

Aitkin County Board of Commissioners  
Request for County Board Action/Agenda Item Cover Sheet

**25**  
Agenda Item #

To: Chairperson, Aitkin County Board of Commissioners Date: 1/12/2014

Via: Patrick Wussow, County Administrator

From: Bobbie Danielson, HR Manager



Title of Item: Pay Equity Report

Requested Meeting Date: 1/28/2013 Estimated Presentation Time: Consent Agenda

Presenter: Bobbie Danielson

**Type of Action Requested** (check all that apply)

- For info only, no action requested
- Approve under Consent Agenda
- For discussion only with possible future action
- Adopt Ordinance Revision
- Let/Award Bid or Quote (attach copy of basic bid/quote specs or summary of complex specs, each bid/quote received & bid/quote comparison)
- Approve/adopt proposal by motion
- Approve/adopt proposal by resolution (attach draft resolution)
- Authorize filling vacant staff position
- Request to schedule public hearing or sale
- Other (please list) \_\_\_\_\_
- Request by member of the public to be heard
- Item should be addressed in closed session under MN Statute \_\_\_\_\_

**Fiscal Impact** (check all that apply)

- Is this item in the current approved budget? Yes \_\_\_ No \_\_\_ n/a
- What type of expenditure is this? \_\_\_ Operating \_\_\_ Capital \_\_\_ Other (attach explanation)
- Revenue line account # that funds this item is: \_\_\_\_\_
- Expenditure line account # for this item is: \_\_\_\_\_

**Staffing Impact** (Any yes answer requires a review by Human Resources Manager before going to the board)

- Duties of a department employee(s) may be materially affected. \_\_\_ Yes \_\_\_  No
- Applicable job description(s) may require revision. \_\_\_ Yes \_\_\_  No
- Item may impact a bargaining unit agreement or county work policy. \_\_\_ Yes \_\_\_  No
- Item may change the department's authorized staffing level. \_\_\_ Yes \_\_\_  No

BJD  
\_\_\_\_\_  
HR Review

**Supporting Attachment(s)**

- Memorandum Summary of Item
- Copy of applicable county policy and/or ordinance (excerpts acceptable)
- Copy of applicable state/federal statute/regulation (excerpts acceptable)
- Copy of applicable contract and/or agreement
- Original bid spec or quote request (excluding complex construction projects)
- Bids/quotes received (excluding complex construction projects, provide comparison worksheet)
- Bid/quote comparison worksheet
- Draft County Board resolution
- Plat approval check-list and supporting documents
- Copy of previous minutes related to this issue
- Other supporting document(s) (please list) Pay Equity Report Attached

**Provide (1) copy of supporting documentation NO LATER THAN Wednesday at Noon to make the Board's agenda for the following Tuesday. (If your packet contains colored copies, please provide (4) paper copies of supporting documentation as we do not have a color printer or copier.) Items WILL NOT be placed on the Board agenda unless complete documentation is provided for the Board packets.**

# AITKIN COUNTY HUMAN RESOURCES

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**Bobbie Danielson, HR Manager**  
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**Nicole Visnovec, HR Specialist**  
nicole.visnovec@co.aitkin.mn.us

Phone 218-927-7306  
Job Hotline 218-927-7393  
Fax 218-927-7374  
www.co.aitkin.mn.us

To: Aitkin County Commissioners  
Patrick Wussow, County Administrator

From: Bobbie Danielson, HR Manager 

Date: January 12, 2014

Subject: 2014 Pay Equity Report (Data as of 12/31/2013)

## **Prior Action**

Aitkin County submitted its last pay equity report in 2011 and received a Notice of Pay Equity Compliance.

## **Background Information**

Aitkin County is again required to submit its pay equity implementation report to Minnesota Management & Budget as required by the Local Government Pay Equity Act, Minnesota Statutes 471.991 to 471.999. The report is due every 3 years and must be signed by the Board Chair and submitted by January 31.

The report is public data under the MN Government Data Practices Act. A notice will be sent to all union representatives and will be posted in a prominent location in the courthouse for 90 days, as required.

