

SCOTT COUNTY IOWA

PAY PLAN

2022



Effective July 1, 2021

**SALARY TABLES
FY 2022**

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GROUP	DESCRIPTION	PAGE
Non-Represented	Employees of various occupational classes not affiliated with any collective bargaining unit.	1-4
PPME/Secondary Roads Unit	Clerical, labor and trades employees in the Engineering Department represented by the Public Professional and Maintenance Employees.	5
AFSCME Unit	Clerical, technical and maintenance employees represented by the American Federation of State, County, and Municipal Association.	6
Deputy Sheriff Association Unit	Deputy Sheriff's and Sergeants in the Sheriff's Office represented by the Scott County Deputy Sheriff's Association.	7
Teamsters/Correction's Unit	Jail staff in the Sheriff's Office represented by the Chauffeurs, Teamsters, and Helpers Local 238.	8
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**Scott County Salary Rate Table for FY 2022
Non- Represented**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
15: Cody Homestead Site Coordinator													
\$15.38	\$15.77	\$16.16	\$16.57	\$16.98	\$17.40	\$17.84	\$18.29	\$18.74	\$19.21	\$19.69	\$20.18	\$20.69	\$21.21

16: Office Assistant													
\$16.15	\$16.56	\$16.97	\$17.39	\$17.83	\$18.27	\$18.73	\$19.20	\$19.68	\$20.17	\$20.68	\$21.19	\$21.72	\$22.27

18. Senior Office Assistant													
\$17.81	\$18.25	\$18.71	\$19.18	\$19.66	\$20.15	\$20.65	\$21.17	\$21.70	\$22.24	\$22.80	\$23.37	\$23.95	\$24.55

19. Golf Maintenance Technician; Official Records Clerk; Sex Offender Registry Specialist													
\$18.70	\$19.17	\$19.64	\$20.14	\$20.64	\$21.16	\$21.68	\$22.23	\$22.78	\$23.35	\$23.94	\$24.53	\$25.15	\$25.78

20. Alternative Sentencing Coordinator; Court Compliance Coordinator; Medical Lab Technician; Pioneer Village Site Coordinator													
\$19.63	\$20.12	\$20.63	\$21.14	\$21.67	\$22.21	\$22.77	\$23.34	\$23.92	\$24.52	\$25.13	\$25.76	\$26.40	\$27.06

21: Administrative Assistant; Bailiff; Custodial Supervisor; Desktop Support Technician; Equipment Mechanic-Conservation; Inmate Services Specialist; Medical Assistant; Park Maintenance Technician													
\$20.61	\$21.13	\$21.66	\$22.20	\$22.75	\$23.32	\$23.91	\$24.50	\$25.12	\$25.74	\$26.39	\$27.05	\$27.72	\$28.42

22: Community Based Youth Counselor; Detention Youth Counselor; Golf Maintenance Crew Leader; Park Maintenance Crew Leader													
\$21.65	\$22.19	\$22.74	\$23.31	\$23.89	\$24.49	\$25.10	\$25.73	\$26.37	\$27.03	\$27.71	\$28.40	\$29.11	\$29.84

23: Bailiff Sergeant; Benefits Specialist; Payroll Specialist; Senior Administrative Assistant													
\$22.73	\$23.30	\$23.88	\$24.48	\$25.09	\$25.71	\$26.36	\$27.02	\$27.69	\$28.38	\$29.09	\$29.82	\$30.57	\$31.33

