



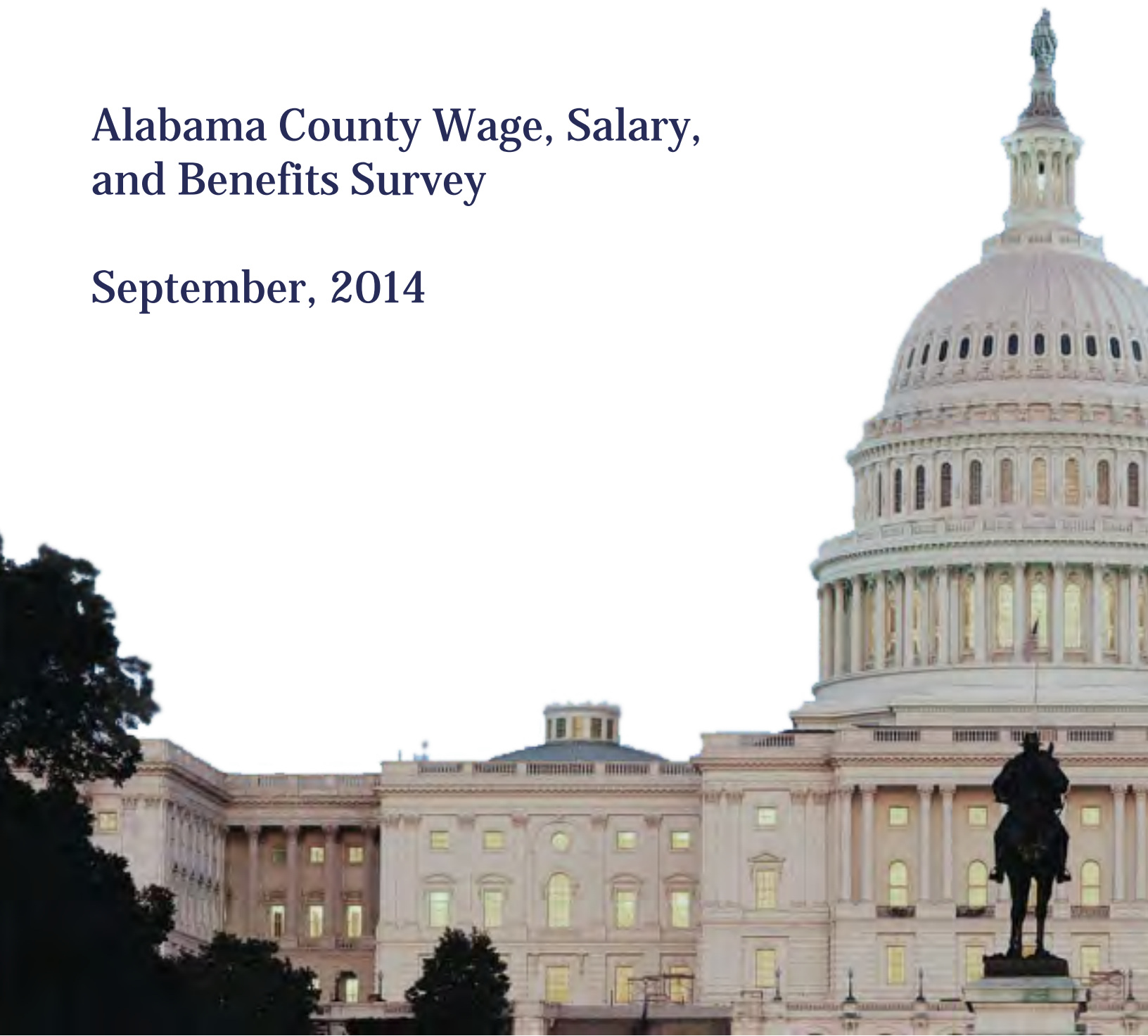
AUBURN UNIVERSITY

CENTER FOR GOVERNMENTAL SERVICES

Produced for the Association of County Commissions of Alabama
by the Center For Governmental Services at Auburn University

Alabama County Wage, Salary, and Benefits Survey

September, 2014



PREFACE

BACKGROUND

The Association of County Commissions of Alabama (ACCA) and the Center for Governmental Services (CGS) at Auburn University have partnered to conduct the 2012-13 Wage, Salary, and Benefits Survey for Alabama county governments. The goal of this research is to provide valuable and useful information about wages, salaries, and benefits for use by Alabama cities. The survey has been conducted every year since 2004 and the results are available by request from ACCA.

SURVEY INSTRUMENTS

The survey instrument was developed jointly with the Association of County Commissions of Alabama and the Center for Governmental Services at Auburn University. It consisted of 88 primary jobs and an additional 37 questions on benefits. The survey also allowed respondents to list other jobs not included in the primary jobs.

To improve the usefulness and quality of the data collected, the current survey instrument was updated considerably. Key changes were made to the format of the survey instrument, including updating the list of primary jobs, and revising some of the benefits questions. This is the first year the survey has been available online. In future years, the online survey instrument will be automatically populated with data entered the previous year.

SAMPLE

The survey was distributed online during the spring of 2014. Every effort was made to obtain all information from every county; however, some counties chose not to respond to the survey and are not included in the results. 45 Alabama counties participated in the study. Not every county had every primary job or answered every question but the number of counties reporting information for each job title is provided in the summary tables.

INDICATORS

The survey requested information on three types of salaries/wages: entry-level wage, current or average wage, and maximum wage authorized for each position listed. “Entry level” wage is defined as the salary an employee would receive if hired today. “Current” salary is defined as what an employee is presently being paid (if there is more than one employee, respondents have entered the average of their salaries). “Maximum” wage is the highest salary authorized for each position.

STATISTICAL ANALYSIS

Summary tables for each job title are provided. Several population groups were also created to aid when comparing detailed and summary data on jurisdictions of similar size, but specific county names are kept confidential. The statistics provided for each wage/salary category listed in the summary tables are the averages of that data within each population group.

As is the case with any survey publication, neither the Association of County Commissions of Alabama nor Auburn University can certify the accuracy of the information. The responses contained in this publication are presented as they were recorded in the survey with three exceptions. First, the data was error checked and inconsistent information was corrected or eliminated. Second, when survey respondents provided “hourly” wage/salary information, the corresponding “annual” data was calculated based on the scheduled hours and pay period information provided and vice-versa. Third, when only one value was provided or the same value was entered for all ranges, the duplicate data were eliminated and a single value was entered as the “Current/Average” indicator.

Additionally, some of the information contained herein may have changed between the time the survey was conducted and its publication. Respondents were asked to provide budget information based upon the 2012-13 fiscal year.

Alabama County Wage Salary, and Benefits Survey (FY2012-13)

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Primary Jobs

County Administrator/Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	14	14	40	\$38	\$51	\$57	\$78,638	\$105,361	\$115,782
B: 80k-35k	9	9	39	\$29	\$39	\$41	\$61,587	\$80,879	\$85,260
C: 34k-19k	11	11	39	\$20	\$24	\$37	\$43,076	\$49,215	\$76,589
D: <18k	7	7	40	\$16	\$25	\$26	\$34,043	\$52,476	\$53,976

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$59.11	\$63.66	\$102.38	\$122,952	\$132,413	\$196,560
A	1	2080	40	\$25.86	\$34.29	\$36.29	\$53,789	\$71,323	\$75,483
A	1	2080	40		\$47.74	\$47.74		\$99,300	\$99,300
A	1	2080	40	\$35.69	\$47.12	\$56.54	\$74,237	\$98,000	\$117,594

A	1	2080	40	\$47.31	\$51.21	\$71.71	\$98,405	\$106,517	\$149,157
A	1	2080	40	\$34.97		\$45.62	\$72,738		\$94,890
A	1	2080	40	\$43.27	\$74.52		\$90,000	\$155,000	
A	1	2080	40		\$51.67			\$107,465	
A	1	2080	40		\$48.74			\$101,374	
A	1	2080	40	\$30.96	\$33.48	\$47.66	\$64,392	\$69,646	\$99,128
A	1	2080	40	\$24.16	\$26.39	\$32.70	\$50,257	\$54,886	\$68,010
A	1	1950	38	\$29.11	\$51.25	\$47.74	\$56,765	\$99,938	\$93,093
A	1	2080	40	\$49.45	\$79.14	\$79.14	\$102,850	\$164,607	\$164,607
A	1	2080	40		\$52.51			\$109,221	
B	1	2080	40		\$43.27			\$90,000	
B	1	2080	40	\$20.63	\$20.63	\$20.63	\$44,558	\$44,558	\$44,558
B	1	2080	40		\$35.38			\$73,600	
B	1	2080	40	\$28.71	\$48.46	\$50.66	\$59,717	\$100,797	\$105,373
B	1	2080	40		\$42.80			\$89,033	
B	1	1820	35		\$25.16			\$52,333	

B	1	2080	40		\$27.92	\$34.90	\$41.88	\$58,074	\$72,592	\$87,110
B	1	2080	40		\$40.38	\$45.19	\$50.00	\$84,000	\$94,000	\$104,000
B	1	2080	40			\$53.37			\$111,000	
C	1	2080	20			\$11.05			\$23,000	
C	1	2080	40		\$34.51		\$52.20	\$71,775		\$108,565
C	1	2080	40		\$21.50	\$28.83	\$30.27	\$44,720	\$59,966	\$62,962
C	1	3120	60		\$12.82	\$14.42		\$40,000	\$45,000	
C	1	2080	40		\$22.00			\$47,000		
C	1	2080	40			\$20.31			\$42,245	
C	1	2080	40		\$12.00	\$27.00	\$28.00	\$24,960	\$56,160	\$58,240
C	1	1872	36		\$16.03	\$31.62		\$30,000	\$59,200	
C	1	1664	32			\$32.42			\$53,946	
C	1	2080	40			\$24.34			\$50,626	
C	1	2080	40			\$25.38			\$52,790	
D	1	2080	40		\$15.14	\$19.39	\$21.94	\$31,491	\$40,331	\$45,635
D	1	2080	40		\$17.00	\$24.00	\$30.00	\$35,360	\$50,000	\$62,400

D	1	2080	40	\$16.96	\$22.63	\$25.91	\$35,277	\$47,070	\$53,893
D	1	2080	40		\$26.77			\$55,682	
D	1	2080	40		\$25.48			\$53,000	
D	1	2080	40		\$33.65			\$70,000	
D	1	2080	40		\$24.64			\$51,251	

Deputy/Assistant Administrator

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	7	7	40	\$31	\$38	\$46	\$67,493	\$79,357	\$96,410
B: 80k-35k	4	4	39	\$26	\$26	\$35	\$54,300	\$52,448	\$72,600
C: 34k-19k	3	3	40		\$19			\$40,075	
D: <18k	2	2	40		\$15			\$31,457	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$53.55	\$57.67	\$85.62	\$111,384	\$119,960	\$178,080
A	1	2080	40	\$23.77	\$33.33	\$33.33	\$49,442	\$69,326	\$69,326
A	1	2080	40	\$31.88	\$36.62	\$48.32	\$66,310	\$76,170	\$100,504
A	1	2080	40	\$32.01		\$41.77	\$66,581		\$86,882
A	1	2080	40		\$40.87		\$80,000	\$85,000	

A	1	2080	40		\$39.01			\$81,150	
A	1	2080	40	\$15.02	\$21.41	\$22.72	\$31,242	\$44,533	\$47,258
B	1	2080	40		\$28.85			\$60,000	
B	1	2080	40		\$25.19			\$52,400	
B	1	1820	35		\$14.94			\$27,190	
B	1	2080	40	\$26.11	\$33.75	\$34.91	\$54,300	\$70,200	\$72,600
C	1	2080	40		\$23.10			\$48,048	
C	1	2080	40		\$19.16			\$39,853	
C	1	2080	40		\$15.54			\$32,323	
D	1	2080	40		\$13.42			\$27,914	
D	1	2080	40		\$16.11			\$35,000	

Information Technology Manager

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	13	13	40	\$28	\$37	\$43	\$60,148	\$76,027	\$88,959
B: 80k-35k	3	3	40	\$23	\$28	\$39	\$48,713	\$58,867	\$82,825
C: 34k-19k	2	2	40	\$19	\$20	\$26	\$38,480	\$41,954	\$54,142
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$32.68	\$38.85	\$52.25	\$67,980	\$80,808	\$108,672
A	1	2080	40		\$47.29	\$47.29		\$98,363	\$98,363
A	1	2080	40	\$35.69	\$47.12	\$56.54	\$74,237	\$98,000	\$117,594
A	1	2080	40	\$31.88	\$48.32	\$48.32	\$66,310	\$100,504	\$100,504
A	1	2080	40	\$25.78		\$33.64	\$53,622		\$69,971

A	1	2080	40		\$39.42		\$70,000	\$82,000	
A	1	2080	40		\$21.21			\$44,127	
A	1	2080	40		\$36.40			\$75,712	
A	1	2080	40	\$22.07	\$29.05	\$33.98	\$45,910	\$60,415	\$70,677
A	1	2080	40	\$14.83	\$16.20	\$20.08	\$30,849	\$33,681	\$41,763
A	1	2080	40	\$29.11	\$40.90	\$47.74	\$60,549	\$85,072	\$99,299
A	1	2080	40	\$34.56	\$45.09	\$45.09	\$71,879	\$93,785	\$93,785
A	1	2080	40		\$28.78			\$59,862	
B	1	2080	40	\$21.63	\$23.30	\$50.97	\$44,990	\$48,464	\$106,018
B	1	2080	40	\$32.67	\$32.67	\$32.67	\$70,552	\$70,552	\$70,552
B	1	2080	40	\$14.71	\$27.01	\$34.57	\$30,597	\$57,585	\$71,906
C	1	2080	40		\$17.85			\$37,128	
C	1	2080	40	\$18.50	\$22.49	\$26.03	\$38,480	\$46,779	\$54,142

Human Resource Director

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	9	9	40	\$24	\$30	\$37	\$50,002	\$61,575	\$75,284
B: 80k-35k	3	3	40	\$19	\$24	\$26	\$40,183	\$49,847	\$54,769
C: 34k-19k	3	3	40	\$22	\$16	\$32	\$45,132	\$33,166	\$66,429
D: <18k	2	2	40	\$12	\$18	\$17	\$24,960	\$36,442	\$34,320

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$18.07	\$19.46	\$28.89	\$37,584	\$40,475	\$60,084
A	1	2080	40	\$35.69	\$39.42	\$56.54	\$74,237	\$82,000	\$117,594
A	1	2080	40	\$26.15	\$28.32	\$39.65	\$54,392	\$58,906	\$82,472
A	1	2080	40		\$39.67			\$82,508	
A	1	2080	40	\$20.63	\$29.36	\$31.76	\$42,907	\$61,070	\$66,053

A	1	2080	40	\$13.24	\$19.29	\$17.93	\$27,535	\$40,131	\$37,292
A	1	1950	38	\$23.84	\$29.60	\$39.10	\$46,488	\$57,720	\$76,245
A	1	2080	40	\$32.15	\$40.73	\$41.95	\$66,870	\$84,709	\$87,250
A	1	2080	40		\$22.43			\$46,654	
B	1	2080	40	\$22.11	\$22.11	\$22.11	\$47,740	\$47,740	\$47,740
B	1	2080	40	\$13.37	\$21.90	\$23.59	\$27,810	\$45,552	\$49,067
B	1	2080	40	\$21.64	\$27.05	\$32.46	\$45,000	\$56,250	\$67,500
C	1	2080	40	\$26.64		\$40.30	\$55,423		\$83,832
C	1	2080	40	\$16.75	\$19.39	\$23.57	\$34,840	\$40,331	\$49,026
C	1	2080	40		\$12.50			\$26,000	
D	1	2080	40	\$12.00	\$16.50	\$16.50	\$24,960	\$34,320	\$34,320
D	1	2080	40		\$18.54			\$38,563	

Human Resource Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	6	7	37	\$14	\$16	\$20	\$27,142	\$31,633	\$38,553
B: 80k-35k	2	2	40	\$10	\$14	\$16	\$20,519	\$28,746	\$33,384
C: 34k-19k	2	2	40	\$10	\$13	\$18	\$21,447	\$27,040	\$37,676
D: <18k	1	1	40		\$11			\$23,650	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$15.67	\$15.67	\$19.90	\$32,594	\$32,594	\$41,392
A	1	2080	40	\$13.11	\$13.11	\$19.86	\$27,269	\$27,269	\$41,309
A	1	2080	40	\$10.76	\$12.80	\$16.38	\$22,395	\$26,620	\$34,075
A	1	2080	40	\$13.01	\$19.68	\$19.68	\$27,061	\$40,935	\$40,935
A	1	1248	24	\$12.85	\$15.63	\$19.78	\$16,037	\$19,506	\$24,685

A	2	2080	40		\$18.03	\$20.61	\$23.52	\$37,496	\$42,872	\$48,924
B	1	2080	40		\$10.93	\$16.64	\$18.90	\$22,734	\$34,611	\$39,312
B	1	2080	40		\$8.80	\$11.00	\$13.20	\$18,304	\$22,880	\$27,456
C	1	2080	40		\$13.37		\$20.23	\$27,815		\$42,073
C	1	2080	40		\$7.25	\$13.00	\$16.00	\$15,080	\$27,040	\$33,280
D	1	2080	40			\$11.37			\$23,650	

Payroll Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	11	12	40	\$15	\$18	\$22	\$31,884	\$36,766	\$46,396
B: 80k-35k	6	6	39	\$14	\$18	\$23	\$29,244	\$37,124	\$47,377
C: 34k-19k	7	7	37	\$8	\$15	\$16	\$15,786	\$27,835	\$33,280
D: <18k	6	7	40	\$10	\$13	\$16	\$20,384	\$27,817	\$33,647

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$17.19	\$18.52	\$27.49	\$35,760	\$38,524	\$57,180
A	1	2080	40	\$15.23	\$21.27	\$21.27	\$31,678	\$44,242	\$44,242
A	1	2080	40	\$18.69	\$23.86	\$23.86	\$38,875	\$49,629	\$49,629
A	1	2080	40	\$15.10	\$15.86	\$23.53	\$31,401	\$32,990	\$48,950
A	1	2080	40	\$19.70		\$25.71	\$40,976		\$53,477

A	2	2080	40		\$13.39	\$17.41	\$24.90	\$27,850	\$36,200	\$51,700
A	1	2080	40			\$12.98			\$27,000	
A	1	2080	40		\$13.01	\$18.55	\$19.68	\$27,061	\$38,584	\$40,935
A	1	2080	40		\$11.22	\$13.65	\$17.27	\$23,338	\$28,392	\$35,922
A	1	2080	40		\$11.73	\$15.54	\$15.87	\$24,405	\$32,321	\$33,005
A	1	2080	40		\$18.03	\$19.12	\$23.52	\$37,496	\$39,779	\$48,924
B	1	2080	40		\$14.00	\$18.59	\$32.99	\$29,120	\$38,667	\$68,619
B	1	2080	40		\$15.18	\$22.69	\$23.40	\$31,574	\$47,195	\$48,672
B	1	1820	35			\$19.60			\$35,672	
B	1	2080	40		\$11.40	\$14.25	\$17.10	\$23,712	\$29,640	\$35,568
B	1	2080	40		\$12.94	\$15.01	\$17.92	\$26,915	\$31,221	\$37,274
B	1	2080	40		\$16.78	\$19.40	\$22.48	\$34,900	\$40,350	\$46,750
C	1	2080	40			\$13.00			\$27,040	
C	1	1664	32		\$7.25	\$10.46		\$12,064	\$17,405	
C	1	2080	40		\$12.00			\$24,000		
C	1	2080	40		\$7.25	\$13.00	\$16.00	\$15,080	\$27,040	\$33,280

C	1	1872	36	\$6.41	\$15.98		\$12,000	\$29,920	
C	1	1664	32		\$16.73			\$27,839	
C	1	2080	40		\$18.16			\$37,766	
D	2	2080	40	\$9.53	\$12.51	\$13.81	\$19,822	\$26,021	\$28,725
D	1	2080	40	\$10.07	\$12.13	\$15.39	\$20,946	\$25,230	\$32,011
D	1	2080	40		\$9.90			\$20,592	
D	1	2080	40		\$15.00			\$31,200	
D	1	2080	40		\$11.37			\$23,650	
D	1	2080	40		\$19.33	\$19.33		\$40,206	\$40,206

