

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 24-01-30-02

In the Matter of Approving a New
Classification and Compensation Plan for
Non-Represented Positions

WHEREAS, the last time that a comprehensive review of classifications for non-represented positions was performed was in 2006; and

WHEREAS, the classification plan for those non-represented positions has become outdated and is no longer able to meet County objectives; and

WHEREAS, Human Resources has completed a comprehensive review of non-represented positions and classifications, and created a classification and compensation structure designed to meet the County's goals of attracting and retaining excellent employees.

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

1. The Classification and Compensation Plan for the non-represented positions shall be the classifications listed in Attachment A and compensation plan listed in Attachments B and C, incorporated by this reference, effective the first full pay period following July 1, 2024, eliminating the existing non-represented classifications and job codes listed in Attachment D.
2. Affected employees shall be placed into the new classifications and assigned the step on the salary grade closest to their current wage. In the event that this would result in a wage change, employees shall retain their current rate of pay until their next scheduled merit date.
3. Human Resources is authorized to post under the new Classification Plan those vacant positions which are not to be filled until after the first full pay period following July 1, 2024.
4. Authority is delegated to the County Administrator to approve classification specifications for each of the non-represented classifications listed in Attachment A.

ADOPTED this 30th day of January, 2024.



Laurie Trieger Chair

Lane County Board of Commissioners

New Non-Represented Classifications Job Codes, and Salary Grades

Attachment 1-A

<i>effective July, 2024</i>			
Job Code	Classification Title	Salary Plan	Salary Grade
P001	Budget Analyst	Non-Rep	020
P002	Sr. Budget Analyst	Non-Rep	028
P004	Budget Manager	Non-Rep	079
P011	Executive Assistant	Non-Rep	015
P012	Board Coordinator	Non-Rep	027
P021	Financial Analyst	Non-Rep	020
P022	Sr. Financial Analyst	Non-Rep	028
P023	Financial Services Supervisor	Non-Rep	039
P024	Administrative Supervisor	Non-Rep	046
P025	County Finance Manager	Non-Rep	079
P026	Finance & Admin Manager	Non-Rep	050
P027	Finance & Admin Principle Manager	Non-Rep	061
P031	Grants & Contracts Analyst	Non-Rep	020
P032	Sr. Grants & Contracts Analyst	Non-Rep	028
P051	Behavioral Health Clinical Supervisor	Non-Rep	045
P052	LaneCare Supervisor	Non-Rep	045
P054	Behavioral Health Systems Principle Manager	Non-Rep	061
P055	Behavioral Health Manager	Non-Rep	055
P056	Child Psychiatrist	Non-Rep Physician	006
P057	Psychiatrist	Non-Rep Physician	004
P059	Behavioral Health Principle Manager	Non-Rep	074
P061	Clinic Services Supervisor	Non-Rep	045
P062	Nursing Supervisor	Non-Rep	047
P063	Nursing Manager	Non-Rep	069
P071	Clinical Pharmacist	Non-Rep	089
P072	Clinical Pharmacist Supervisor	Non-Rep	095
P081	Associate Medical Director (Non-Rep)	Non-Rep Physician	003
P082	Medical Director- Behavioral Health	Non-Rep Physician	009
P083	Medical Director- Primary Care	Non-Rep Physician	007
P101	Epidemiologist	Non-Rep	028
P102	Public Health Supervisor	Non-Rep	045
P103	Public Health Nursing Supervisor	Non-Rep	049
P104	County Health Officer	Non-Rep Physician	012
P121	Victim Services Supervisor	Non-Rep	023
P125	Developmental Disabilities Supervisor	Non-Rep	048
P130	Human Services Supervisor	Non-Rep	033
P131	Health & Human Services Manager	Non-Rep	055
P132	Health & Human Services Principle Manager	Non-Rep	070
P133	Health & Human Services Director	Non-Rep	094
P180	Data & Analytics Analyst	Non-Rep	025
P181	Sr. Data & Analytics Analyst	Non-Rep	031
P182	Data & Analytics Supervisor	Non-Rep	045
P190	Quality & Compliance Analyst	Non-Rep	025
P191	Sr. Quality & Compliance Analyst	Non-Rep	031
P192	Quality & Compliance Supervisor	Non-Rep	045