## **Action Requested**

Motion to approve the 2014 pay equity report and to authorize the Board Chair to sign the Implementation Report, as required.

Please feel free to contact me if you have any questions or concerns.

**Part A: Jurisdiction Identification**

Jurisdiction:

Jurisdiction Type:

Contact:

Phone:

E-Mail:

**Part B: Official Verification**

- 1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system used was:

Description:

- 2. Health Insurance benefits for male and female classes of comparable value have been evaluated and:

- 3. An official notice has been posted at:

\_\_\_\_\_ (prominent location)

informing employees that the Pay Equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

\_\_\_\_\_ (governing body)

\_\_\_\_\_ (chief elected official)

\_\_\_\_\_ (title)

**Part C: Total Payroll**

is the annual payroll for the calendar year just ended December 31.

- Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

Date Submitted:

**Minnesota Pay Equity Management System - Aitkin County(14-No Submission)**

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[Utilities](#)

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**Pay Equity Implementation Form**

Information entered on this page is not saved until you click "sign and submit." This page may be printed and shared with your governing body for approval. After you receive approval, you will need to come back to this page, complete the necessary information, then click "sign and submit."

**Part A: Jurisdiction Identification**

Jurisdiction: Aitkin County  
Room 134  
Aitkin

Jurisdiction Type: CTY - County

| Contact: | Name             | Title      | Phone        | Email                            |
|----------|------------------|------------|--------------|----------------------------------|
|          | Bobbie Danielson | HR Manager | 218-927-7277 | bobbie.danielson@co.aitkin.mn.us |

**Part B: Official Verification**

**1.** The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system used was: Consultant's System (specify)

Describe: (\*less than 240 characters)  
Hay Group

**2.** Health Insurance benefits for male and female classes of comparable value have been evaluated and There is a difference and the maximum salaries reported include the monthly amount paid by the employer for health insurance.

**3.** An official notice has been posted at:  
Courthouse Bulletin Board (prominent location) (\*less than 60 characters)

informing employees that the Pay equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:  
Aitkin County Board (governing body) (\*less than 60 characters)  
Mr. Mark Wedel (chief elected official)(\*less than 60 characters)  
Chairperson (title) (\*less than 60 characters)

Checking this box indicates the following:

**Part C: Total Payroll**

\_\_\_\_\_ is the annual payroll for the calendar year just ended December 31.

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

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Sign & Submit

Return to Test Results

We have worked to ensure this product is accessible and compliant with the standard WCAG 2.0 level AA. We have tested accessibility using the JAWS software from Freedom Scientific. We found it to work correctly for us. If you find errors in accessibility, please let us know at [pay.equity@state.mn.us](mailto:pay.equity@state.mn.us) so that we can follow up. Thank you.

## Compliance Report

Jurisdiction: Aitkin County  
Room 134  
217 - 2nd Street N.W.  
Aitkin MN 56431

Report Year: 2014  
Case: 1 - 2014 DATA (Private (Jur Only))

Contact: Bobbie Danielson

Phone: (218) 927-7277

E-Mail: bobbie.danielson@co.aitkin.mn.u

The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity report data. Parts II, III and IV give you the test results.

For more detail on each test, refer to the Guide to Pay Equity Compliance and Computer Reports.

### I. GENERAL JOB CLASS INFORMATION

|                                      | Male<br>Classes | Female<br>Classes | Balanced<br>Classes | All Job<br>Classes |
|--------------------------------------|-----------------|-------------------|---------------------|--------------------|
| # Job Classes                        | 44              | 52                | 8                   | 104                |
| # Employees                          | 82              | 98                | 37                  | 217                |
| Avg. Max Monthly<br>Pay per employee | 6,160.35        | 5,991.28          |                     | 5,998.30           |

### II. STATISTICAL ANALYSIS TEST

#### A. Underpayment Ratio = 280.68 \*

|  | Male<br>Classes | Female<br>Classes |
|--|-----------------|-------------------|
| a. # At or above Predicted Pay                   | 25              | 44                |
| b. # Below Predicted Pay                         | 19              | 8                 |
| c. TOTAL   | 44              | 52                |
| d. % Below Predicted Pay<br>(b divided by c = d) | 43.18           | 15.38             |

