

2018 MACCAM Compensation Survey

EXHIBIT B

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Position Title (Refer to Descriptions)	Number of Positions	Exempt (E) or Hourly (H)	Lowest Paid Hourly Rate	Highest Paid Hourly Rate	2018 Average Hourly Rate	Salary Range			Years of Service in this Position <i>(only if single incumbent)</i>
						Minimum Hourly Rate	Midpoint Hourly Rate	Maximum Hourly Rate	
ADMINISTRATION									
County Administrator/County Manager	14	E	\$ 42.39	\$ 42.39	\$ 42.39	\$ 37.76	\$ 43.58	\$ 50.43	6
Executive Assistant	5	E/H	\$ 24.56	\$ 24.56	\$ 24.56	\$ 18.28	\$ 21.84	\$ 25.41	4
Administrative Assistant	11	E/H	\$ 19.37	\$ 19.37	\$ 19.37	\$ 18.07	\$ 20.65	\$ 24.05	7
HUMAN RESOURCES									
Human Resources Director/Manager	9	E/H	\$ 33.59	\$ 33.59	\$ 33.59	\$ 29.00	\$ 33.40	\$ 38.14	6
HR/Payroll Clerk	7	H	\$ 20.19	\$ 21.60	\$ 20.89	\$ 17.17	\$ 20.83	\$ 25.07	6
INFORMATION TECHNOLOGY									
Information Technology Director	6	E	\$ 32.03	\$ 32.03	\$ 32.03	\$ 27.48	\$ 32.16	\$ 36.83	8
Systems/Network Administrator	7	E/H	\$ 26.09	\$ 26.13	\$ 26.11	\$ 25.63	\$ 29.33	\$ 33.70	7
IT Technician/Specialist	7	E/H	\$ 19.36	\$ 19.41	\$ 19.38	\$ 16.34	\$ 18.42	\$ 20.08	2
FACILITIES									
Facilities Director/Manager	9	E/H	\$ 29.06	\$ 29.06	\$ 29.06	\$ 24.88	\$ 28.85	\$ 33.27	11
Maintenance Supervisor	8	E/H	\$ 21.56	\$ 21.56	\$ 21.56	\$ 18.57	\$ 21.72	\$ 25.24	6
Maintenance Worker	23	H	\$ 16.33	\$ 18.18	\$ 17.40	\$ 15.29	\$ 18.05	\$ 21.61	11
Custodian/Janitor	21	H	\$ 13.74	\$ 14.64	\$ 14.31	\$ 13.69	\$ 15.69	\$ 17.80	2
AIRPORT									
Airport Manager	2	E	\$ 31.72	\$ 31.72	\$ 31.72	\$ 26.47	\$ 30.41	\$ 35.63	10
Maintenance Director/Supervisor	2	H	\$ 19.66	\$ 19.66	\$ 19.66	\$ 16.80	\$ 19.47	\$ 22.59	10
Maintenance Worker	4	H	\$ 16.07	\$ 18.61	\$ 17.35	\$ 15.43	\$ 17.72	\$ 20.76	0
COMMUNICATIONS									
Communications Director	12	E	\$ 30.67	\$ 30.67	\$ 30.67	\$ 27.74	\$ 31.87	\$ 36.67	10
Deputy Communications Director	7	E/H	\$ 26.88	\$ 26.88	\$ 26.88	\$ 24.07	\$ 27.73	\$ 32.28	5
Dispatch/Shift Supervisor	32	H	\$ 21.89	\$ 24.31	\$ 23.76	\$ 20.82	\$ 23.68	\$ 26.57	10
Dispatcher	155	H	\$ 16.47	\$ 21.42	\$ 19.37	\$ 16.30	\$ 19.10	\$ 21.94	
Part Time/Reserve Dispatcher	32	H	\$ 13.86	\$ 15.00	\$ 14.91	\$ 13.82	\$ 16.14	\$ 18.60	9
