Iowa County Pay Plan Structure

Pay Plan was Adopted by County Board on April 18, 2023 with an implementation date of February 25, 2023 3.5% Market Adjustment adopted by County Board on October 17, 2023 with an implementation date of January 1, 2024 3.0% Market Adjustment adopted by County Board on September 17, 2024 with an implementation date of January 1, 2025

									Control Poi	nt	Max.
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Pay for	
GRADE	JOB TITLE	DEPARTMENT	FLSA	87.5%	90%	92.5%	95%	97.5%	100%	Performance	120%
S	SOCIAL SERVICES DIRECTOR	SOCIAL SERVICES	EXEMPT	\$54.53	\$56.08	\$57.64	\$59.20	\$60.76	\$62.32		\$74.78
R	HIGHWAY COMMISSIONER	HIGHWAY	EXEMPT	\$50.71	\$52.16	\$53.61	\$55.06	\$56.51	\$57.96		\$69.55
	FINANCE DIRECTOR	FINANCE DEPARTMENT	EXEMPT								
	EMPLOYEE RELATIONS DIRECTOR	EMPLOYEE RELATIONS	EXEMPT								
Q	FAMILY COURT COMMISSIONER	CIRCUIT COURT	EXEMPT	\$48.19	\$49.57	\$50.94	\$52.32	\$53.70	\$55.07		\$66.09
Р	PUBLIC HEALTH DIRECTOR	PUBLIC HEALTH	EXEMPT	\$45.66	\$46.96	\$48.27	\$49.57	\$50.88	\$52.18		\$62.62
	PLANNING AND DEVELOPMENT DIRECTOR	PLANNING AND DEVELOPMENT	EXEMPT								
	IT DIRECTOR	INFORMATION TECHNOLOGY	EXEMPT								
	CHIEF DEPUTY	SHERIFF'S OFFICE	EXEMPT								
0				\$43.12	\$44.36	\$45.59	\$46.82	\$48.05	\$49.29		\$59.14
N	YOUTH AND FAMILY UNIT MANAGER	SOCIAL SERVICES	EXEMPT	\$40.59	\$41.75	\$42.91	\$44.07	\$45.23	\$46.39	$\qquad \Longrightarrow \qquad$	\$55.67
	OPERATIONS MANAGER	HIGHWAY	EXEMPT								
	OPERATIONS LIEUTENANT	SHERIFF	EXEMPT								
	FACILITIES AND GROUNDS DIRECTOR	FACILITIES AND GROUNDS	EXEMPT								
	COUNTY CONSERVATIONIST	LAND CONSERVATION	EXEMPT								
	ADRC MANAGER	SOCIAL SERVICES	EXEMPT								
M	ECONOMIC SUPPORT MANAGER	SOCIAL SERVICES	EXEMPT	\$38.06	\$39.15	\$40.23	\$41.32	\$42.41	\$43.50		\$52.20
	CHILD SUPPORT DIRECTOR	CHILD SUPPORT	EXEMPT								
L	PUBLIC HEALTH NURSE LEAD	PUBLIC HEALTH	EXEMPT	\$35.53	\$36.54	\$37.56	\$38.57	\$39.59	\$40.60		\$48.72
	BUSINESS MANAGER	HIGHWAY SOCIAL SERVICES	EXEMPT								