\*(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)

#### B. T-test Results

|                               |                     |
|-------------------------------|---------------------|
| Degrees of Freedom (DF) = 178 | Value of T = -4.294 |
|-------------------------------|---------------------|

- a. Avg. diff. in pay from predicted pay for male jobs = (\$11)  
b. Avg. diff. in pay from predicted pay for female jobs = \$134

### III. SALARY RANGE TEST = 100.00 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 28.00  
B. Avg. # of years to max salary for female jobs = 28.00

### IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

- A. % of male classes receiving ESP 0.00 \*  
B. % of female classes receiving ESP 0.00

\*(If 20% or less, test result will be 0.00)

Job Class Data Entry Verification List

Aitkin County  
LGID 1520

Case: 2014 DATA

| Job Nbr | Class Title            | Nbr Males | Nbr Females | Class Type | Jobs Points | Min Mo Salary | Max Mo Salary | Yrs to Max Salary | Yrs of Service | Exceptional Service Pay |
|---------|------------------------|-----------|-------------|------------|-------------|---------------|---------------|-------------------|----------------|-------------------------|
| 3       | COOK (S.O., 2 FT)      | 0         | 2           | F          | 106         | \$1,880.00    | \$4,603.00    | 28.00             | 0.00           |                         |
| 108     | COOK (LLCC, 2PT)       | 0         | 2           | F          | 106         | \$1,880.00    | \$3,393.00    | 28.00             | 0.00           |                         |
| 4       | MAINTENANCE/CUSTOD     | 1         | 0           | M          | 116         | \$1,970.00    | \$3,554.00    | 28.00             | 0.00           |                         |
| 5       | CUSTODIAN (1 FT, 6 PT) | 6         | 1           | M          | 119         | \$1,970.00    | \$4,764.00    | 28.00             | 0.00           |                         |
| 7       | RECORD TECHICIAN (S.   | 0         | 2           | F          | 141         | \$2,074.00    | \$4,946.00    | 28.00             | 0.00           |                         |
| 8       | LICENSE CLERK AIDE     | 0         | 1           | F          | 141         | \$2,074.00    | \$4,946.00    | 28.00             | 0.00           |                         |
| 9       | UTILITY/MAINTENANCE (  | 1         | 0           | M          | 142         | \$2,074.00    | \$4,946.00    | 28.00             | 0.00           |                         |
| 10      | CLERICAL (ASSESSOR)    | 0         | 1           | F          | 147         | \$2,074.00    | \$4,946.00    | 28.00             | 0.00           |                         |
| 11      | OFFICE SUPPORT SPEC    | 0         | 6           | F          | 152         | \$2,074.00    | \$4,946.00    | 28.00             | 0.00           |                         |
| 13      | LABORER (LAND)         | 1         | 0           | M          | 154         | \$2,074.00    | \$4,946.00    | 28.00             | 0.00           |                         |
| 14      | MAINTENANCE COORDI     | 1         | 0           | M          | 160         | \$2,168.00    | \$5,124.00    | 28.00             | 0.00           |                         |
| 15      | DEPUTY TREASURER       | 0         | 1           | F          | 169         | \$2,168.00    | \$5,124.00    | 28.00             | 0.00           |                         |
| 16      | ACCOUNT TECHNICIAN (   | 0         | 1           | F          | 169         | \$2,168.00    | \$5,124.00    | 28.00             | 0.00           |                         |
| 17      | DEPUTY RECORDER        | 1         | 1           | B          | 169         | \$2,168.00    | \$5,124.00    | 28.00             | 0.00           |                         |
| 18      | DEPUTY LAND COMMISS    | 0         | 1           | F          | 182         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 19      | EQUIPMENT OPERATOR     | 14        | 0           | M          | 184         | \$2,312.00    | \$5,018.00    | 28.00             | 0.00           |                         |
| 20      | SIGNPERSON/MECHANIC    | 1         | 0           | M          | 184         | \$2,312.00    | \$5,018.00    | 28.00             | 0.00           |                         |
| 21      | FORESTRY/PARKS TECH    | 1         | 1           | B          | 187         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 22      | CLERK SECRETARY (AS    | 0         | 1           | F          | 194         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 23      | LEGAL SECRETARY        | 0         | 3           | F          | 194         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 24      | SECRETARY/CLERK/BOC    | 0         | 2           | F          | 194         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 25      | MECHANIC               | 1         | 0           | M          | 194         | \$2,312.00    | \$5,018.00    | 28.00             | 0.00           |                         |