Accountant (4 year degree)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	13	20	40	\$20	\$28	\$32	\$42,121	\$57,404	\$66,218
B: 80k-35k	4	5	35	\$14	\$20	\$25	\$30,770	\$42,141	\$45,774
C: 34k-19k	2	2	40	\$17	\$18	\$25	\$35,431	\$38,418	\$51,755
D: <18k	2	2	36		\$33			\$62,786	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	6	2080	40	\$17.20	\$18.98	\$30.35	\$35,772	\$39,487	\$63,120
A	1	2080	40	\$18.51	\$23.12	\$25.86	\$38,501	\$48,090	\$53,789
A	1	2080	40		\$47.74	\$47.74		\$99,300	\$99,300
A	3	2080	40	\$24.79	\$30.99	\$39.27	\$51,554	\$64,459	\$81,662
A	1	2080	40	\$18.52	\$20.85	\$28.05	\$38,522	\$43,368	\$58,344

A	1	2080	40	\$28.20		\$36.80	\$58,656		\$76,544
A	1	2080	40		\$28.84			\$59,986	
A	1	2080	40		\$32.00			\$66,563	
A	1	2080	40	\$14.71	\$15.91	\$22.64	\$30,592	\$33,088	\$47,095
A	1	2080	40	\$13.24	\$20.37	\$17.93	\$27,535	\$42,368	\$37,292
A	1	1950	38	\$26.35	\$49.27	\$43.21	\$51,383	\$96,077	\$84,260
A	1	2080	40	\$22.39	\$23.76	\$29.22	\$46,577	\$49,414	\$60,773
A	1	2080	40		\$22.43			\$46,654	
B	2	2080	40	\$14.71	\$22.73	\$31.42	\$32,892	\$47,278	\$65,354
B	1	2080	40	\$11.74	\$17.01	\$20.30	\$24,419	\$35,381	\$42,224
B	1	2080	40	\$16.83	\$21.04	\$25.25	\$35,000	\$43,763	\$52,520
B	1	1040	20			\$22.12			\$23,000
C	1	2080	40	\$17.32		\$26.19	\$36,021		\$54,485
C	1	2080	40	\$16.75	\$18.47	\$23.57	\$34,840	\$38,418	\$49,026
D	1	1664	32		\$24.64			\$41,000	
D	1	2080	40		\$40.66			\$84,573	

Bookkeeper (no degree)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	7	16	40	\$13	\$15	\$20	\$27,572	\$31,607	\$40,963
B: 80k-35k	4	5	40	\$13	\$17	\$19	\$27,466	\$35,691	\$40,506
C: 34k-19k	6	8	35	\$11	\$15	\$16	\$22,860	\$25,581	\$33,280
D: <18k	5	5	40	\$12	\$15	\$18	\$23,951	\$32,065	\$36,982

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$15.17	\$16.69	\$19.37	\$31,554	\$34,715	\$40,290
A	1	2080	40	\$12.53	\$13.16	\$19.55	\$26,054	\$27,364	\$40,664
A	6	2080	40	\$12.98	\$17.75	\$23.50	\$27,000	\$36,900	\$48,800
A	1	2080	40	\$10.76	\$11.59	\$16.38	\$22,395	\$24,116	\$34,075
A	2	2080	40	\$12.10	\$13.44	\$18.30	\$25,168	\$27,955	\$38,064

A	1	2080	40	\$11.22	\$12.62	\$17.27	\$23,338	\$26,250	\$35,922
A	4	2080	40	\$18.03	\$21.13	\$23.52	\$37,496	\$43,948	\$48,924
B	2	2080	40	\$15.18	\$21.33	\$23.40	\$31,574	\$44,366	\$48,672
B	1	2080	40	\$9.06	\$11.52	\$15.69	\$18,845	\$23,962	\$32,635
B	1	2080	40	\$11.80	\$14.08	\$16.33	\$24,544	\$29,286	\$33,966
B	1	2080	40	\$16.78	\$21.71	\$22.48	\$34,900	\$45,150	\$46,750
C	1	2080	40		\$15.75			\$32,760	
C	1	2080	40	\$14.00			\$29,000		
C	1	1040	20		\$11.50			\$11,960	
C	1	2080	40	\$7.25	\$10.00	\$16.00	\$15,080	\$20,800	\$33,280
C	3	1872	36	\$13.09	\$16.41		\$24,500	\$30,720	
C	1	1664	32		\$19.03			\$31,666	
D	1	2080	40	\$11.52	\$14.04	\$16.70	\$23,962	\$29,931	\$34,736
D	1	2080	40	\$11.51	\$15.66	\$17.31	\$23,941	\$32,573	\$36,005
D	1	2080	40		\$13.73			\$28,558	
D	1	2080	40		\$19.33	\$19.33		\$40,206	\$40,206

D	1	2080	40	\$13.97	\$29,058
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Building/Grounds Maintenance Supervisor

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	13	16	40	\$20	\$23	\$29	\$41,725	\$47,317	\$61,315
B: 80k-35k	7	7	40	\$15	\$20	\$26	\$31,104	\$42,244	\$53,273
C: 34k-19k	8	9	40	\$13	\$15	\$25	\$26,443	\$30,682	\$52,544
D: <18k	6	6	40	\$12	\$12	\$17	\$24,731	\$27,895	\$34,954

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$24.30	\$26.17	\$38.83	\$50,544	\$54,434	\$80,772
A	2	2080	40	\$12.57	\$16.16	\$17.50	\$26,146	\$33,613	\$36,400
A	1	2080	40	\$24.24	\$30.97	\$30.97	\$50,419	\$64,418	\$64,418
A	1	2080	40	\$24.79	\$28.03	\$39.26	\$51,554	\$58,300	\$81,662
A	1	2080	40	\$23.70	\$31.90	\$35.92	\$49,296	\$66,352	\$74,714

A	1	2080	40	\$25.78		\$33.64	\$53,622		\$69,971
A	2	2080	40		\$19.23			\$40,000	
A	1	2080	40	\$17.34	\$21.97	\$26.23	\$36,067	\$45,698	\$54,558
A	1	2080	40	\$13.75	\$14.87	\$21.16	\$28,600	\$30,930	\$44,013
A	2	2080	40	\$14.83	\$18.52	\$20.08	\$27,535	\$38,528	\$41,763
A	1	2080	40	\$21.58	\$21.58	\$35.39	\$44,886	\$44,886	\$73,611
A	1	2080	40	\$19.38	\$21.81	\$25.28	\$40,304	\$45,363	\$52,588
A	1	2080	40		\$21.77			\$45,282	
B	1	2080	40	\$14.00	\$21.64	\$32.99	\$29,120	\$45,011	\$68,619
B	1	2080	40		\$14.75			\$30,680	
B	1	2080	40	\$17.81	\$29.91	\$31.42	\$37,045	\$62,213	\$65,354
B	1	2080	40	\$10.93	\$17.05	\$18.90	\$22,734	\$35,464	\$39,312
B	1	2080	40		\$18.72			\$38,937	
B	1	2080	40	\$14.00	\$17.50	\$21.00	\$29,120	\$36,400	\$43,680
B	1	2080	40	\$18.03	\$22.60	\$23.75	\$37,500	\$47,000	\$49,400
C	1	2080	40		\$17.85			\$37,128	

C	1	2080	40	\$22.43		\$33.93	\$46,649		\$70,560
C	1	2080	40	\$11.80	\$13.66	\$16.60	\$24,544	\$28,413	\$34,528
C	1	2080	40	\$12.84			\$26,700		
C	1	2080	40		\$18.25			\$37,960	
C	1	2080	40	\$7.25	\$10.73		\$15,080	\$22,318	
C	1	2080	40		\$13.43			\$27,928	
C	2	2080	40	\$9.25	\$14.59		\$19,240	\$30,347	
D	1	2080	40	\$10.00	\$13.00	\$13.00	\$20,800	\$27,040	\$27,040
D	1	2080	40	\$13.78	\$14.28	\$20.61	\$28,662	\$29,702	\$42,869
D	1	2080	40		\$9.88			\$20,550	
D	1	2080	40		\$12.30			\$25,584	
D	1	2080	40		\$14.08			\$41,593	
D	1	2080	40		\$11.01			\$22,901	

Building/Grounds Maintenance Worker

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	13	42	40	\$13	\$15	\$20	\$27,720	\$31,322	\$41,297
B: 80k-35k	7	14	40	\$12	\$15	\$19	\$24,613	\$30,374	\$40,334
C: 34k-19k	6	10	40	\$12	\$11	\$26	\$24,594	\$23,541	\$54,485
D: <18k	5	5	36	\$9	\$11	\$14	\$18,938	\$21,580	\$28,402

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	7	2080	40	\$11.03	\$11.03	\$17.63	\$22,937	\$22,937	\$36,660
A	2	2080	40	\$11.27	\$13.05	\$15.66	\$23,442	\$27,144	\$32,573
A	1	2080	40	\$15.66	\$20.00	\$20.00	\$32,573	\$41,600	\$41,600
A	6	2080	40	\$16.59	\$19.70	\$25.85	\$34,509	\$40,970	\$53,774
A	3	2080	40	\$11.30	\$11.68	\$17.12	\$23,504	\$23,962	\$35,610

A	4	2080	40	\$14.83		\$20.94	\$30,846		\$43,555
A	2	2080	40	\$18.00	\$23.00	\$30.00	\$37,400	\$47,800	\$62,400
A	4	2080	40	\$10.76	\$12.59	\$16.38	\$22,394	\$26,200	\$34,075
A	4	2080	40	\$13.97	\$14.83	\$21.13	\$29,058	\$30,846	\$43,950
A	1	2080	40	\$11.22	\$11.22	\$17.27	\$23,338	\$23,338	\$35,922
A	2	2080	40	\$9.71	\$12.82	\$15.92	\$20,197	\$26,666	\$33,114
A	5	2080	40	\$15.60	\$18.10	\$20.35	\$32,440	\$37,653	\$42,327
A	1	2080	40		\$12.86			\$26,749	
B	1	2080	40	\$10.00	\$12.50	\$23.81	\$20,800	\$26,000	\$49,525
B	2	2080	40	\$15.18	\$23.40	\$23.40	\$31,574	\$48,672	\$48,672
B	3	2080	40	\$14.71	\$17.97	\$25.96	\$32,892	\$37,378	\$53,997
B	2	2080	40	\$9.60	\$9.60	\$16.60	\$19,968	\$19,968	\$34,528
B	1	2080	40	\$11.60	\$14.50	\$17.40	\$24,128	\$30,160	\$36,192
B	2	2080	40	\$10.79	\$12.50	\$14.92	\$22,443	\$26,000	\$31,034
B	3	2080	40	\$9.85	\$11.75	\$13.65	\$20,488	\$24,440	\$28,392
C	1	2080	40	\$17.32		\$26.19	\$36,021		\$54,485

C	3	2080	40	\$9.72			\$20,228		
C	1	2080	40		\$10.50			\$21,840	
C	2	2080	40		\$14.00			\$29,120	
C	2	2080	40		\$10.63			\$22,114	
C	1	2080	40	\$8.43	\$10.14		\$17,534	\$21,091	
D	1	2080	40	\$10.85	\$12.59	\$15.72	\$22,568	\$26,187	\$32,698
D	1	2080	40	\$7.36	\$11.17	\$11.59	\$15,309	\$23,234	\$24,107
D	1	2080	40		\$10.51			\$21,861	
D	1	2080	40		\$12.52			\$26,042	
D	1	1040	20		\$10.17			\$10,577	

Custodian

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	11	85	40	\$10	\$12	\$14	\$20,656	\$24,333	\$30,085
B: 80k-35k	8	22	40	\$9	\$11	\$16	\$18,734	\$20,590	\$33,862
C: 34k-19k	9	14	40	\$9	\$11	\$15	\$17,757	\$22,731	\$31,439
D: <18k	5	10	40	\$8	\$8	\$12	\$15,683	\$17,447	\$24,128

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	23	2080	40	\$9.99	\$10.76	\$15.93	\$20,772	\$22,377	\$33,144
A	4	2080	40	\$11.27	\$15.07	\$15.66	\$23,442	\$31,346	\$32,573
A	9	2080	40	\$14.08	\$16.04	\$18.00	\$29,286	\$33,363	\$37,440
A	17	2080	40	\$10.41	\$11.30	\$16.24	\$21,661	\$23,501	\$33,775
A	4	2080	40	\$9.74	\$11.50	\$14.77	\$20,259	\$23,754	\$30,722

A	1	2080	40	\$9.97		\$13.01	\$20,738		\$27,061
A	10	2080	40	\$8.00	\$8.83	\$12.18	\$16,652	\$18,380	\$25,337
A	2	2080	40	\$9.05	\$11.33	\$13.69	\$18,824	\$23,566	\$28,475
A	4	2080	40	\$8.56	\$11.27	\$13.18	\$17,805	\$23,442	\$27,414
A	5	2080	40	\$8.78	\$10.25	\$14.41	\$18,262	\$21,320	\$29,973
A	6	2080	40	\$9.38	\$10.71	\$12.03	\$19,510	\$22,277	\$25,022
B	1	2080	40	\$14.00	\$14.54	\$32.99	\$29,120	\$30,243	\$68,619
B	4	2080	40	\$7.25	\$9.63	\$11.86	\$15,080	\$20,030	\$24,669
B	2	2080	40		\$10.20			\$21,216	
B	2	2080	40	\$9.11	\$13.57	\$16.08	\$18,949	\$28,226	\$33,446
B	4	2080	40	\$7.73	\$11.17	\$13.37	\$16,078	\$23,234	\$27,810
B	1	2080	40		\$10.30			\$21	
B	5	2080	40	\$7.25	\$9.07	\$10.88	\$15,080	\$18,866	\$22,630
B	3	2080	40	\$8.70	\$11.00	\$12.50	\$18,096	\$22,880	\$26,000
C	1	2080	40		\$15.75			\$32,760	
C	1	2080	40	\$11.25		\$17.02	\$23,411		\$35,412

C	3	2080	40	\$8.75	\$9.65	\$12.32	\$18,200	\$20,072	\$25,626
C	2	2080	40	\$7.25	\$8.08		\$15,080	\$16,806	
C	1	2080	40		\$8.50			\$17,680	
C	1	2080	40	\$7.25	\$10.00	\$16.00	\$15,080	\$20,800	\$33,280
C	2	2080	40		\$9.35			\$19,448	
C	1	2080	40		\$15.45			\$32,131	
C	2	2080	40	\$8.18	\$10.65		\$17,014	\$22,152	
D	1	2080	40	\$8.01	\$9.30	\$11.61	\$16,661	\$19,344	\$24,149
D	3	2080	40	\$7.36	\$9.00	\$11.59	\$15,309	\$18,720	\$24,107
D	1	2080	40		\$7.75			\$16,120	
D	4	2080	40	\$7.25	\$8.25		\$15,080	\$17,160	
D	1	2080	40		\$7.64			\$15,891	

Chief Probate Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	13	14	40	\$21	\$28	\$31	\$43,695	\$58,193	\$64,079
B: 80k-35k	9	10	39	\$17	\$21	\$25	\$35,465	\$43,844	\$51,675
C: 34k-19k	11	13	39	\$13	\$15	\$21	\$25,918	\$30,673	\$43,746
D: <18k	9	9	40	\$13	\$14	\$18	\$26,922	\$26,975	\$36,414

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	2	2080	40	\$15.66	\$21.87	\$21.87	\$32,573	\$45,490	\$45,490
A	1	2080	40	\$21.96	\$25.38	\$28.06	\$45,677	\$52,790	\$58,365
A	1	2080	40	\$35.69	\$48.58	\$56.54	\$74,237	\$101,042	\$117,595
A	1	2080	40	\$20.44	\$29.77	\$30.98	\$42,515	\$61,922	\$64,438
A	1	2080	40	\$20.92		\$27.45	\$43,514		\$57,096

A	1	2080	40		\$17.00	\$22.00	\$29.00	\$35,000	\$46,000	\$60,000
A	1	2080	40			\$25.73			\$53,510	
A	1	2080	40		\$20.06	\$29.46	\$30.34	\$41,725	\$61,277	\$63,107
A	1	2080	40		\$14.71	\$22.64	\$22.64	\$30,592	\$47,095	\$47,095
A	1	2080	40		\$16.75	\$22.67	\$22.67	\$34,846	\$47,154	\$47,154
A	1	1950	38		\$21.58	\$35.39	\$35.39	\$42,081	\$69,011	\$69,011
A	1	2080	40		\$27.83	\$30.41	\$36.31	\$57,882	\$63,249	\$75,523
A	1	2080	40			\$23.93			\$49,774	
B	1	2080	40		\$21.59	\$21.59	\$21.59	\$44,900	\$44,900	\$44,900
B	1	2080	40		\$19.04	\$20.90	\$29.36	\$39,603	\$43,472	\$61,069
B	1	2080	40			\$21.60			\$44,928	
B	2	2080	40		\$16.81	\$25.27	\$31.42	\$34,965	\$52,562	\$65,354
B	1	2080	40		\$12.53	\$19.93	\$21.69	\$26,062	\$41,454	\$45,115
B	1	1820	35			\$22.56			\$41,059	
B	1	2080	40		\$19.14	\$23.92	\$28.71	\$39,811	\$49,754	\$59,717
B	1	2080	40		\$12.94	\$15.08	\$17.92	\$26,915	\$31,366	\$37,274

B	1	2080	40	\$17.31	\$21.68	\$23.22	\$36,000	\$45,100	\$48,300
C	1	2080	40		\$14.00			\$29,120	
C	1	2080	40	\$17.32		\$26.19	\$36,021		\$54,485
C	1	2080	40	\$14.85	\$17.19	\$20.90	\$30,888	\$35,755	\$43,472
C	1	2080	40	\$9.00	\$9.38		\$18,720	\$19,510	
C	1	2080	40	\$14.13			\$29,386		
C	1	2080	40		\$15.50			\$32,240	
C	3	2080	40	\$12.00	\$16.00	\$16.00	\$24,960	\$33,280	\$33,280
C	1	1872	36	\$12.16	\$14.08		\$22,770	\$26,360	
C	1	1664	32		\$25.47			\$42,382	
C	1	2080	40		\$14.62			\$30,410	
C	1	2080	40	\$8.98	\$12.98		\$18,678	\$26,998	
D	1	2080	40	\$13.05	\$18.00	\$18.91	\$27,144	\$37,440	\$39,333
D	1	2080	40	\$12.00	\$13.00	\$13.00	\$24,960	\$27,040	\$27,040
D	1	2080	40	\$13.78	\$14.96	\$20.61	\$28,662	\$3,117	\$42,869
D	1	2080	40		\$17.55			\$36,504	

D	1	2080	40	\$13.00	\$27,040
D	1	2080	40	\$9.88	\$20,550
D	1	2080	40	\$20.17	\$41,593
D	1	2080	40	\$11.24	\$23,579
D	1	2080	40	\$12.46	\$25,916

Probate Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	11	70	40	\$12	\$14	\$18	\$24,950	\$29,388	\$37,553
B: 80k-35k	8	24	39	\$9	\$13	\$16	\$19,628	\$27,270	\$33,658
C: 34k-19k	7	20	37	\$9	\$11	\$14	\$19,113	\$21,408	\$28,517
D: <18k	6	10	47	\$9	\$10	\$12	\$22,335	\$24,635	\$30,150

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	14	2080	40	\$12.92	\$15.65	\$18.08	\$26,874	\$32,552	\$37,606
A	4	2080	40	\$15.17	\$17.27	\$19.37	\$31,554	\$35,922	\$40,290
A	10	2080	40	\$12.48	\$13.76	\$18.91	\$25,958	\$28,642	\$39,333
A	7	2080	40	\$11.19		\$16.19	\$23,275		\$33,675
A	8	2080	40	\$12.00	\$16.00	\$22.00	\$25,000	\$33,000	\$45,000

