

SCOTT COUNTY IOWA

PAY PLAN

2024



Effective July 1, 2023

**SALARY TABLES
FY 2024**

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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	Labor and trades employees in the Secondary Roads 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
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**Scott County Salary Rate Table for FY 2024
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													
\$16.32	\$16.72	\$17.14	\$17.57	\$18.01	\$18.46	\$18.92	\$19.39	\$19.88	\$20.38	\$20.88	\$21.41	\$21.94	\$22.49
16: Office Assistant													
\$17.13	\$17.56	\$18.00	\$18.45	\$18.91	\$19.38	\$19.86	\$20.36	\$20.87	\$21.39	\$21.93	\$22.47	\$23.04	\$23.61
18. Senior Office Assistant													
\$18.89	\$19.36	\$19.85	\$20.34	\$20.85	\$21.37	\$21.91	\$22.45	\$23.02	\$23.59	\$24.18	\$24.79	\$25.41	\$26.04
19. Official Records Clerk													
\$19.84	\$20.33	\$20.84	\$21.36	\$21.90	\$22.44	\$23.01	\$23.58	\$24.17	\$24.77	\$25.39	\$26.03	\$26.68	\$27.35
20. Alt Sentencing Coordinator; Court Compliance Coordinator; Medical Lab Technician; PV Site Coordinator; Sex Offender Registry Specialist													
\$20.83	\$21.35	\$21.88	\$22.43	\$22.99	\$23.56	\$24.15	\$24.76	\$25.38	\$26.01	\$26.66	\$27.33	\$28.01	\$28.71
21: Administrative Assistant; Bailiff; Custodial Supervisor; Desktop Support Technician; Equipment Mechanic-Conservation; Inmate Services Specialist; Medical Assistant; Park Maintenance Technician; Security Guard													
\$21.87	\$22.41	\$22.97	\$23.55	\$24.14	\$24.74	\$25.36	\$25.99	\$26.64	\$27.31	\$27.99	\$28.69	\$29.41	\$30.14
22: Community Based Youth Counselor; Detention Youth Counselor; Golf Maintenance Crew Leader; Park Maintenance Crew Leader													
\$22.97	\$23.54	\$24.13	\$24.74	\$25.35	\$25.99	\$26.64	\$27.30	\$27.99	\$28.69	\$29.40	\$30.14	\$30.89	\$31.66
23: Bailiff Sergeant; Payroll Specialist; Senior Administrative Assistant													
\$24.11	\$24.72	\$25.33	\$25.97	\$26.62	\$27.28	\$27.96	\$28.66	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24

**Scott County Salary Rate Table for FY 2024
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
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24: Classification Specialist; GIS/Parcel Technician; Informing Specialist; Mental Health Advocate; Naturalist; Park Ranger; Planning & Development Specialist; Veteran Affairs Director;													
\$25.32	\$25.95	\$26.60	\$27.26	\$27.95	\$28.64	\$29.36	\$30.09	\$30.85	\$31.62	\$32.41	\$33.22	\$34.05	\$34.90

25: Administrative Support Specialist; Engineering Technician; Executive Assistant; Purchasing Specialist													
\$26.58	\$27.25	\$27.93	\$28.63	\$29.34	\$30.08	\$30.83	\$31.60	\$32.39	\$33.20	\$34.03	\$34.88	\$35.75	\$36.65

26: Elections Specialist; Family Health Coordinator; Finance Generalist; Inmate Programs Coordinator; Juvenile Detention Shift Supervisor; Motor Vehicle Supervisor; Paralegal; Paralegal/Executive Secretary; Passport & Licensing Supervisor; Senior Engineering Technician; Tax Accounting Specialist													
\$27.91	\$28.61	\$29.33	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01	\$34.86	\$35.73	\$36.62	\$37.54	\$38.48

27: Case Expeditor; Child Care Nurse Consultant; Community Dental Consultant; Community Health Consultant; Community Health Interventionist; Community Tobacco Consultant; Community Transformation Consultant; Corrections Food Service Supervisor; Dental Direct Services Consultant; 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;													
\$29.31	\$30.05	\$30.80	\$31.57	\$32.36	\$33.17	\$34.00	\$34.84	\$35.72	\$36.61	\$37.52	\$38.46	\$39.42	\$40.41