| 27      | CASE AIDE (HHS)        | 0         | 5           | F          | 200         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 28      | FAMILY BASED SERVICE   | 0         | 1           | F          | 200         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 29      | CHILD SUPPORT ENFOR    | 0         | 1           | F          | 200         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 31      | ACCOUNTING TECHNICI    | 0         | 2           | F          | 203         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 34      | FOOD SERVICE COORDI    | 0         | 1           | F          | 203         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 32      | ADMINISTRATIVE COOR    | 0         | 1           | F          | 208         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 33      | ELIGIBILITY TECHNICIAN | 0         | 10          | F          | 208         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 35      | CONFIDENTIAL SECRET.   | 0         | 2           | F          | 211         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 36      | CONFIDENTIAL ADMIN A   | 0         | 1           | F          | 211         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 37      | FOREMAN (PARKS)        | 1         | 0           | M          | 219         | \$2,312.00    | \$5,372.00    | 28.00             | 0.00           |                         |
| 38      | CHIEF DEPUTY TREASU    | 0         | 1           | F          | 220         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 39      | CONFIDENTIAL ADMIN A   | 0         | 1           | F          | 223         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 40      | DISPATCHER             | 3         | 3           | B          | 224         | \$2,509.00    | \$5,378.00    | 28.00             | 0.00           |                         |
| 41      | JAILER                 | 8         | 6           | B          | 224         | \$2,509.00    | \$5,378.00    | 28.00             | 0.00           |                         |
| 42      | OFFICE SUPPORT SPEC    | 0         | 1           | F          | 228         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 43      | ENGINEER TECHICIAN 3   | 1         | 0           | M          | 232         | \$2,509.00    | \$5,378.00    | 28.00             | 0.00           |                         |
| 26      | LICENSE CLERK, DEPUT   | 0         | 1           | F          | 233         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 44      | CRIME VICTIM COORDIN   | 0         | 1           | F          | 233         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 45      | LAND RECORDS TECHN     | 0         | 1           | F          | 233         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 46      | ZONING OFFICER         | 1         | 0           | M          | 233         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 47      | APPRAISER              | 1         | 2           | B          | 241         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 48      | CHILD SUPPORT OFFICE   | 0         | 2           | F          | 247         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 49      | SURVEY TECHICIAN       | 1         | 0           | M          | 257         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 50      | MAINTENANCE SUPERV     | 1         | 0           | M          | 258         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 51      | FOREST/TIMBER INVEN1   | 1         | 0           | M          | 259         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 52      | DEPUTY AUDITOR/PAYR    | 0         | 1           | F          | 261         | \$2,509.00    | \$5,733.00    | 28.00             | 0.00           |                         |
| 53      | CHIEF MECHANIC         | 1         | 0           | M          | 265         | \$2,509.00    | \$5,378.00    | 28.00             | 0.00           |                         |
| 54      | SERGEANT (JAIL)        | 2         | 2           | B          | 271         | \$2,723.00    | \$5,761.00    | 28.00             | 0.00           |                         |
| 55      | CHIEF DEPUTY RECORN    | 0         | 1           | F          | 275         | \$2,723.00    | \$6,116.00    | 28.00             | 0.00           |                         |
| 56      | PARALEGAL              | 0         | 1           | F          | 275         | \$2,723.00    | \$6,116.00    | 28.00             | 0.00           |                         |
| 57      | HUMAN RESOURCES SP     | 0         | 1           | F          | 275         | \$2,724.00    | \$6,117.00    | 28.00             | 0.00           |                         |
| 58      | APPRAISER, SR.         | 2         | 0           | M          | 280         | \$2,723.00    | \$6,116.00    | 28.00             | 0.00           |                         |
| 59      | COMPLIANCE OFFICER     | 0         | 1           | F          | 280         | \$2,723.00    | \$6,116.00    | 28.00             | 0.00           |                         |
| 60      | INSTRUCTOR NATURALI    | 1         | 2           | B          | 280         | \$2,723.00    | \$4,906.00    | 28.00             | 0.00           |                         |
| 61      | COMPUTER SPECIALIST    | 1         | 3           | F          | 298         | \$2,723.00    | \$6,116.00    | 28.00             | 0.00           |                         |
| 62      | FORESTER               | 3         | 0           | M          | 298         | \$2,723.00    | \$6,116.00    | 28.00             | 0.00           |                         |