A	4	2080	40	\$9.76	\$10.77	\$14.84	\$20,288	\$22,394	\$30,870
A	2	2080	40	\$11.67	\$12.76	\$17.65	\$24,274	\$26,541	\$36,712
A	12	2080	40	\$9.80	\$11.85	\$15.09	\$20,384	\$24,648	\$31,387
A	2	1950	38	\$11.85	\$12.22	\$19.44	\$23,108	\$23,829	\$37,908
A	2	2080	40	\$14.50	\$16.39	\$18.93	\$30,170	\$34,090	\$39,365
A	5	2080	40	\$11.33	\$15.51	\$19.68	\$23,566	\$32,261	\$40,935
B	2	2080	40	\$10.43	\$13.06	\$24.58	\$21,694	\$27,165	\$51,126
B	3	2080	40	\$9.64	\$14.40	\$14.87	\$20,051	\$29,952	\$30,930
B	1	2080	40		\$15.55			\$32,344	
B	3	2080	40	\$8.53	\$12.66	\$14.76	\$17,742	\$26,333	\$30,701
B	1	1820	35		\$16.36			\$29,775	
B	2	2080	40	\$9.40	\$11.75	\$14.10	\$19,552	\$24,440	\$29,328
B	4	2080	40	\$9.82	\$11.72	\$13.58	\$20,426	\$24,378	\$28,246
B	8	2080	40	\$8.80	\$11.43	\$15.20	\$18,304	\$23,774	\$31,616
C	2	2080	40	\$9.75	\$9.75	\$13.71	\$20,280	\$20,280	\$28,517
C	1	2080	40	\$7.25	\$9.47		\$15,080	\$19,698	

C	2	1664	30	\$9.65			\$20,071		
C	5	2080	40		\$10.50			\$21,840	
C	1	1872	36	\$12.07	\$12.07		\$22,600	\$22,600	
C	5	1664	32		\$14.26			\$23,729	
C	4	2080	40	\$8.43	\$9.76		\$17,534	\$20,301	
D	1	2080	40	\$9.43	\$12.07	\$13.66	\$19,614	\$25,106	\$28,413
D	1	2080	40	\$9.00	\$9.75	\$9.75	\$18,720	\$20,280	\$20,280
D	4	2080	40	\$10.07	\$13.00	\$15.39	\$20,946	\$27,040	\$32,011
D	1	2080	40		\$9.90			\$20,592	
D	1	2080	40	\$7.25	\$7.78		\$15,080	\$16,182	
D	2	4160	80	\$8.97	\$9.28	\$9.59	\$37,315	\$38,613	\$39,894

Recording Indexing Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	10	27	40	\$12	\$16	\$18	\$25,757	\$32,040	\$37,485
B: 80k-35k	9	17	39	\$10	\$13	\$17	\$21,635	\$27,371	\$36,195
C: 34k-19k	7	8	40	\$9	\$11	\$14	\$18,398	\$23,249	\$28,655
D: <18k	5	6	40	\$9	\$12	\$15	\$19,233	\$25,580	\$31,522

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	2	2080	40	\$17.42	\$22.25	\$22.25	\$36,234	\$46,280	\$46,280
A	8	2080	40	\$12.53	\$15.59	\$19.55	\$26,054	\$32,427	\$40,664
A	1	2080	40	\$13.11	\$13.37	\$19.86	\$27,269	\$27,810	\$41,309
A	1	2080	40	\$12.00	\$17.00	\$22.00	\$25,000	\$35,000	\$45,000
A	4	2080	40	\$11.24	\$15.97	\$17.00	\$23,379	\$33,218	\$35,360

A	1	2080	40	\$11.22	\$11.22	\$17.27	\$23,338	\$23,338	\$35,922
A	1	2080	40	\$9.19	\$14.05	\$12.43	\$19,119	\$29,228	\$25,852
A	3	1950	38	\$13.10	\$16.26	\$21.48	\$25,545	\$31,707	\$41,886
A	4	2080	40	\$13.49	\$17.60	\$17.60	\$28,063	\$36,616	\$36,616
A	2	2080	40	\$11.33	\$11.91	\$12.48	\$23,566	\$24,773	\$25,958
B	4	2080	40	\$10.43	\$13.15	\$24.58	\$21,694	\$27,352	\$51,126
B	2	2080	40	\$9.64	\$13.05	\$14.87	\$20,051	\$27,144	\$30,930
B	1	2080	40		\$12.10			\$25,168	
B	3	2080	40	\$12.15	\$15.36	\$21.44	\$27,167	\$31,949	\$44,595
B	1	2080	40	\$9.60	\$13.79	\$16.60	\$19,968	\$28,682	\$34,528
B	1	1820	35		\$14.94			\$27,190	
B	2	2080	40	\$10.36	\$12.94	\$15.54	\$21,549	\$26,915	\$32,323
B	1	2080	40	\$9.82	\$11.72	\$13.58	\$20,426	\$24,378	\$28,246
B	2	2080	40	\$9.90	\$13.25	\$15.20	\$20,592	\$27,560	\$31,616
C	1	2080	40		\$11.84			\$24,366	
C	1	2080	40	\$10.33		\$15.62	\$21,478		\$32,487

C	1	2080	40	\$9.75	\$11.85	\$13.71	\$20,280	\$24,648	\$28,517
C	2	2080	40	\$7.25	\$7.51		\$15,080	\$15,621	
C	1	2080	40	\$9.65			\$20,071		
C	1	2080	40	\$7.25	\$11.00	\$12.00	\$15,080	\$22,880	\$24,960
C	1	2080	40		\$13.81			\$28,733	
D	1	2080	40	\$8.98	\$12.07	\$13.00	\$18,678	\$25,106	\$27,040
D	1	2080	40	\$11.51	\$13.22	\$17.31	\$23,941	\$27,498	\$36,005
D	2	2080	40		\$10.50			\$21,840	
D	1	2080	40	\$7.25	\$8.80		\$15,080	\$18,304	
D	1	2080	40		\$16.90			\$35,152	

Tag Department Supervisor

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	6	13	40	\$16	\$20	\$25	\$33,603	\$41,670	\$50,606
B: 80k-35k	6	8	39	\$12	\$15	\$21	\$24,456	\$30,673	\$43,997
C: 34k-19k	4	4	40	\$13	\$15	\$18	\$26,179	\$30,746	\$38,300
D: <18k	3	3	40	\$9	\$14	\$12	\$19,105	\$28,226	\$24,523

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	4	2080	40	\$16.59	\$19.76	\$25.85	\$34,509	\$41,104	\$53,774
A	1	2080	40	\$15.96	\$16.60	\$24.20	\$33,197	\$34,528	\$50,336
A	2	2080	40	\$12.10	\$19.19	\$18.30	\$25,168	\$39,915	\$38,064
A	2	2080	40	\$11.22	\$17.27	\$17.27	\$23,338	\$35,922	\$35,922
A	1	1950	38	\$21.58	\$24.42	\$35.39	\$42,081	\$47,619	\$69,011

A	3	2080	40		\$20.83	\$24.49	\$27.18	\$43,324	\$50,929	\$56,528
B	1	2080	40		\$11.92	\$15.29	\$28.09	\$24,794	\$31,803	\$58,427
B	1	2080	40			\$13.55			\$28,184	
B	3	2080	40		\$13.71	\$17.25	\$23.59	\$28,517	\$35,880	\$49,067
B	1	2080	40		\$9.60	\$12.56	\$16.60	\$19,968	\$26,125	\$34,528
B	1	1820	35			\$18.00			\$32,760	
B	1	2080	40		\$11.80	\$14.08	\$16.33	\$24,544	\$29,286	\$33,966
C	1	2080	40			\$13.13			\$27,300	
C	1	2080	40		\$13.37		\$20.23	\$27,814		\$42,072
C	1	2080	40		\$11.80	\$16.60	\$16.60	\$24,544	\$34,528	\$34,528
C	1	2080	40			\$14.62			\$30,410	
D	1	2080	40		\$9.37	\$12.37	\$13.58	\$19,490	\$25,730	\$28,246
D	1	2080	40		\$9.00	\$10.00	\$10.00	\$18,720	\$20,800	\$20,800
D	1	2080	40			\$18.47			\$38,147	

Tag Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	5	69	40	\$13	\$15	\$20	\$26,101	\$31,087	\$40,760
B: 80k-35k	6	44	39	\$9	\$11	\$17	\$20,126	\$39,465	\$36,109
C: 34k-19k	5	24	40	\$9	\$10	\$14	\$18,355	\$21,772	\$29,161
D: <18k	6	11	40	\$8	\$9	\$11	\$17,493	\$19,594	\$23,660

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	15	2080	40	\$12.53	\$13.07	\$19.55	\$26,054	\$27,192	\$40,664
A	6	2080	40	\$13.00	\$18.00	\$24.00	\$27,000	\$37,000	\$49,000
A	16	2080	40	\$10.45	\$11.09	\$15.81	\$21,736	\$23,067	\$32,885
A	9	1950	38	\$13.10	\$16.26	\$21.48	\$25,545	\$31,707	\$41,886
A	23	2080	40	\$14.50	\$17.53	\$18.93	\$30,170	\$36,470	\$39,365

B	13	2080	40	\$10.43	\$11.61	\$24.58	\$21,694	\$24,149	\$51,126
B	6	2080	40		\$12.50			\$26,000	
B	8	2080	40	\$10.04	\$10.97	\$17.71	\$22,449	\$22,818	\$36,837
B	6	2080	40	\$8.53	\$9.62	\$14.76	\$17,742	\$20,010	\$30,701
B	5	9100	35		\$13.36			\$121,576	
B	6	2080	40	\$8.95	\$10.69	\$12.39	\$18,616	\$22,235	\$25,771
C	6	2080	40		\$10.25			\$21,320	
C	4	2080	40	\$9.48		\$14.33	\$19,704		\$29,805
C	5	2080	40	\$9.75	\$11.62	\$13.71	\$20,280	\$24,170	\$28,517
C	5	2080	40	\$7.25	\$7.51		\$15,080	\$15,621	
C	4	2080	40		\$12.49			\$25,979	
D	5	2080	40	\$8.98	\$9.19	\$13.00	\$18,678	\$19,115	\$27,040
D	1	2080	40	\$9.00	\$9.75	\$9.75	\$18,720	\$20,280	\$20,280
D	1	2080	40		\$9.90			\$20,592	
D	1	2080	40	\$7.25	\$7.25		\$15,080	\$15,080	
D	2	2080	40		\$10.43			\$21,694	

D	1	2080	40	\$10.00	\$20,800
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Licensing Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	6	28	40	\$12	\$15	\$19	\$24,356	\$30,447	\$38,004
B: 80k-35k	6	10	39	\$9	\$12	\$17	\$19,547	\$25,207	\$34,767
C: 34k-19k	3	3	40	\$10	\$11	\$15	\$20,824	\$23,891	\$30,336
D: <18k	3	3	40	\$9	\$10	\$10	\$18,720	\$21,043	\$20,280

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	14	2080	40	\$13.76	\$15.85	\$21.50	\$28,623	\$32,972	\$44,724
A	1	2080	40	\$12.00	\$17.00	\$22.00	\$25,000	\$35,000	\$45,000
A	7	2080	40	\$9.28	\$11.31	\$14.12	\$19,311	\$23,527	\$29,383
A	3	2080	40	\$11.24	\$13.24	\$17.00	\$23,379	\$27,539	\$35,360
A	2	1950	38	\$13.10	\$20.19	\$21.48	\$25,545	\$39,371	\$41,886

A	1	2080	40	\$11.67	\$11.67	\$15.23	\$24,275	\$24,275	\$31,674
B	3	2080	40	\$10.43	\$12.45	\$24.58	\$21,694	\$25,896	\$51,126
B	2	2080	40	\$8.61	\$14.38	\$13.29	\$17,909	\$29,910	\$27,643
B	1	2080	40		\$9.50			\$19,760	
B	1	2080	40	\$9.60	\$14.37	\$16.60	\$19,968	\$29,890	\$34,528
B	1	1820	35		\$12.94			\$23,550	
B	2	2080	40	\$8.95	\$10.69	\$12.39	\$18,616	\$22,235	\$25,771
C	1	2080	40		\$10.76			\$22,386	
C	1	2080	40	\$9.48		\$14.33	\$19,704		\$29,805
C	1	2080	40	\$10.55	\$12.21	\$14.84	\$21,944	\$25,397	\$30,867
D	1	2080	40	\$9.00	\$9.75	\$9.75	\$18,720	\$20,280	\$20,280
D	1	2080	40		\$9.90			\$20,592	
D	1	2080	40		\$10.70			\$22,256	

County Engineer

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	14	14	40	\$45	\$63	\$65	\$94,068	\$130,105	\$136,109
B: 80k-35k	9	9	40	\$41	\$57	\$44	\$86,666	\$119,307	\$92,499
C: 34k-19k	10	10	40	\$34	\$53	\$61	\$70,538	\$111,089	\$126,544
D: <18k	8	8	40		\$48			\$99,224	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$53.55	\$81.49	\$85.62	\$111,384	\$169,500	\$178,080
A	1	2080	40	\$34.29	\$48.32	\$48.32	\$71,323	\$100,506	\$100,506
A	1	2080	40		\$64.93	\$64.93		\$135,054	\$135,054
A	1	2080	40	\$42.29	\$62.50	\$67.85	\$87,961	\$130,000	\$141,122
A	1	2080	40		\$59.11			\$122,948	

A	1	2080	40	\$52.85		\$68.98	\$109,928		\$143,478
A	1	2080	40	\$48.08	\$67.31		\$100,000	\$140,000	
A	1	2080	40		\$56.02			\$116,516	
A	1	2080	40		\$58.05			\$120,749	
A	1	2080	40		\$50.11			\$104,219	
A	1	2080	40		\$63.58			\$132,238	
A	1	2080	40	\$32.17	\$69.49	\$52.76	\$66,914	\$144,539	\$109,741
A	1	2080	40	\$53.35	\$69.61	\$69.61	\$110,966	\$144,786	\$144,786
A	1	2080	40		\$62.65			\$130,312	
B	1	2080	40	\$45.67	\$74.69		\$95,000	\$155,349	
B	1	2080	40	\$37.50	\$37.50	\$37.50	\$80,998	\$80,998	\$80,998
B	1	2080	40		\$48.70			\$101,296	
B	1	2080	40		\$75.87			\$157,810	
B	1	2080	40		\$71.08			\$147,844	
B	1	2080	40		\$43.13			\$89,710	
B	1	2080	40		\$61.90			\$128,752	

B	1	2080	40	\$40.38	\$45.19	\$50.00	\$84,000	\$94,000	\$104,000
B	1	2080	40		\$56.73			\$118,000	
C	1	2080	40		\$46.03			\$95,748	
C	1	2080	40	\$48.70		\$73.67	\$101,315		\$153,248
C	1	2080	40		\$57.69			\$119,995	
C	1	2080	40		\$58.10			\$120,846	
C	1	2080	40	\$25.00			\$52,060		
C	1	2080	40		\$48.58			\$101,046	
C	1	2080	40	\$28.00	\$46.00	\$48.00	\$58,240	\$95,680	\$99,840
C	1	2080	40		\$69.86			\$145,319	
C	1	2080	40		\$52.55			\$109,304	
C	1	2080	40		\$48.45			\$100,776	
D	1	2080	40		\$49.03			\$102,003	
D	1	2080	40		\$47.12			\$98,000	
D	1	2080	40		\$57.64			\$119,891	
D	1	2080	40		\$47.31			\$98,400	

D	1	2080	40	\$40.87	\$85,000
D	1	2080	40	\$46.38	\$96,470
D	1	2080	40	\$43.62	\$90,280
D	1	2080	40	\$49.88	\$103,750

Assistant County Engineer (PE Licensed)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	12	16	40	\$33	\$39	\$49	\$68,827	\$80,689	\$101,885
B: 80k-35k	7	8	40	\$25	\$34	\$36	\$52,320	\$71,891	\$74,600
C: 34k-19k	7	7	40	\$32	\$35	\$48	\$65,848	\$73,122	\$99,601
D: <18k	4	4	40		\$27			\$57,056	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$43.95	\$45.05	\$70.27	\$91,416	\$93,712	\$146,160
A	1	2080	40	\$28.94	\$40.72	\$40.72	\$60,195	\$84,698	\$84,698
A	1	2080	40	\$29.74	\$44.51	\$47.11	\$61,863	\$92,587	\$97,995
A	1	2080	40	\$31.88	\$38.83	\$48.32	\$66,310	\$80,766	\$100,504
A	2	2080	40	\$33.45		\$43.63	\$69,576		\$90,750

A	1	2080	40		\$36.71			\$76,350	
A	2	2080	40		\$34.02			\$70,758	
A	1	2080	40		\$36.71			\$76,349	
A	1	2080	40		\$40.69			\$84,625	
A	1	2080	40	\$29.11	\$31.94	\$47.74	\$60,549	\$66,435	\$99,299
A	3	2080	40	\$34.56	\$42.98	\$45.09	\$71,879	\$89,389	\$93,785
A	1	2080	40		\$34.57			\$71,906	
B	2	2080	40		\$37.08			\$77,132	
B	1	2080	40	\$28.38	\$28.38	\$28.38	\$61,303	\$61,303	\$61,303
B	1	2080	40	\$28.71	\$45.68	\$50.66	\$59,717	\$95,014	\$105,373
B	1	2080	40	\$13.60	\$30.74	\$23.52	\$28,288	\$63,950	\$48,922
B	1	2080	40	\$25.28	\$31.59	\$37.92	\$52,582	\$65,707	\$78,874
B	1	2080	40	\$22.60	\$26.92	\$31.73	\$47,000	\$56,000	\$66,000
B	1	2080	40	\$31.26	\$40.45	\$41.89	\$65,030	\$84,130	\$87,130
C	1	2080	40		\$24.70			\$51,376	
C	1	2080	40	\$31.66		\$47.89	\$65,848		\$99,601

C	1	2080	40	\$40.87	\$85,010
C	1	2080	40	\$38.46	\$79,996
C	1	2080	40	\$25.02	\$52,042
C	1	2080	40	\$40.92	\$85,114
C	1	2080	40	\$40.96	\$85,197
D	1	2080	40	\$32.39	\$67,371
D	1	2080	40	\$34.62	\$72,010
D	1	2080	40	\$27.10	\$56,375
D	1	2080	40	\$15.61	\$32,469

Assistant County Engineer (Intern)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	6	9	40	\$22	\$29	\$31	\$45,939	\$59,456	\$64,044
B: 80k-35k	1	1	40		\$35			\$72,280	
C: 34k-19k	3	3	33	\$15	\$24	\$19	\$32,259	\$48,984	\$38,598
D: <18k	1	1	40		\$21			\$44,408	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40		\$40.40	\$40.40		\$84,032	\$84,032
A	2	2080	40	\$21.47	\$22.80	\$32.55	\$44,658	\$47,382	\$67,704
A	1	2080	40	\$28.85	\$43.27		\$60,000	\$90,000	
A	4	2080	40	\$12.55	\$14.71	\$16.98	\$25,267	\$30,583	\$34,202
A	0	2080	40	\$25.88		\$33.77	\$53,833		\$70,240

A	1	2080	40		\$21.77		\$45,282	
B	1	2080	40		\$34.75		\$72,280	
C	1	1040	20	\$12.26		\$18.55	\$25,518	\$38,598
C	1	2080	40	\$18.00			\$39,000	
C	1	2080	40		\$23.55		\$48,984	
D	1	2080	40		\$21.35		\$44,408	

Assistant County Engineer (no degree)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	4	19	40	\$16	\$22	\$26	\$33,888	\$46,467	\$54,158
B: 80k-35k	4	7	40	\$12	\$21	\$21	\$24,721	\$43,971	\$43,316
C: 34k-19k	3	3	33	\$13	\$17	\$21	\$26,266	\$35,006	\$43,706
D: <18k	2	2	40		\$23			\$46,925	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	9	2080	40	\$18.69	\$23.86	\$23.86	\$38,875	\$49,629	\$49,629
A	3	2080	40	\$12.40		\$19.34	\$25,792		\$40,227
A	5	2080	40	\$19.53	\$21.42	\$32.02	\$40,622	\$44,554	\$66,602
A	2	2080	40	\$14.55	\$21.74	\$28.93	\$30,264	\$45,219	\$60,174
B	1	2080	40		\$25.20			\$52,416	

B	3	2080	40	\$14.71	\$21.51	\$25.96	\$30,597	\$44,741	\$53,997
B	2	2080	40	\$9.06	\$11.64	\$15.69	\$18,845	\$24,211	\$32,635
B	1	2080	40		\$26.21			\$54,516	
C	1	2080	40		\$13.66			\$28,413	
C	1	1040	20	\$11.25		\$17.02	\$23,411		\$35,411
C	1	2080	40	\$14.00	\$20.00	\$25.00	\$29,120	\$41,600	\$52,000
D	1	2080	40		\$28.48			\$59,238	
D	1	2080	40		\$16.64			\$34,611	

