

SCOTT COUNTY IOWA

PAY PLAN

2023



Effective July 1, 2022

**SALARY TABLES
FY 2023**

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Non-Represented	Employees of various occupational classes not affiliated with any collective bargaining unit.	1-4
PPME/Secondary Roads Unit	Labor and trades employees in the Secondary Roads Department represented by the Public Professional and Maintenance Employees.	5
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Deputy Sheriff Association Unit	Deputy Sheriff's and Sergeants in the Sheriff's Office represented by the Scott County Deputy Sheriff's Association.	7
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**Scott County Salary Rate Table for FY 2023
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													
\$15.84	\$16.24	\$16.64	\$17.06	\$17.49	\$17.92	\$18.37	\$18.83	\$19.30	\$19.78	\$20.28	\$20.79	\$21.30	\$21.84
16: Office Assistant													
\$16.63	\$17.05	\$17.48	\$17.91	\$18.36	\$18.82	\$19.29	\$19.77	\$20.27	\$20.77	\$21.29	\$21.83	\$22.37	\$22.93
18. Senior Office Assistant													
\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.81	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29
19. Official Records Clerk													
\$19.26	\$19.74	\$20.24	\$20.74	\$21.26	\$21.79	\$22.34	\$22.90	\$23.47	\$24.05	\$24.66	\$25.27	\$25.90	\$26.55
20. Alt Sentencing Coordinator; Court Compliance Coordinator; Medical Lab Technician; PV Site Coordinator; Sex Offender Registry Specialist													
\$20.22	\$20.72	\$21.24	\$21.77	\$22.32	\$22.88	\$23.45	\$24.03	\$24.63	\$25.25	\$25.88	\$26.53	\$27.19	\$27.87
21: Administrative Assistant; Bailiff; Custodial Supervisor; Desktop Support Technician; Equipment Mechanic-Conservation; Inmate Services Specialist; Medical Assistant; Park Maintenance Technician													
\$21.23	\$21.76	\$22.30	\$22.86	\$23.43	\$24.02	\$24.62	\$25.23	\$25.86	\$26.51	\$27.17	\$27.85	\$28.55	\$29.26
22: Community Based Youth Counselor; Detention Youth Counselor; Golf Maintenance Crew Leader; Park Maintenance Crew Leader													
\$22.30	\$22.86	\$23.43	\$24.01	\$24.61	\$25.23	\$25.86	\$26.51	\$27.17	\$27.85	\$28.55	\$29.26	\$29.99	\$30.74
23: Bailiff Sergeant; Payroll Specialist; Senior Administrative Assistant													
\$23.41	\$24.00	\$24.60	\$25.21	\$25.84	\$26.49	\$27.15	\$27.83	\$28.53	\$29.24	\$29.97	\$30.72	\$31.49	\$32.27

**Scott County Salary Rate Table for FY 2023
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/Parcel Technician; Mental Health Advocate; Naturalist; Park Ranger; Planning & Development Specialist; Veteran Affairs Director													
\$24.58	\$25.19	\$25.82	\$26.47	\$27.13	\$27.81	\$28.50	\$29.21	\$29.94	\$30.69	\$31.46	\$32.25	\$33.05	\$33.88
25: Administrative Support Specialist; Engineering Technician; Executive Assistant; Finance Generalist; Purchasing Specialist													
\$25.81	\$26.46	\$27.12	\$27.80	\$28.49	\$29.20	\$29.93	\$30.68	\$31.45	\$32.24	\$33.04	\$33.87	\$34.71	\$35.58
26: Maternal & Child Health Consultant; Elections Specialist; Inmate Programs Coordinator; Juvenile Detention Shift Supervisor; Motor Vehicle Supervisor; Paralegal; Paralegal/Executive Secretary; Senior Engineering Technician; Tax Accounting Specialist													
\$27.10	\$27.78	\$28.47	\$29.18	\$29.91	\$30.66	\$31.43	\$32.21	\$33.02	\$33.84	\$34.69	\$35.56	\$36.45	\$37.36
27: Case Expeditor; Child Care Nurse Consultant; Community Health Consultant; Community Health Interventionist; Community Tobacco Consultant; Community Transformation Consultant; Corrections Food Service Supervisor; Digital Evidence Specialist; Disease Intervention Specialist; Environmental Health Specialist; ERP Budget Analyst; Facilities Maintenance Manager; GIS Analyst, Golf Superintendent; Human Resources Generalist; Maternal, Child, Adolescent Health Nurse; Mechanic Supervisor; Public Health Nurse; Roadside Vegetation Specialist; Technology Systems Specialist- Public Safety													
\$28.46	\$29.17	\$29.90	\$30.65	\$31.41	\$32.20	\$33.00	\$33.83	\$34.67	\$35.54	\$36.43	\$37.34	\$38.27	\$39.23
28: Clinical Services Specialist; County General Store Manager; Environmental Education Program Manager; Investigator-Attorney's Office; Network Systems Administrator; Programmer/ Analyst													
\$29.88	\$30.63	\$31.39	\$32.18	\$32.98	\$33.81	\$34.65	\$35.52	\$36.41	\$37.32	\$38.25	\$39.21	\$40.19	\$41.19
29: Case Aide Supervisor/Coordinator of Disability Services; Community Health Manager; Coordinator of Disability Services; Correctional Health Nurse; Corrections Sergeant; Environmental Health Manager; Family Health Manager; Fiscal Manager													
\$31.37	\$32.16	\$32.96	\$33.79	\$34.63	\$35.50	\$36.38	\$37.29	\$38.23	\$39.18	\$40.16	\$41.17	\$42.19	\$43.25