New Non-Represented Classifications, Job Codes, and Salary Grades

Job Code	Classification Title	Salary Plan	Salary Grade
P193	Quality & Compliance Manager	Non-Rep	064
P200	Operational Assistant	Non-Rep	013
P201	Operational Associate	Non-Rep	015
P202	Operational Analyst	Non-Rep	020
P203	Sr. Operational Analyst	Non-Rep	028
P204	Operational Supervisor	Non-Rep	039
P205	Operational Support Supervisor	Non-Rep	021
P206	Operational Manager	Non-Rep	028
P209	Chief of Staff	Non-Rep	061
P210	Business Operations Assistant	Non-Rep	013
P211	Business Operations Specialist	Non-Rep	018
P213	Sr. Business Operations Analyst	Non-Rep	036
P214	Business Operations Supervisor	Non-Rep	033
P217	Chief Operations Officer	Non-Rep	090
P219	Assistant Department Director	Non-Rep	086
P221	Public Information Supervisor	Non-Rep	033
P222	Public Information Officer	Non-Rep	052
P230	Workers Comp Analyst	Non-Rep	027
P240	Human Resources Assistant	Non-Rep	001
P241	Human Resources Specialist	Non-Rep	015
P243	Human Resources Analyst	Non-Rep	034
P244	Sr. Human Resources Analyst	Non-Rep	040
P245	Human Resources Business Partner	Non-Rep	040
P246	Human Resources Supervisor	Non-Rep	040
P247	Human Resources Manager	Non-Rep	056
P249	Chief Human Resources Officer	Non-Rep	091
P252	Events Supervisor	Non-Rep	024
P280	Capital Projects Coordinator	Non-Rep	031
P281	Facilities Supervisor	Non-Rep	033
P282	Capital Planning Supervisor	Non-Rep	045
P283	Capital Planning & Facilities Manager	Non-Rep	059
P300	Sergeant	Non-Rep	053
P301	Lieutenant	Non-Rep	071
P302	Captain	Non-Rep	081
P303	Chief Deputy Sheriff	Non-Rep	088
P311	Search & Rescue Coordinator	Non-Rep	030
P313	Search & Rescue Manager	Non-Rep	071
P321	Public Safety Support Supervisor	Non-Rep	034
P322	Public Safety Support Manager	Non-Rep	057
P330	Investigator	Non-Rep	043
P331	Investigations Supervisor	Non-Rep	053
P341	Medical Legal Death Investigator	Non-Rep	015
P342	Medical Legal Death Investigation Supervisor	Non-Rep	041
P370	Paralegal (County Counsel)	Non-Rep	018
P373	Assistant County Counsel 1	Non-Rep	055
P374	Assistant County Counsel 2	Non-Rep	073

New Non-Represented Classifications, Job Codes, and Salary Grades

Job Code	Classification Title	Salary Plan	Salary Grade
P375	Assistant County Counsel 3	Non-Rep	083
P376	Assistant County Counsel Sr.	Non-Rep	085
P383	Legal Support Supervisor	Non-Rep	021
P384	Mediation Supervisor	Non-Rep	042
P401	Information Technology Supervisor	Non-Rep	051
P403	Information Technology Manager	Non-Rep	072
P406	Chief Information Officer	Non-Rep	090
P410	Radio System Coordinator	Non-Rep	051
P450	Fee Collection Supervisor	Non-Rep	036
P455	Public Works Superintendent	Non-Rep	047
P456	Public Works Manager	Non-Rep	058
P457	Public Works Principle Manager	Non-Rep	067
P458	Public Works Director	Non-Rep	093
P463	Planning Supervisor	Non-Rep	039
P464	Building Supervisor	Non-Rep	033
P501	Youth Services Supervisor	Non-Rep	033
P502	Parole & Probation Supervisor	Non-Rep	051
P503	Community Justice Manager	Non-Rep	052
P504, P504PF	Community Justice Principle Manager	Non-Rep	069
P505	Food & Nutrition Supervisor	Non-Rep	020
P533	Assessment & Taxation Supervisor	Non-Rep	036
P534	Assessment & Taxation Manager	Non-Rep	061
P555	Chief Deputy District Attorney	Non-Rep	092
P581	County Performance Auditor	Non-Rep	056
P582	Law Librarian	Non-Rep	025
P583	Intergovernmental Relations Officer	Non-Rep	068
P584	Elections & Recording Supervisor	Non-Rep	037
P585	Elections & Recording Manager	Non-Rep	047
P586	Elections & Recording Principle Manager	Non-Rep	061
P591	Emergency Coordinator	Non-Rep	032
P593	Emergency Manager	Non-Rep	061
P602	Specialized Program Analyst	Non-Rep	025
P603	Sr. Specialized Program Analyst	Non-Rep	028
P604	Program Management Coordinator	Non-Rep	047
P607	County Program Manager	Non-Rep	052
P608	County Program Officer	Non-Rep	055
P609	Specialized Program Supervisor	Non-Rep	029
P610	Policy Director	Non-Rep	088
V012	Assistant County Administrator	Non-Rep	096