Job Class Data Entry Verification List

Aitkin County  
LGID 1520

Case: 2014 DATA

| Job Nbr | Class Title           | Nbr Males | Nbr Females | Class Type | Jobs Points | Min Mo Salary | Max Mo Salary | Yrs to Max Salary | Yrs of Service | Exceptional Service Pay |
|---------|-----------------------|-----------|-------------|------------|-------------|---------------|---------------|-------------------|----------------|-------------------------|
| 63      | RECREATION SPECIALIS  | 1         | 0           | M          | 298         | \$2,723.00    | \$6,116.00    | 28.00             | 0.00           |                         |
| 64      | ENGINEER TECHICIAN 4  | 4         | 0           | M          | 308         | \$2,723.00    | \$5,761.00    | 28.00             | 0.00           |                         |
| 65      | FINANCIAL ASSISTANT ( | 0         | 1           | F          | 314         | \$2,979.00    | \$6,583.00    | 28.00             | 0.00           |                         |
| 66      | ENVIRONMENTAL HEAL    | 1         | 0           | M          | 319         | \$2,979.00    | \$6,583.00    | 28.00             | 0.00           |                         |
| 67      | ACCOUNTANT (R&B)      | 0         | 1           | F          | 327         | \$2,979.00    | \$6,583.00    | 28.00             | 0.00           |                         |
| 68      | PROGRAM COORDINATC    | 0         | 1           | F          | 328         | \$2,979.00    | \$6,227.00    | 28.00             | 0.00           |                         |
| 109     | STS COORDINATOR / JA  | 1         | 0           | M          | 328         | \$2,979.00    | \$6,227.00    | 28.00             | 0.00           |                         |
| 69      | HEALTH EDUCATOR       | 0         | 1           | F          | 332         | \$2,979.00    | \$6,583.00    | 28.00             | 0.00           |                         |
| 70      | OFFICE MANAGER/PARA   | 0         | 1           | F          | 332         | \$2,979.00    | \$6,583.00    | 28.00             | 0.00           |                         |
| 71      | VETERANS SERVICE OF   | 0         | 1           | F          | 332         | \$2,979.00    | \$6,583.00    | 28.00             | 0.00           |                         |
| 72      | DEPUTY SHERIFF        | 11        | 2           | M          | 333         | \$2,979.00    | \$6,227.00    | 28.00             | 0.00           |                         |
| 73      | APPRAISER, COMMERC    | 1         | 0           | M          | 337         | \$2,979.00    | \$6,582.00    | 28.00             | 0.00           |                         |
| 74      | ASSISTANT HWY MAINT   | 1         | 0           | M          | 339         | \$2,979.00    | \$6,228.00    | 28.00             | 0.00           |                         |
| 75      | ECONOMIC DEV/FORES    | 1         | 0           | M          | 382         | \$3,294.00    | \$7,115.00    | 28.00             | 0.00           |                         |
| 76      | ASSISTANT ZONING ADM  | 1         | 0           | M          | 388         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 77      | PUBLIC HEALTH NURSE   | 0         | 5           | F          | 390         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 78      | SOCIAL WORKER         | 1         | 11          | F          | 392         | \$3,293.00    | \$7,154.00    | 28.00             | 0.00           |                         |
| 94      | EXECUTIVE DIRECTOR (  | 1         | 0           | M          | 392         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 79      | FISCAL SUPERVISOR (H  | 0         | 1           | F          | 393         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 80      | ASSISTANT LAND COMM   | 1         | 0           | M          | 393         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 81      | FINANCIAL ASSISTANCE  | 0         | 1           | F          | 396         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 82      | INSTRUCTION COORDIN   | 1         | 0           | M          | 397         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 83      | ASSISTANT JAIL ADMINI | 1         | 0           | M          | 399         | \$3,293.00    | \$6,799.00    | 28.00             | 0.00           |                         |