**Scott County Salary Rate Table for FY 2023
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													
\$32.94	\$33.76	\$34.61	\$35.47	\$36.36	\$37.27	\$38.20	\$39.15	\$40.13	\$41.14	\$42.17	\$43.22	\$44.30	\$45.41
31: Clinical Services Manager; Correctional Health Manager; Corrections Lieutenant; Information Security Analyst; Park Manager; Senior Programmer/Analyst; Webmaster													
\$34.59	\$35.45	\$36.34	\$37.25	\$38.18	\$39.13	\$40.11	\$41.11	\$42.14	\$43.19	\$44.27	\$45.38	\$46.52	\$47.68
32: Assistant Attorney; Network Infrastructure Manager; Risk Manager; Sheriff's Lieutenant													
\$36.32	\$37.23	\$38.16	\$39.11	\$40.09	\$41.09	\$42.12	\$43.17	\$44.25	\$45.36	\$46.49	\$47.65	\$48.84	\$50.06
33: Assistant Jail Administrator; Operations Manager - Treasurer													
\$38.13	\$39.08	\$40.06	\$41.06	\$42.09	\$43.14	\$44.22	\$45.33	\$46.46	\$47.62	\$48.81	\$50.03	\$51.28	\$52.56
34: Deputy Conservation Director; Deputy Health Director; Election Manager; GIS Manager; Juvenile Detention Center Director; Programmer/Analyst Manager; Tax Manager													
\$40.04	\$41.04	\$42.06	\$43.11	\$44.19	\$45.30	\$46.43	\$47.59	\$48.78	\$50.00	\$51.25	\$52.53	\$53.84	\$55.19
35: Accounting & Business Manager; Assistant County Engineer; Finance Manager; Planning & Development Director													
\$42.04	\$43.10	\$44.17	\$45.28	\$46.41	\$47.57	\$48.76	\$49.98	\$51.23	\$52.51	\$53.82	\$55.17	\$56.55	\$57.96
36: Senior Assistant Attorney													
\$44.15	\$45.25	\$46.38	\$47.54	\$48.73	\$49.95	\$51.20	\$52.48	\$53.79	\$55.13	\$56.51	\$57.92	\$59.37	\$60.86
37: Budget & Administrative Services Director; Community Services Director; Facility & Support Services Director; Information Technology Director													
\$46.35	\$47.51	\$48.70	\$49.91	\$51.16	\$52.44	\$53.75	\$55.10	\$56.47	\$57.88	\$59.33	\$60.82	\$62.34	\$63.89

**Scott County Salary Rate Table for FY 2023
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													
\$48.67	\$49.88	\$51.13	\$52.41	\$53.72	\$55.06	\$56.44	\$57.85	\$59.30	\$60.78	\$62.30	\$63.86	\$65.45	\$67.09
39: Health Director													
\$51.10	\$52.38	\$53.69	\$55.03	\$56.40	\$57.81	\$59.26	\$60.74	\$62.26	\$63.81	\$65.41	\$67.05	\$68.72	\$70.44
40: County Engineer													
\$53.65	\$54.99	\$56.37	\$57.78	\$59.22	\$60.70	\$62.22	\$63.78	\$65.37	\$67.00	\$68.68	\$70.40	\$72.16	\$73.96
41: Assistant County Administrator/Human Resources Director													
\$56.34	\$57.75	\$59.19	\$60.67	\$62.19	\$63.74	\$65.34	\$66.97	\$68.65	\$70.36	\$72.12	\$73.92	\$75.77	\$77.67