Engineering Department Office Manager

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	12	12	40	\$15	\$18	\$22	\$30,976	\$38,308	\$46,075
B: 80k-35k	6	6	40	\$14	\$17	\$22	\$28,433	\$34,588	\$46,118
C: 34k-19k	6	6	40	\$12	\$15	\$21	\$25,824	\$31,054	\$44,663
D: <18k	4	5	40		\$12			\$24,554	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$14.83	\$15.97	\$23.71	\$30,840	\$33,219	\$49,308
A	1	2080	40	\$13.28	\$18.51	\$18.51	\$27,622	\$38,501	\$38,501
A	1	2080	40	\$18.80	\$23.92	\$23.92	\$39,104	\$49,754	\$49,754
A	1	2080	40	\$15.10	\$17.09	\$23.53	\$31,402	\$35,556	\$48,951
A	1	2080	40	\$19.46	\$19.46	\$29.49	\$40,477	\$40,477	\$61,339

A	1	2080	40		\$13.00	\$18.00	\$25.00	\$27,000	\$37,000	\$52,000
A	1	2080	40			\$16.23			\$33,767	
A	1	2080	40		\$13.97	\$17.18	\$21.13	\$29,058	\$35,734	\$43,950
A	1	2080	40		\$12.01	\$15.80	\$18.48	\$24,981	\$32,846	\$38,438
A	1	2080	40		\$11.76	\$19.71	\$15.87	\$24,405	\$40,996	\$33,005
A	1	2080	40		\$16.77	\$21.88	\$21.88	\$34,874	\$45,503	\$45,503
A	1	2080	40			\$17.47			\$36,338	
B	1	2080	40		\$11.92	\$14.66	\$28.09	\$24,794	\$30,493	\$58,427
B	1	2080	40		\$11.04	\$13.12	\$19.47	\$22,963	\$27,290	\$40,498
B	1	2080	40			\$16.30			\$33,904	
B	1	2080	40		\$14.42	\$18.02	\$21.63	\$29,994	\$37,482	\$44,990
B	1	2080	40		\$12.94	\$15.46	\$17.92	\$26,915	\$32,157	\$37,274
B	1	2080	40		\$18.03	\$22.21	\$23.75	\$37,500	\$46,200	\$49,400
C	1	2080	40		\$17.32		\$26.19	\$36,021		\$54,485
C	1	2080	40		\$12.75	\$16.75	\$16.75	\$26,520	\$34,840	\$34,840
C	1	2080	40		\$10.61			\$22,078		

C	1	2080	40		\$15.50		\$32,240
C	1	2080	40		\$16.97		\$35,298
C	1	2080	40	\$8.98	\$10.50	\$18,678	\$21,840
D	2	2080	40		\$11.55		\$24,024
D	1	2080	40		\$9.92		\$20,634
D	1	2080	40		\$12.31		\$25,604
D	1	2080	40		\$13.44		\$27,955

Engineering Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	9	26	40	\$14	\$16	\$20	\$27,082	\$31,039	\$40,298
B: 80k-35k	6	9	40	\$11	\$14	\$18	\$22,142	\$29,716	\$37,825
C: 34k-19k	6	6	40	\$9	\$12	\$18	\$14,499	\$25,971	\$25,117
D: <18k	4	4	40	\$10	\$11	\$15	\$20,384	\$22,303	\$30,360

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	12	2080	40	\$11.58	\$13.44	\$21.06	\$24,096	\$27,946	\$43,812
A	2	2080	40	\$15.17	\$19.37	\$19.37	\$31,554	\$40,290	\$40,290
A	1	2080	40	\$14.47	\$15.05	\$21.93	\$30,098	\$31,304	\$45,614
A	1	2080	40	\$14.83		\$19.34	\$30,846		\$40,227
A	5	2080	40	\$16.00	\$21.00	\$21.00	\$24,000	\$32,000	\$43,000

A	1	2080	40	\$10.45	\$11.77	\$15.81	\$21,736	\$24,482	\$32,885
A	1	1950	38	\$14.47	\$14.47	\$23.73	\$28,217	\$28,217	\$46,274
A	1	2080	40	\$13.49	\$16.59	\$17.60	\$28,063	\$34,514	\$36,616
A	2	2080	40	\$12.08	\$14.21	\$16.33	\$25,126	\$29,557	\$33,966
B	2	2080	40	\$10.43	\$12.22	\$24.58	\$21,694	\$25,418	\$51,126
B	2	2080	40		\$16.65			\$34,632	
B	1	2080	40	\$9.06	\$15.49	\$15.69	\$18,845	\$32,219	\$32,635
B	1	2080	40		\$13.39			\$27,851	
B	2	2080	40	\$10.79	\$12.87	\$14.92	\$22,443	\$26,769	\$31,034
B	1	2080	40	\$12.30	\$15.10	\$17.55	\$25,584	\$31,408	\$36,504
C	1	2080	40	\$13.37		\$20.23	\$27,814		\$42,072
C	1	2080	40	\$7.25	\$12.08		\$15,080	\$25,126	
C	1	2080	40	\$9.65			\$20		\$0
C	1	2080	40		\$14.91			\$31,013	
C	1	2080	40	\$7.25	\$12.00	\$16.00	\$15,080	\$24,960	\$33,280
C	1	2080	40		\$10.95			\$22,785	

D	1	2080	40	\$9.53	\$10.53	\$13.80	\$19,822	\$21,902	\$28,709
D	1	2080	40	\$10.07	\$11.32	\$15.39	\$20,946	\$23,546	\$32,011
D	1	2080	40		\$12.30			\$25,584	
D	1	2080	40		\$8.74			\$18,179	

District Supervisor

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	4	15	40	\$22	\$28	\$32	\$46,777	\$58,360	\$66,993
B: 80k-35k	1	4	40	\$17	\$22	\$26	\$35,360	\$45,011	\$54,538
C: 34k-19k	2	4	40	\$16	\$19	\$19	\$33,280	\$38,896	\$39,520
D: <18k	2	5	40	\$13	\$19	\$18	\$27,955	\$39,068	\$38,064

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	2	2080	40	\$27.74	\$33.74	\$35.42	\$57,700	\$70,189	\$73,675
A	3	2080	40	\$24.79	\$31.79	\$39.26	\$51,555	\$66,116	\$81,663
A	4	2080	40	\$21.58	\$29.39	\$35.39	\$44,886	\$61,131	\$73,611
A	6	2080	40	\$15.85	\$17.31	\$18.76	\$32,968	\$36,005	\$39,021
B	4	2080	40	\$17.00	\$21.64	\$26.22	\$35,360	\$45,011	\$54,538

C	1	2080	40	\$16.00	\$18.40	\$19.00	\$33,280	\$38,272	\$39,520
C	3	2080	40		\$19.00			\$39,520	
D	4	2080	40	\$13.44	\$16.19	\$18.30	\$27,955	\$33,665	\$38,064
D	1	2080	40		\$21.38			\$44,470	

Road/Bridge Superintendent

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	9	11	40	\$21	\$29	\$30	\$44,021	\$60,327	\$63,017
B: 80k-35k	5	6	40	\$18	\$24	\$34	\$37,939	\$49,392	\$69,734
C: 34k-19k	6	9	53	\$17	\$20	\$26	\$34,725	\$40,934	\$53,167
D: <18k	4	4	40	\$15	\$18	\$23	\$31,418	\$37,268	\$46,904

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$22.02	\$57.67	\$35.19	\$45,792	\$119,960	\$73,200
A	1	2080	40	\$18.00	\$25.14	\$25.14	\$37,440	\$52,291	\$52,291
A	3	2080	40	\$24.24	\$30.70	\$30.97	\$50,419	\$63,856	\$64,418
A	1	2080	40	\$21.47	\$22.78	\$32.55	\$44,658	\$47,382	\$67,704
A	1	2080	40	\$20.00	\$26.00	\$34.00	\$41,000	\$54,000	\$71,000

A	1	2080	40		\$29.85			\$62,086	
A	1	2080	40	\$23.20	\$24.61	\$35.09	\$48,256	\$51,189	\$72,987
A	1	2080	40	\$14.83	\$21.92	\$20.08	\$38,049	\$45,602	\$41,763
A	1	2080	40	\$22.39	\$22.39	\$29.22	\$46,557	\$46,577	\$60,773
B	1	2080	40	\$17.00	\$23.19	\$40.06	\$35,360	\$48,235	\$83,325
B	2	2080	40	\$17.81	\$22.17	\$31.42	\$37,045	\$46,114	\$65,354
B	1	2080	40	\$11.74	\$18.62	\$20.30	\$24,419	\$38,730	\$42,224
B	1	2080	40	\$28.00	\$35.00	\$52.50	\$58,240	\$72,800	\$109,200
B	1	2080	40	\$16.65	\$19.75	\$23.35	\$34,632	\$41,080	\$48,568
C	1	2080	40	\$20.58		\$31.13	\$42,796		\$64,733
C	1	2080	40	\$17.00	\$18.80	\$20.00	\$35,360	\$39,104	\$41,600
C	2	2080	40	\$16.36	\$16.51		\$34,029	\$34,341	
C	3	120	120	\$12.84			\$26,715		
C	1	2080	40		\$18.17			\$37,794	
C	1	2080	40		\$25.24			\$52,499	
D	1	2080	40	\$13.25	\$18.27	\$19.19	\$27,560	\$38,002	\$39,915

D	1	2080	40	\$16.96	\$20.58	\$25.91	\$35,277	\$42,806	\$53,893
D	1	2080	40		\$17.27			\$35,922	
D	1	2080	40		\$15.55			\$32,344	

Road/Bridge Inspector

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	8	10	41	\$19	\$23	\$28	\$38,926	\$48,929	\$59,381
B: 80k-35k	3	4	40	\$10	\$16	\$17	\$21,632	\$34,195	\$35,620
C: 34k-19k	5	7	40	\$12	\$20	\$17	\$25,239	\$40,726	\$34,899
D: <18k	3	5	40	\$17	\$16	\$26	\$35,277	\$37,500	\$53,893

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$22.02	\$30.35	\$35.19	\$45,792	\$63,127	\$73,200
A	1	2080	40	\$14.03	\$19.57	\$19.57	\$29,182	\$40,706	\$40,706
A	1	2080	40	\$20.65	\$29.40	\$32.72	\$42,960	\$61,158	\$68,051
A	1	2080	40	\$16.00	\$22.00	\$28.00	\$33,000	\$44,000	\$59,000
A	1	2080	40		\$18.54			\$38,567	

A	3	2080	40	\$17.34	\$17.52	\$26.23	\$36,067	\$36,442	\$54,558
A	1	2080	40	\$22.39	\$29.22	\$29.22	\$46,557	\$60,773	\$60,773
A	1	2275	44		\$20.51			\$46,661	
B	1	2080	40	\$9.60	\$19.11	\$16.60	\$19,968	\$39,749	\$34,528
B	1	2080	40		\$15.68			\$32,614	
B	2	2080	40	\$11.20	\$14.53	\$17.65	\$23,296	\$30,222	\$36,712
C	1	2080	40		\$29.40			\$61,152	
C	2	2080	40	\$12.26		\$18.55	\$25,518		\$38,598
C	2	2080	40	\$12.00	\$15.00	\$15.00	\$24,960	\$31,200	\$31,200
C	1	2080	40		\$16.50			\$34,320	
C	1	2080	40		\$17.42			\$36,234	
D	1	2080	40	\$16.96	\$25.91	\$25.91	\$35,277	\$53,893	\$53,893
D	1	2080	40		\$11.38			\$23,670	
D	3	2080	40		\$11.99			\$34,938	

Road/Bridge Foreman

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	9	29	40	\$17	\$21	\$25	\$35,205	\$43,109	\$51,335
B: 80k-35k	7	27	40	\$14	\$18	\$22	\$28,346	\$36,748	\$45,173
C: 34k-19k	6	20	40	\$13	\$15	\$21	\$26,228	\$32,049	\$42,835
D: <18k	5	13	40	\$12	\$16	\$18	\$24,929	\$33,650	\$36,885

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	4	2080	40	\$15.66	\$21.87	\$21.87	\$32,573	\$45,490	\$45,490
A	6	2080	40	\$21.63	\$24.62	\$27.61	\$44,990	\$51,210	\$57,429
A	3	2080	40	\$18.21	\$24.34	\$28.41	\$37,885	\$50,631	\$59,093
A	5	2080	40	\$17.63	\$21.28	\$26.71	\$36,670	\$43,805	\$55,557
A	4	2080	40	\$20.92		\$27.45	\$43,514		\$57,096

A	1	2080	40		\$16.00	\$22.00	\$28.00	\$33,000	\$44,000	\$59,000
A	1	2080	40			\$19.09			\$39,712	
A	4	2080	40		\$13.75	\$16.59	\$21.16	\$28,600	\$34,507	\$44,013
A	1	2080	40		\$11.73	\$17.08	\$15.87	\$24,405	\$35,518	\$33,005
B	1	2080	40		\$19.04	\$22.93	\$29.36	\$39,603	\$47,694	\$61,069
B	3	2080	40			\$18.20			\$37,856	
B	3	2080	40		\$14.71	\$18.46	\$25.96	\$30,597	\$38,397	\$53,997
B	1	2080	40		\$9.60	\$16.55	\$16.60	\$19,968	\$34,424	\$34,528
B	4	2080	40			\$17.72			\$36,858	
B	5	2080	40		\$12.94	\$15.46	\$17.92	\$26,915	\$32,157	\$37,274
B	10	2080	40		\$11.85	\$14.35	\$18.75	\$24,648	\$29,848	\$39,000
C	2	2080	40		\$15.88		\$24.02	\$33,046		\$49,986
C	1	2080	40		\$11.75	\$14.75	\$14.75	\$24,440	\$30,680	\$30,680
C	3	2080	40		\$9.80	\$11.29		\$20,384	\$23,483	
C	5	2080	40		\$13.00	\$14.00	\$23.00	\$27,040	\$29,120	\$47,840
C	5	2080	40			\$17.36			\$36,109	

C	4	2080	40		\$19.64			\$40,852	
D	5	2080	40	\$11.57	\$13.77	\$16.76	\$24,066	\$28,642	\$34,854
D	5	2080	40	\$12.40	\$18.00	\$18.71	\$25,792	\$37,440	\$38,917
D	1	2080	40		\$16.42			\$34,154	
D	1	2080	40		\$15.16			\$31,533	
D	1	2080	40		\$17.54			\$36,483	

Equipment Operator III (Heavy)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	13	180	40	\$14	\$17	\$21	\$29,697	\$35,175	\$44,305
B: 80k-35k	8	91	40	\$11	\$14	\$19	\$22,479	\$29,757	\$39,027
C: 34k-19k	9	41	64	\$11	\$14	\$18	\$22,800	\$29,038	\$36,606
D: <18k	7	44	40	\$10	\$12	\$16	\$20,365	\$25,994	\$32,869

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	41	2080	40	\$14.11	\$17.20	\$22.56	\$29,352	\$35,774	\$46,932
A	3	2080	40	\$14.42	\$20.13	\$20.13	\$29,994	\$41,870	\$41,870
A	14	2080	40	\$18.69	\$21.28	\$23.86	\$38,875	\$44,252	\$49,629
A	24	2080	40	\$15.10	\$17.03	\$23.53	\$31,402	\$35,423	\$48,951
A	12	2080	40	\$14.47	\$16.36	\$21.93	\$30,098	\$33,883	\$45,614

A	13	2080	40	\$16.05		\$20.94	\$33,384		\$43,555
A	5	2080	40	\$13.00	\$18.00	\$24.00	\$27,000	\$37,000	\$52,000
A	18	2080	40	\$10.76	\$13.18	\$16.38	\$22,395	\$27,285	\$34,076
A	11	2080	40	\$13.01	\$16.92	\$19.68	\$27,061	\$35,194	\$40,934
A	9	2080	40	\$11.22	\$13.79	\$17.27	\$23,338	\$28,683	\$35,922
A	17	2080	40	\$11.73	\$16.49	\$15.87	\$22,405	\$34,305	\$33,005
A	13	2080	40	\$15.99	\$15.99	\$26.23	\$33,259	\$33,259	\$54,558
A	0	2080	40	\$18.03		\$23.52	\$37,496		\$48,924
B	8	2080	40	\$11.92	\$14.92	\$28.09	\$24,794	\$31,034	\$58,427
B	13	2080	40	\$13.56	\$17.16	\$20.90	\$28,205	\$35,693	\$43,472
B	9	2080	40		\$14.40			\$29,952	
B	15	2080	40	\$11.04	\$14.61	\$19.47	\$22,964	\$30,389	\$40,498
B	1	2080	40	\$9.06	\$14.59	\$15.69	\$18,845	\$30,347	\$32,635
B	19	2080	40	\$8.68	\$10.85	\$13.02	\$18,054	\$22,568	\$27,082
B	6	2080	40	\$10.79	\$12.87	\$14.92	\$22,443	\$26,769	\$31,034
B	20	2080	40	\$10.60	\$15.05	\$19.25	\$22,048	\$31,304	\$40,040

C	2	2080	40		\$14.38			\$29,900	
C	2	2080	40	\$14.58		\$22.05	\$30,318		\$45,859
C	1	2080	40	\$11.75	\$14.75	\$14.75	\$24,440	\$30,680	\$30,680
C	4	2080	40	\$9.80	\$12.78		\$20,384	\$26,582	
C	7	260	260	\$11.04			\$22,970		
C	14	2080	40		\$14.35			\$29,848	
C	3	2080	40	\$9.00	\$13.00	\$16.00	\$18,720	\$27,040	\$33,280
C	1	2080	40		\$17.55			\$36,504	
C	7	2080	40	\$9.60	\$10.92		\$19,968	\$22,714	
D	4	2080	40	\$9.90	\$11.01	\$14.34	\$20,592	\$22,901	\$29,823
D	9	2080	40	\$11.51	\$14.00	\$17.31	\$23,948	\$29,120	\$35,005
D	8	2080	40		\$11.56			\$24,045	
D	6	2080	40		\$13.15			\$27,352	
D	7	2080	40	\$8.25	\$13.15		\$17,160	\$27,352	
D	8	2080	40	\$9.50	\$12.88	\$16.24	\$19,760	\$26,250	\$33,779
D	2	2080	40		\$11.40			\$24,939	

Equipment Operator II (Medium)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	12	156	40	\$14	\$16	\$20	\$28,583	\$33,199	\$41,679
B: 80k-35k	6	50	40	\$10	\$13	\$17	\$21,414	\$26,114	\$36,331
C: 34k-19k	8	59	40	\$10	\$13	\$18	\$21,562	\$26,535	\$37,676
D: <18k	7	32	40	\$9	\$11	\$14	\$19,115	\$22,841	\$28,734

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	46	2080	40	\$12.78	\$13.77	\$20.44	\$26,592	\$28,645	\$42,516
A	10	2080	40	\$13.65	\$19.04	\$19.04	\$28,392	\$39,603	\$39,603
A	22	2080	40	\$17.72	\$20.16	\$22.61	\$36,858	\$41,943	\$47,029
A	21	2080	40	\$13.76	\$15.53	\$21.50	\$28,623	\$32,308	\$44,724
A	3	2080	40	\$13.77	\$14.13	\$20.86	\$28,642	\$29,203	\$43,389

A	9	2080	40	\$14.83		\$19.34	\$30,846		\$40,227
A	7	2080	40	\$13.00	\$17.00	\$23.00	\$27,000	\$37,000	\$45,000
A	21	2080	40	\$12.10	\$15.33	\$18.30	\$25,168	\$31,886	\$38,064
A	4	2080	40	\$10.49	\$11.74	\$16.14	\$21,819	\$24,419	\$33,571
A	3	2080	40	\$13.10	\$13.10	\$21.48	\$27,248	\$27,248	\$44,678
A	2	2080	40	\$15.60	\$18.62	\$20.35	\$32,440	\$38,735	\$42,327
A	8	2080	40	\$14.12	\$16.44	\$18.76	\$29,370	\$34,195	\$39,021
B	15	2080	40	\$11.38	\$12.78	\$26.82	\$23,670	\$26,582	\$55,786
B	14	2080	40	\$12.10	\$14.58	\$18.67	\$25,168	\$30,326	\$38,834
B	13	2080	40	\$10.04	\$12.11	\$17.71	\$20,883	\$25,189	\$36,837
B	1	2080	40	\$8.53	\$13.72	\$14.76	\$17,742	\$28,538	\$30,701
B	5	2080	40	\$9.82	\$10.69	\$12.39	\$20,426	\$22,235	\$25,771
B	2	2080	40	\$9.90	\$11.45	\$14.45	\$20,592	\$23,816	\$30,056
C	8	2080	40		\$11.95			\$24,851	
C	9	2080	40	\$13.37		\$20.23	\$27,814		\$42,072
C	5	2080	40	\$10.17	\$11.51		\$21,154	\$23,941	

