Employee Group 1871 Wage Appendix

Effective 12/14/25

Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Longevity Credits	**Hire**	**13 Cr.**	**26 Cr.**	**39 Cr.**	**52 Cr.**	**117 Cr.**	**169 Cr.**	**208 Cr.**	**273 Cr.**
Pay Range									
P5	**$30.88**	**$32.05**	**$33.28**	**$34.57**	**$35.43**	**$36.33**	**$37.23**	**$38.18**	**$39.16**
Positions	Arborist								
	Cultural Affairs Specialist								
	Harm Reduction Specialist								
	Human Services Program Specialist								
	Mobility Program Specialist								
	Peer Support Specialist								
	Sales Coordinator								
	Stormwater Education Coordinator								
	Youth Conservation Coordinator								
P5A*	See wages at end of schedule								
P6	**$32.20**	**$33.47**	**$34.76**	**$36.10**	**$37.03**	**$37.97**	**$38.91**	**$39.91**	**$40.97**
Positions	Environmental Health Technician								
P7	**$33.80**	**$35.11**	**$36.51**	**$37.96**	**$38.89**	**$39.90**	**$40.99**	**$42.21**	**$43.47**
Positions	Accounts Payable Specialist								
	Caregiver Specialist								
	Classification and Hearing Specialist								
	Customer Relationship ManagementCoordinator								
	Education Coordinator								
	Energy Specialist								
	Forester Specialist								
	Guest Service Coordinator								
	Human Resources Analyst								
	Human Services Outreach Coord								
	Morgue Technician								
	Outreach and Response Specialist								
	Payroll and Benefits Specialist								
	PEI Project Coordinator								
	Peer Support Services Coord								
	Public Health Specialist								
	Public Safety Quality Control Technician								
	Re-Entry Coordinator								
	Volunteer Services Coordinator								
	Well Woman Program Specialist								
P7A*	See wages at end of schedule								
P8	**$35.86**	**$37.29**	**$38.76**	**$40.32**	**$41.52**	**$42.72**	**$44.01**	**$45.34**	**$46.71**

Positions	Assistant Zoning Administrator								
	Botanist/Naturalist								
	Community Partnerships & EmploymentSpecialist								
	Conservation Specialist II								
	Conservation Technician								
	Contract Compliance Specialist								
	Environmental Technician								
	Evidence Coordinator								
	Event Coordinator								
	Environmental Health Specialist I								
	Fleet and Asset Coordinator								
	Human Resources Specialist								
	Hydrologic Technician								
	Information Technology Specialist I (HS, Highway, Courts)								
	Land Records Review Analyst								
	Landscape Architect I								
	Public Health Initiative Coordinator								
P9	**$38.41**	**$39.92**	**$41.69**	**$43.70**	**$45.04**	**$46.37**	**$47.70**	**$49.15**	**$50.63**
Positions	Agronomist								
	Beyond the Page Manager								
	Biogas Technician I								
	Conservation Specialist Advanced								
	Electric Vehicle Specialist-Project								
	Energy & Climate Specialist								
	Enterprise IT Specialist I								
	Environmental Health Scientist I								
	Environmental Health Specialist II								
	Environmental Planner								
	Erosion Control Specialist I								
	Grants Manager								
	Information Technology Specialist II								
	Lead Airport Security Technician								
	Legislative Mgmt Sys Specialist/Policy Analyst								
	Librarian								
	Marketing & Outreach Coordinator								
	Noise Abatement/Environmental Officer								
	PEI Operations and Facilities Coordinator								
	Public Health Scientist I								
	Public Safety Information Tech Spec I								
	Purchasing Officer								
	Regional Housing Project Assistant								
	Resident Medical Service Coordinator								
	Sanitarian I								
	Senior Public Safety Quality ControlTechnician								
	Tobacco Program Coordinator								
P10	**$41.19**	**$43.11**	**$45.14**	**$47.28**	**$48.66**	**$50.12**	**$51.65**	**$53.25**	**$54.86**
Positions	Behavioral Health Program Specialist								