DISTRICT ATTORNEY OFFICE									
Trial Manager/Trial Assistant	22	H	\$ 16.75	\$ 23.03	\$ 19.95	\$ 15.99	\$ 19.67	\$ 23.80	
Investigator	8	E/H	\$ 26.27	\$ 26.61	\$ 26.44	\$ 21.25	\$ 24.06	\$ 28.00	10
Paralegal	6	H	\$ 23.14	\$ 23.14	\$ 23.14	\$ 18.08	\$ 21.83	\$ 26.74	13
Victim Witness Advocate	30	H	\$ 18.62	\$ 20.85	\$ 19.58	\$ 17.02	\$ 19.62	\$ 22.87	7
Legal Secretary/Legal Assistant	30	H	\$ 16.75	\$ 19.49	\$ 18.18	\$ 15.69	\$ 18.39	\$ 21.60	7
Office Administrator/Office Manager	11	E/H	\$ 23.34	\$ 23.34	\$ 23.34	\$ 19.40	\$ 21.93	\$ 25.42	9
Administrative Assistant	6	E/H	\$ 19.52	\$ 21.04	\$ 20.15	\$ 14.98	\$ 17.81	\$ 20.64	14
Restitution Specialist/Clerk	13	H	\$ 16.45	\$ 16.45	\$ 16.47	\$ 14.55	\$ 17.19	\$ 20.02	6
Receptionist	5	H	\$ 15.59	\$ 15.59	\$ 15.59	\$ 13.16	\$ 15.98	\$ 18.78	6
EMERGENCY MANAGEMENT									
EMA Director	16	E/H	\$ 28.34	\$ 28.34	\$ 28.34	\$ 25.44	\$ 29.40	\$ 34.14	11
Deputy Director	12	E/H	\$ 21.34	\$ 21.34	\$ 21.34	\$ 19.74	\$ 22.89	\$ 26.35	6
EMA Planner	14	H	\$ 17.47	\$ 18.94	\$ 17.98	\$ 16.36	\$ 19.11	\$ 22.05	6
Assistant EMA Planner	1	H	\$ 11.90	\$ 11.90	\$ 11.90	\$ 11.55	\$ 14.01	\$ 16.47	
Administrative Assistant/Office Asst	4	H	\$ 18.56	\$ 18.56	\$ 18.56	\$ 15.00	\$ 17.07	\$ 20.39	11
FINANCE									
Finance Director	12	E/H	\$ 33.29	\$ 33.29	\$ 33.29	\$ 25.93	\$ 30.37	\$ 35.54	6
Deputy Finance Director	9	E/H	\$ 24.69	\$ 24.69	\$ 24.69	\$ 21.45	\$ 24.53	\$ 28.26	7
Accounting Clerk/Bookkeeper	8	E/H	\$ 19.56	\$ 19.56	\$ 19.56	\$ 17.48	\$ 20.27	\$ 23.30	6
JAIL / CORRECTIONS									
Jail Administrator	14	E/H	\$ 32.86	\$ 32.86	\$ 32.86	\$ 27.09	\$ 31.36	\$ 36.09	9
Assistant Jail Administrator	9	E/H	\$ 27.53	\$ 27.53	\$ 27.98	\$ 22.33	\$ 25.34	\$ 28.83	12
Shift Supervisor	50	H	\$ 19.99	\$ 23.83	\$ 21.78	\$ 18.79	\$ 21.95	\$ 24.80	
Programs Officer	14	H	\$ 23.40	\$ 24.70	\$ 23.87	\$ 18.84	\$ 21.90	\$ 24.75	18
Transport Supervisor	10	H	\$ 25.49	\$ 25.49	\$ 25.49	\$ 21.00	\$ 24.15	\$ 27.08	14
Transport Officer	28	H	\$ 18.16	\$ 20.75	\$ 20.87	\$ 18.11	\$ 20.35	\$ 23.34	7
Classifications Officer	6	H	\$ 21.53	\$ 21.85	\$ 21.69	\$ 15.83	\$ 18.13	\$ 21.76	16
Records Officer	4	H	\$ 18.67	\$ 18.67	\$ 18.67	\$ 15.03	\$ 17.69	\$ 18.77	5