**Scott County Salary Rate Table for FY 2022
Non- Represented**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
24: Classification Specialist; Community Dental Consultant-Maternal, Child, & Adolescent; Community Dental Consultant-Adult; GIS/ Election Systems Technician; Grant Accounting Specialist; Mental Health Advocate; Naturalist; Park Ranger; Planning & Development Specialist; Veteran Affairs Director													
\$23.86	\$24.46	\$25.07	\$25.70	\$26.34	\$27.00	\$27.67	\$28.37	\$29.08	\$29.80	\$30.55	\$31.31	\$32.09	\$32.90
25: Engineering Technician; Executive Assistant; Purchasing Specialist													
\$25.06	\$25.68	\$26.33	\$26.98	\$27.66	\$28.35	\$29.06	\$29.79	\$30.53	\$31.29	\$32.08	\$32.88	\$33.70	\$34.54
26: Child Health Consultant; Elections Supervisor; Inmate Programs Coordinator; Juvenile Detention Shift Supervisor; Motor Vehicle Supervisor; Paralegal; Paralegal/Executive Secretary; Senior Engineering Technicaian; Tax Accounting Specialist													
\$26.31	\$26.97	\$27.64	\$28.33	\$29.04	\$29.77	\$30.51	\$31.27	\$32.06	\$32.86	\$33.68	\$34.52	\$35.38	\$36.27
27: Case Expeditor; Child Care Nurse Consultant; Community Health Consultant; Community Health Interventionist; Community Tobacco Consultant; Community Transformation Consultant; Corrections Food Service Supervisor; Environmental Health Specialist; ERP Budget Analyst; Facilities Maintenance Manager; GIS Analyst, Human Resources Generalist; Maternal, Child, Adolescent Health Nurse; Mechanic Supervisor; Paralegal Audio/Video Production Specialist; Public Health Nurse; Roadside Vegetation Specialist; Technology Systems Specialist- Public Safety													
\$27.63	\$28.32	\$29.02	\$29.75	\$30.49	\$31.26	\$32.04	\$32.84	\$33.66	\$34.50	\$35.36	\$36.25	\$37.15	\$38.08
28: Clinical Services Specialist; County General Store Manager; Environmental Education Program Manager; Investigator-Attorney's Office; Network Systems Administrator; Programmer/ Analyst													
\$29.01	\$29.73	\$30.48	\$31.24	\$32.02	\$32.82	\$33.64	\$34.48	\$35.34	\$36.23	\$37.13	\$38.06	\$39.01	\$39.99
29: Case Aide Supervisor/Coordinator of Disability Services; Community Health Manager; Coordinator of Disability Services; Correctional Health Nurse; Corrections Sergeant; Environmental Health Manager; Public Health Services Manager													
\$30.46	\$31.22	\$32.00	\$32.80	\$33.62	\$34.46	\$35.32	\$36.20	\$37.11	\$38.04	\$38.99	\$39.96	\$40.96	\$41.99

**Scott County Salary Rate Table for FY 2022
Non- Represented**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
30: Fleet Manager; Golf Pro Manager; Office Administrator; Secondary Roads Superintendent													
\$31.98	\$32.78	\$33.60	\$34.44	\$35.30	\$36.18	\$37.09	\$38.01	\$38.96	\$39.94	\$40.94	\$41.96	\$43.01	\$44.08
31: Clinical Services Manager; Correctional Health Manager; Corrections Lieutenant; Information Security Analyst; Park Manager; Senior Programmer/Analyst; Webmaster													
\$33.58	\$34.42	\$35.28	\$36.16	\$37.06	\$37.99	\$38.94	\$39.91	\$40.91	\$41.94	\$42.98	\$44.06	\$45.16	\$46.29
32: Assistant Attorney; Network Infrastructure Manager; Risk Manager; Sheriff's Lieutenant													
\$35.26	\$36.14	\$37.04	\$37.97	\$38.92	\$39.89	\$40.89	\$41.91	\$42.96	\$44.03	\$45.13	\$46.26	\$47.42	\$48.60
33: Assistant Jail Administrator; Operations Manager - Auditor; Operations Manager - Treasurer													
\$37.02	\$37.95	\$38.90	\$39.87	\$40.86	\$41.89	\$42.93	\$44.01	\$45.11	\$46.23	\$47.39	\$48.57	\$49.79	\$51.03
34: Deputy Conservation Director; Deputy Health Director; GIS Manager; Juvenile Detention Center Director; Programmer/Analyst Manager													
\$38.87	\$39.84	\$40.84	\$41.86	\$42.91	\$43.98	\$45.08	\$46.21	\$47.36	\$48.55	\$49.76	\$51.00	\$52.28	\$53.59
35: Assistant County Engineer; Finance Manager; Planning & Development Director													
\$40.82	\$41.84	\$42.88	\$43.95	\$45.05	\$46.18	\$47.33	\$48.52	\$49.73	\$50.97	\$52.25	\$53.55	\$54.89	\$56.26
36: Accounting & Tax Manager; Senior Assistant Attorney													
\$42.86	\$43.93	\$45.03	\$46.15	\$47.31	\$48.49	\$49.70	\$50.94	\$52.22	\$53.52	\$54.86	\$56.23	\$57.64	\$59.08
37: Budget & Administrative Services Director; Community Services Director; Facility & Support Services Director; Information Technology Director													
\$45.00	\$46.12	\$47.28	\$48.46	\$49.67	\$50.91	\$52.19	\$53.49	\$54.83	\$56.20	\$57.60	\$59.04	\$60.52	\$62.03

