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

									Control Poir	nt Pay for	Max.
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		
GRADE	JOB TITLE	DEPARTMENT	FLSA	87.5%	90%	92.5%	95%	97.5%	100%	Performance	120%
S	SOCIAL SERVICES DIRECTOR	SOCIAL SERVICES	EXEMPT	\$52.94	\$54.45	\$55.96	\$57.48	\$58.99	\$60.50		\$72.60
R	HIGHWAY COMMISSIONER	HIGHWAY	EXEMPT	\$49.24	\$50.64	\$52.05	\$53.46	\$54.86	\$56.27		\$67.52
	FINANCE DIRECTOR	FINANCE DEPARTMENT	EXEMPT								
	EMPLOYEE RELATIONS DIRECTOR	EMPLOYEE RELATIONS	EXEMPT								
Q	FAMILY COURT COMMISSIONER	CIRCUIT COURT	EXEMPT	\$46.79	\$48.12	\$49.46	\$50.80	\$52.13	\$53.47		\$64.16
P	PUBLIC HEALTH DIRECTOR	PUBLIC HEALTH	EXEMPT	\$44.33	\$45.59	\$46.86	\$48.13	\$49.39	\$50.66		\$60.79
	PLANNING AND DEVELOPMENT DIRECTOR	PLANNING AND DEVELOPMENT	EXEMPT								
	IT DIRECTOR	INFORMATION TECHNOLOGY	EXEMPT								
	CHIEF DEPUTY	SHERIFF'S OFFICE	EXEMPT								
0				\$41.87	\$43.07	\$44.26	\$45.46	\$46.65	\$47.85		\$57.42
N	YOUTH AND FAMILY UNIT MANAGER	SOCIAL SERVICES	EXEMPT	\$39.41	\$40.54	\$41.66	\$42.79	\$43.91	\$45.04		\$54.05
	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								
М	EMERGENCY MANAGEMENT DIRECTOR	EMERGENCY MANAGEMENT	EXEMPT	\$36.95	\$38.01	\$39.06	\$40.12	\$41.17	\$42.23		\$50.68
	ECONOMIC SUPPORT MANAGER	SOCIAL SERVICES	EXEMPT								
	CHILD SUPPORT DIRECTOR	CHILD SUPPORT	EXEMPT								
L	PUBLIC HEALTH NURSE LEAD	PUBLIC HEALTH	EXEMPT	\$34.49	\$35.48	\$36.46	\$37.45	\$38.43	\$39.42	\longrightarrow	\$47.30
	BUSINESS MANAGER	HIGHWAY SOCIAL SERVICES	EXEMPT								

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				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Pay for	Max
RADE	JOB TITLE	DEPARTMENT	FLSA	87.5%	90%	92.5%	95%	97.5%	100%	Performance	1209
K	PUBLIC HEALTH NURSE	PUBLIC HEALTH	EXEMPT	\$32.04	\$32.96	\$33.87	\$34.79	\$35.70	\$36.62		\$43.
	SOCIAL WORKER LEAD	SOCIAL SERVICES	NON-EXEMPT								
	SHOP OPERATIONS LEAD	HIGHWAY	NON-EXEMPT								
J	REGISTER IN PROBATE/JUDICIAL ASSISTANT	CIRCUIT COURT	EXEMPT	\$29.58	\$30.42	\$31.27	\$32.11	\$32.96	\$33.80	$\qquad \qquad \Longrightarrow$	\$40.
	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								
	COMMUNITY COORDINATOR/EDUCATOR	PUBLIC HEALTH	NON-EXEMPT								
	ADRC SPECIALIST LEAD	SOCIAL SERVICES	NON-EXEMPT								
1	SANITARIAN/ASSISTANT ZONING ADMINISTRA	PLANNING AND DEVELOPMENT	NON-FXFMPT	\$27.13	\$27.90	\$28.68	\$29.45	\$30.23	\$31.00		\$37.
•	IT TECHNICAL SUPPORT SPECIALIST	INFORMATION TECHNOLOGY	NON-EXEMPT	Ψ27.13	ψ <u>2</u> 7.50	720.00	723.43	750.25	431.00		737.
	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								
	ADRC SPECIALIST	SOCIAL SERVICES	NON-EXEIVIPT								
Н	VICTIM WITNESS COORDINATOR	DISTRICT ATTORNEY	NON-EXEMPT	\$24.66	\$25.36	\$26.07	\$26.77	\$27.48	\$28.18		\$33.
	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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				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	\$22.21	\$22.84	\$23.48	\$24.11	\$24.75	\$25.38	$\qquad \qquad \Longrightarrow$	\$30.46	
	SOCIAL SERVICES SPECIALIST	SOCIAL SERVICES	NON-EXEMPT									
	FACILITIES MAINTENANCE CREW	FACILITES AND GROUNDS	NON-EXEMPT									
	EMERGENCY MANAGEMENT COORDINATOR	EMERGENCY MANAGEMENT	NON-EXEMPT									
	ECONOMIC SUPPORT SPECIALIST	SOCIAL SERVICES	NON-EXEMPT									
	DEPARTMENT ASSISTANT	DISTRICT ATTORNEY	NON-EXEMPT									
	ACCOUNTANT SPECIALIST	HIGHWAY	NON-EXEMPT									
		SHERIFF'S OFFICE										
		SOCIAL SERVICES										
F	DEPARTMENT ASSISTANT	CHILD SUPPORT	NON-EXEMPT	\$19.75	\$20.31	\$20.88	\$21.44	\$22.01	\$22.57		\$27.08	
•	DEPARTMENT ASSISTANT	CIRCUIT COURT	NON-EXEMPT	Ų23.73	Ψ20.02	Ψ20.00	Ψ22	V 22.01	V 22.57		Ψ27.00	
	DEPARTMENT ASSISTANT	LAND CONSERVATION	NON-EXEMPT									
	DEPARTMENT ASSISTANT	PUBLIC HEALTH	NON-EXEMPT									
	DEPARTMENT ASSISTANT	SHERIFF'S OFFICE	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									
E	СООК	SHERIFF"S OFFICE	NON-EXEMPT	\$17.90	\$18.41	\$18.93	\$19.44	\$19.95	\$20.46		\$24.55	
D	PUBLIC TRANSPORTATION DRIVER	SOCIAL SERVICES	NON-EXEMPT	\$16.67	\$17.15	\$17.62	\$18.10	\$18.57	\$19.05	$\qquad \Longrightarrow \qquad$	\$22.86	