28: Clinical Services Specialist; County General Store Manager; Environmental Education Program Manager; Investigator-Attorney's Office; Network Systems Administrator; Programmer/ Analyst													
\$30.78	\$31.55	\$32.33	\$33.14	\$33.97	\$34.82	\$35.69	\$36.58	\$37.50	\$38.44	\$39.40	\$40.38	\$41.39	\$42.43

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; Senior HR Generalist; YJRC Assistant Director													
\$32.31	\$33.12	\$33.95	\$34.80	\$35.67	\$36.56	\$37.47	\$38.41	\$39.37	\$40.35	\$41.36	\$42.39	\$43.45	\$44.54

**Scott County Salary Rate Table for FY 2024
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													
\$33.93	\$34.78	\$35.65	\$36.54	\$37.45	\$38.39	\$39.35	\$40.33	\$41.34	\$42.37	\$43.43	\$44.52	\$45.63	\$46.77
31: Clinical Services Manager; Correctional Health Manager; Corrections Lieutenant; Information Security Analyst; Park Manager; Senior Programmer/Analyst; Webmaster													
\$35.63	\$36.52	\$37.43	\$38.37	\$39.33	\$40.31	\$41.32	\$42.35	\$43.41	\$44.49	\$45.61	\$46.75	\$47.92	\$49.11
32: Assistant Attorney; Network Infrastructure Manager; Risk Manager; Sheriff's Lieutenant													
\$37.41	\$38.34	\$39.30	\$40.29	\$41.29	\$42.33	\$43.38	\$44.47	\$45.58	\$46.72	\$47.89	\$49.08	\$50.31	\$51.57
33: Assistant Jail Administrator; Operations Manager - Treasurer													
\$39.27	\$40.26	\$41.26	\$42.29	\$43.35	\$44.43	\$45.55	\$46.68	\$47.85	\$49.05	\$50.27	\$51.53	\$52.82	\$54.14
34: Deputy Conservation Director; Deputy Health Director; Election Manager; GIS Manager; Juvenile Detention Center Director; Programmer/Analyst Manager; Tax Manager													
\$41.24	\$42.27	\$43.33	\$44.41	\$45.52	\$46.66	\$47.83	\$49.02	\$50.25	\$51.50	\$52.79	\$54.11	\$55.46	\$56.85
35: Accounting & Business Manager; Assistant County Engineer; Finance Manager; Planning & Development Director													
\$43.30	\$44.38	\$45.49	\$46.63	\$47.80	\$48.99	\$50.22	\$51.47	\$52.76	\$54.08	\$55.43	\$56.81	\$58.24	\$59.69
36: Senior Assistant Attorney													
\$45.47	\$46.61	\$47.78	\$48.97	\$50.20	\$51.45	\$52.74	\$54.05	\$55.41	\$56.79	\$58.21	\$59.67	\$61.16	\$62.69
37: Budget & Administrative Services Director; Community Services Director; Facility & Support Services Director; Information Technology Director													
\$47.74	\$48.93	\$50.16	\$51.41	\$52.70	\$54.01	\$55.36	\$56.75	\$58.17	\$59.62	\$61.11	\$62.64	\$64.21	\$65.81

**Scott County Salary Rate Table for FY 2024
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; Human Resources Director; Medic Director													
\$50.13	\$51.38	\$52.67	\$53.98	\$55.33	\$56.72	\$58.14	\$59.59	\$61.08	\$62.61	\$64.17	\$65.78	\$67.42	\$69.10
39: Health Director													
\$52.63	\$53.95	\$55.30	\$56.68	\$58.10	\$59.55	\$61.04	\$62.56	\$64.13	\$65.73	\$67.37	\$69.06	\$70.79	\$72.56
40: County Engineer													
\$55.26	\$56.64	\$58.06	\$59.51	\$61.00	\$62.52	\$64.08	\$65.69	\$67.33	\$69.01	\$70.74	\$72.51	\$74.32	\$76.18

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2024
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									
\$18.89	\$19.36	\$19.85	\$20.34	\$20.85	\$21.37	\$21.91	\$22.45	\$23.02	\$23.59
22r: Roads Maintenance Worker; Mechanic									
\$22.97	\$23.54	\$24.13	\$24.74	\$25.35	\$25.99	\$26.64	\$27.30	\$27.99	\$28.69
23r: Senior Roads Maintenance Worker									
\$24.11	\$24.72	\$25.33	\$25.97	\$26.62	\$27.28	\$27.96	\$28.66	\$29.38	\$30.11
24r: Senior Mechanic; Heavy Equipment Operator; Signs Technician; Roadside Vegetation Technician									
\$25.32	\$25.95	\$26.60	\$27.26	\$27.95	\$28.64	\$29.36	\$30.09	\$30.85	\$31.62
25r: Senior Signs Technician									
\$26.58	\$27.25	\$27.93	\$28.63	\$29.34	\$30.08	\$30.83	\$31.60	\$32.39	\$33.20
26r: Crew Leader									
\$27.91	\$28.61	\$29.33	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01	\$34.86