C	10	2080	40	\$10.04			\$20,882		
C	6	2080	40	\$9.00	\$12.00	\$16.00	\$18,720	\$24,960	\$33,280
C	9	2080	40		\$13.72			\$28,538	
C	8	2080	40		\$15.11			\$31,419	
C	4	2080	40	\$9.25	\$12.26		\$19,240	\$25,501	
D	5	2080	40	\$9.31	\$9.92	\$13.48	\$19,634	\$20,634	\$28,046
D	3	2080	40	\$10.07	\$12.00	\$15.39	\$20,946	\$24,960	\$32,011
D	7	2080	40		\$10.49			\$21,819	
D	4	2080	40	\$8.00	\$9.88		\$16,640	\$20,550	
D	3	2080	40		\$11.68			\$24,294	
D	8	2080	40	\$9.25	\$9.99	\$12.57	\$19,240	\$20,590	\$26,146
D	2	2080	40		\$13.00			\$27,040	

Equipment Operator I (Light)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	12	125	40	\$12	\$13	\$18	\$25,086	\$27,556	\$36,889
B: 80k-35k	4	25	40	\$10	\$12	\$17	\$20,460	\$22,206	\$32,521
C: 34k-19k	8	27	50	\$9	\$11	\$15	\$18,541	\$22,740	\$31,543
D: <18k	5	18	40	\$9	\$10	\$13	\$18,242	\$20,105	\$26,419

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	16	2080	40	\$12.17	\$12.17	\$19.45	\$25,308	\$25,318	\$40,464
A	26	2080	40	\$15.90	\$18.10	\$20.31	\$33,072	\$37,658	\$42,245
A	10	2080	40	\$12.53	\$12.94	\$19.55	\$26,054	\$26,915	\$40,664
A	13	2080	40	\$13.11	\$14.00	\$19.86	\$27,269	\$28,933	\$41,309
A	8	2080	40	\$12.40		\$16.19	\$25,792		\$33,675

A	19	2080	40		\$12.00	\$16.00	\$21.00	\$24,000	\$32,000	\$43,000
A	7	2080	40		\$9.75	\$11.88	\$14.84	\$20,288	\$24,719	\$30,871
A	4	2080	40		\$10.45	\$11.19	\$15.81	\$21,736	\$23,275	\$32,885
A	14	2080	40		\$9.80	\$10.74	\$15.09	\$20,384	\$22,339	\$31,387
A	2	2080	40		\$10.73	\$10.73	\$17.59	\$22,318	\$22,318	\$36,587
A	1	2080	40		\$13.49	\$14.31	\$17.60	\$28,063	\$29,772	\$36,616
A	5	2080	40		\$12.86	\$14.36	\$15.85	\$26,749	\$29,869	\$32,968
B	3	2080	40		\$10.43	\$10.68	\$24.58	\$21,694	\$22,214	\$51,126
B	13	2080	40		\$10.82	\$13.47	\$16.66	\$22,506	\$28,018	\$34,653
B	4	2080	40		\$8.26	\$11.48	\$14.31	\$17,181	\$23,878	\$29,765
B	5	1040	40			\$12.33	\$13.98		\$14,712	\$14,539
C	2	2080	40			\$10.66			\$22,173	
C	2	2080	40		\$9.48		\$14.33	\$19,704		\$29,805
C	4	2080	40		\$8.17	\$9.90		\$16,994	\$20,592	
C	3	2080	120		\$9.13			\$18,983		
C	8	2080	40		\$9.00	\$11.00	\$16.00	\$18,720	\$22,880	\$33,280

C	3	2080	40		\$12.73			\$26,478	
C	2	2080	40		\$10.49			\$21,812	
C	3	2080	40	\$8.80	\$10.82		\$18,304	\$22,506	
D	7	2080	40	\$8.77	\$9.29	\$12.70	\$18,242	\$19,323	\$26,419
D	5	2080	40		\$8.08			\$16,806	
D	1	2080	40		\$9.00			\$18,720	
D	2	2080	40		\$9.97			\$20,737	
D	3	2080	40		\$11.99			\$24,939	

Truck Driver (no CDL)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	1	4	40	\$11	\$12	\$12	\$23,566	\$24,294	\$25,022
B: 80k-35k	2	3	40	\$10	\$11	\$15	\$20,176	\$23,431	\$30,576
C: 34k-19k	1	1	40	\$9	\$10		\$18,304	\$20,488	
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	4	2080	40	\$11.33	\$11.68	\$12.03	\$23,566	\$24,294	\$25,022
B	1	2080	40		\$11.20			\$23,296	
B	2	2080	40	\$9.70	\$11.33	\$14.70	\$20,176	\$23,566	\$30,576
C	1	2080	40	\$8.80	\$9.85		\$18,304	\$20,488	

Truck Driver (CDL)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	3	16	40	\$12	\$15	\$16	\$25,650	\$31,411	\$33,850
B: 80k-35k	6	40	40	\$10	\$12	\$16	\$21,622	\$25,833	\$32,495
C: 34k-19k	2	10	40		\$12			\$24,769	
D: <18k	6	27	40	\$9	\$12	\$13	\$19,663	\$20,969	\$27,581

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$10.38	\$13.28	\$14.05	\$21,591	\$27,611	\$29,218
A	6	2080	40	\$14.50	\$18.05	\$18.93	\$30,170	\$37,545	\$39,365
A	9	2080	40	\$12.11	\$13.98	\$15.85	\$25,189	\$29,078	\$32,968
B	4	2080	40	\$13.56	\$16.46	\$20.90	\$28,205	\$34,237	\$43,472
B	5	2080	40		\$14.15			\$29,432	

B	9	2080	40		\$12.71			\$26,437	
B	11	2080	40	\$8.50	\$9.16	\$12.75	\$17,680	\$19,052	\$26,520
B	4	2080	40	\$9.82	\$10.69	\$12.39	\$20,426	\$22,235	\$25,771
B	7	2080	40	\$9.70	\$11.35	\$16.45	\$20,176	\$23,608	\$34,216
C	2	2080	40		\$13.31			\$27,684	
C	8	2080	40		\$10.51			\$21,855	
D	4	2080	40	\$9.04	\$14.00	\$14.02	\$18,803	\$29,120	\$29,162
D	6	2080	40		\$12.00			\$24,960	
D	9	2080	40	\$8.00	\$10.33		\$16,640	\$21,486	
D	4	2080	40		\$11.08			\$23,046	
D	2	2080	40	\$11.32	\$11.91	\$12.50	\$23,545	\$24,773	\$26,000
D	2	2080	40		\$11.60			\$2,428	

Laborer

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	9	63	40	\$11	\$13	\$16	\$23,837	\$27,631	\$32,712
B: 80k-35k	7	31	40	\$8	\$11	\$13	\$16,500	\$21,909	\$25,942
C: 34k-19k	6	22	40	\$9	\$11	\$14	\$19,154	\$23,242	\$28,270
D: <18k	4	12	40	\$7	\$10	\$12	\$15,194	\$20,805	\$24,107

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	10	2080	40	\$12.23	\$15.12	\$17.50	\$25,438	\$31,450	\$36,400
A	4	2080	40	\$14.94	\$17.00	\$19.07	\$31,075	\$35,370	\$39,664
A	7	2080	40	\$10.41	\$10.85	\$16.24	\$21,661	\$22,571	\$33,775
A	7	2080	40	\$11.19		\$16.19	\$23,275		\$33,675
A	4	2080	40	\$11.00	\$14.00	\$18.00	\$23,000	\$29,000	\$37,000

A	18	2080	40	\$9.74	\$12.04	\$14.73	\$29,058	\$25,043	\$30,638
A	0	2080	40	\$8.00		\$12.32	\$16,640		\$25,626
A	6	2080	40	\$11.67	\$12.98	\$15.23	\$24,275	\$26,935	\$31,674
A	7	2080	40	\$9.67	\$11.08	\$12.48	\$20,114	\$23,046	\$25,958
B	4	2080	40		\$11.20			\$23,296	
B	4	2080	40	\$7.53	\$10.40	\$13.28	\$15,662	\$21,632	\$27,622
B	7	2080	40	\$8.00	\$9.47	\$13.84	\$16,640	\$19,698	\$28,787
B	2	2080	40		\$10.50	\$15.12		\$21,840	\$31,449
B	6	2080	40	\$7.50	\$8.55	\$11.25	\$15,600	\$17,784	\$23,400
B	6	1600	40			\$10.00			\$16,000
B	2	2080	40	\$8.70	\$13.08	\$13.65	\$18,096	\$27,206	\$28,392
C	1	2080	40		\$10.50			\$21,840	
C	1	2080	40	\$11.25		\$17.02	\$23,411		\$35,411
C	8	2080	40	\$10.75	\$13.75	\$14.75	\$22,360	\$28,600	\$30,680
C	4	2080	40	\$7.25	\$8.00	\$9.00	\$15,080	\$16,640	\$18,720
C	7	2080	40		\$11.11			\$23,109	

C	1	2080	40	\$7.58	\$12.51		\$15,766	\$26,021	
D	7	2080	40	\$7.36	\$11.00	\$11.59	\$15,309	\$22,880	\$24,107
D	1	2080	40		\$10.49			\$21,819	
D	1	2080	40	\$7.25	\$8.82		\$15,080	\$18,346	
D	3	2080	40		\$9.70			\$20,176	

Shop Supervisor

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	12	12	40	\$18	\$24	\$26	\$36,545	\$49,002	\$54,199
B: 80k-35k	8	8	40	\$15	\$18	\$23	\$30,374	\$37,923	\$47,562
C: 34k-19k	7	7	40	\$15	\$18	\$21	\$30,464	\$36,466	\$43,623
D: <18k	4	4	40	\$13	\$16	\$18	\$26,104	\$33,363	\$37,806

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$18.98	\$24.91	\$30.35	\$39,480	\$51,811	\$63,120
A	1	2080	40	\$15.66	\$21.87	\$21.87	\$32,573	\$45,490	\$45,490
A	1	2080	40	\$24.24	\$30.70	\$30.97	\$50,419	\$63,856	\$64,418
A	1	2080	40	\$18.21	\$22.75	\$28.41	\$37,885	\$47,316	\$59,093
A	1	2080	40	\$19.46	\$22.79	\$29.49	\$40,477	\$47,403	\$61,339

A	1	2080	40		\$16.00	\$21.00	\$28.00	\$33,000	\$44,000	\$59,000
A	1	2080	40		\$11.88	\$13.78	\$18.08	\$24,719	\$28,667	\$37,613
A	1	2080	40		\$20.06	\$23.95	\$30.34	\$41,725	\$49,816	\$63,107
A	1	2080	40		\$11.73	\$23.99	\$15.87	\$24,405	\$49,895	\$33,005
A	1	2080	40		\$13.10	\$21.48	\$21.48	\$27,248	\$44,678	\$44,678
A	1	2080	40		\$24.07	\$31.41	\$31.41	\$50,065	\$65,323	\$65,323
A	1	2080	40			\$23.93			\$49,774	
B	1	2080	40		\$14.00	\$20.66	\$32.99	\$29,120	\$42,973	\$68,619
B	1	2080	40		\$21.22	\$21.22	\$21.22	\$44,133	\$44,133	\$44,133
B	1	2080	40			\$18.20			\$37,856	
B	1	2080	40		\$16.18	\$23.43	\$28.55	\$33,654	\$48,734	\$59,384
B	1	2080	40		\$10.93	\$17.14	\$18.90	\$22,734	\$35,651	\$39,312
B	1	2080	40			\$15.68			\$32,614	
B	1	2080	40		\$9.99	\$12.48	\$14.99	\$20,779	\$25,958	\$31,179
B	1	2080	40		\$15.30	\$17.05	\$20.55	\$31,824	\$35,464	\$42,744
C	1	2080	40			\$17.85			\$37,128	

C	1	2080	40	\$17.32		\$26.19	\$36,021		\$54,485
C	1	2080	40	\$12.75	\$15.75	\$15.75	\$26,520	\$32,760	\$32,760
C	1	2080	40	\$13.87	\$15.19		\$28,850	\$31,595	
C	1	2080	40		\$16.00			\$33,280	
C	1	2080	40		\$20.76			\$43,181	
C	1	2080	40		\$19.64			\$40,852	
D	1	2080	40	\$12.55	\$16.46	\$18.18	\$26,104	\$34,237	\$37,806
D	1	2080	40		\$18.02			\$37,482	
D	1	2080	40		\$15.12			\$31,450	
D	1	2080	40		\$14.56			\$30,285	

Heavy Equipment Mechanic

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	8	42	40	\$16	\$19	\$22	\$32,964	\$40,104	\$48,155
B: 80k-35k	5	9	40	\$13	\$17	\$23	\$27,315	\$35,522	\$48,635
C: 34k-19k	4	6	40	\$11	\$14	\$18	\$23,267	\$29,612	\$37,676
D: <18k	4	5	40		\$12			\$24,866	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	8	2080	40	\$14.83	\$15.20	\$23.71	\$30,840	\$31,619	\$49,308
A	1	2080	40	\$14.82	\$20.68	\$20.68	\$30,826	\$43,014	\$43,014
A	11	2080	40	\$19.05	\$23.43	\$24.30	\$39,624	\$48,724	\$50,544
A	4	2080	40	\$15.96	\$17.21	\$17.28	\$33,197	\$35,942	\$50,336
A	2	2080	40	\$13.00	\$17.00	\$23.00	\$27,000	\$37,000	\$45,000

A	6	2080	40	\$15.06	\$19.50	\$22.77	\$31,325	\$40,560	\$47,362
A	1	2080	40	\$14.71	\$16.54	\$22.64	\$30,597	\$34,403	\$47,091
A	9	2080	40	\$19.38	\$23.83	\$25.28	\$40,304	\$49,566	\$52,588
B	1	2080	40	\$14.00	\$16.50	\$32.99	\$29,120	\$34,320	\$68,619
B	5	2080	40	\$13.56	\$18.88	\$20.90	\$28,205	\$39,270	\$43,472
B	1	2080	40	\$13.37	\$17.54	\$23.59	\$27,810	\$36,483	\$49,067
B	1	2080	40	\$10.13	\$14.22	\$17.53	\$21,070	\$29,578	\$36,462
B	1	2080	40	\$14.60	\$18.25	\$21.90	\$30,368	\$37,960	\$45,552
C	1	2080	40		\$13.65			\$28,392	
C	2	2080	40	\$13.37		\$20.23	\$27,814		\$42,072
C	2	2080	40		\$14.06			\$29,245	
C	1	2080	40	\$9.00	\$15.00	\$16.00	\$18,720	\$31,200	\$33,280
D	1	2080	40		\$8.94			\$18,595	
D	2	2080	40		\$12.92			\$26,874	
D	1	2080	40		\$12.96			\$26,956	
D	1	2080	40		\$13.00			\$27,040	

Mechanic

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	9	30	40	\$13	\$15	\$19	\$27,186	\$32,400	\$39,869
B: 80k-35k	8	18	40	\$11	\$14	\$18	\$22,731	\$28,623	\$36,483
C: 34k-19k	8	13	40	\$10	\$12	\$16	\$20,645	\$25,781	\$32,884
D: <18k	4	6	40	\$10	\$12	\$14	\$19,947	\$23,935	\$28,889

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	5	2080	40	\$11.58	\$12.26	\$18.52	\$24,096	\$25,510	\$38,520
A	2	2080	40	\$13.65	\$19.04	\$19.04	\$28,392	\$39,603	\$39,603
A	2	2080	40	\$15.10	\$16.10	\$23.53	\$31,402	\$33,479	\$48,951
A	4	2080	40	\$14.83		\$19.34	\$30,846		\$40,227
A	2	2080	40	\$13.00	\$17.00	\$23.00	\$27,000	\$37,000	\$45,000

A	5	2080	40	\$11.88	\$12.49	\$18.08	\$24,719	\$25,971	\$37,613
A	1	2080	40	\$13.01	\$14.22	\$19.68	\$27,061	\$29,578	\$40,934
A	4	2080	40	\$11.73	\$17.88	\$15.87	\$24,405	\$37,189	\$33,005
A	5	2080	40	\$12.86	\$14.84	\$16.82	\$26,749	\$30,867	\$34,968
B	1	2080	40	\$13.00	\$13.87	\$20.54	\$27,040	\$28,850	\$42,723
B	5	2080	40	\$10.82	\$13.68	\$16.66	\$22,506	\$28,454	\$34,653
B	3	2080	40		\$16.15			\$33,592	
B	1	2080	40	\$12.15	\$16.34	\$21.44	\$25,272	\$33,987	\$44,595
B	3	2080	40	\$9.06	\$11.82	\$15.69	\$18,845	\$24,586	\$32,635
B	1	2080	40		\$15.14			\$31,491	
B	1	2080	40	\$8.74	\$10.92	\$13.11	\$18,179	\$22,714	\$27,269
B	3	2080	40	\$11.80	\$12.17	\$17.80	\$24,544	\$25,313	\$37,024
C	1	2080	40		\$13.13			\$27,310	
C	1	2080	40	\$10.33		\$15.62	\$21,478		\$32,487
C	2	2080	40	\$9.70	\$10.49		\$20,176	\$21,819	
C	1	2080	40	\$11.68			\$24,286		

C	2	2080	40		\$14.00			\$29,120	
C	1	2080	40	\$8.00	\$15.00	\$16.00	\$16,640	\$31,200	\$33,280
C	4	2080	40		\$12.02			\$25,002	
C	1	2080	40		\$9.73			\$20,236	
D	2	2080	40	\$9.59	\$10.86	\$13.89	\$19,947	\$22,589	\$28,889
D	1	2080	40		\$11.54			\$24,003	
D	2	2080	40		\$11.32			\$23,546	
D	1	2080	40		\$12.31			\$25,604	

Solid Waste Superintendent

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	7	7	40	\$23	\$27	\$32	\$46,805	\$56,029	\$67,321
B: 80k-35k	2	3	40	\$22	\$28	\$33	\$46,457	\$59,560	\$70,720
C: 34k-19k	6	7	40	\$12	\$16	\$16	\$25,740	\$32,869	\$33,020
D: <18k	3	3	40	\$11	\$16	\$16	\$22,568	\$33,821	\$32,698

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$35.69	\$40.87	\$56.54	\$74,237	\$85,000	\$117,595
A	1	2080	40	\$19.46	\$19.84	\$29.49	\$40,477	\$41,297	\$61,339
A	1	2080	40	\$22.12		\$28.88	\$46,010		\$60,070
A	1	2080	40		\$27.74			\$57,700	
A	1	2080	40	\$13.97	\$16.68	\$21.13	\$29,058	\$34,694	\$43,950

A	1	2080	40	\$21.38	\$28.94	\$28.94	\$44,472	\$60,199	\$60,199
A	1	2080	40	\$22.39	\$27.54	\$29.22	\$46,577	\$57,284	\$60,773
B	1	2080	40	\$28.85	\$28.85	\$28.85	\$62,317	\$62,317	\$62,317
B	2	2080	40	\$14.71	\$27.31	\$38.04	\$30,597	\$56,804	\$79,123
C	1	2080	40		\$16.80			\$34,944	
C	2	2080	40	\$12.75	\$15.75	\$15.75	\$26,520	\$32,760	\$32,760
C	1	2080	40		\$15.50			\$32,240	
C	1	2080	40	\$12.00	\$12.00	\$16.00	\$24,960	\$24,960	\$33,280
C	1	2080	40		\$19.14			\$39,801	
C	1	2080	40		\$15.63			\$32,510	
D	1	2080	40	\$10.85	\$14.97	\$15.72	\$22,568	\$31,138	\$32,698
D	1	2080	40		\$13.69			\$28,475	
D	1	2080	40		\$20.12			\$41,850	