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2023
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									
\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.81	\$22.35	\$22.91
22r: Roads Maintenance Worker; Mechanic									
\$22.30	\$22.86	\$23.43	\$24.01	\$24.61	\$25.23	\$25.86	\$26.51	\$27.17	\$27.85
23r: Senior Roads Maintenance Worker									
\$23.41	\$24.00	\$24.60	\$25.21	\$25.84	\$26.49	\$27.15	\$27.83	\$28.53	\$29.24
24r: Senior Mechanic; Heavy Equipment Operator; Signs Technician; Roadside Vegetation Technician									
\$24.58	\$25.19	\$25.82	\$26.47	\$27.13	\$27.81	\$28.50	\$29.21	\$29.94	\$30.69
25r: Senior Signs Technician									
\$25.81	\$26.46	\$27.12	\$27.80	\$28.49	\$29.20	\$29.93	\$30.68	\$31.45	\$32.24
26r: Crew Leader									
\$27.10	\$27.78	\$28.47	\$29.18	\$29.91	\$30.66	\$31.43	\$32.21	\$33.02	\$33.84

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2023
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													
\$16.63	\$17.05	\$17.48	\$17.91	\$18.36	\$18.82	\$19.29	\$19.77	\$20.27	\$20.77	\$21.29	\$21.83	\$22.37	\$22.93
17: Multi-Service Clerk; Receptionist													
\$17.47	\$17.91	\$18.35	\$18.81	\$19.28	\$19.76	\$20.26	\$20.76	\$21.28	\$21.82	\$22.36	\$22.92	\$23.49	\$24.08
18: Accounting Clerk (Treasurer); Senior Office Assistant													
\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.81	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29
19: Civil Records Specialist; Facility Maintenance Worker; Licensing Specialist; Platroom Specialist; Real Estate Specialist; Senior Elections Clerk; Vital Records Specialist													
\$19.26	\$19.74	\$20.24	\$20.74	\$21.26	\$21.79	\$22.34	\$22.90	\$23.47	\$24.05	\$24.66	\$25.27	\$25.90	\$26.55
20: Revenue Collection Specialist; Victim & Witness Specialist													
\$20.22	\$20.72	\$21.24	\$21.77	\$22.32	\$22.88	\$23.45	\$24.03	\$24.63	\$25.25	\$25.88	\$26.53	\$27.19	\$27.87
21: Accounts Payable Specialist; Case Aide; Fine Collections Specialist; Legal Secretary													
\$21.23	\$21.76	\$22.30	\$22.86	\$23.43	\$24.02	\$24.62	\$25.23	\$25.86	\$26.51	\$27.17	\$27.85	\$28.55	\$29.26
22: Intake Coordinator; Senior Victim & Witness Specialist													
\$22.30	\$22.86	\$23.43	\$24.01	\$24.61	\$25.23	\$25.86	\$26.51	\$27.17	\$27.85	\$28.55	\$29.26	\$29.99	\$30.74
23: Electronic Systems Technician; Senior Facility Maintenance Worker													
\$23.41	\$24.00	\$24.60	\$25.21	\$25.84	\$26.49	\$27.15	\$27.83	\$28.53	\$29.24	\$29.97	\$30.72	\$31.49	\$32.27
24: Building Inspector; Senior Electronic Systems Technician													
\$24.58	\$25.19	\$25.82	\$26.47	\$27.13	\$27.81	\$28.50	\$29.21	\$29.94	\$30.69	\$31.46	\$32.25	\$33.05	\$33.88

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2023
DEPUTY SHERIFF ASSOCIATION UNIT**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
4S: Sergeant									
\$39.18		\$40.74		\$42.37		\$44.06			
8S: Deputy									
\$28.19	\$29.33	\$30.50	\$31.71	\$32.99	\$33.81	\$34.65	\$35.53	\$36.42	\$37.33

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2023
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													
\$22.29	\$23.18	\$24.11	\$25.07	\$26.08	\$27.12	\$28.20	\$29.33	\$30.50	\$31.72				

18: Corrections Custodial Officer; Corrections Food Service Officer													
\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.81	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2023
ELECTED OFFICIALS**

Position	Annual Salary
Auditor	\$96,489
County Attorney	\$161,155*
Recorder	\$96,489
Sheriff	\$154,004
Treasurer	\$96,489
Board Member, Board of Supervisors	\$46,145
Chair, Board of Supervisors	\$49,145

* Salary may need to be reduced depending on Judicial Branch setting of District Court Judge's salary pursuant to Iowa Code Section 331.752(5)

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2023
DEPUTY OFFICE HOLDERS**

Position	Annual Salary
First Assistant Attorney	\$136,982*
Second Deputy Recorder	\$82,016
Chief Deputy Sheriff	\$130,903
Chief Deputy Sheriff – Captain	\$127,823

* 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 2023
TEMPORARY AND SEASONAL STAFF**