| 84      | LAND SURVEY COORDIN   | 1         | 0           | M          | 401         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 85      | GIS COORDINATOR       | 1         | 0           | M          | 404         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 86      | INVESTIGATOR          | 2         | 0           | M          | 404         | \$3,293.00    | \$6,799.00    | 28.00             | 0.00           |                         |
| 87      | SERGEANT (S.O. PATRO  | 0         | 1           | F          | 404         | \$3,293.00    | \$6,799.00    | 28.00             | 0.00           |                         |
| 88      | HUMAN RESOURCES MA    | 0         | 1           | F          | 417         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 89      | IT DIRECTOR           | 1         | 0           | M          | 422         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 90      | PROJECT MANAGER (R&   | 1         | 0           | M          | 426         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 91      | ASSISTANT COUNTY AS   | 0         | 1           | F          | 432         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 92      | HIGHWAY MAINTENANC    | 1         | 0           | M          | 435         | \$3,294.00    | \$7,155.00    | 28.00             | 0.00           |                         |
| 93      | CHILD SUPPORT & COLL  | 0         | 1           | F          | 466         | \$3,642.00    | \$7,774.00    | 28.00             | 0.00           |                         |
| 95      | SOCIAL SERVICES SUPE  | 0         | 2           | F          | 496         | \$3,642.00    | \$7,774.00    | 28.00             | 0.00           |                         |
| 96      | PUBLIC HEALTH SUPERV  | 0         | 1           | F          | 501         | \$3,642.00    | \$7,774.00    | 28.00             | 0.00           |                         |
| 97      | JAIL ADMINISTRATOR    | 0         | 1           | F          | 504         | \$3,641.00    | \$7,418.00    | 28.00             | 0.00           |                         |
| 98      | ASSISTANT COUNTY EN   | 1         | 0           | M          | 558         | \$4,104.00    | \$8,608.00    | 28.00             | 0.00           |                         |
| 99      | ASSISTANT COUNTY AT   | 1         | 2           | B          | 573         | \$4,104.00    | \$8,608.00    | 28.00             | 0.00           |                         |
| 100     | UNDERSHERIFF          | 1         | 0           | M          | 580         | \$4,104.00    | \$8,251.00    | 28.00             | 0.00           |                         |
| 101     | COUNTY ASSESSOR       | 1         | 0           | M          | 594         | \$4,104.00    | \$8,608.00    | 28.00             | 0.00           |                         |
| 102     | ENVIRONMENTAL SERVI   | 1         | 0           | M          | 611         | \$4,104.00    | \$8,608.00    | 28.00             | 0.00           |                         |
| 103     | LAND COMMISSIONER     | 1         | 0           | M          | 611         | \$4,104.00    | \$8,608.00    | 28.00             | 0.00           |                         |
| 104     | ASSISTANT COUNTY AT   | 0         | 1           | F          | 682         | \$4,701.00    | \$9,689.00    | 28.00             | 0.00           |                         |
| 105     | COUNTY ENGINEER       | 1         | 0           | M          | 805         | \$5,303.00    | \$10,776.00   | 28.00             | 0.00           |                         |
| 106     | HUMAN SERVICES DIRE   | 1         | 0           | M          | 805         | \$5,303.00    | \$10,776.00   | 28.00             | 0.00           |                         |
| 107     | COUNTY ADMINISTRATC   | 1         | 0           | M          | 1,040       | \$5,668.00    | \$11,430.00   | 28.00             | 0.00           |                         |

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