band 33 Assistant County Attorney Financial Systems Administrator Benefits and Wellness Manager Band 32 Sulfinancial Systems Administrator Benefits and Wellness Manager Band 33 Assistant County Attorney Financial Systems Administrator Benefits and Wellness Manager Band 72 Sr. Assistant County Attorney Financial Systems Administrator Benefits and Wellness Manager Band 73 Human Services Program Manager Information Services Customer Service Supervi Information Services Customer Service Supervi Information Services Customer Service Supervi Information Fervicen Service Supervi Information Fervicen Service Supervi Information Fervicen Service Supervisor Human Bervices Customer Service Supervi Information Fervicen Service Supervi Information Fervicen Service Supervisor Human Services Customer Service Supervi Information Fervicen Service Supervisor Human Services Customer Service Supervisor Payroll Manager Parks, Recreation & Open Space Director County Attorney Information Fervices Senior Human Resources Consultant Solid Waste Management Supervisor Palance III Physical Plant Director Parks, Recreation & Open Space Director County Commissioner Count	Safety Coordinator		
Senior Executive Assistant Environmental Services Manager Band 53 Senior Soil Scientist ERP Systems Manager Band 53 Band 54 Budget and Management Analyst Budget and Management Coordinator Communications Manager Code Enforcement Complaint Coordinator Information/Technology Engineer Communications Manager Information/Technology Project Manager Dental Director Communications Manager Information/Technology Project Manager Dental Director Computer System Administrator Untergovery Management Analyst Intergovery Management Analyst Intergovery Management Analyst Detention Officer- Major Safety & Security Director Emergency Management Coordinator Emironmental Consultant Special Aide to Sheriff Medical Director Emironmental Consultant Special Aide to Sheriff Medical Director Morkforce Development Director Band 33 Assistant County Attorney Band 71 Band 71 Band 72 Band 73 Benefits and Wellness Manager Band 73 Band 73 Band 73 Deputy Sheriff - Major Information Services Customer Service Supervi Information Services Customer Service Supervi Information Fechnology Analyst Human Resources Officer Management Analyst Human Services Program Manager Information Services Customer Service Supervi Information Services Customer Services Director Panning, Development & Inspections Director Management Supervisor Panning Development Manager Parks, Recreation & Open Space Director	Senior Accountant		Psychologist
Senior Soil Scientist  Workforce Development Coordinator Facilities and Field Services Director Pharmacy Director Band 30  Budget and Management Analyst Fleet Director Business Officer Gode Enforcement Complaint Coordinator Information/Technology Engineer Communications Manager Information/Technology Engineer Computer System Administrator Intergovernmental Relations Manager Consputer System Administrator Conservation District Administrator Purchasing Director Petention Officer - Major Emergency Management Coordinator Environmental Consultant Special Aide to Sheriff Medical Director Environmental Health Manager Financial Systems Administrator Band 33  Assistant County Attorney Band 31 Building Inspections Director Band 72 Band 73 Band 74 Band 74 Band 75 Ban	Senior Appraiser	Environmental Health and Safety Director	Band 52
Senior Soil Scientist Workforce Development Coordinator Facilities and Field Services Director Band 30 Budget and Management Analyst Business Officer Code Enforcement Complaint Coordinator Information/Technology Engineer Code Enforcement Complaint Coordinator Information/Technology Engineer Communications Manager Information/Technology Project Manager Computer System Administrator Intergovernmental Relations Manager Consputer System Administrator Conservation District Administrator Purchasing Director Band 57 Detention Officer - Major Emergency Management Coordinator Environmental Consultant Special Aide to Sheriff Medical Director Environmental Health Manager Financial Systems Administrator Band 33 Assistant County Attorney Band 33 Assistant County Attorney Human Resources Officer Human Services Program Manager Upty Sheriff - Major Upty County Attorney Upty	Senior Executive Assistant	•	Pharmacist
Financial Services Manager   Band 54	Senior Soil Scientist	ERP Systems Manager	Band 53
Budget and Management Analyst Business Officer Health Services Administrator Business Officer Health Services Administrator Code Enforcement Complaint Coordinator Information/Technology Project Manager Information/Technology Project Manager Computer System Administrator Detention Officer - Major Detention Officer - Major Detention Officer - Major Safety & Security Director Detention Officer - Major Deputy Revenue Assessor Detention Officer - Deputy Sheriff - Major Deputy County Attorney Deputy County Commissioner Deputy Deputy Deputy County Manager Deputy Deputy Deputy Deputy County Commissioner Deputy D	Workforce Development Coordinator	Facilities and Field Services Director	Pharmacy Director