Position	Rate
Seasonal Health Worker, Budget intern & Planning Intern	\$10.20 to \$14.81/hour depending on skills, education & experience
Seasonal Maintenance Worker (Roads)	\$14.07/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	\$27.79/hour
Correctional Health Nurse	\$31.36/hour
Bailiff	\$21.23/hour
Detention Youth Counselor/Comm. Based Youth Counselor	\$22.29/hour
On Call Election Official	\$10.00/hour
Election Officials	\$12.50/hour
Election Chairpersons	\$15.00/hour
Election Clerk	\$13.33/hour
CONSERVATION	
Wapsi Center:	
Assistant Naturalist	\$14.00-\$16.00/hour
Maintenance/Resident Caretaker	\$15.00-\$17.00/hour
Cody Homestead:	
Attendants/Concession Workers	\$11.00-\$13.00/hour

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2023
GROUP: Z TEMPORARY AND SEASONAL STAFF**

CONSERVATION

Glynns Creek:	
Seasonal part-time Golf Managers	
Food Service	\$13.00-\$15.00/hour
Pro Shop	\$14.50-\$16.50/hour
Assistant Golf Pro	\$16.00-\$18.00/hour
Seasonal Golf Pro Shop Personnel	\$12.50-\$14.50/hour
Golf Course Rangers, Starters, Cart Persons	\$11.00-\$13.00/hour
Concession Stand Workers	\$11.00-\$13.00/hour
Groundskeepers	\$12.00-\$14.00/hour

Scott County & West Lake Parks:	
Pool/Beach Manager	\$17.50-\$19.50/hour
Assistant Beach/Pool Manager	\$14.00-\$16.00/hour
Pool/Beach Lifeguards (includes WSI)	\$11.50-\$13.50/hour
Concession Workers	\$11.00-\$13.00/hour
Park Attendant	\$12.50-\$14.50/hour
Maintenance	\$12.00-\$14.00/hour
Skilled Maintenance	\$14.50-\$16.50/hour
Park Patrol (non-certified)	\$14.50-\$16.50/hour
Park Patrol (certified)	\$20.00-\$22.00/hour

Pioneer Village:	
Day Camp Counselors	\$12.00-\$14.00/hour
Apothecary Shop Concession Workers	\$11.00-\$13.00/hour
Maintenance/Resident Caretaker	\$15.00-\$17.00/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 2023

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
18: Warrant Clerk (*Any PRN in this position will progress through steps biennially)													
\$18.34	\$18.80	\$19.27	\$19.75	\$20.25	\$20.75	\$21.27	\$21.81	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29
21: Administrative Assistant													
\$21.23	\$21.76	\$22.30	\$22.86	\$23.43	\$24.02	\$24.62	\$25.23	\$25.86	\$26.51	\$27.17	\$27.85	\$28.55	\$29.26
26: Dispatch Shift Supervisor													
\$27.10	\$27.78	\$28.47	\$29.18	\$29.91	\$30.66	\$31.43	\$32.21	\$33.02	\$33.84	\$34.69	\$35.56	\$36.45	\$37.36
27: Technology Systems Specialist; Quality Assurance Specialist, Training Specialist													
\$28.46	\$29.17	\$29.90	\$30.65	\$31.41	\$32.20	\$33.00	\$33.83	\$34.67	\$35.54	\$36.43	\$37.34	\$38.27	\$39.23
32: Deputy SECC Director													
\$36.32	\$37.23	\$38.16	\$39.11	\$40.09	\$41.09	\$42.12	\$43.17	\$44.25	\$45.36	\$46.49	\$47.65	\$48.84	\$50.06

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
Public Safety Dispatcher (*Any PRN in this position will progress through steps biennially)													
\$23.41	\$24.00	\$24.60	\$25.21	\$25.84	\$26.49	\$27.15	\$27.83	\$28.53	\$29.24	\$29.97	\$30.72	\$31.49	\$32.27
Public Safety Call-Taker													
\$20.41	\$21.00	\$21.60	\$22.21	\$22.84	\$23.49	\$24.15	\$24.83	\$25.53	\$26.24	\$26.97	\$27.72	\$28.49	\$29.27

SCOTT COUNTY SALARY RATE TABLE FOR FY 2023

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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20:Emergency Management Support Specialist													
\$20.22	\$20.72	\$21.24	\$21.77	\$22.32	\$22.88	\$23.45	\$24.03	\$24.63	\$25.25	\$25.88	\$26.53	\$27.19	\$27.87

25: Emergency Management Planning Specialist													
\$25.81	\$26.46	\$27.12	\$27.80	\$28.49	\$29.20	\$29.93	\$30.68	\$31.45	\$32.24	\$33.04	\$33.87	\$34.71	\$35.58

29: Emergency Management Deputy Coordinator													
\$31.37	\$32.16	\$32.96	\$33.79	\$34.63	\$35.50	\$36.38	\$37.29	\$38.23	\$39.18	\$40.16	\$41.17	\$42.19	\$43.25