SCOTT COUNTY SALARY RATE TABLE FOR FY 2024
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													
\$17.13	\$17.56	\$18.00	\$18.45	\$18.91	\$19.38	\$19.86	\$20.36	\$20.87	\$21.39	\$21.93	\$22.47	\$23.04	\$23.61
17: Multi-Service Clerk; Receptionist													
\$17.99	\$18.44	\$18.91	\$19.38	\$19.86	\$20.36	\$20.87	\$21.39	\$21.92	\$22.47	\$23.03	\$23.61	\$24.20	\$24.81
18: Accounting Clerk (Treasurer); Senior Office Assistant													
\$18.89	\$19.36	\$19.85	\$20.34	\$20.85	\$21.37	\$21.91	\$22.45	\$23.02	\$23.59	\$24.18	\$24.79	\$25.41	\$26.04
19: Civil Records Specialist; Facility Maintenance Worker; Licensing Specialist; Platroom Specialist; Real Estate Specialist; Senior Elections Clerk; Vital Records Specialist													
\$19.84	\$20.33	\$20.84	\$21.36	\$21.90	\$22.44	\$23.01	\$23.58	\$24.17	\$24.77	\$25.39	\$26.03	\$26.68	\$27.35
20: Revenue Collection Specialist; Victim & Witness Specialist													
\$20.83	\$21.35	\$21.88	\$22.43	\$22.99	\$23.56	\$24.15	\$24.76	\$25.38	\$26.01	\$26.66	\$27.33	\$28.01	\$28.71
21: Accounts Payable Specialist; Case Aide; Fine Collections Specialist; Legal Secretary													
\$21.87	\$22.41	\$22.97	\$23.55	\$24.14	\$24.74	\$25.36	\$25.99	\$26.64	\$27.31	\$27.99	\$28.69	\$29.41	\$30.14
22: Intake Coordinator; Senior Victim & Witness Specialist													
\$22.97	\$23.54	\$24.13	\$24.74	\$25.35	\$25.99	\$26.64	\$27.30	\$27.99	\$28.69	\$29.40	\$30.14	\$30.89	\$31.66
23: Electronic Systems Technician; Senior Facility Maintenance Worker													
\$24.11	\$24.72	\$25.33	\$25.97	\$26.62	\$27.28	\$27.96	\$28.66	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24
24: Building Inspector; Senior Electronic Systems Technician													
\$25.32	\$25.95	\$26.60	\$27.26	\$27.95	\$28.64	\$29.36	\$30.09	\$30.85	\$31.62	\$32.41	\$33.22	\$34.05	\$34.90
26: Senior Building Inspector													
\$27.91	\$28.61	\$29.33	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01	\$34.86	\$35.73	\$36.62	\$37.54	\$38.48

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2024
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									
\$40.75		\$42.37		\$44.06		\$45.82			

8S: Deputy									
\$29.32	\$30.50	\$31.72	\$32.98	\$34.31	\$35.16	\$36.04	\$36.95	\$37.88	\$38.82

Effective January 2024

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									
\$41.57		\$43.22		\$44.94		\$46.74			

8S: Deputy									
\$29.91	\$31.11	\$32.35	\$33.64	\$35.00	\$35.86	\$36.76	\$37.69	\$38.64	\$39.60

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2024
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													
\$22.96	\$23.88	\$24.83	\$25.83	\$26.86	\$27.93	\$29.05	\$30.21	\$31.42	\$32.68				

18: Corrections Custodial Officer; Corrections Food Service Officer													
\$18.89	\$19.36	\$19.85	\$20.34	\$20.85	\$21.37	\$21.91	\$22.45	\$23.02	\$23.59	\$24.18	\$24.79	\$25.41	\$26.04

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2024
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 2024
DEPUTY OFFICE HOLDERS**