Budget and Management Analyst Business Officer Health Services Administrator Business Officer Health Services Administrator Code Enforcement Complaint Coordinator Information/Technology Project Manager Information/Technology Project Manager Computer System Administrator Detention Officer - Major Detention Officer - Major Detention Officer - Major Safety & Security Director Detention Officer - Major Deputy Revenue Assessor Detention Officer - Deputy Sheriff - Major Deputy County Attorney Deputy County Commissioner Deputy Deputy Deputy County Manager Deputy Deputy Deputy Deputy County Commissioner Deputy D	Band 30	Financial Services Manager	Band 54
Information/Technology Engineer   Dental Director	Budget and Management Analyst	-	Dentist
Communications Manager Information/Technology Project Manager Physician Computer System Administrator Intergovernmental Relations Manager Physician Conservation District Administrator Purchasing Director Physician Director Detention Officer - Major Safety & Security Director Physician Director Emergency Management Coordinator Senior Facilities Project Manager Band 58 Environmental Consultant Special Aide to Sheriff Medical Director Environmental Health Manager Workforce Development Director Band 71 Facilities Engineer Band 33 Assistant County Attorney Facilities Engineer Band 33 Assistant County Attorney Financial Systems Administrator Benefits and Wellness Manager Band 72 GIS Analyst Building Inspections Director Sr. Assistant County Attorney Human Resources Officer Deputy Revenue Assessor Band 73 Human Services Program Manager Deputy Sheriff - Major Deputy County Attorney Information Services Customer Service Supervi Director of Detention Services Band 74 Information/Technology Analyst Human Services Division Director Sr. Deputy County Attorney Inspections Supervisor Human Services Division Supervisor Clerk to the Board Management and Policy Analyst Management Services Director Supervisor Supervisor Payroll Manager Parks, Recreation & Open Space Director County Commissioner Payroll Manager Parks, Recreation & Open Space Director County Commissioner Planner III Physical Plant Director Register of Deeds Solid Waste Manager Water Quality Director Sheriff Deputy Chief Information Officer Workforce Development Manager Band 34 Is Unbanded Classifications - 00 Band 31 Chief Of Staff - Sheriff Deputy Chief Information Officer Chief Veterinarian Deputy General Services Director	Business Officer	Health Services Administrator	Band 55
Computer System Administrator Conservation District Administrator Detention Officer - Major Emergency Management Coordinator Emergency Management Coordinator Environmental Consultant Environmental Consultant Special Aide to Sheriff Environmental Health Manager Environmental Health Manager Environmental Health Manager Environmental Health Manager Band 33 Assistant County Attorney Enalities Engineer Band 33 Assistant County Attorney Enalities Engineer Band 33 Band 72  GIS Analyst Building Inspections Director Band 73 Building Inspections Director Band 73 Building Inspections Director Band 73 Building Inspections Director Deputy Revenue Assessor Band 73 Deputy Revenue Assessor Band 74 Building Inspections Services Program Manager Information Services Customer Service Supervior Information Services Customer Service Supervior Information Services Sustomer Service Supervior Information Services Supervior Inspections Supervisor Human Services Finance Officer Management and Policy Analyst Management Supervisor Management Supervisor Payroll Manager Parks, Recreation & Open Space Director Senior Human Resources Consultant Solid Waste Management Director Senior Human Resources Consultant Solid Waste Management Director Solid Waste Facilities Manager Water Quality Director Chief of Staff - Sheriff Deputy Chief Information Officer Information Services Deputy General Services Director Information Services Database Superivsor	Code Enforcement Complaint Coordinator	Information/Technology Engineer	Dental Director
Conservation District Administrator Detention Officer - Major Emergency Management Coordinator Emergency Management Coordinator Senior Facilities Project Manager Environmental Consultant Special Aide to Sheriff Medical Director Environmental Health Manager Facilities Engineer Facilities Engineer Band 33 Assistant County Attorney Financial Systems Administrator Benefits and Wellness Manager Band 72 GIS Analyst Building Inspections Director Sr. Assistant County Attorney Human Resources Officer Deputy Revenue Assessor Band 73 Human Services Program Manager Information Services Customer Service Supervi Director of Detention Services Information Services Customer Service Supervi Director of Detention Services Dissipation Supervisor Human Services Program Manager Human Services Program Manager Information/Technology Analyst Human Services Division Director Information Services Customer Service Supervi Director of