Corrections Officer	474	H	\$ 15.77	\$ 21.65	\$ 18.18	\$ 15.94	\$ 18.66	\$ 21.56	
Jail Maintenance Supervisor	3	E/H	\$ 24.49	\$ 24.49	\$ 24.49	\$ 17.35	\$ 19.73	\$ 22.51	7
Administrative Assistant	6	E/H	\$ 20.71	\$ 20.71	\$ 20.71	\$ 15.39	\$ 18.92	\$ 22.98	12
Head Cook	8	E/H	\$ 21.11	\$ 21.11	\$ 21.11	\$ 17.55	\$ 20.06	\$ 22.91	10
Cook	16	H	\$ 15.26	\$ 15.56	\$ 15.75	\$ 14.09	\$ 16.11	\$ 18.59	4
Jail Clerk	6	H	\$ 18.13	\$ 18.13	\$ 17.87	\$ 14.79	\$ 18.05	\$ 21.75	6
PT Corrections Officer	69	H	\$ 13.02	\$ 14.74	\$ 14.27	\$ 12.16	\$ 14.07	\$ 15.97	
PROBATE									
Register of Probate	16	E/H	\$ 23.39	\$ 23.39	\$ 23.39	\$ 21.92	\$ 24.38	\$ 27.82	13
Deputy Register of Probate	15	E/H	\$ 20.65	\$ 20.65	\$ 20.65	\$ 17.73	\$ 20.32	\$ 23.68	11
Probate Associate/Paralegal	1	H	\$ 32.51	\$ 32.51	\$ 32.51	\$ 17.82	\$ 24.89	\$ 33.48	24
Probate Clerk	24	H	\$ 15.22	\$ 17.09	\$ 16.38	\$ 14.68	\$ 17.30	\$ 20.05	8
REGISTRY OF DEEDS									
Register of Deeds	18	E/H	\$ 25.25	\$ 26.07	\$ 25.66	\$ 23.52	\$ 27.21	\$ 31.01	20
Deputy Register of Deeds	17		\$ 21.27	\$ 21.52	\$ 21.39	\$ 17.14	\$ 19.92	\$ 23.03	12
Deeds Clerk	34	H	\$ 16.40	\$ 18.49	\$ 17.62	\$ 14.30	\$ 16.96	\$ 19.78	5
SHERIFF'S OFFICE									
Sheriff	15	E/H	\$ 36.87	\$ 36.87	\$ 36.87	\$ 30.68	\$ 34.20	\$ 38.99	10
Chief Deputy	16	E/H	\$ 34.01	\$ 34.01	\$ 34.01	\$ 29.38	\$ 34.00	\$ 39.26	7
Patrol Administrator	7	E/H	\$ 31.64	\$ 31.86	\$ 31.75	\$ 25.85	\$ 29.08	\$ 34.31	6
Patrol Supervisor	26	E/H	\$ 28.21	\$ 30.11	\$ 29.62	\$ 23.89	\$ 27.48	\$ 31.95	9
Patrol Deputy	193	H	\$ 18.61	\$ 26.15	\$ 21.93	\$ 18.90	\$ 21.84	\$ 25.02	
Detective	46	H	\$ 23.12	\$ 26.72	\$ 25.58	\$ 21.53	\$ 24.42	\$ 27.77	5
Detective Supervisor	7	H	\$ 31.36	\$ 31.36	\$ 31.36	\$ 24.60	\$ 28.86	\$ 33.82	17
MDEA Officer	12	H	\$ 28.45	\$ 29.70	\$ 29.97	\$ 20.41	\$ 24.69	\$ 28.23	10
Civil Process Deputy	31	H	\$ 19.85	\$ 21.15	\$ 20.40	\$ 18.59	\$ 21.09	\$ 23.74	18
Administrative Assistant	19	E/H	\$ 20.39	\$ 20.70	\$ 20.63	\$ 16.16	\$ 19.12	\$ 22.46	13
UNORGANIZED TERRITORIES									
UT Director/Supervisor	5	E/H	\$ 26.98	\$ 26.98	\$ 26.98	\$ 23.15	\$ 26.96	\$ 30.77	15

Position Title (Refer to Descriptions)	Number of Positions	Salaried	Lowest Paid	Highest Paid	2018 Salary (average if multi incumbent)	Salary Range			Years of Service in this Position <i>(only if single incumbent)</i>
						Minimum Salary	Midpoint Salary	Maximum Salary	
Commission Chair	15	Yes	\$ 9,901	\$ 9,901	\$ 9,901	\$ 11,568	\$ 14,584	\$ 17,799	11
Commissioner	42	Yes	\$ 9,334	\$ 9,362	\$ 9,051	\$ 11,568	\$ 14,584	\$ 17,799	
Judge of Probate	16	Yes	\$ 36,202	\$ 36,202	\$ 36,202	\$ 29,980	\$ 40,000	\$ 40,291	13
Elected Treasurer	13	Yes	\$ 14,835	\$ 14,835	\$ 14,835				9