**Scott County Salary Rate Table for FY 2022
Non- Represented**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
38: Conservation Director													
\$47.25	\$48.43	\$49.64	\$50.88	\$52.15	\$53.46	\$54.79	\$56.16	\$57.57	\$59.01	\$60.48	\$61.99	\$63.54	\$65.13
39: Health Director													
\$49.61	\$50.85	\$52.12	\$53.43	\$54.76	\$56.13	\$57.53	\$58.97	\$60.45	\$61.96	\$63.51	\$65.09	\$66.72	\$68.39
40: County Engineer													
\$52.09	\$53.39	\$54.73	\$56.10	\$57.50	\$58.94	\$60.41	\$61.92	\$63.47	\$65.06	\$66.68	\$68.35	\$70.06	\$71.81
41: Assistant County Administrator/Human Resources Director													
\$54.70	\$56.06	\$57.47	\$58.90	\$60.37	\$61.88	\$63.43	\$65.02	\$66.64	\$68.31	\$70.02	\$71.77	\$73.56	\$75.40

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2022
PPME (SECONDARY ROADS UNIT)**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
18r: Parts & Inventory Clerk									
\$17.81	\$18.25	\$18.71	\$19.18	\$19.66	\$20.15	\$20.65	\$21.17	\$21.70	\$22.24
22r: Roads Maintenance Worker; Mechanic									
\$21.65	\$22.19	\$22.74	\$23.31	\$23.89	\$24.49	\$25.10	\$25.73	\$26.37	\$27.03
23r: Senior Roads Maintenance Worker									
\$22.73	\$23.30	\$23.88	\$24.48	\$25.09	\$25.71	\$26.36	\$27.02	\$27.69	\$28.38
24r: Senior Mechanic; Heavy Equipment Operator; Signs Technician; Roadside Vegetation Technician									
\$23.86	\$24.46	\$25.07	\$25.70	\$26.34	\$27.00	\$27.67	\$28.37	\$29.08	\$29.80
25r: Senior Signs Technician									
\$25.06	\$25.68	\$26.33	\$26.98	\$27.66	\$28.35	\$29.06	\$29.79	\$30.53	\$31.29
26r: Crew Leader									
\$26.31	\$26.97	\$27.64	\$28.33	\$29.04	\$29.77	\$30.51	\$31.27	\$32.06	\$32.86