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				Step 1	Chan 2	Cton 2	Cham A	Step 5	Control Poin Step 6	t	Max.
RADE	JOB TITLE	DEPARTMENT	FLSA	87.5%	Step 2 90%	Step 3 92.5%	Step 4 95%	97.5%	100%	Pay for Performance	120%
K	PUBLIC HEALTH NURSE	PUBLIC HEALTH	EXEMPT	\$33.00	\$33.95	\$34.89	\$35.83	\$36.78	\$37.72	Feriorinance	\$45.26
	SOCIAL WORKER LEAD	SOCIAL SERVICES	NON-EXEMPT	,	,	,	,	,	, -		
	SHOP OPERATIONS LEAD	HIGHWAY	NON-EXEMPT								
	EMERGENCY MANAGEMENT SPECIALIST	SHERIFF'S OFFICE	NON-EXEMPT								
J	REGISTER IN PROBATE/JUDICIAL ASSISTANT	CIRCUIT COURT	EXEMPT	\$30.46	\$31.33	\$32.20	\$33.07	\$33.94	\$34.81	\longrightarrow	\$41.78
	VETERAN SERVICE OFFICER	VETERANS SERVICES	NON-EXEMPT								
	SOCIAL WORKER	SOCIAL SERVICES	NON-EXEMPT								
	MECHANIC	HIGHWAY DEPT.	NON-EXEMPT								
	GIS COORDINATOR	PLANNING AND DEVELOPMENT	NON-EXEMPT								
	CREW LEAD	HIGHWAY DEPT.	NON-EXEMPT								
	ADRC SPECIALIST LEAD	SOCIAL SERVICES	NON-EXEMPT								
ı	SANITARIAN/ASSISTANT ZONING ADMINISTRA	PLANNING AND DEVELOPMENT	NON-EXEMPT	\$27.94	\$28.74	\$29.54	\$30.33	\$31.13	\$31.93	\longrightarrow	\$38.32
	IT TECHNICAL SUPPORT SPECIALIST	INFORMATION TECHNOLOGY	NON-EXEMPT								
	GIS ENGINEERING TECHNICIAN	HIGHWAY	NON-EXEMPT								
	EQUIPMENT OPERATOR	HIGHWAY	NON-EXEMPT								
	DRUG TREATMENT COORDINATOR	DISTRICT ATTORNEY	NON-EXEMPT								
	CONSERVATION TECHNICIAN	LAND CONSERVATION	NON-EXEMPT								
	CONSERVATION SPECIALIST	LAND CONSERVATION	NON-EXEMPT								
	BENEFIT SPECIALIST	SOCIAL SERVICES	NON-EXEMPT								
	ADRC SPECIALIST	SOCIAL SERVICES	NON-EXEMPT								
Н	VICTIM WITNESS COORDINATOR	DISTRICT ATTORNEY	NON-EXEMPT	\$25.40	\$26.12	\$26.85	\$27.57	\$28.30	\$29.03		\$34.83
	SECTION MAINTENANCE PATROL	HIGHWAY	NON-EXEMPT								
	LEGAL SECRETARY	DISTRICT ATTORNEY	NON-EXEMPT								
	FINANCE AND PAYROLL SPECIALIST	FINANCE	NON-EXEMPT								
	FACILITIES MAINTENANCE COORDINATOR	FACILITIES AND GROUNDS	NON-EXEMPT								
	ECONOMIC SUPPORT SPECIALIST LEAD	SOCIAL SERVICES	NON-EXEMPT								
	DISPATCHER	SHERIFF'S OFFICE	NON-EXEMPT								
	DEPUTY TREASURER/TAX DESCRIPTION SPECIA	COUNTY TREASURER	NON-EXEMPT								
	DEPUTY REGISTER OF DEED	REGISTER OF DEEDS	NON-EXEMPT								
	DEPUTY COUNTY CLERK	COUNTY CLERK	NON-EXEMPT								
	DEPUTY CLERK OF COURT	CLERK OF CIRCUIT COURT	NON-EXEMPT								
	CHILD SUPPORT SPECIALIST	CHILD SUPPORT	NON-EXEMPT								
	AUXILIARY MAINTENANCE PATROL	HIGHWAY	NON-EXEMPT								

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				Control Point								
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Pay for	Max.	
GRADE	JOB TITLE	DEPARTMENT	FLSA	87.5%	90%	92.5%	95%	97.5%	100%	Performance	120%	
G	TRANSPORTATION COORDINATOR	SOCIAL SERVICES	NON-EXEMPT	\$22.87	\$23.53	\$24.18	\$24.83	\$25.49	\$26.14	$\qquad \qquad \Longrightarrow$	\$31.37	
	SOCIAL SERVICES SPECIALIST	SOCIAL SERVICES	NON-EXEMPT									
	PARTS AND INVENTORY SPECIALIST	HIGHWAY	NON-EXEMPT									
	FACILITIES MAINTENANCE CREW	FACILITES AND GROUNDS	NON-EXEMPT									
	ECONOMIC SUPPORT SPECIALIST	SOCIAL SERVICES	NON-EXEMPT									
	DEPARTMENT ASSISTANT	DISTRICT ATTORNEY	NON-EXEMPT									
	DEPARTMENT ASSISTANT	SHERIFF'S OFFICE	NON-EXEMPT									
	ACCOUNTANT SPECIALIST	HIGHWAY	NON-EXEMPT									
		SHERIFF'S OFFICE										
		SOCIAL SERVICES										
F	DEPARTMENT ASSISTANT	CHILD SUPPORT	NON-EXEMPT	\$20.34	\$20.92	\$21.50	\$22.08	\$22.67	\$23.25		\$27.90	
•	DEPARTMENT ASSISTANT	CIRCUIT COURT	NON-EXEMPT	Ç20.54	720.32	721.30	J22.00	JZZ.07	423.23		Q27.50	
	DEPARTMENT ASSISTANT	LAND CONSERVATION	NON-EXEMPT									
	DEPARTMENT ASSISTANT	PUBLIC HEALTH	NON-EXEMPT									
	DEPARTMENT ASSISTANT	SOCIAL SERVICES	NON-EXEMPT									
	DEPARTMENT ASSISTANT	UW EXTENSION	NON-EXEMPT									
	COOK LEAD	SHERIFF'S OFFICE	NON-EXEMPT									
	BAILIFF	SHERIFF'S OFFICE	NON-EXEMPT									
	BALLIT	SHERIT S OFFICE	NON EXEINIT									
E	соок	SHERIFF"S OFFICE	NON-EXEMPT	\$18.44	\$18.97	\$19.49	\$20.02	\$20.55	\$21.07		\$25.29	
D	PUBLIC TRANSPORTATION DRIVER	SOCIAL SERVICES	NON-EXEMPT	\$17.17	\$17.66	\$18.15	\$18.64	\$19.13	\$19.62	$\qquad \Longrightarrow \qquad$	\$23.55	