Detention Services Director of Detention Services Director Spand 4 Information/Technology Analyst Human Services Division Director Information Services Officer Human Services Division Supervisor Uniformation Services Division Supervisor Uniformation Services Division Supervisor Director Spand Adagement Applications - 00 Information Services Division Supervisor Payroll Manager Parks, Recreation & Open Space Director County County Attorney Payroll Manager Parks, Recreation & Open Space Director County Commissioner Planner III Physical Plant Director Senior Human Resources Consultant Solid Waste Management Director Senior Human Resources Consultant Solid Waste Management Director Senior Human Resources Consultant Solid Waste Facilities Manager Water Quality Director Senior Human Resources Consultant Solid Waste Facilities Manager Water Quality Director Sheriff Deputy Cited Information Officer Sheriff Deputy Cited Information Services Database Superivsor Chief Of Staff - Sheriff Deputy Cited Information Services Database Superivsor	Communications Manager	Information/Technology Project Manager	Band 56
Detention Officer - Major Emergency Management Coordinator Energency Management Coordinator Senior Facilities Project Manager Environmental Consultant Special Aide to Sheriff Medical Director Environmental Health Manager Facilities Engineer Band 33 Assistant County Attorney Financial Systems Administrator Benefits and Wellness Manager GIS Analyst Human Resources Officer Human Services Program Manager Information Services Customer Service Supervi Information Services Customer Services Sivision Director Internal Auditor Information Perchander Management and Policy Analyst Management Services Director Manageren IS Appointed-Elected Unbanded Classifications - 00 Internal Risk Manager Parks, Recreation & Open Space Director Senior Human Resources Consultant Solid Waste Manager Water Quality Director Solid Waste Facilities Manager Water Quality Director Manager Band 34 Supubanded Classifications - 00 Benefits - Sheriff Deputy County Manager Parks, Recreation & Open Space Director Planning, Development & Inspections Director Senior Human Resources Consultant Solid Waste Facilities Manager Water Quality Director Morrore Development Manager Band 34 Supubanded Classifications - 00 Benefits - Sheriff Deputy Chief Information Services Database Superivor Chief Veterinarian Deputy General Services Director Information Services Database Superivor Deputy Finance Director Information Services Database Superivor	Computer System Administrator	Intergovernmental Relations Manager	Physician
Emergency Management Coordinator Environmental Consultant Environmental Consultant Environmental Health Manager Facilities Engineer Band 33 Assistant County Attorney Financial Systems Administrator Benefits and Wellness Manager Band 72  Billiding Inspections Director Band 73  Building Inspections Director Band 73  Deputy Revenue Assessor Band 73  Deputy County Attorney Director of Detention Services Program Manager Information/Technology Analyst Unformation/Technology Analyst Unspections Supervisor Unternal Auditor Information Services Division Director Information Services Division Supervisor Unternal Auditor Information Services Director - Sheriff County Attorney Parks, Recreation & Open Space Director Planner III Physical Plant Director Planner Senior Human Resources Consultant Solid Waste Management Director Solid Waste Facilities Manager Water Quality Director Band 34  Chief of Staff - Sheriff Deputy Chief Information Services Database Superivsor Chief Veterinarian Deputy General Services Director Information Services Database Superivsor	Conservation District Administrator	Purchasing Director	Band 57
Environmental Consultant Environmental Health Manager Workforce Development Director Band 71 Facilities Engineer Band 33 Assistant County Attorney Financial Systems Administrator Benefits and Wellness Manager GIS Analyst Building Inspections Director Band 73 Fluman Resources Officer Deputy Revenue Assessor Band 73 Fluman Services Program Manager Deputy Sheriff - Major Deputy County Attorney Deputy Analger Deputy Development & Inspections Director Director of Elections Deputy County Attorney Deputy Co	Detention Officer - Major	Safety & Security Director	Physician Director