**Non-Represented Salary Plan
Effective July 2024**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
001	\$ 19.44	\$ 20.61	\$ 21.76	\$ 22.90	\$ 24.02	\$ 25.16	\$ 26.33	\$ 27.46	\$ 28.60
002	\$ 19.83	\$ 20.98	\$ 22.15	\$ 23.32	\$ 24.50	\$ 25.65	\$ 26.84	\$ 27.99	\$ 29.15
003	\$ 20.32	\$ 21.51	\$ 22.70	\$ 23.89	\$ 25.08	\$ 26.27	\$ 27.46	\$ 28.65	\$ 29.87
004	\$ 20.83	\$ 22.05	\$ 23.27	\$ 24.49	\$ 25.71	\$ 26.93	\$ 28.15	\$ 29.37	\$ 30.62
005	\$ 21.35	\$ 22.60	\$ 23.85	\$ 25.10	\$ 26.35	\$ 27.60	\$ 28.85	\$ 30.10	\$ 31.38
006	\$ 21.89	\$ 23.18	\$ 24.47	\$ 25.76	\$ 27.05	\$ 28.34	\$ 29.63	\$ 30.92	\$ 32.18
007	\$ 22.44	\$ 23.76	\$ 25.08	\$ 26.40	\$ 27.72	\$ 29.04	\$ 30.36	\$ 31.68	\$ 32.99
008	\$ 23.00	\$ 24.35	\$ 25.70	\$ 27.05	\$ 28.40	\$ 29.75	\$ 31.10	\$ 32.45	\$ 33.81
009	\$ 23.19	\$ 24.65	\$ 26.09	\$ 27.55	\$ 29.02	\$ 30.45	\$ 31.91	\$ 33.34	\$ 34.80
010	\$ 23.88	\$ 25.28	\$ 26.67	\$ 28.09	\$ 29.50	\$ 30.88	\$ 32.28	\$ 33.68	\$ 35.09
011	\$ 24.48	\$ 25.92	\$ 27.36	\$ 28.80	\$ 30.24	\$ 31.68	\$ 33.12	\$ 34.56	\$ 35.99
012	\$ 24.87	\$ 26.32	\$ 27.76	\$ 29.24	\$ 30.68	\$ 32.14	\$ 33.63	\$ 35.07	\$ 36.55
013	\$ 25.14	\$ 26.62	\$ 28.10	\$ 29.59	\$ 31.07	\$ 32.54	\$ 34.01	\$ 35.48	\$ 36.98
014	\$ 25.78	\$ 27.29	\$ 28.80	\$ 30.31	\$ 31.82	\$ 33.33	\$ 34.84	\$ 36.35	\$ 37.90
015	\$ 26.01	\$ 27.52	\$ 29.05	\$ 30.60	\$ 32.13	\$ 33.64	\$ 35.17	\$ 36.69	\$ 38.22
016	\$ 26.66	\$ 28.23	\$ 29.80	\$ 31.37	\$ 32.94	\$ 34.51	\$ 36.08	\$ 37.65	\$ 39.19
017	\$ 26.86	\$ 28.43	\$ 30.01	\$ 31.59	\$ 33.18	\$ 34.74	\$ 36.32	\$ 37.89	\$ 39.48
018	\$ 27.59	\$ 29.20	\$ 30.81	\$ 32.47	\$ 33.68	\$ 35.68	\$ 37.34	\$ 38.94	\$ 40.58
019	\$ 28.29	\$ 29.95	\$ 31.61	\$ 33.27	\$ 34.93	\$ 36.59	\$ 38.25	\$ 39.91	\$ 41.59
020	\$ 28.73	\$ 30.42	\$ 32.12	\$ 33.80	\$ 35.50	\$ 37.18	\$ 38.88	\$ 40.58	\$ 42.26
021	\$ 28.85	\$ 30.53	\$ 32.12	\$ 33.95	\$ 35.62	\$ 37.34	\$ 38.86	\$ 40.72	\$ 42.43
022	\$ 29.58	\$ 31.32	\$ 33.06	\$ 34.80	\$ 36.54	\$ 38.28	\$ 40.02	\$ 41.76	\$ 43.48
023	\$ 30.04	\$ 31.79	\$ 33.57	\$ 35.32	\$ 37.10	\$ 38.86	\$ 40.63	\$ 42.40	\$ 44.17
024	\$ 30.23	\$ 32.02	\$ 33.78	\$ 35.55	\$ 37.32	\$ 39.10	\$ 40.89	\$ 42.66	\$ 44.44
025	\$ 30.61	\$ 32.41	\$ 34.21	\$ 36.00	\$ 37.18	\$ 39.61	\$ 41.41	\$ 43.21	\$ 45.01
026	\$ 31.38	\$ 33.22	\$ 35.06	\$ 36.90	\$ 38.74	\$ 40.58	\$ 42.42	\$ 44.26	\$ 46.13
027	\$ 31.62	\$ 33.47	\$ 35.33	\$ 37.17	\$ 39.05	\$ 40.91	\$ 42.77	\$ 44.64	\$ 46.48
028	\$ 31.69	\$ 33.58	\$ 35.43	\$ 37.29	\$ 39.17	\$ 41.02	\$ 42.89	\$ 44.76	\$ 46.63
029	\$ 32.05	\$ 33.93	\$ 35.80	\$ 37.67	\$ 39.57	\$ 41.45	\$ 43.34	\$ 45.23	\$ 47.12
030	\$ 32.33	\$ 34.23	\$ 36.13	\$ 38.02	\$ 39.94	\$ 41.83	\$ 43.74	\$ 45.65	\$ 47.54
031	\$ 33.12	\$ 35.08	\$ 37.29	\$ 38.97	\$ 40.93	\$ 42.86	\$ 44.82	\$ 46.63	\$ 48.73
032	\$ 33.25	\$ 35.22	\$ 37.15	\$ 39.10	\$ 41.06	\$ 43.01	\$ 44.98	\$ 46.92	\$ 48.90
033	\$ 33.57	\$ 35.53	\$ 37.52	\$ 39.49	\$ 41.46	\$ 43.44	\$ 45.40	\$ 47.39	\$ 49.37
034	\$ 33.63	\$ 35.60	\$ 37.57	\$ 39.55	\$ 41.53	\$ 43.51	\$ 45.48	\$ 47.47	\$ 49.44
035	\$ 34.21	\$ 36.20	\$ 38.21	\$ 40.22	\$ 42.24	\$ 44.25	\$ 46.27	\$ 48.28	\$ 50.30
036	\$ 34.46	\$ 36.49	\$ 38.51	\$ 40.51	\$ 42.55	\$ 44.58	\$ 46.62	\$ 48.62	\$ 50.67
037	\$ 34.70	\$ 36.77	\$ 38.81	\$ 40.84	\$ 42.88	\$ 44.92	\$ 46.96	\$ 49.01	\$ 51.05
038	\$ 35.37	\$ 37.45	\$ 39.53	\$ 41.59	\$ 43.67	\$ 45.75	\$ 47.85	\$ 49.92	\$ 52.01
039	\$ 35.79	\$ 37.89	\$ 40.00	\$ 42.11	\$ 44.22	\$ 46.33	\$ 48.43	\$ 50.53	\$ 52.62
040	\$ 35.98	\$ 38.10	\$ 40.20	\$ 42.29	\$ 44.41	\$ 46.52	\$ 48.66	\$ 50.77	\$ 52.90
041	\$ 36.12	\$ 38.28	\$ 40.40	\$ 42.51	\$ 44.66	\$ 46.77	\$ 48.90	\$ 51.03	\$ 53.15
042	\$ 36.25	\$ 38.37	\$ 40.51	\$ 42.65	\$ 44.78	\$ 46.90	\$ 49.03	\$ 51.17	\$ 53.33
043	\$ 36.30	\$ 38.44	\$ 40.56	\$ 42.68	\$ 44.84	\$ 46.95	\$ 49.09	\$ 51.21	\$ 53.39
044	\$ 36.86	\$ 39.03	\$ 41.20	\$ 43.36	\$ 45.55	\$ 47.73	\$ 49.89	\$ 52.05	\$ 54.20
045	\$ 37.26	\$ 39.44	\$ 41.65	\$ 43.83	\$ 46.02	\$ 48.22	\$ 50.40	\$ 52.59	\$ 54.79
046	\$ 37.49	\$ 39.69	\$ 41.88	\$ 44.07	\$ 46.29	\$ 48.49	\$ 50.70	\$ 52.90	\$ 55.12