Position	Annual Salary
First Assistant Attorney	136,982*
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 2024
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
Health Department	
Public Health Nurse	\$27.79/hour
Correctional Health Nurse	\$32.31/hour
Public Health Dental Hygienist	29.31/hour
Bailiff	\$21.87/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	\$14.50-\$16.50/hour
Maintenance/Resident Caretaker	\$15.50-\$17.50/hour
Cody Homestead:	
Attendants/Concession Workers	\$11.50-\$13.50/hour

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2024
GROUP: Z TEMPORARY AND SEASONAL STAFF**

CONSERVATION

Glynns Creek:	
Seasonal part-time Golf Managers	
Food Service	\$13.50-\$15.50/hour
Pro Shop	\$15.00-\$17.00/hour
Assistant Golf Pro	\$16.50-\$18.50/hour
Seasonal Golf Pro Shop Personnel	\$13.00-\$15.00/hour
Golf Course Rangers, Starters, Cart Persons	\$11.50-\$13.50/hour
Concession Stand Workers	\$11.50-\$13.50/hour
Groundskeepers	\$12.50-\$14.50/hour

Scott County & West Lake Parks:	
Pool/Beach Manager	\$18.00-\$20.00/hour
Assistant Beach/Pool Manager	\$14.50-\$16.50/hour
Pool/Beach Lifeguards (includes WSI)	\$12.00-\$14.00/hour
Concession Workers	\$11.50-\$13.50/hour
Park Attendant	\$13.00-\$15.00/hour
Maintenance	\$12.50-\$14.50/hour
Skilled Maintenance	\$15.00-\$17.00/hour
Park Patrol (non-certified)	\$15.00-\$17.00/hour
Park Patrol (certified)	\$24.00-\$26.00/hour

Pioneer Village:	
Day Camp Counselors	\$12.50-\$14.50/hour
Apothecary Shop Concession Workers	\$11.50-\$13.50/hour
Maintenance/Resident Caretaker	\$15.50-\$17.50/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 2024

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)													
\$18.89	\$19.36	\$19.85	\$20.34	\$20.85	\$21.37	\$21.91	\$22.45	\$23.02	\$23.59	\$24.18	\$24.79	\$25.41	\$26.04
21: Administrative Assistant													
\$21.87	\$22.41	\$22.97	\$23.55	\$24.14	\$24.74	\$25.36	\$25.99	\$26.64	\$27.31	\$27.99	\$28.69	\$29.41	\$30.14
26: Dispatch Shift Supervisor													
\$27.91	\$28.61	\$29.33	\$30.06	\$30.81	\$31.58	\$32.37	\$33.18	\$34.01	\$34.86	\$35.73	\$36.62	\$37.54	\$38.48
27: Data Analyst; Technology Systems Specialist; Quality Assurance Specialist, Training Specialist													
\$29.31	\$30.05	\$30.80	\$31.57	\$32.36	\$33.17	\$34.00	\$34.84	\$35.72	\$36.61	\$37.52	\$38.46	\$39.42	\$40.41
32: Deputy SECC Director													
\$37.41	\$38.34	\$39.30	\$40.29	\$41.29	\$42.33	\$43.38	\$44.47	\$45.58	\$46.72	\$47.89	\$49.08	\$50.31	\$51.57

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)													
\$24.11	\$24.72	\$25.33	\$25.97	\$26.62	\$27.28	\$27.96	\$28.66	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24
Public Safety Call-Taker													
\$21.11	\$21.72	\$22.33	\$22.97	\$23.62	\$24.28	\$24.96	\$25.66	\$26.38	\$27.11	\$27.87	\$28.64	\$29.43	\$30.24

SCOTT COUNTY SALARY RATE TABLE FOR FY 2024

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
20:Emergency Management Support Specialist													
\$20.83	\$21.35	\$21.88	\$22.43	\$22.99	\$23.56	\$24.15	\$24.76	\$25.38	\$26.01	\$26.66	\$27.33	\$28.01	\$28.71
25: Emergency Management Planning Specialist													
\$26.58	\$27.25	\$27.93	\$28.63	\$29.34	\$30.08	\$30.83	\$31.60	\$32.39	\$33.20	\$34.03	\$34.88	\$35.75	\$36.65
29: Emergency Management Deputy Coordinator													
\$32.31	\$33.12	\$33.95	\$34.80	\$35.67	\$36.56	\$37.47	\$38.41	\$39.37	\$40.35	\$41.36	\$42.39	\$43.45	\$44.54