	Biogas Technician II							
	Broadband Coordinator							
	Building Automation Specialist							
	Communications Coordinator							
	Community Dev Block Grant Prog Spec							
	County Surveyor							
	Court Interpreter							
	Criminal Justice Council Data & Evaluation Analyst							
	Crisis Response Program Developer							
	Crisis Team Coordinator							
	Data Analyst							
	Data Communications Coordinator							
	Developmental Disabilities Program Specialist							
	Economic Development Program Specialist							
	Emergency Management Specialist							
	EMS Data Analytics Coordinator							
	Environmental Health Scientist II							
	Environmental Health Specialist III							
	Erosion Control Specialist II							
	Health Education Coordinator							
	Housing Program Specialist							
	Information Technology Business Analyst							
	Land and Water Scientist							
	Landscape Architect II							
	Medicolegal Investigator							
	Opiate Prevention Specialist							
	Out of Home Care Program Specialist							
	Policy Analyst							
	Policy, Outreach, and Communications Coordinator							
	Program Specialist/Aging							
	Public Health Communications Coordinator							
	Public Health Preparedness Coordinator							
	Public Health Program Coordinator							
	Public Health Scientist II							
	Public Information & Education Officer							
	Real Estate Coordinator							
	Response Equipment Specialist							
	Sanitarian II							
	Systems Accountant							
	Violence Prevention Grant Program Spec							
	Well Woman Program Coordinator							
	Wellfield Technician							
P11	**$44.56**	**$46.63**	**$48.81**	**$51.06**	**$52.63**	**$54.21**	**$55.86**	**$57.53**	**$59.26**
Positions	ADA Coordinator							
	Budget and Contract Analyst							
	Carbon Offset Program Manager							
	CDBG/RLF Administrative Specialist							
	Enterprise IT Specialist II							

	Community Court Coordinator								
	Crime Analyst								
	Enterprise Accountant								
	Environmental Health Scientist III								
	Erosion Control Specialist Advanced								
	Hazardous Materials Planner								
	Health Equity Coordinator								
	Human Services Program Analyst								
	Information Management Programming Specialist I								
	Information Technology Project Manager								
	Land & Water Resource Engineer I								
	Language Access Coordinator								
	Language Access and Reporting Specialist								
	Lead Housing Program Specialist								
	Lead Medicolegal Investigator								
	Opiate Settlement Coordinator								
	Public Health Epidemiologist								
	Public Health Evaluator								
	Public Health Scientist III								
	Public Safety Information Tech Spec II								
	Safety Coordinator								
	Sanitarian III								
	Senior Planner								
	Solid Waste Engineer								
	Strategic Projects Coordinator								
	Systems Administrator I								
	Violence Intervention and Outreach Coord								
	Waste and Renewables Safety & Compliance Coordinator								
	Workforce Development Coordinator								
P12	**$47.83**	**$50.06**	**$52.42**	**$54.90**	**$56.58**	**$58.23**	**$59.98**	**$61.80**	**$63.65**
Positions	Conservation GIS Analyst								
	Information Management Programming Specialist II								
	Management Information Project Leader I								
	Lakes and Watershed Program Coordinator								
	Land & Water Resource Engineer II								
	Project Engineer Manager								
	Public Safety Information Tech Spec III								
	Senior Help Desk Analyst								
	Systems Administrator II								
	Systems Coordinator								
P13	**$51.43**	**$53.83**	**$56.38**	**$59.01**	**$60.77**	**$62.62**	**$64.44**	**$66.41**	**$68.41**
Positions	Biogas Engineer								
	Information Management Programming Specialist III								
	Lead Project Engineer								
	Management Information Project Leader II								
	Systems Administrator III								

P14	**$54.96**	**$57.65**	**$60.39**	**$63.30**	**$65.21**	**$67.27**	**$69.26**	**$71.34**	**$73.50**
Positions									

Special Wage Scales (5A and 7A):

Step	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**
Longevity Credits	**Hire**	**13 Cr.**	**26 Cr**	**39 Cr.**	**52 Cr.**	**104 Cr.**	**117 Cr.**	**169 Cr.**	**208 Cr.**	**273 Cr.**
5A	**$31.54**	**$32.78**	**$34.76**	**$36.10**	**$37.03**	**$37.97**	**$38.92**	**$39.92**	**$41.05**	**$42.27**
Positions	Dementia Care Specialist									
	Dementia Support Specialist									
	Disability Benefit Specialist									
	Elder Benefit Specialist									
	Information & Assistance Specialist									
	Resource Specialist									
7A	**$34.84**	**$36.21**	**$38.76**	**$40.32**	**$42.00**	**$43.29**	**$44.55**	**$45.85**	**$47.26**	**$48.68**
Positions	Information & Assistance Lead Specialist									

The hourly rates of pay for Limited term employees working in a classification that has a budgeted equivalent in the wage scale above shall be paid the starting step of the pay range of the regular classification