**Non-Represented Salary Plan
Effective July 2024**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
047	\$ 37.65	\$ 39.87	\$ 42.08	\$ 44.29	\$ 46.50	\$ 48.73	\$ 50.53	\$ 53.14	\$ 55.35
048	\$ 38.26	\$ 40.50	\$ 42.77	\$ 45.02	\$ 47.27	\$ 49.51	\$ 51.77	\$ 54.02	\$ 56.28
049	\$ 38.59	\$ 40.87	\$ 43.13	\$ 45.39	\$ 47.67	\$ 49.94	\$ 52.20	\$ 54.48	\$ 56.73
050	\$ 38.97	\$ 41.26	\$ 43.54	\$ 45.84	\$ 48.73	\$ 50.43	\$ 52.71	\$ 55.35	\$ 57.28
051	\$ 39.37	\$ 41.69	\$ 44.00	\$ 46.32	\$ 48.64	\$ 50.96	\$ 53.26	\$ 55.60	\$ 57.89
052	\$ 39.55	\$ 41.85	\$ 44.19	\$ 46.50	\$ 48.83	\$ 51.15	\$ 53.48	\$ 55.80	\$ 58.14
053	\$ 39.61	\$ 41.96	\$ 44.30	\$ 46.62	\$ 48.96	\$ 51.29	\$ 53.62	\$ 55.96	\$ 58.28
054	\$ 40.10	\$ 42.46	\$ 44.80	\$ 47.18	\$ 49.53	\$ 51.90	\$ 54.24	\$ 56.59	\$ 58.95
055	\$ 41.32	\$ 43.74	\$ 46.50	\$ 48.59	\$ 51.59	\$ 53.47	\$ 55.88	\$ 58.31	\$ 60.75
056	\$ 41.42	\$ 43.85	\$ 46.29	\$ 48.72	\$ 51.15	\$ 53.60	\$ 56.03	\$ 58.46	\$ 62.54
057	\$ 41.50	\$ 43.96	\$ 46.39	\$ 48.83	\$ 51.28	\$ 53.71	\$ 56.16	\$ 58.60	\$ 61.04
058	\$ 42.55	\$ 45.05	\$ 47.53	\$ 50.04	\$ 52.55	\$ 55.06	\$ 57.56	\$ 60.05	\$ 62.54
059	\$ 43.36	\$ 45.94	\$ 48.48	\$ 51.02	\$ 53.57	\$ 56.14	\$ 58.69	\$ 61.23	\$ 63.79
060	\$ 43.50	\$ 46.05	\$ 48.59	\$ 51.15	\$ 53.70	\$ 56.27	\$ 58.82	\$ 61.39	\$ 63.95
061	\$ 43.57	\$ 46.16	\$ 48.72	\$ 51.28	\$ 53.86	\$ 56.39	\$ 58.97	\$ 61.52	\$ 64.08
062	\$ 43.87	\$ 46.44	\$ 49.01	\$ 51.59	\$ 54.18	\$ 56.76	\$ 59.33	\$ 61.90	\$ 64.48
063	\$ 44.88	\$ 47.53	\$ 50.16	\$ 52.82	\$ 55.47	\$ 58.09	\$ 60.74	\$ 63.36	\$ 66.00
064	\$ 45.03	\$ 47.71	\$ 50.34	\$ 52.97	\$ 55.63	\$ 58.28	\$ 60.93	\$ 63.58	\$ 66.22
065	\$ 45.76	\$ 48.45	\$ 51.14	\$ 53.86	\$ 56.52	\$ 59.22	\$ 61.90	\$ 64.62	\$ 67.31
066	\$ 45.97	\$ 48.69	\$ 51.40	\$ 54.08	\$ 56.80	\$ 59.49	\$ 62.22	\$ 64.91	\$ 67.61
067	\$ 46.19	\$ 48.92	\$ 51.64	\$ 54.34	\$ 57.09	\$ 59.77	\$ 62.51	\$ 65.21	\$ 67.93
068	\$ 46.28	\$ 49.01	\$ 51.72	\$ 54.44	\$ 57.16	\$ 59.89	\$ 62.62	\$ 65.34	\$ 68.06