Driver/Operator

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	7	82	40	\$13	\$15	\$19	\$26,481	\$32,450	\$39,132
B: 80k-35k	2	26	40	\$12	\$15	\$22	\$24,066	\$30,597	\$46,415
C: 34k-19k	4	20	40	\$11	\$13	\$15	\$22,620	\$26,146	\$30,680
D: <18k	3	6	37	\$11	\$11	\$13	\$22,121	\$21,521	\$27,092

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	21	2080	40	\$13.76	\$16.20	\$21.50	\$28,623	\$33,706	\$44,724
A	9	2080	40	\$13.11	\$14.62	\$19.86	\$27,269	\$30,098	\$41,309
A	12	2080	40	\$11.19		\$14.56	\$23,275		\$30,285
A	6	2080	40	\$13.00	\$17.00	\$23.00	\$27,000	\$37,000	\$48,000
A	7	2080	40	\$12.10	\$14.35	\$18.30	\$25,168	\$29,848	\$38,064

A	22	2080	40	\$10.38	\$13.74	\$14.05	\$21,591	\$28,574	\$29,218
A	5	2040	40	\$15.60	\$17.05	\$20.35	\$32,440	\$35,473	\$42,327
B	10	2080	40	\$12.10	\$14.41	\$18.67	\$25,168	\$29,973	\$38,834
B	16	2080	40	\$11.04	\$15.01	\$25.96	\$22,963	\$31,221	\$53,997
C	5	2080	40	\$11.75	\$13.35	\$14.75	\$24,440	\$27,768	\$30,680
C	1	2080	40		\$13.00			\$27,040	
C	9	2080	40		\$13.50			\$28,080	
C	5	2080	40	\$10.00	\$10.43		\$20,800	\$21,694	
D	3	2080	40	\$9.36	\$10.85	\$13.55	\$19,469	\$22,568	\$28,184
D	2	2080	40	\$11.91	\$11.91	\$12.50	\$24,773	\$24,773	\$26,000
D	1	1664	30		\$10.35			\$17,222	

Garbage Collector/Helper

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	3	37	40	\$10	\$12	\$16	\$21,811	\$24,422	\$32,385
B: 80k-35k	3	17	40	\$9	\$12	\$16	\$19,365	\$25,120	\$32,718
C: 34k-19k	4	31	40	\$8	\$10	\$12	\$16,813	\$21,580	\$25,740
D: <18k	2	5	40	\$8	\$9	\$12	\$16,931	\$19,198	\$24,502

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	10	2080	40	\$12.53	\$13.54	\$19.55	\$26,054	\$28,155	\$40,664
A	10	2080	40	\$9.74	\$11.32	\$14.73	\$20,259	\$23,546	\$30,638
A	17	2080	40	\$9.19	\$10.37	\$12.43	\$19,119	\$21,564	\$25,852
B	11	2080	40	\$9.64	\$12.28	\$14.87	\$20,051	\$25,542	\$30,930
B	3	2080	40	\$11.04	\$14.88	\$21.44	\$22,963	\$30,950	\$44,595

B	3	2080	40		\$7.25	\$9.07	\$10.88	\$15,080	\$18,866	\$22,630
C	15	2080	40		\$9.75	\$12.75	\$12.75	\$20,280	\$26,520	\$26,520
C	5	2080	40			\$12.50			\$26,000	
C	6	2080	40		\$7.25	\$9.00	\$12.00	\$15,080	\$18,720	\$24,960
C	5	2080	40		\$7.25	\$7.25		\$15,080	\$15,080	
D	2	2080	40		\$8.14	\$9.10	\$11.78	\$16,931	\$18,928	\$24,502
D	3	2080	40			\$9.36			\$19,469	

Solid Waste Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	8	12	40	\$13	\$15	\$20	\$27,712	\$32,861	\$41,409
B: 80k-35k	3	8	40	\$10	\$14	\$19	\$20,745	\$28,829	\$40,428
C: 34k-19k	6	8	40	\$10	\$12	\$16	\$20,062	\$25,955	\$34,216
D: <18k	6	8	37	\$9	\$13	\$15	\$19,448	\$75,184	\$30,794

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$15.17	\$19.37	\$19.37	\$31,554	\$40,290	\$40,290
A	1	2080	40	\$15.10	\$15.47	\$23.53	\$31,402	\$32,184	\$48,951
A	2	2080	40	\$14.47	\$17.30	\$21.93	\$30,098	\$35,984	\$45,614
A	2	2080	40	\$12.40		\$16.19	\$25,792		\$33,675
A	1	2080	40	\$14.00	\$19.00	\$26.00	\$29,000	\$44,000	\$60,000

A	1	2080	40	\$12.10	\$12.46	\$18.30	\$25,168	\$25,917	\$38,064
A	2	2080	40	\$11.73	\$12.26	\$15.87	\$24,405	\$25,510	\$33,005
A	2	2040	40	\$11.67	\$12.57	\$15.23	\$24,275	\$26,140	\$31,674
B	4	2080	40	\$10.82	\$13.94	\$16.66	\$22,506	\$28,995	\$34,653
B	3	2080	40	\$10.04	\$14.38	\$25.96	\$20,883	\$29,910	\$53,997
B	1	2080	40	\$9.06	\$13.26	\$15.69	\$18,845	\$27,581	\$32,635
C	1	2080	40		\$11.55			\$24,024	
C	1	2080	40	\$14.85	\$14.85	\$20.90	\$30,888	\$30,888	\$43,472
C	2	2080	40	\$7.50	\$9.67		\$15,600	\$20,114	
C	2	2080	40		\$16.70			\$34,736	
C	1	2080	40	\$7.25	\$11.00	\$12.00	\$15,080	\$22,880	\$24,960
C	1	2080	40	\$8.98	\$11.10		\$18,678	\$23,088	
D	1	2080	40	\$8.70	\$9.60	\$12.61	\$18,096	\$19,968	\$26,229
D	3	2080	40	\$10.00	\$15.00	\$17.00	\$20,800	\$31,200	\$35,360
D	1	2080	40		\$10.85			\$22,568	
D	1	2080	40		\$10.45			\$21,736	

D	1	2080	40		\$16.16	\$336,131
D	1	1040	20		\$18.75	\$19,500

Sergeant

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	12	95	40	\$17	\$21	\$26	\$35,605	\$47,284	\$54,304
B: 80k-35k	8	43	41	\$14	\$17	\$23	\$30,025	\$36,456	\$50,220
C: 34k-19k	7	21	40	\$13	\$14	\$19	\$26,685	\$28,418	\$40,279
D: <18k	4	4	41	\$14	\$16	\$21	\$28,662	\$33,282	\$42,869

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	27	2080	40	\$18.07	\$24.91	\$28.89	\$37,584	\$60,085	\$60,084
A	4	2080	40	\$18.51	\$25.86	\$25.86	\$38,501	\$53,789	\$53,789
A	15	2080	40	\$21.22	\$26.67	\$32.12	\$44,138	\$55,474	\$66,810
A	6	2080	40	\$18.52	\$22.92	\$28.05	\$38,522	\$47,882	\$58,344
A	11	2080	40	\$14.83		\$22.52	\$30,846		\$46,842

A	6	2080	40	\$17.00	\$24.00	\$34.00	\$33,000	\$51,000	\$70,000
A	7	2080	40	\$13.78	\$15.59	\$20.97	\$28,667	\$32,434	\$43,620
A	6	2080	40	\$17.34	\$21.76	\$26.23	\$36,067	\$45,261	\$54,558
A	3	2184	42	\$14.71	\$17.11	\$22.64	\$32,127	\$37,368	\$49,446
A	3	2080	40	\$14.83	\$23.25	\$20.08	\$30,849	\$48,371	\$41,763
A	4	2080	40	\$19.53	\$24.24	\$32.05	\$40,622	\$50,419	\$66,664
A	3	2080	40	\$17.47	\$8.29	\$19.10	\$36,338	\$38,043	\$39,728
B	5	2080	40	\$16.84	\$19.63	\$37.53	\$35,027	\$40,830	\$78,062
B	15	2236	43	\$15.18	\$18.63	\$23.40	\$33,942	\$41,657	\$52,322
B	6	2080	40		\$17.40			\$36,192	
B	2	2236	43	\$14.71	\$18.83	\$25.96	\$32,892	\$42,104	\$58,047
B	1	2236	43		\$15.93			\$35,619	
B	4	2080	40	\$12.31	\$15.38	\$18.47	\$25,605	\$31,990	\$38,418
B	6	2080	40	\$12.94	\$15.46	\$17.92	\$26,915	\$32,157	\$37,274
B	4	2184	42	\$11.80	\$14.25	\$17.05	\$25,771	\$31,100	\$37,200
C	6	2080	40		\$15.65			\$32,551	

C	3	2080	40	\$18.88		\$28.55	\$39,263		\$59,388
C	5	2184	42	\$12.55	\$15.26	\$17.66	\$27,409	\$33,328	\$38,569
C	1	2080	40	\$12.00	\$12.64		\$24,960	\$26,291	
C	1	2080	40	\$12.84			\$26,715		
C	4	2080	40		\$14.00			\$29,120	
C	1	2080	40	\$7.25	\$10.00	\$11.00	\$15,080	\$20,800	\$22,880
D	1	2080	40	\$13.78	\$18.00	\$20.61	\$28,662	\$37,440	\$42,869
D	1	2236	43		\$14.18			\$31,706	
D	1	2080	40		\$13.55			\$28,184	
D	1	2080	40		\$17.21			\$35,797	

Deputy

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	12	498	40	\$15	\$18	\$23	\$31,094	\$38,562	\$47,147
B: 80k-35k	9	160	41	\$12	\$15	\$21	\$26,492	\$31,561	\$43,988
C: 34k-19k	10	91	41	\$12	\$14	\$18	\$26,374	\$29,064	\$38,453
D: <18k	8	57	41	\$13	\$14	\$17	\$27,482	\$30,086	\$152,683

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	103	2080	40	\$14.11	\$18.52	\$22.56	\$29,352	\$38,524	\$46,932
A	32	2080	40	\$17.50	\$21.62	\$24.45	\$36,400	\$44,970	\$50,856
A	71	2080	40	\$19.70	\$24.79	\$29.87	\$40,976	\$51,553	\$62,130
A	30	2080	40	\$15.96	\$17.06	\$24.20	\$33,197	\$35,256	\$50,336
A	27	2080	40	\$13.62		\$17.26	\$28,330		\$35,901

A	53	2080	40		\$16.00	\$21.00	\$29.00	\$29,000	\$44,000	\$60,000
A	34	2080	40		\$11.88	\$14.49	\$18.08	\$24,719	\$30,118	\$37,613
A	44	2080	40		\$15.02	\$16.86	\$22.72	\$31,242	\$35,069	\$47,258
A	19	2184	42		\$12.85	\$14.86	\$19.78	\$28,064	\$32,454	\$43,200
A	28	2080	40		\$13.24	\$17.23	\$17.93	\$27,535	\$35,835	\$37,292
A	30	2080	40		\$17.67	\$21.94	\$28.98	\$36,754	\$45,635	\$60,278
A	27	2080	40		\$12.25	\$14.79	\$16.33	\$27,560	\$30,763	\$33,966
B	22	2080	40		\$15.59	\$17.07	\$34.58	\$32,427	\$35,506	\$71,926
B	41	2236	43		\$13.56	\$15.23	\$20.90	\$30,320	\$34,054	\$46,732
B	11	2080	40			\$15.00			\$31,200	
B	15	2236	43		\$13.37	\$15.14	\$23.59	\$29,895	\$33,853	\$52,747
B	13	2080	40		\$10.13	\$13.10	\$17.53	\$21,070	\$27,248	\$36,462
B	16	2236	43			\$16.00			\$35,776	
B	13	2080	40		\$11.82	\$14.77	\$17.73	\$24,586	\$30,722	\$36,878
B	19	2080	40		\$11.80	\$14.08	\$16.33	\$24,544	\$29,286	\$33,966
B	10	2184	42		\$10.35	\$12.10	\$13.40	\$22,600	\$26,400	\$29,200

C	6	2080	40		\$12.85			\$26,727	
C	10	2080	40	\$15.88		\$24.02	\$33,046		\$49,986
C	11	2184	42	\$11.80	\$13.66	\$16.60	\$25,771	\$29,833	\$36,254
C	10	2080	40	\$11.54	\$11.80		\$24,003	\$24,544	
C	7	2080	40	\$10.61			\$22,078		
C	7	2080	40		\$12.50			\$26,000	
C	12	2080	40	\$8.00	\$13.00	\$14.00	\$16,640	\$27,040	\$29,120
C	10	2080	40		\$13.16			\$27,373	
C	10	2184	42	\$17.11	\$18.21		\$37,368	\$39,781	
C	8	2236	43	\$11.50	\$13.96		\$25,714	\$31,215	
D	10	2236	43	\$10.84	\$12.79	\$15.69	\$22,547	\$28,598	\$32,635
D	11	2080	40	\$12.40	\$17.75	\$18.71	\$25,792	\$36,920	\$389,617
D	8	2080	40		\$12.23			\$25,438	
D	4	2236	43		\$12.96			\$28,979	
D	8	2236	43	\$12.50	\$14.42		\$26,000	\$30,000	
D	6	2080	40		\$12.78			\$26,582	

D	3	2080	40	\$17.11	\$17.16	\$17.21	\$35,589	\$35,693	\$35,797
D	7	2080	40		\$13.69			\$28,475	

Chief Deputy

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	12	13	37	\$25	\$35	\$38	\$51,745	\$73,007	\$79,821
B: 80k-35k	8	8	41	\$19	\$23	\$32	\$39,845	\$49,713	\$67,029
C: 34k-19k	6	6	41	\$17	\$19	\$26	\$35,664	\$39,613	\$54,905
D: <18k	8	8	38	\$15	\$17	\$22	\$26,138	\$32,440	\$45,718

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40		\$47.74			\$99,291	
A	1	2080	40	\$21.87	\$30.62	\$30.62	\$45,490	\$63,690	\$63,690
A	1	2080	40		\$43.62	\$43.62		\$90,730	\$90,730
A	2	0	0	\$26.15	\$35.46	\$39.65	\$54,392	\$73,237	\$82,472
A	1	2080	40	\$23.35		\$30.46	\$48,568		\$63,357

A	1	2080	40		\$27.00	\$36.00	\$47.00	\$57,000	\$74,000	\$99,000
A	1	2080	40			\$37.23			\$77,430	
A	1	2080	40			\$29.42			\$61,199	
A	1	2080	40			\$21.36			\$44,289	
A	1	2080	40		\$21.39	\$30.25	\$28.94	\$44,472	\$62,921	\$60,199
A	1	2080	40		\$29.11	\$43.51	\$47.74	\$60,549	\$90,501	\$99,299
A	1	2080	40			\$31.63			\$65,790	
B	1	2080	40		\$23.22	\$26.92	\$52.56	\$48,298	\$55,994	\$109,325
B	1	2080	40			\$21.60			\$44,928	
B	1	2236	43		\$19.59	\$21.63	\$34.57	\$43,803	\$48,365	\$77,299
B	1	2080	40		\$13.60	\$25.35	\$23.52	\$28,288	\$52,728	\$48,922
B	1	2236	43			\$23.52			\$52,590	
B	1	2080	40		\$20.26	\$25.32	\$30.39	\$42,141	\$52,666	\$63,211
B	1	2080	40		\$18.77	\$22.42	\$25.97	\$39,042	\$46,634	\$54,018
B	1	2080	40		\$18.03	\$21.06	\$23.75	\$37,500	\$43,800	\$49,400
C	1	2080	40			\$25.44			\$52,918	

C	1	2080	40	\$22.43		\$33.93	\$46,648		\$70,560
C	1	2080	40	\$17.10			\$35,557		
C	1	2080	40		\$16.00			\$33,280	
C	1	2080	40	\$16.00	\$17.00	\$19.00	\$32,500	\$35,360	\$39,250
C	1	2236	43	\$12.50	\$16.50		\$27,950	\$36,894	
D	1	2236	43	\$14.65	\$15.02	\$21.23	\$20,472	\$31,242	\$44,158
D	1	2080	40	\$15.29	\$16.00	\$22.73	\$31,803	\$33,280	\$47,278
D	1	1040	20		\$15.24			\$15,850	
D	1	2080	40		\$18.75			\$39,000	
D	1	2236	43		\$16.75			\$34,840	
D	1	2080	40		\$15.95			\$33,176	
D	1	2080	40		\$17.24			\$35,859	
D	1	2080	40		\$17.44			\$36,275	

Lieutenant

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	10	40	36	\$20	\$25	\$30	\$40,926	\$52,621	\$61,784
B: 80k-35k	7	21	47	\$15	\$19	\$26	\$31,992	\$41,009	\$54,332
C: 34k-19k	6	22	40	\$13	\$13	\$20	\$28,040	\$27,815	\$42,329
D: <18k	3	3	40	\$14	\$17	\$21	\$28,662	\$34,500	\$42,869

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	6	2080	40	\$19.94	\$29.61	\$31.88	\$41,484	\$61,587	\$66,312
A	2	2080	40	\$19.04	\$26.61	\$26.61	\$39,603	\$55,349	\$55,349
A	5	2080	40	\$24.58	\$30.90	\$37.22	\$51,126	\$64,272	\$77,418
A	7	0	0	\$20.44	\$24.69	\$30.98	\$42,515	\$50,814	\$64,438
A	5	2080	40	\$19.47		\$25.10	\$40,498		\$52,208

A	1	2080	40	\$17.00	\$24.00	\$34.00	\$33,000	\$51,000	\$70,000
A	4	2080	40	\$20.06	\$24.78	\$30.34	\$41,725	\$51,542	\$63,107
A	3	2184	42	\$16.84	\$22.17	\$25.92	\$36,779	\$48,419	\$56,609
A	4	2080	40	\$21.58	\$25.18	\$35.39	\$44,886	\$52,374	\$73,611
A	3	2080	40	\$18.10	\$18.38	\$18.65	\$37,648	\$38,230	\$38,792
B	5	2080	40	\$18.59	\$22.80	\$41.65	\$38,667	\$47,424	\$86,632
B	5	2236	43	\$17.00	\$21.41	\$26.22	\$38,012	\$47,873	\$58,628
B	5	2080	40		\$17.90			\$37,232	
B	2	2080	40	\$10.93	\$17.77	\$18.90	\$22,734	\$36,962	\$39,312
B	1	4472	86		\$19.54			\$43,691	
B	1	2080	40	\$13.54	\$16.92	\$20.31	\$28,163	\$35,194	\$42,245
B	2	2080	40	\$15.57	\$18.60	\$21.56	\$32,386	\$38,688	\$44,845
C	14	2080	40	\$20.58		\$31.13	\$42,796		\$64,733
C	3	2080	40	\$13.45	\$16.35	\$18.93	\$27,976	\$34,008	\$39,374
C	1	2080	40	\$12.00	\$12.64		\$24,960	\$26,291	
C	1	2080	40	\$14.13			\$29,386		

C	2	2080	40		\$14.50			\$30,160	
C	1	2080	40	\$7.25	\$10.00	\$11.00	\$15,080	\$20,800	\$22,880
D	1	2080	40	\$13.78	\$18.75	\$20.61	\$28,662	\$39,000	\$42,869
D	1	2080	40		\$14.00			\$29,120	
D	1	2080	40		\$17.01			\$35,381	

Captain

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	9	18	36	\$21	\$27	\$31	\$44,464	\$56,291	\$64,313
B: 80k-35k	6	8	41	\$16	\$20	\$29	\$34,647	\$42,977	\$61,418
C: 34k-19k	4	6	40	\$12	\$16	\$17	\$25,827	\$32,395	\$35,433
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	3	2080	40	\$22.01	\$30.35	\$35.19	\$45,792	\$63,127	\$73,200
A	1	2080	40	\$20.68	\$28.94	\$28.94	\$43,014	\$60,195	\$60,195
A	4	0	0	\$23.70	\$30.17	\$35.92	\$49,296	\$62,255	\$74,714
A	2	2080	40	\$19.70		\$25.71	\$40,976		\$53,477
A	2	2080	40	\$15.21	\$16.79	\$23.15	\$31,643	\$34,928	\$48,148