Environmental Health Manager Facilities Engineer Band 33 Assistant County Attorney Financial Systems Administrator Benefits and Wellness Manager GIS Analyst Building Inspections Director Sr. Assistant County Attorney Band 72 Sr. Assistant County Attorney Building Inspections Director Sr. Assistant County Attorney Bund 73 Bund 73 Bund 74 Bund 75 Bund 74 Bund 75 Bund 74 Information Services Customer Service Supervi Information/Technology Analyst Inspections Supervisor Internal Auditor Information Services Division Director Information Services Program Manager Payroll Manager Parks, Recreation & Open Space Director Planner Ill Physical Plant Director Physical Plant Director Senior Human Resources Consultant Solid Waste Facilities Manager Water Quality Director Band 74  Sr. Deputy County Attorney Appointed-Elected Unbanded Classifications - 00 Clerk to the Board County Attorney County Attorney County Attorney County Attorney Payroll Manager Parks, Recreation & Open Space Director County Attorney Physical Plant Director Physical Plant Director County Manager Planning, Development & Inspections Director Director of Elections Senior Human Resources Consultant Solid Waste Management Director Sheriff Workforce Development Manager Band 34 Sunbanded Classifications - 00 Band 31 Chief of Staff - Sheriff Deputy Chief Information Officer Deputy Chief Information Services Database Superivsor Deputy General Services Director	Emergency Management Coordinator	Senior Facilities Project Manager	Band 58
Facilities Engineer  Band 33  Assistant County Attorney  Benefits and Wellness Manager  GIS Analyst  Building Inspections Director  Deputy Revenue Assessor  Band 73  Human Resources Officer  Deputy Sheriff - Major  Deputy Sheriff - Major  Deputy Sheriff - Major  Deputy County Attorney  Band 74  Information Services Customer Service Supervi  Director of Detention Services  Band 74  Information/Technology Analyst  Human Services Division Director  Inspections Supervisor  Human Services Finance Officer  Appointed-Elected Unbanded Classifications - 00  Information Management and Policy Analyst  Management Services Division Supervisor  Parks, Recreation & Open Space Director  Physical Plant Director  Physical Plant Director  Planning, Development & Inspections Director  Senior Human Resources Consultant  Solid Waste Management Director  Solid Waste Manager  Band 34  Is Unbanded Classifications - 00  Band 31  Chief of Staff - Sheriff  Deputy General Services Director  Deputy General Services Director  Deputy General Services Director  Deputy General Services Director  Information Services Database Superivsor  Deputy General Services Director  Deputy General Services Director	Environmental Consultant	Special Aide to Sheriff	Medical Director
Financial Systems Administrator  Benefits and Wellness Manager  Building Inspections Director  Sr. Assistant County Attorney  Bund 73  Bund 73  Bund 73  Bund 74  Bund Services Program Manager  Information Services Customer Service Supervi  Information/Technology Analyst  Inspections Supervisor  Information Services Division Director  Information Services Division Supervisor  Information Policy Analyst  Management and Policy Analyst  Management Services Division Supervisor  Management and Policy Analyst  Management Services Division Supervisor  Management Services Division Supervisor  Management Services Division Supervisor  Management Services Division Supervisor  Management Services Director - Sheriff  County Attorney  Payroll Manager  Parks, Recreation & Open Space Director  Planner III  Physical Plant Director  Senior Human Resources Consultant  Solid Waste Management Director  Solid Waste Facilities Manager  Water Quality Director  Water Guity Director  Manager  Band 34  Sunbanded Classifications - 00  Band 31  Chief of Staff - Sheriff  Deputy Chief Information Officer  Information Services Database Superivsor	Environmental Health Manager	Workforce Development Director	Band 71
Building Inspections Director Sr. Assistant County Attorney Human Resources Officer Deputy Revenue Assessor Band 73  Human Services Program Manager Information Services Customer Service Supervi Information/Technology Analyst Information/Technology Analyst Information/Technology Analyst Information/Technology Analyst Information Services Division Director Information Supervisor Information Services Division Director Information Services Division Director Information Supervisor Information Services Division Director Information Services Division Supervisor Information Services Director Services Director Information Services Director Services Director Information Services Director Services Director Information Services Database Superivsor	Facilities Engineer	Band 33	Assistant County Attorney
Human Resources Officer Deputy Revenue Assessor Band 73  Human Services Program Manager Deputy Sheriff - Major Deputy County Attorney County Commissioner Deputy County Commissioner Deputy County Commissioner Deputy County Manager Deputy County Manager Deputy County Manager Deputy County Manager Director of Elections Deputy County Manager Director of Elections Deputy County Manager Director of Elections Deputy County Manager Director of Deeds Deputy County Manager Deputy County Attorney Deputy County	Financial Systems Administrator	Benefits and Wellness Manager	Band 72
Human Services Program Manager Information Services Customer Service Supervi Information/Technology Analyst Information/Technology Analyst Inspections Supervisor Inspections Supervisor Internal Auditor Information Services Division Director Information Services Division Supervisor Information Services Division Supervisor Information Services Division Supervisor Information Services Director - Sheriff Information Services Database Superivsor	GIS Analyst	Building Inspections Director	Sr. Assistant County Attorney