069	\$ 46.46	\$ 49.19	\$ 51.92	\$ 54.65	\$ 57.36	\$ 60.11	\$ 62.83	\$ 65.58	\$ 68.30
070	\$ 47.05	\$ 49.86	\$ 52.61	\$ 55.37	\$ 58.16	\$ 60.89	\$ 64.08	\$ 66.44	\$ 69.21
071	\$ 47.26	\$ 50.02	\$ 52.81	\$ 55.58	\$ 58.33	\$ 61.14	\$ 63.90	\$ 66.70	\$ 69.47
072	\$ 47.31	\$ 50.10	\$ 52.89	\$ 55.66	\$ 58.45	\$ 61.24	\$ 64.03	\$ 66.80	\$ 69.58
073	\$ 47.96	\$ 50.79	\$ 53.61	\$ 56.43	\$ 59.27	\$ 62.08	\$ 64.90	\$ 67.74	\$ 70.54
074	\$ 48.05	\$ 50.87	\$ 53.70	\$ 56.54	\$ 59.34	\$ 62.18	\$ 65.00	\$ 67.85	\$ 70.69
075	\$ 48.36	\$ 51.22	\$ 54.07	\$ 56.90	\$ 59.77	\$ 62.59	\$ 65.45	\$ 68.29	\$ 71.13
076	\$ 48.55	\$ 51.43	\$ 54.27	\$ 57.13	\$ 59.98	\$ 62.85	\$ 65.71	\$ 68.56	\$ 71.41
077	\$ 48.81	\$ 51.69	\$ 54.57	\$ 57.42	\$ 60.31	\$ 63.15	\$ 66.05	\$ 68.90	\$ 71.78
078	\$ 50.05	\$ 52.99	\$ 55.93	\$ 58.87	\$ 61.81	\$ 64.75	\$ 67.69	\$ 70.63	\$ 73.57
079	\$ 50.55	\$ 53.54	\$ 56.51	\$ 59.46	\$ 62.46	\$ 65.41	\$ 68.39	\$ 71.37	\$ 74.34
080	\$ 50.85	\$ 53.86	\$ 56.84	\$ 59.81	\$ 62.83	\$ 65.79	\$ 68.81	\$ 71.79	\$ 74.78
081	\$ 51.24	\$ 54.26	\$ 57.28	\$ 60.31	\$ 63.30	\$ 66.33	\$ 69.33	\$ 72.38	\$ 75.40
082	\$ 52.55	\$ 55.64	\$ 58.73	\$ 61.82	\$ 64.91	\$ 68.00	\$ 71.09	\$ 74.18	\$ 77.25
083	\$ 53.73	\$ 56.90	\$ 60.06	\$ 63.22	\$ 66.36	\$ 69.52	\$ 72.69	\$ 75.85	\$ 78.99
084	\$ 55.08	\$ 58.32	\$ 61.56	\$ 64.80	\$ 68.04	\$ 71.28	\$ 74.52	\$ 77.76	\$ 80.97
085	\$ 56.53	\$ 59.85	\$ 63.18	\$ 66.51	\$ 69.86	\$ 73.17	\$ 76.50	\$ 79.82	\$ 83.15
086	\$ 56.70	\$ 60.03	\$ 63.36	\$ 66.70	\$ 70.04	\$ 73.36	\$ 76.70	\$ 80.04	\$ 83.39
087	\$ 58.14	\$ 61.56	\$ 64.98	\$ 68.40	\$ 71.82	\$ 75.24	\$ 78.66	\$ 82.08	\$ 85.47
088	\$ 58.67	\$ 62.13	\$ 65.59	\$ 69.03	\$ 72.49	\$ 75.94	\$ 79.39	\$ 82.84	\$ 86.31
089	\$ 59.89	\$ 63.43	\$ 66.95	\$ 70.45	\$ 73.97	\$ 77.51	\$ 81.04	\$ 84.57	\$ 88.06
090	\$ 60.21	\$ 63.73	\$ 67.28	\$ 70.82	\$ 74.36	\$ 77.90	\$ 81.47	\$ 84.98	\$ 88.52
091	\$ 61.28	\$ 64.86	\$ 68.49	\$ 72.08	\$ 75.67	\$ 79.27	\$ 82.90	\$ 86.49	\$ 90.09
092	\$ 62.59	\$ 66.29	\$ 69.98	\$ 73.65	\$ 77.32	\$ 81.01	\$ 84.70	\$ 88.37	\$ 92.03