A	2	2080	40		\$27.71			\$57,643	
A	1	2080	40	\$19.28	\$24.39	\$29.68	\$40,100	\$50,739	\$61,732
A	1	2080	40	\$26.35	\$33.74	\$43.21	\$54,808	\$70,179	\$89,877
A	2	2080	40	\$24.08	\$24.82	\$25.56	\$50,086	\$51,262	\$53,165
B	1	2080	40	\$19.34	\$24.52	\$43.42	\$40,227	\$51,002	\$90,314
B	2	2236	43	\$19.04	\$22.02	\$29.36	\$42,573	\$49,237	\$65,649
B	2	2080	40		\$19.60			\$40,768	
B	1	2080	40	\$12.53	\$15.07	\$21.69	\$26,062	\$31,346	\$45,115
B	1	2236	43		\$21.63			\$48,364	
B	1	2080	40	\$14.29	\$17.86	\$21.44	\$29,723	\$37,149	\$44,595
C	2	2080	40		\$17.43			\$36,249	
C	2	2080	40	\$14.25	\$18.23	\$20.07	\$29,640	\$37,918	\$41,746
C	1	2080	40	\$13.00	\$13.64		\$27,040	\$28,371	
C	1	2080	40	\$10.00	\$13.00	\$14.00	\$20,800	\$27,040	\$29,120

Chief Sheriff's Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	9	10	40	\$16	\$21	\$24	\$33,337	\$43,334	\$50,056
B: 80k-35k	8	9	40	\$14	\$17	\$24	\$29,941	\$36,625	\$51,358
C: 34k-19k	5	5	40	\$11	\$15	\$18	\$22,252	\$30,191	\$36,608
D: <18k	6	6	40	\$11	\$13	\$16	\$23,150	\$26,551	\$34,195

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	2	2080	40	\$14.03	\$19.57	\$19.57	\$29,182	\$40,706	\$40,706
A	1	2080	40	\$18.80	\$23.92	\$23.92	\$39,104	\$49,754	\$49,754
A	1	2080	40	\$17.00	\$22.00	\$29.00	\$35,000	\$46,000	\$61,000
A	1	2080	40		\$32.22			\$67,008	
A	1	2080	40	\$13.01	\$18.55	\$19.68	\$27,061	\$38,584	\$40,934

A	1	2080	40	\$14.71	\$17.89	\$22.64	\$30,592	\$37,220	\$47,095
A	1	2080	40	\$13.24	\$13.24	\$17.93	\$27,535	\$27,535	\$37,292
A	1	2080	40	\$21.58	\$22.95	\$35.39	\$44,886	\$47,736	\$73,611
A	1	2080	40		\$17.05			\$35,464	
B	1	2080	40	\$17.00	\$20.66	\$40.06	\$35,360	\$42,973	\$83,325
B	1	2080	40	\$15.18	\$18.28	\$23.40	\$31,574	\$38,022	\$48,672
B	1	2080	40		\$18.00			\$37,440	
B	1	2236	43	\$12.15	\$17.59	\$21.44	\$27,167	\$39,331	\$47,940
B	1	2080	40	\$11.74	\$17.34	\$20.30	\$24,419	\$36,067	\$42,224
B	1	2080	40		\$15.03			\$31,262	
B	2	1820	35	\$12.08	\$15.10	\$18.12	\$25,126	\$31,408	\$37,690
B	1	2080	40	\$17.31	\$17.55	\$23.22	\$36,000	\$36,500	\$48,300
C	1	2080	40	\$12.50	\$13.13	\$17.60	\$26,000	\$27,310	\$36,608
C	1	2080	40	\$10.61			\$22,078		
C	1	2080	40		\$15.50			\$32,240	
C	1	2080	40		\$15.75			\$32,758	

C	1	2080	40		\$8.98	\$13.68		\$18,678	\$28,454	
D	1	2080	40		\$10.75	\$12.17	\$15.57	\$22,360	\$25,314	\$32,386
D	1	2080	40		\$11.51	\$13.25	\$17.31	\$23,941	\$27,560	\$36,005
D	1	2080	40			\$13.75			\$28,600	
D	1	2080	40			\$9.88			\$20,550	
D	1	2080	40			\$12.48			\$25,958	
D	1	2080	40			\$15.06			\$31,325	

Sheriff's Office Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	11	49	40	\$12	\$14	\$17	\$24,630	\$28,877	\$36,054
B: 80k-35k	8	20	40	\$10	\$12	\$17	\$20,672	\$26,086	\$35,861
C: 34k-19k	10	15	40	\$10	\$11	\$17	\$19,778	\$23,257	\$35,247
D: <18k	7	10	40	\$9	\$11	\$14	\$18,179	\$23,144	\$29,401

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	3	2080	40	\$12.92	\$16.23	\$18.00	\$26,874	\$33,758	\$37,440
A	4	2080	40	\$15.17	\$17.27	\$19.37	\$31,554	\$35,922	\$40,290
A	6	2080	40	\$12.48	\$16.00	\$18.91	\$25,958	\$33,571	\$39,333
A	9	2080	40	\$11.19		\$16.19	\$23,275		\$33,675
A	2	2080	40	\$11.00	\$15.00	\$21.00	\$24,000	\$32,000	\$43,000

A	4	2080	40	\$9.75	\$11.88	\$14.84	\$20,287	\$24,719	\$30,871
A	7	2080	40	\$11.24	\$13.02	\$17.00	\$23,379	\$27,082	\$35,360
A	3	2080	40	\$9.80	\$10.06	\$15.09	\$20,384	\$20,925	\$31,387
A	1	2080	40	\$11.73	\$11.73	\$15.87	\$24,405	\$24,405	\$33,005
A	3	2080	40	\$13.10	\$14.82	\$21.48	\$27,248	\$30,826	\$44,678
A	7	2080	40	\$11.33	\$12.29	\$13.25	\$23,566	\$25,563	\$27,560
B	3	2080	40	\$11.92	\$14.42	\$28.09	\$24,794	\$29,994	\$58,427
B	1	2080	40		\$14.50			\$30,160	
B	3	2236	43	\$10.04	\$12.26	\$17.71	\$22,449	\$27,413	\$39,600
B	4	2080	40	\$8.53	\$10.00	\$14.76	\$17,742	\$20,800	\$30,701
B	1	2080	40		\$13.39			\$27,851	
B	2	2080	40	\$9.77	\$12.21	\$14.66	\$20,322	\$25,397	\$30,493
B	3	2080	40	\$9.82	\$11.38	\$13.58	\$20,426	\$23,670	\$28,246
B	3	2080	40	\$8.80	\$11.25	\$13.35	\$18,300	\$23,400	\$27,700
C	2	2080	40		\$11.09			\$23,063	
C	2	2080	40	\$13.37		\$20.23	\$27,814		\$42,072

C	2	2080	40	\$11.10	\$13.49	\$14.61	\$23,088	\$28,059	\$30,389
C	2	2080	40	\$7.25	\$9.61		\$15,080	\$19,989	
C	1	2080	40	\$9.65			\$20,071		
C	1	2080	40		\$10.75			\$22,360	
C	1	2080	40	\$7.25	\$12.00	\$16.00	\$15,080	\$24,960	\$33,280
C	2	2080	40		\$9.58			\$19,926	
C	1	2080	40		\$10.32			\$21,466	
C	1	2080	40	\$8.43	\$12.61		\$17,534	\$26,229	
D	2	2080	40	\$8.90	\$10.20	\$12.88	\$18,512	\$21,216	\$26,790
D	1	2080	40	\$10.07	\$11.50	\$15.39	\$20,946	\$23,920	\$32,011
D	1	2080	40		\$10.51			\$21,861	
D	2	2080	40	\$7.25	\$7.50		\$15,080	\$15,600	
D	1	2080	40		\$11.32			\$23,545	
D	1	2080	40		\$12.10			\$25,168	
D	2	2080	40		\$14.76			\$30,701	

Chief Dispatcher

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	3	3	40	\$19	\$24	\$28	\$39,111	\$49,878	\$58,004
B: 80k-35k	2	3	40	\$13	\$15	\$23	\$26,239	\$31,678	\$47,767
C: 34k-19k	1	1	40		\$12			\$24,440	
D: <18k	3	3	40	\$9	\$12	\$14	\$18,803	\$17,828	\$29,162

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$18.69	\$23.86	\$23.86	\$38,875	\$49,629	\$49,629
A	1	2080	40	\$16.14	\$20.45	\$24.41	\$33,571	\$42,536	\$50,773
A	1	2080	40	\$21.58	\$27.63	\$35.39	\$44,886	\$57,470	\$73,611
B	2	2080	40	\$13.43	\$16.38	\$29.60	\$27,934	\$34,070	\$61,568
B	1	2080	40	\$11.80	\$14.08	\$16.33	\$24,544	\$29,286	\$33,966

C	1	2080	40		\$11.75			\$24,440	
D	1	2080	40	\$9.04	\$11.75	\$14.02	\$18,803	\$2,440	\$29,162
D	1	2080	40		\$11.54			\$24,003	
D	1	2080	40		\$13.00			\$27,040	

Dispatcher

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	8	80	40	\$13	\$15	\$20	\$26,683	\$31,751	\$42,187
B: 80k-35k	3	27	40	\$11	\$12	\$19	\$22,644	\$25,036	\$39,783
C: 34k-19k	4	14	41	\$8	\$10	\$13	\$17,916	\$20,862	\$28,049
D: <18k	2	2	40		\$11			\$22,329	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	17	2080	40	\$12.79	\$15.20	\$20.44	\$26,592	\$31,619	\$42,513
A	14	2080	40	\$16.81	\$19.14	\$21.46	\$34,965	\$39,801	\$44,637
A	9	2080	40	\$13.77	\$14.98	\$20.86	\$28,642	\$31,013	\$45,614
A	4	2080	40	\$12.00	\$18.00	\$24.00	\$24,000	\$37,000	\$50,000
A	4	2080	40	\$9.75	\$11.88	\$14.84	\$20,287	\$24,719	\$30,871

A	17	2080	40		\$13.01	\$15.36	\$19.68	\$27,061	\$31,949	\$40,934
A	7	2080	40		\$10.49	\$11.46	\$16.14	\$21,819	\$23,837	\$33,571
A	8	2080	40		\$14.47	\$16.38	\$23.73	\$30,098	\$34,070	\$49,358
B	11	2080	40		\$12.89	\$13.52	\$28.33	\$26,811	\$28,122	\$58,926
B	9	2080	40		\$10.82	\$11.90	\$16.66	\$22,506	\$24,752	\$34,653
B	7	2080	40		\$8.95	\$10.69	\$12.39	\$18,616	\$22,235	\$25,771
C	8	2184	42		\$10.80	\$13.00	\$15.21	\$23,587	\$28,392	\$33,219
C	2	2080	40		\$7.25	\$7.72		\$15,080	\$16,058	
C	3	2080	40			\$10.75			\$22,360	
C	1	2080	40		\$7.25	\$8.00	\$11.00	\$15,080	\$16,640	\$22,880
D	1	2080	40			\$10.30			\$21,424	
D	1	2080	40			\$11.17			\$23,233	

Jail Administrator

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	11	11	40	\$22	\$32	\$33	\$45,008	\$67,047	\$69,273
B: 80k-35k	9	9	41	\$17	\$21	\$28	\$35,388	\$43,887	\$58,590
C: 34k-19k	9	10	40	\$13	\$18	\$19	\$29,004	\$36,905	\$43,654
D: <18k	8	8	38	\$11	\$13	\$16	\$22,450	\$25,611	\$33,103

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$29.61	\$57.67	\$47.33	\$61,584	\$119,960	\$98,448
A	1	2080	40	\$20.68	\$28.94	\$28.94	\$43,014	\$60,195	\$60,195
A	1	2080	40	\$27.10	\$41.09	\$41.09	\$56,368	\$85,462	\$85,462
A	1	2080	40	\$18.47		\$24.10	\$38,418		\$50,128
A	1	2080	40	\$18.00	\$25.00	\$33.00	\$36,000	\$51,000	\$69,000

A	1	2080	40		\$38.16			\$79,366	
A	1	2080	40		\$26.44			\$54,990	
A	1	2080	40	\$16.84	\$21.31	\$25.92	\$35,025	\$44,317	\$53,919
A	1	2080	40	\$16.75	\$25.63	\$22.67	\$34,846	\$53,314	\$47,154
A	1	2080	40	\$26.35	\$35.89	\$43.21	\$54,808	\$74,651	\$89,877
A	1	2080	40		\$22.70			\$47,216	
B	1	2080	40	\$17.75	\$21.65	\$41.83	\$36,920	\$45,032	\$87,006
B	1	2236	43	\$19.04	\$25.15	\$29.36	\$42,573	\$56,235	\$65,649
B	1	2080	40		\$20.00			\$41,600	
B	1	2236	43	\$17.81	\$21.17	\$31.42	\$39,823	\$47,336	\$70,255
B	1	2080	40	\$12.53	\$20.77	\$21.69	\$26,062	\$43,202	\$45,115
B	1	2236	43		\$18.83			\$42,103	
B	1	2080	40	\$12.40	\$15.50	\$18.60	\$25,792	\$32,240	\$38,688
B	1	2080	40	\$18.77	\$22.42	\$25.97	\$39,042	\$46,634	\$54,018
B	1	2080	40	\$18.03	\$19.52	\$23.75	\$37,500	\$40,600	\$49,400
C	1	2080	40		\$23.36			\$48,594	

C	1	2080	40	\$15.88		\$24.02	\$39,263		\$59,388
C	1	2080	40	\$14.50	\$17.00	\$20.41	\$30,160	\$35,360	\$42,453
C	1	2080	40	\$13.50	\$13.84		\$28,080	\$28,787	
C	1	2080	40	\$12.84			\$26,715		
C	2	2080	40	\$10.00	\$13.00	\$14.00	\$20,800	\$27,040	\$29,120
C	1	2080	40		\$19.81			\$41,200	
C	1	2184	42		\$21.19			\$44,072	
C	1	2080	40		\$16.00			\$33,280	
D	1	2080	40	\$9.06	\$7.25	\$13.12	\$18,845	\$15,080	\$27,290
D	1	2080	40	\$12.40	\$17.75	\$18.71	\$25,792	\$36,920	\$38,917
D	1	1040	20		\$13.27			\$13,801	
D	1	2080	40		\$13.75			\$28,600	
D	1	2236	43	\$10.92	\$12.00		\$22,714	\$24,960	
D	1	2080	40		\$14.56			\$30,284	
D	1	2080	40		\$12.00			\$24,960	
D	1	2080	40		\$14.56			\$30,285	

Jailor/Corrections Officer

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	12	653	40	\$12	\$15	\$19	\$25,946	\$32,107	\$39,611
B: 80k-35k	9	192	41	\$10	\$11	\$17	\$20,569	\$23,896	\$36,326
C: 34k-19k	10	128	40	\$9	\$10	\$14	\$19,360	\$21,155	\$30,503
D: <18k	7	64	41	\$8	\$10	\$12	\$16,130	\$21,047	\$24,149

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	124	2080	40	\$13.43	\$13.44	\$21.48	\$27,936	\$27,946	\$44,676
A	11	2080	40	\$12.23	\$16.61	\$17.02	\$25,438	\$34,549	\$35,402
A	63	2080	40	\$15.90	\$18.10	\$20.31	\$33,072	\$37,658	\$42,245
A	47	2080	40	\$14.47	\$15.60	\$21.93	\$30,098	\$32,573	\$45,614
A	94	2080	40	\$11.19		\$14.56	\$23,275		\$30,285

A	33	2080	40		\$12.00	\$18.00	\$24.00	\$25,000	\$37,000	\$50,000
A	78	2080	40		\$10.77	\$12.48	\$16.38	\$22,395	\$25,971	\$34,076
A	67	2080	40		\$13.01	\$14.72	\$19.68	\$27,061	\$30,618	\$40,934
A	23	2184	42		\$10.49	\$11.39	\$16.14	\$21,819	\$23,691	\$33,571
A	31	2080	40		\$10.38	\$12.64	\$14.05	\$21,591	\$31,639	\$29,218
A	37	2080	40		\$14.47	\$19.12	\$23.73	\$30,098	\$39,770	\$49,358
A	45	2080	40		\$11.33	\$15.27	\$19.21	\$23,566	\$31,762	\$39,957
B	26	2080	40		\$11.38	\$12.61	\$26.82	\$23,670	\$26,229	\$55,786
B	17	2236	43		\$10.82	\$11.52	\$16.66	\$22,506	\$25,759	\$34,653
B	32	2080	40			\$11.20			\$23,296	
B	23	2236	43		\$11.04	\$11.66	\$21.44	\$24,685	\$26,072	\$47,940
B	20	2080	40		\$9.06	\$10.71	\$16.60	\$18,845	\$22,277	\$34,528
B	24	2236	43			\$13.07			\$29,225	
B	17	2080	40		\$7.53	\$9.41	\$11.30	\$15,662	\$19,573	\$23,504
B	15	2080	40		\$8.95	\$10.69	\$12.39	\$18,616	\$22,235	\$25,771
B	18	2184	42		\$9.20	\$9.35	\$14.70	\$20,000	\$20,400	\$32,100

C	15	2080	40		\$10.48			\$21,798	
C	9	2080	40	\$11.25		\$17.02	\$23,411		\$35,411
C	16	2184	42	\$10.80	\$13.00	\$15.21	\$23,587	\$28,392	\$33,219
C	13	2080	40	\$7.35	\$7.94		\$15,288	\$16,515	
C	1	2080	40	\$9.65			\$20,071		
C	12	2080	40		\$10.75			\$22,360	
C	19	2080	40	\$7.25	\$8.00	\$11.00	\$15,080	\$16,640	\$22,880
C	12	2080	40		\$10.68			\$22,214	
C	11	2184	42		\$9.64			\$21,058	
C	20	2080	40	\$9.00	\$9.74		\$18,720	\$20,259	
D	11	2080	40	\$8.01	\$8.78	\$11.61	\$16,661	\$18,262	\$24,149
D	12	2080	40		\$9.71			\$20,197	
D	4	2236	43		\$10.13			\$22,651	
D	9	2236	43	\$7.50	\$9.16		\$15,600	\$19,053	
D	12	2080	40		\$12.66			\$26,332	
D	5	2080	40		\$9.28			\$19,303	

D	11	2080	40	\$10.35	\$21,528
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Jail Steward

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	3	3	40	\$17	\$21	\$25	\$34,861	\$43,992	\$51,348
B: 80k-35k	2	6	42	\$10	\$12	\$18	\$21,146	\$25,142	\$38,819
C: 34k-19k	1	2	40	\$9	\$11		\$18,720	\$22,173	
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$18.47		\$24.10	\$38,418		\$50,128
A	1	2080	40	\$17.34	\$21.97	\$26.23	\$36,067	\$45,698	\$54,558
A	1	2080	40	\$14.47	\$20.33	\$23.73	\$30,098	\$42,286	\$49,358
B	5	2236	43	\$10.04	\$11.40	\$21.41	\$22,449	\$25,490	\$47,873
B	1	2080	40	\$9.54	\$11.92	\$14.31	\$19,843	\$24,794	\$29,765

C	2	2080	40	\$9.00	\$10.66	\$18,720	\$22,173
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Emergency Management Director

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	11	10	40	\$24	\$30	\$35	\$49,172	\$61,978	\$70,461
B: 80k-35k	9	9	40	\$18	\$23	\$23	\$38,146	\$48,782	\$47,428
C: 34k-19k	9	9	38	\$16	\$18	\$23	\$32,606	\$38,227	\$48,599
D: <18k	8	7	35	\$13	\$16	\$19	\$27,851	\$29,859	\$39,458

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$19.57	\$27.36	\$27.36	\$40,706	\$56,909	\$56,909
A	1	2080	40	\$35.69	\$45.67	\$56.54	\$74,237	\$95,000	\$117,595
A	1	2080	40	\$28.88	\$29.46	\$43.76	\$60,070	\$61,277	\$91,021
A	1	2080	40	\$22.12		\$28.88	\$46,010		\$60,070
A	0	2080	40		\$26.11			\$54,300	

