

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 Management Coordinator								
	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

	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								
	Records Control Officer								
	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								
	Public Safety Information Tech Spec III								
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								
	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