**Non-Represented Salary Plan
Effective July 2024**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
093	\$ 63.10	\$ 66.80	\$ 70.52	\$ 74.25	\$ 77.95	\$ 81.67	\$ 85.36	\$ 89.08	\$ 92.80
094	\$ 64.74	\$ 68.55	\$ 72.37	\$ 76.16	\$ 79.99	\$ 83.80	\$ 87.59	\$ 91.41	\$ 95.22
095	\$ 65.88	\$ 70.29	\$ 74.18	\$ 78.08	\$ 81.99	\$ 85.88	\$ 89.78	\$ 93.68	\$ 96.85
096	\$ 66.39	\$ 70.29	\$ 74.18	\$ 78.08	\$ 81.99	\$ 85.88	\$ 89.78	\$ 93.68	\$ 97.59
097	\$ 68.05	\$ 72.05	\$ 76.05	\$ 80.05	\$ 84.05	\$ 88.05	\$ 92.05	\$ 96.05	\$ 100.03
098	\$ 69.75	\$ 73.85	\$ 77.95	\$ 82.05	\$ 86.15	\$ 90.25	\$ 94.35	\$ 98.45	\$ 102.53
099	\$ 71.49	\$ 75.69	\$ 79.89	\$ 84.09	\$ 88.29	\$ 92.49	\$ 96.69	\$ 100.89	\$ 105.09