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2022
AFSCME UNIT**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
16: Custodian; Elections Clerk; Grounds Maintenance Worker; Office Assistant													
\$16.15	\$16.56	\$16.97	\$17.39	\$17.83	\$18.27	\$18.73	\$19.20	\$19.68	\$20.17	\$20.68	\$21.19	\$21.72	\$22.27
17: Multi-Service Clerk; Receptionist													
\$16.96	\$17.38	\$17.82	\$18.26	\$18.72	\$19.19	\$19.67	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38
18: Accounting Clerk (Treasurer); Senior Office Assistant													
\$17.81	\$18.25	\$18.71	\$19.18	\$19.66	\$20.15	\$20.65	\$21.17	\$21.70	\$22.24	\$22.80	\$23.37	\$23.95	\$24.55
19: Civil Records Specialist; Facility Maintenance Worker; Licensing Specialist; Platroom Specialist; Real Estate Specialist; Senior Elections Clerk; Vital Records Specialist													
\$18.70	\$19.17	\$19.64	\$20.14	\$20.64	\$21.16	\$21.68	\$22.23	\$22.78	\$23.35	\$23.94	\$24.53	\$25.15	\$25.78
20: Revenue Collection Specialist; Victim & Witness Specialist													
\$19.63	\$20.12	\$20.63	\$21.14	\$21.67	\$22.21	\$22.77	\$23.34	\$23.92	\$24.52	\$25.13	\$25.76	\$26.40	\$27.06
21: Accounts Payable Specialist; Case Aide; Fine Collections Specialist; Legal Secretary													
\$20.61	\$21.13	\$21.66	\$22.20	\$22.75	\$23.32	\$23.91	\$24.50	\$25.12	\$25.74	\$26.39	\$27.05	\$27.72	\$28.42
22: Intake Coordinator; Senior Victim & Witness Specialist													
\$21.65	\$22.19	\$22.74	\$23.31	\$23.89	\$24.49	\$25.10	\$25.73	\$26.37	\$27.03	\$27.71	\$28.40	\$29.11	\$29.84
23: Electronic Systems Technician; Senior Facility Maintenance Worker													
\$22.73	\$23.30	\$23.88	\$24.48	\$25.09	\$25.71	\$26.36	\$27.02	\$27.69	\$28.38	\$29.09	\$29.82	\$30.57	\$31.33
24: Building Inspector; Senior Electronic Systems Technician													
\$23.86	\$24.46	\$25.07	\$25.70	\$26.34	\$27.00	\$27.67	\$28.37	\$29.08	\$29.80	\$30.55	\$31.31	\$32.09	\$32.90

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2022
DEPUTY SHERIFF ASSOCIATION UNIT**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
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4S: Sergeant									
\$38.22		\$39.75		\$41.34		\$42.99			

8S: Deputy									
\$27.50	\$28.61	\$29.76	\$30.94	\$32.19	\$32.99	\$33.80	\$34.66	\$35.53	\$36.42

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2022
TEAMSTERS (CORRECTIONS UNIT)**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
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10S: Corrections Officer													
\$21.64	\$22.50	\$23.40	\$24.34	\$25.31	\$26.33	\$27.38	\$28.48	\$29.61	\$30.80				

18: Corrections Custodial Officer; Corrections Food Service Officer													
\$17.81	\$18.25	\$18.71	\$19.18	\$19.66	\$20.15	\$20.65	\$21.17	\$21.70	\$22.24	\$22.80	\$23.37	\$23.95	\$24.55

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2022
ELECTED OFFICIALS**

Position	Annual Salary
Auditor	\$92,768
County Attorney	\$154,957*
Recorder	\$92,768
Sheriff	\$142,596
Treasurer	\$92,768
Board Member, Board of Supervisors	\$44,370
Chair, Board of Supervisors	\$47,370

* Salary may need to be reduced depending on Judicial Branch setting of District Court Judge's salary pursuant to Iowa Code Section 331.752(2)

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2022
DEPUTY OFFICE HOLDERS**

Position	Annual Salary
Deputy Auditor – Tax	\$78,853
First Assistant Attorney	\$131,713*
Second Deputy Recorder	\$78,853
Chief Deputy Sheriff	\$121,207
Chief Deputy Sheriff – Captain	\$118,355

* Salary may need to be reduced depending on Judicial Branch setting of District Court Judge's salary pursuant to Iowa Code Section 331.752(2)

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2022
TEMPORARY AND SEASONAL STAFF**

Position	Rate
Seasonal Health Worker & Planning Intern	\$9.90 to \$14.38/hour depending on skills, education & experience
Seasonal Maintenance Worker (Roads)	\$13.66/hour
Summer Law Clerk	Set in cooperation with University Programs
Civil Service Secretary	Set by Civil Service Commission
Immunization Clinic/Jail Health Public Health Nurse	\$26.98/hour
Correctional Health Nurse	\$30.46/hour
Bailiff	\$20.61/hour
Detention Youth Counselor/Comm. Based Youth Counselor	\$21.65/hour
Election Officials	\$10.00/hour
Election Chairpersons	\$12.00/hour
Election Clerk	\$13.33/hour
CONSERVATION	
Wapsi Center:	
Assistant Naturalist	\$12.00-\$14.00/hour
Maintenance/Resident Caretaker	\$13.65/hour
Cody Homestead:	
Attendants/Concession Workers	\$9.00-\$11.00/hour

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2022
GROUP: Z TEMPORARY AND SEASONAL STAFF**