Information Services Customer Service Supervi Information/Technology Analyst Information/Technology Analyst Inspections Supervisor Inspections Supervisor Information Services Division Director Information Services Division Director Information Services Finance Officer Information Services Division Supervisor Information Services Division Supervisor Information Services Director - Sheriff County Attorney Payroll Management and Policy Analyst Management Services Director - Sheriff Payroll Manager Parks, Recreation & Open Space Director Physical Plant Director County Commissioner County Manager Physical Plant Director County Manager Director of Elections Senior Human Resources Consultant Solid Waste Management Director Senior Human Resources Consultant Solid Waste Facilities Manager Water Quality Director Workforce Development Manager Band 34 Is Unbanded Classifications - 00 Band 31 Chief of Staff - Sheriff Deputy Chief Information Officer Information Services Database Superivsor Deputy General Services Director	Human Resources Officer	Deputy Revenue Assessor	Band 73
Information/Technology Analyst Inspections Supervisor Inspections Supervisor Internal Auditor Information Services Division Director Information Services Division Supervisor Information Services Information Services Division Supervisor Information/Technology Analyst Information/Technology Analyst Information/Technology Information	Human Services Program Manager	Deputy Sheriff - Major	Deputy County Attorney
Inspections Supervisor Internal Auditor Information Services Division Supervisor Internal Auditor Information Services Division Supervisor Information Services Database Supervisor	Information Services Customer Service Supervi	Director of Detention Services	Band 74
Information Services Division Supervisor  Management and Policy Analyst  Management Services Director - Sheriff  Payroll Manager  Parks, Recreation & Open Space Director  Planner III  Physical Plant Director  Risk Management Supervisor  Planning, Development & Inspections Director  Solid Waste Management Director  Solid Waste Facilities Manager  Water Quality Director  Workforce Development Manager  Band 34  Solid Waste Management Director  Sheriff  Boeputy Chief Information Officer  Information Services Database Superivsor  Deputy General Services Director  Deputy General Services Director	Information/Technology Analyst	Human Services Division Director	Sr. Deputy County Attorney
Management and Policy Analyst Payroll Manager Parks, Recreation & Open Space Director Planner III Physical Plant Director Planning, Development & Inspections Director Senior Human Resources Consultant Solid Waste Manager Water Quality Director Workforce Development Manager Band 31 Assistant Director of Detention Services Deputy Finance Director Deputy General Services Director County Manager Director of Elections Register of Deeds Sheriff Sunbanded Classifications - 00 Deputy Chief Information Officer Information Services Database Superivsor Deputy General Services Director	Inspections Supervisor	Human Services Finance Officer	Appointed-Elected Unbanded Classifications - 00
Payroll Manager Parks, Recreation & Open Space Director County Commissioner  Planner III Physical Plant Director County Manager  Risk Management Supervisor Planning, Development & Inspections Director Director of Elections  Senior Human Resources Consultant Solid Waste Management Director Register of Deeds  Solid Waste Facilities Manager Water Quality Director Sheriff  Workforce Development Manager Band 34 IS Unbanded Classifications - 00  Band 31 Chief of Staff - Sheriff Deputy Chief Information Officer  Assistant Director of Detention Services Deputy Finance Director Information Services Database Superivsor  Deputy General Services Director	Internal Auditor	· · · · · · · · · · · · · · · · · · ·	
Planner III Physical Plant Director County Manager Risk Management Supervisor Planning, Development & Inspections Director Director of Elections Senior Human Resources Consultant Solid Waste Management Director Register of Deeds Solid Waste Facilities Manager Water Quality Director Sheriff Workforce Development Manager Band 34 IS Unbanded Classifications - 00  Band 31 Chief of Staff - Sheriff Deputy Chief Information Officer Assistant Director of Detention Services Deputy Finance Director Information Services Database Superivsor Chief Veterinarian Deputy General Services Director	Management and Policy Analyst	3	
Risk Management Supervisor  Senior Human Resources Consultant  Solid Waste Management Director  Solid Waste Facilities Manager  Water Quality Director  Band 34  Solid Waste Pacilities Manager  Water Quality Director  Band 34  Solid Waste Facilities Manager  Band 34  Solid Waste Manager  Solid Waste Management Director  Sheriff  Solid Waste Manager  Sheriff  Solid Waste Management Director  Sheriff  Deputy Chief Information Officer  Information Services Database Superivsor  Deputy General Services Director	Payroll Manager		