**Non-Represented Physicians Salary
Plan Effective July 2024**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$ 90.91	\$ 95.68	\$ 100.45	\$ 105.22	\$ 109.99	\$ 114.76	\$ 119.53	\$ 124.30	\$ 129.09
2	\$ 93.18	\$ 98.07	\$ 102.96	\$ 107.85	\$ 112.74	\$ 117.63	\$ 122.52	\$ 127.41	\$ 132.32
3	\$ 95.71	\$ 100.50	\$ 105.28	\$ 110.07	\$ 114.86	\$ 119.66	\$ 124.42	\$ 129.20	\$ 134.01
4	\$ 95.48	\$ 100.50	\$ 105.53	\$ 110.55	\$ 115.58	\$ 120.59	\$ 125.63	\$ 130.65	\$ 135.67
5	\$ 97.90	\$ 103.04	\$ 108.18	\$ 113.32	\$ 118.46	\$ 123.60	\$ 128.74	\$ 133.88	\$ 139.02
6	\$ 100.26	\$ 105.51	\$ 110.79	\$ 116.06	\$ 121.35	\$ 126.60	\$ 131.89	\$ 137.18	\$ 142.44
7	\$ 103.62	\$ 108.80	\$ 114.00	\$ 119.18	\$ 124.35	\$ 129.56	\$ 134.72	\$ 139.91	\$ 145.11
8	\$ 105.35	\$ 110.88	\$ 116.41	\$ 121.94	\$ 127.47	\$ 133.00	\$ 138.53	\$ 144.06	\$ 149.60
9	\$ 107.24	\$ 112.60	\$ 117.98	\$ 123.34	\$ 128.69	\$ 134.09	\$ 139.43	\$ 144.80	\$ 150.18
10	\$ 108.82	\$ 114.25	\$ 119.71	\$ 125.14	\$ 130.57	\$ 136.04	\$ 141.46	\$ 146.90	\$ 152.37
11	\$ 110.63	\$ 116.44	\$ 122.25	\$ 128.06	\$ 133.87	\$ 139.68	\$ 145.49	\$ 151.30	\$ 157.09
12	\$ 112.74	\$ 118.36	\$ 124.01	\$ 129.64	\$ 135.27	\$ 140.94	\$ 146.55	\$ 152.19	\$ 157.85
13	\$ 116.23	\$ 122.33	\$ 128.43	\$ 134.53	\$ 140.63	\$ 146.73	\$ 152.83	\$ 158.93	\$ 165.05
14	\$ 119.14	\$ 125.39	\$ 131.64	\$ 137.89	\$ 144.14	\$ 150.39	\$ 156.64	\$ 162.89	\$ 169.18
15	\$ 122.12	\$ 128.53	\$ 134.94	\$ 141.35	\$ 147.76	\$ 154.17	\$ 160.58	\$ 166.99	\$ 173.41
16	\$ 125.17	\$ 131.74	\$ 138.31	\$ 144.88	\$ 151.45	\$ 158.02	\$ 164.59	\$ 171.16	\$ 177.74
17	\$ 128.30	\$ 135.04	\$ 141.78	\$ 148.52	\$ 155.26	\$ 162.00	\$ 168.74	\$ 175.48	\$ 182.19
18	\$ 131.50	\$ 138.40	\$ 145.30	\$ 152.20	\$ 159.10	\$ 166.00	\$ 172.90	\$ 179.80	\$ 186.73
19	\$ 134.79	\$ 141.87	\$ 148.95	\$ 156.03	\$ 163.11	\$ 170.19	\$ 177.27	\$ 184.35	\$ 191.40
20	\$ 138.17	\$ 145.42	\$ 152.67	\$ 159.92	\$ 167.17	\$ 174.42	\$ 181.67	\$ 188.92	\$ 196.20