CONSERVATION

Glynns Creek:

Seasonal part-time Golf Managers	
Food Service	\$11.00-\$13.00/hour
Pro Shop	\$12.50-\$14.50/hour
Assistant Golf Pro	\$14.00-\$16.00/hour
Seasonal Golf Pro Shop Personnel	\$10.50-\$12.50/hour
Golf Course Rangers, Starters, Cart Persons	\$9.00-\$11.00/hour
Concession Stand Workers	\$9.00-\$11.00/hour
Groundskeepers	\$10.00-\$12.00/hour

Scott County & West Lake Parks:

Pool/Beach Manager	\$15.50-\$17.50/hour
Assistant Beach/Pool Manager	\$12.00-\$14.00/hour
Pool/Beach Lifeguards (includes WSI)	\$9.50-\$11.50/hour
Concession Workers	\$9.00-\$11.00/hour
Park Attendant	\$10.50-\$12.50/hour
Maintenance	\$10.00-\$12.00/hour
Skilled Maintenance	\$12.50-\$14.50/hour
Park Patrol (non-certified)	\$12.50-\$14.50/hour
Park Patrol (certified)	\$18.00-\$20.00/hour

Pioneer Village:

Day Camp Counselors	\$10.00-\$12.00/hour
Apothecary Shop Concession Workers	\$9.00-\$11.00/hour
Maintenance/Resident Caretaker	\$13.65/hour

**Note: Returning Seasonals will receive a \$0.25 increase or the proposed hourly minimum.
Returning seasonals whose hourly max exceeds the new range would be "frozen" until the range catches up with their salary.**

SCOTT COUNTY SALARY RATE TABLE FOR FY 2022

SECC

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
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18: Warrant Clerk (*Any PRN in this position will progress through steps biennially)													
\$17.81	\$18.25	\$18.71	\$19.18	\$19.66	\$20.15	\$20.65	\$21.17	\$21.70	\$22.24	\$22.80	\$23.37	\$23.95	\$24.55

21: Administrative Assistant													
\$20.61	\$21.13	\$21.66	\$22.20	\$22.75	\$23.32	\$23.91	\$24.50	\$25.12	\$25.74	\$26.39	\$27.05	\$27.72	\$28.42

26: Dispatch Shift Supervisor													
\$26.31	\$26.97	\$27.64	\$28.33	\$29.04	\$29.77	\$30.51	\$31.27	\$32.06	\$32.86	\$33.68	\$34.52	\$35.38	\$36.27

27: Technology Systems Specialist; Quality Assurance Specialist, Training Specialist													
\$27.63	\$28.32	\$29.02	\$29.75	\$30.49	\$31.26	\$32.04	\$32.84	\$33.66	\$34.50	\$35.36	\$36.25	\$37.15	\$38.08

32: Deputy SECC Director													
\$35.26	\$36.14	\$37.04	\$37.97	\$38.92	\$39.89	\$40.89	\$41.91	\$42.96	\$44.03	\$45.13	\$46.26	\$47.42	\$48.60

IPSDU

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
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Public Safety Dispatcher (*Any PRN in this position will progress through steps biennially)													
\$22.73	\$23.30	\$23.88	\$24.48	\$25.09	\$25.71	\$26.36	\$27.02	\$27.69	\$28.38	\$29.09	\$29.82	\$30.57	\$31.33

Public Safety Call-Taker													
\$19.73	\$20.30	\$20.88	\$21.48	\$22.09	\$22.71	\$23.36	\$24.02	\$24.69	\$25.38	\$26.09	\$26.82	\$27.57	\$28.33

SCOTT COUNTY SALARY RATE TABLE FOR FY 2022

EMA

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
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25: Emergency Management Planning Specialist													
\$25.06	\$25.68	\$26.33	\$26.98	\$27.66	\$28.35	\$29.06	\$29.79	\$30.53	\$31.29	\$32.08	\$32.88	\$33.70	\$34.54

29: Emergency Management Deputy Coordinator													
\$30.46	\$31.22	\$32.00	\$32.80	\$33.62	\$34.46	\$35.32	\$36.20	\$37.11	\$38.04	\$38.99	\$39.96	\$40.96	\$41.99