Senior Human Resources Consultant Solid Waste Management Director Register of Deeds Solid Waste Facilities Manager Water Quality Director Sheriff Workforce Development Manager Band 34 Solid Waste Facilities Manager Band 34 Solid Waste Facilities Manager Band 34 Solid Waste Manager Band 34 Solid Waste Manager Band 34 Solid Waste Management Director Sheriff Deputy Chief Information Officer Information Services Database Superivsor Deputy General Services Director	Planner III		
Solid Waste Facilities Manager Water Quality Director Sheriff Workforce Development Manager Band 34 IS Unbanded Classifications - 00 Band 31 Chief of Staff - Sheriff Deputy Chief Information Officer Assistant Director of Detention Services Deputy Finance Director Deputy General Services Director Deputy General Services Director	Risk Management Supervisor		
Workforce Development Manager  Band 34  Chief of Staff - Sheriff Deputy Chief Information Officer  Assistant Director of Detention Services Chief Veterinarian  Deputy General Services Director  Deputy General Services Director	Senior Human Resources Consultant		-
Band 31     Chief of Staff - Sheriff     Deputy Chief Information Officer       Assistant Director of Detention Services     Deputy Finance Director     Information Services Database Superivsor       Chief Veterinarian     Deputy General Services Director	Solid Waste Facilities Manager		
Assistant Director of Detention Services Deputy Finance Director Information Services Database Superivsor Deputy General Services Director	Workforce Development Manager		
Chief Veterinarian Deputy General Services Director	Band 31		
• • •	Assistant Director of Detention Services	. ,	Information Services Database Superivsor
Deputy Human Resources Director	Chief Veterinarian		
	Deputy CCBI Director	Deputy Human Resources Director	

**Section 7: LIVING WAGE POLICY.** It is the policy of the County of Wake that persons working for the County as regular employees whose scheduled hours exceed 1040 annually be paid as further described in this section.

## Section 7(A): PAYMENT OF MINIMUM COMPENSATION TO EMPLOYEES.

- a. Eligibility: The County shall pay all regular employees an amount equal to or greater than the Minimum Wage Rate as defined in Section 7.2(c). A regular employee is defined as being in a Board authorized position and having regularly scheduled straight-time hours in excess of 1040.
- b. Emergency Medical Positions: Employees working in emergency medical positions with scheduled overtime will be considered to have met or exceeded the Minimum Wage Rate if their calculated gross annual salary (i.e. straight-time hourly rate times scheduled straight-time hours plus one and one half times straight-time hourly rate times scheduled overtime hours) is greater than or equal to the Minimum Wage Rate times 2080 hours.
- c. Wage Rate Calculation: The Minimum Wage Rate shall be fifteen dollars (\$15) per hour or the Universal Living Wage Formula for the Raleigh Cary MSA as calculated based on the local cost of housing according the Housing and Urban Development's (HUD) Fair Market Rents, whichever is greater, less \$1.50 an hour credit for employer provided health insurance.
- d. Annual Adjustment: The County Manager shall calculate or cause to be calculated the Minimum Wage Rate for employees on an annual basis and shall make such adjustments in the County's pay plan to ensure the Minimum Wage Rates as stated herein is paid to all eligible employees
- **Section 8: SALARY ADJUSTMENT FOR COMPRESSION.** The Fiscal Year 2017 Budget includes appropriation of \$2.945 million in a salary reserve to fund salary adjustments and related benefits for addressing salary compression. Salaries will be adjusted based on the number of years of service in an employee's current classification multiplied by a Compression Factor to be established by the County Manager. The result of the calculation will be referred to as "Compression Adjusted Salary." If an employee's salary is below the Compression Adjusted Salary, the employee's salary will be increased to the Compression Adjusted Salary. If an employee's salary is above the Compression Adjusted Salary, there is no compression and no salary adjustment. The County Manager, or his designee, is hereby authorized to: 1) establish the Compression Factor, 2) adjust the salary and wages paid to individual employees with an effective date of July 1, 2016 and 3) increase departmental appropriations for the related salary and benefit costs.

**Section 9: ELECTED OFFICIALS COMPENSATION.** Funding is provided for a 3.00% compensation adjustment for the members of the Board of Commissioners, the members of the Wake County Board of Education, the Register of Deeds and the Sheriff effective July 1, 2016. An additional 3% adjustment is included for Sheriff and Register of Deeds for compression and labor market adjustment, also effective July 1, 2016 for a total of 6%.

ADOPTED this the 20th day of June 2016.