Attachment 1-D
Existing Non-Represented Classifications and Job Codes
January 2024

Classification Title	Job Codes
Administrative Support Assistant	N7011
Administrative Support Specialist	N7010, N7010B
Administrative Support Supervisor	N7001
Administrative Support Technician	N7012
Assistant County Counsel 1	N4603
Assistant County Counsel 2	N4602
Assistant County Counsel 3	N4601
Assistant County Counsel, Sr.	N4604
Assistant Department Director	N2010, N2011, N2012, N2013
Department Director	N2001, N2001A, N2003, N2003A, N2004, N2005
Investigator	N4620, N4621
Maintenance Trades Supervisor	N6001, N6003
Management Analyst	N4102, N4102A, N4102B, N4102C, N4102D, N4102E
Management Analyst, Sr.	N4100, N4100A, N4101, N4101A, N4101B, N4101C, N4101D, N4101E
Manager	N2030, N2031, N2032, N2032A, N2032C, N2032D, N2032E, N2034, N2034A, N2034C, N2034D, N2034E, N2035, N2036, N2036C, N2036D, N2040, N2041, N2041A, N2042
Manager, Sr.	N2020, N2020A, N2021, N2022, N2022A, N2022B, N2022C, N2022D, N2022E, N2023, N2023A, N2023B, N2023D, N2024, N2024A, N2024B, N2024C, N2025, N2026
Medical-Legal Death Investigator	N4630, N4630A
County Counsel Paralegal	N7030, N7030B
Professional/Technical Supervisor	N4000, N400A, N4001, N4002, N4002A, N4002B, N4002C, N4003, N4004, N4004C, N4004D, N4005, N4006, N4006B, N4006C, N4006F, N4007, N4008, N4008A, N4009
Program Manager	N3001, N3001A, N3001B, N3002, N3002A, N3002B, N3002C, N3002D, N3002E, N3003, N3003A, N3005, N3005N, N3005P
Program Specialist	N3033, N3033A, N3033B, N3033C
Program Specialist, Sr.	N3031, N3031A, N3031B, N3032
Program Supervisor	N3012, N3013, N3014, N3014B, N3015, N3015C, N3016, N3016A, N3016B, N3016C, N3016D, N3017, N3017D
Public Safety Support Supervisor	N5020, N5020E, N5020F, N5021
Sergeant	N5010, N5010D
Psychiatrist	N4500, N4503
Clinical Pharmacist	N4800