A	1	2080	40		\$23.05			\$47,944	
A	1	2080	40	\$16.84	\$25.92	\$25.92	\$35,025	\$53,919	\$53,919
A	1	2080	40	\$18.93	\$28.96	\$25.62	\$39,370	\$60,241	\$47,154
A	1	1950	38	\$26.35	\$34.80	\$39.10	\$51,383	\$67,860	\$76,245
A	1	2080	40	\$22.39	\$23.06	\$29.22	\$46,577	\$47,975	\$60,773
A	1	2080	40		\$35.75			\$74,360	
B	1	2080	40	\$23.80	\$32.40		\$49,500	\$67,400	
B	1	2080	40	\$24.26	\$24.26	\$24.26	\$52,396	\$52,396	\$52,396
B	1	2080	40		\$21.38			\$44,470	
B	1	2080	40		\$28.85			\$60,000	
B	1	2080	40	\$10.13	\$21.36	\$17.53	\$21,070	\$44,426	\$36,462
B	1	2080	40		\$20.21			\$42,049	
B	1	2080	40	\$17.32	\$21.64	\$25.98	\$36,026	\$45,011	\$54,038
B	1	2080	40	\$15.57	\$18.60	\$21.56	\$32,386	\$38,688	\$44,845
B	1	2080	40	\$18.03	\$21.44	\$23.75	\$37,500	\$44,600	\$49,400
C	1	2080	40	\$17.32		\$26.19	\$36,021		\$54,485

C	1	2080	40	\$14.85	\$17.19	\$20.90	\$30,888	\$35,755	\$43,472
C	1	2080	40	\$13.46	\$19.23		\$28,000	\$40,000	
C	1	2080	40	\$18.80			\$39,000		
C	1	2080	40		\$20.23			\$42,080	
C	1	2080	40	\$14.00	\$20.00	\$23.00	\$29,120	\$41,600	\$47,840
C	1	2080	40		\$20.40			\$42,436	
C	1	1040	20		\$11.88			\$24,719	
C	1	2080	40		\$19.71			\$40,997	
D	1	2080	40	\$14.38	\$24.04	\$19.23	\$29,910	\$50,000	\$40,000
D	1	2080	40	\$12.40	\$11.34	\$18.71	\$25,792	\$23,587	\$38,917
D	1	2080	40		\$21.10			\$43,888	
D	1	2080	40		\$15.14			\$31,500	
D	1	2080	40		\$19.23			\$40,000	
D	1	1248	24		\$2.88			\$3,600	
D	0	2080	40		\$12.96			\$26,960	
D	1	832	15		\$23.24			\$19,336	

Assistant Emergency Management Director

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	8	9	40	\$19	\$23	\$28	\$38,478	\$47,531	\$58,545
B: 80k-35k	5	5	40	\$14	\$17	\$25	\$29,898	\$35,836	\$51,764
C: 34k-19k	1	1	40	\$13			\$26,715		
D: <18k	3	3	20		\$14			\$13,706	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$15.66	\$21.87	\$21.87	\$32,573	\$45,490	\$45,490
A	1	2080	40	\$21.63	\$27.61	\$27.61	\$44,990	\$57,429	\$57,429
A	1	2080	40	\$24.79	\$29.25	\$39.26	\$51,555	\$60,842	\$81,663
A	1	2080	40	\$20.44	\$21.26	\$30.98	\$42,515	\$44,221	\$67,704
A	1	2080	40	\$16.00	\$21.00	\$28.00	\$33,000	\$44,000	\$59,000

A	1	2080	40	\$16.14	\$19.85	\$24.41	\$33,571	\$41,288	\$50,773
A	1	2080	40	\$13.24	\$15.10	\$17.93	\$27,535	\$31,401	\$37,292
A	2	1950	38	\$21.58	\$28.50	\$35.39	\$42,081	\$55,575	\$69,011
B	1	2080	40	\$14.00	\$17.21	\$32.99	\$29,120	\$35,797	\$68,619
B	1	2080	40	\$15.18	\$17.72	\$23.40	\$31,574	\$36,858	\$48,672
B	1	2080	40		\$16.60			\$34,528	
B	1	2080	40		\$20.19			\$42,000	
B	1	2080	40	\$13.94	\$14.43	\$18.27	\$29,000	\$30,000	\$38,000
C	1	2080	40	\$12.84			\$26,715		
D	1	1040	20		\$8.44			\$8,778	
D	1	1248	24		\$10.42			\$13,004	
D	1	832	15		\$23.24			\$19,336	

Emergency Management Secretary

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	6	9	37	\$12	\$13	\$17	\$24,885	\$27,827	\$35,482
B: 80k-35k	4	4	35	\$10	\$11	\$19	\$21,060	\$20,112	\$39,686
C: 34k-19k	4	4	25	\$9	\$10	\$15	\$16,306	\$13,693	\$25,739
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$11.41	\$17.79	\$17.79	\$23,729	\$37,003	\$37,003
A	1	1040	20		\$9.75			\$20,280	
A	1	2080	40	\$10.49	\$10.91	\$16.14	\$21,819	\$22,693	\$33,571
A	4	2080	40	\$9.19	\$10.00	\$12.43	\$19,119	\$20,809	\$25,852
A	1	2080	40	\$16.77	\$16.77	\$21.88	\$34,874	\$34,874	\$45,503

A	1	2080	40		\$15.05			\$31,304	
B	1	2080	40	\$10.43	\$12.21	\$24.58	\$21,694	\$25,397	\$51,126
B	1	2080	40		\$10.80			\$22,464	
B	1	864	18		\$9.50			\$8,208	
B	1	2080	40	\$9.82	\$11.72	\$13.58	\$20,426	\$24,378	\$28,246
C	1	1040	19	\$12.26		\$18.55	\$25,518		\$28,598
C	1	1040	20	\$8.00	\$8.00		\$8,320	\$8,320	
C	1	1040	20		\$11.50			\$11,960	
C	1	2080	40	\$7.25	\$10.00	\$11.00	\$15,080	\$20,800	\$22,880

EMA Planner

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	9	15	40	\$16	\$19	\$23	\$32,893	\$39,780	\$47,955
B: 80k-35k	2	2	40	\$11	\$13	\$21	\$22,381	\$28,070	\$44,190
C: 34k-19k	1	2	15		\$9			\$6,630	
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$18.51	\$25.86	\$25.86	\$38,501	\$53,789	\$53,789
A	1	2080	40	\$17.21	\$19.07	\$27.26	\$35,797	\$39,674	\$56,709
A	3	2080	40	\$17.63	\$18.95	\$26.71	\$36,670	\$39,666	\$55,557
A	3	2080	40	\$16.05		\$20.94	\$33,384		\$43,555
A	1	2080	40	\$16.00	\$21.00	\$28.00	\$33,000	\$44,000	\$59,000

A	1	2080	40		\$15.02	\$22.72	\$22.72	\$31,242	\$47,258	\$47,258
A	1	2080	40		\$13.75	\$14.87	\$21.16	\$28,600	\$30,930	\$44,013
A	1	2080	40		\$13.24	\$14.45	\$17.93	\$27,535	\$30,060	\$37,292
A	3	2080	40		\$15.05	\$15.80	\$16.55	\$31,304	\$32,864	\$34,424
B	1	2080	40		\$11.92	\$14.99	\$28.09	\$24,794	\$31,179	\$58,427
B	1	2080	40		\$9.60	\$12.00	\$14.40	\$19,968	\$24,960	\$29,952
C	2	780	15			\$8.50			\$6,630	

911 Director

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	2	2	40	\$25	\$33	\$33	\$51,636	\$68,390	\$68,390
B: 80k-35k	3	3	40	\$13	\$20	\$20	\$27,934	\$42,492	\$41,912
C: 34k-19k	1	1	40	\$13			\$26,715		
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$19.57	\$27.36	\$27.36	\$40,706	\$56,909	\$56,909
A	1	2080	40	\$30.08	\$38.40	\$38.40	\$62,566	\$79,872	\$79,872
B	1	2080	40		\$21.65			\$45,032	
B	1	2080	40	\$13.43	\$16.78	\$20.15	\$27,934	\$34,902	\$41,912
B	1	2080	40		\$22.86			\$47,542	

911 Adresser/Mapper

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	1	2	40	\$16	\$20	\$23	\$33,717	\$42,224	\$47,861
B: 80k-35k	1	1	40		\$16			\$33,405	
C: 34k-19k	0								
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	2	2080	40	\$16.21	\$20.30	\$23.01	\$33,717	\$42,224	\$47,861
B	1	2080	40		\$16.06			\$33,405	

911 Dispatcher

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	1	17	40	\$13	\$15	\$18	\$26,874	\$31,429	\$37,440
B: 80k-35k	2	35	38	\$8	\$11	\$16	\$16,827	\$24,211	\$31,346
C: 34k-19k	1	8	40	\$11			\$22,078		
D: <18k	1	6	40	\$9	\$12	\$14	\$18,803	\$23,920	\$29,162

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	17	2080	40	\$12.92	\$15.11	\$18.00	\$26,874	\$31,429	\$37,440
B	19	1872	36		\$12.39	\$20.00		\$27,393	\$37,440
B	16	2080	40	\$8.09	\$10.11	\$12.14	\$16,827	\$21,029	\$25,251
C	8	2080	40	\$10.61			\$22,078		
D	6	2080	40	\$9.04	\$11.50	\$14.02	\$18,803	\$23,920	\$29,162

Chief Tax Assessor Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	5	5	40	\$18	\$23	\$27	\$36,324	\$47,310	\$55,889
B: 80k-35k	5	5	39	\$13	\$18	\$24	\$27,608	\$36,485	\$51,224
C: 34k-19k	1	2	40	\$7	\$13	\$16	\$15,080	\$27,040	\$33,280
D: <18k	2	2	40		\$13			\$27,924	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$21.96	\$26.03	\$28.06	\$45,677	\$54,142	\$58,365
A	1	2080	40	\$17.21	\$26.38	\$27.26	\$35,797	\$54,863	\$56,709
A	1	2080	40	\$16.00	\$22.00	\$29.00	\$35,000	\$46,000	\$61,000
A	1	2080	40	\$13.01	\$16.48	\$19.68	\$27,061	\$34,278	\$40,934
A	1	1950	38	\$19.53	\$24.24	\$32.02	\$38,084	\$47,268	\$62,439

B	1	2080	40		\$14.00	\$20.76	\$32.99	\$29,120	\$43,181	\$68,619
B	1	2080	40		\$14.71	\$16.29	\$25.96	\$32,892	\$33,883	\$58,047
B	1	2080	40		\$11.74	\$18.21	\$20.30	\$24,419	\$37,877	\$42,224
B	1	1820	35			\$20.60			\$37,492	
B	1	2080	40		\$11.54	\$14.42	\$17.31	\$24,003	\$29,994	\$36,005
C	2	2080	40		\$7.25	\$13.00	\$16.00	\$15,080	\$27,040	\$33,280
D	1	2080	40			\$14.35			\$29,848	
D	1	2080	40			\$12.50			\$26,000	

Tax Assessor Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	4	14	40	\$19	\$23	\$27	\$38,569	\$47,274	\$54,659
B: 80k-35k	5	13	39	\$12	\$14	\$21	\$24,107	\$28,815	\$42,792
C: 34k-19k	0								
D: <18k	2	2	40		\$9			\$19,666	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	8	2080	40	\$15.17	\$17.27	\$19.37	\$31,554	\$35,922	\$40,290
A	4	2080	40	\$12.53	\$13.87	\$19.55	\$26,054	\$28,851	\$40,664
A	1	1950	38	\$17.67	\$23.34	\$28.98	\$34,457	\$45,513	\$56,511
A	1	2080	40	\$29.91	\$37.89	\$39.03	\$62,212	\$78,808	\$81,173
B	4	2080	40	\$10.43	\$12.91	\$24.58	\$21,694	\$26,853	\$51,126

B	3	2080	40		\$15.18	\$16.15	\$23.40	\$31,574	\$33,592	\$48,672
B	3	2080	40			\$14.40			\$29,952	
B	2	3640	35			\$16.42			\$29,884	
B	1	2080	40		\$9.16	\$11.44	\$13.74	\$19,053	\$23,795	\$28,579
D	1	2080	40			\$9.91			\$20,613	
D	1	2080	40			\$9.00			\$18,720	

Chief Tax Collector Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	5	6	40	\$17	\$22	\$26	\$36,183	\$45,043	\$54,523
B: 80k-35k	4	5	39	\$14	\$18	\$27	\$29,323	\$37,274	\$55,647
C: 34k-19k	0								
D: <18k	2	2	40		\$12			\$24,055	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$21.96	\$26.03	\$28.06	\$45,677	\$54,142	\$58,365
A	1	2080	40	\$20.65	\$30.60	\$32.72	\$42,960	\$63,641	\$68,051
A	1	2080	40	\$16.00	\$22.00	\$29.00	\$35,000	\$46,000	\$61,000
A	1	1950	38	\$15.99	\$15.99	\$26.23	\$31,181	\$31,181	\$51,149
A	2	2080	40	\$12.55	\$14.55	\$16.37	\$26,097	\$30,254	\$34,051

B	1	2080	40		\$14.00	\$20.10	\$32.99	\$29,120	\$41,808	\$68,619
B	2	2080	40		\$14.71	\$20.66	\$28.55	\$32,892	\$42,973	\$59,384
B	1	1820	35			\$17.51			\$31,868	
B	1	2080	40		\$12.48	\$15.60	\$18.72	\$25,958	\$32,448	\$38,938
D	1	2080	40			\$12.15			\$25,272	
D	1	2080	40			\$10.98			\$22,838	

Tax Collection Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	4	10	40	\$17	\$18	\$24	\$33,972	\$36,759	\$48,138
B: 80k-35k	5	9	39	\$10	\$12	\$19	\$20,665	\$32,229	\$45,850
C: 34k-19k	1	1	40	\$7	\$11	\$16	\$15,080	\$22,880	\$33,280
D: <18k	3	3	40		\$9			\$19,337	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	2	2080	40	\$15.17	\$17.98	\$19.37	\$31,554	\$37,399	\$40,290
A	3	2080	40	\$12.53	\$13.18	\$19.55	\$26,054	\$27,408	\$40,664
A	4	1950	38	\$14.47	\$14.93	\$23.73	\$28,217	\$29,114	\$46,274
A	1	2080	40	\$24.07	\$25.54	\$31.41	\$50,065	\$53,114	\$65,323
B	2	2080	40	\$10.43	\$13.07	\$32.99	\$21,694	\$27,186	\$68,619

B	2	2080	40	\$10.82	\$12.49	\$16.66	\$22,506	\$25,979	\$34,653
B	1	2080	40	\$10.71	\$14.71	\$17.71	\$22,277	\$32,892	\$36,837
B	2	3640	35		\$12.33	\$17.82		\$54,873	\$64,865
B	2	2080	40	\$7.78	\$9.72	\$11.67	\$16,182	\$20,218	\$24,274
C	1	2080	40	\$7.25	\$11.00	\$16.00	\$15,080	\$22,880	\$33,280
D	1	2080	40		\$8.94			\$18,595	
D	1	2080	40		\$9.57			\$19,906	
D	1	2080	40		\$9.38			\$19,510	

Chief Revenue Commission Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	10	12	40	\$23	\$26	\$34	\$46,634	\$53,894	\$70,292
B: 80k-35k	5	5	40	\$16	\$19	\$24	\$33,260	\$39,457	\$50,628
C: 34k-19k	7	8	40	\$13	\$14	\$24	\$26,739	\$29,909	\$48,979
D: <18k	6	6	40	\$12	\$14	\$18	\$24,814	\$29,089	\$36,743

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$29.61	\$33.50	\$47.33	\$61,584	\$69,680	\$98,448
A	2	2080	40	\$15.66	\$21.87	\$21.87	\$32,573	\$45,490	\$45,490
A	0	2080	40	\$35.69	\$46.11	\$56.54	\$74,237	\$95,918	\$117,594
A	1	2080	40	\$20.44	\$22.12	\$30.98	\$42,515	\$46,010	\$64,438
A	1	2080	40	\$20.92		\$27.45	\$43,514		\$57,096

A	2	2080	40		\$22.60			\$47,000	
A	1	2080	40	\$20.06	\$22.58	\$30.34	\$41,725	\$46,966	\$63,107
A	1	2080	40	\$16.75	\$18.30	\$22.67	\$34,846	\$38,055	\$47,154
A	1	1950	38	\$21.58	\$25.97	\$35.39	\$42,081	\$50,642	\$69,011
A	2	2080	40		\$21.77			\$45,282	
B	1	2080	40	\$19.04	\$20.90	\$29.36	\$39,603	\$43,472	\$61,069
B	1	2080	40		\$16.40			\$34,112	
B	1	2080	40	\$14.71	\$22.94	\$28.55	\$32,892	\$47,715	\$59,384
B	1	2080	40	\$11.80	\$14.08	\$16.23	\$24,544	\$29,286	\$33,758
B	1	2080	40	\$17.31	\$20.53	\$23.22	\$36,000	\$42,700	\$48,300
C	1	2080	40	\$17.32		\$26.19	\$36,021		\$54,485
C	1	2080	40	\$14.85	\$20.90	\$20.90	\$30,888	\$43,472	\$43,472
C	2	2080	40	\$9.00	\$11.61		\$18,720	\$24,149	
C	1	2080	40	\$14.13			\$29,386		
C	1	2080	40		\$15.50			\$32,240	
C	1	2080	40		\$11.29			\$23,478	

C	1	2080	40	\$8.98	\$12.60		\$18,678	\$26,208	
D	1	2080	40	\$11.46	\$12.04	\$16.62	\$23,837	\$25,043	\$34,570
D	1	2080	40	\$12.40	\$16.33	\$18.71	\$25,792	\$33,966	\$38,917
D	1	2080	40		\$15.89			\$33,051	
D	1	2080	40		\$12.15			\$25,272	
D	1	2080	40		\$15.39			\$32,011	
D	1	2080	40		\$12.11			\$25,189	

Clerk (Revenue Commission)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	9	72	40	\$11	\$18	\$16	\$22,673	\$35,858	\$32,869
B: 80k-35k	6	28	40	\$9	\$11	\$15	\$19,106	\$22,600	\$31,282
C: 34k-19k	7	21	39	\$9	\$10	\$14	\$18,487	\$20,617	\$29,463
D: <18k	4	9	40	\$9	\$11	\$14	\$19,545	\$23,060	\$28,655

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40		\$42.70			\$88,804	
A	6	2080	40	\$12.92	\$19.39	\$19.04	\$26,874	\$36,171	\$39,603
A	15	2080	40	\$12.48	\$13.07	\$18.91	\$25,958	\$27,019	\$39,333
A	3	2080	40	\$9.97		\$13.01	\$20,738		\$27,061
A	17	2080	40	\$9.75	\$11.88	\$14.84	\$20,288	\$24,719	\$30,871

A	4	2080	40	\$10.45	\$13.81	\$15.81	\$21,736	\$28,725	\$32,885
A	3	2080	40	\$9.80	\$11.77	\$15.09	\$20,384	\$24,482	\$31,387
A	4	2080	40	\$10.50	\$13.96	\$14.21	\$21,841	\$29,032	\$29,553
A	19	2080	40	\$11.33	\$13.42	\$15.51	\$23,566	\$27,914	\$32,261
B	10	2080	40	\$8.61	\$11.42	\$13.29	\$17,909	\$23,754	\$27,643
B	3	2080	40		\$11.60			\$24,128	
B	6	2080	40	\$11.04	\$12.79	\$21.44	\$22,963	\$26,603	\$44,595
B	4	2080	40	\$8.53	\$9.03	\$14.76	\$17,742	\$18,782	\$30,701
B	2	2080	40	\$8.95	\$10.69	\$12.39	\$18,616	\$22,235	\$25,771
B	3	2080	40	\$8.80	\$9.70	\$13.35	\$18,300	\$20,100	\$27,700
C	2	2080	40	\$9.48		\$14.33	\$19,704		\$29,805
C	2	2080	40	\$10.00	\$12.00	\$14.00	\$20,800	\$24,960	\$29,120
C	6	1976	38	\$7.25	\$8.67		\$14,326	\$17,132	
C	3	2080	40	\$9.65			\$20,071		
C	2	1664	32		\$11.33			\$18,853	
C	5	2080	40		\$10.66			\$22,172	

C	1	2080	40	\$8.43	\$9.60		\$17,534	\$19,968	
D	2	2080	40	\$9.12	\$9.47	\$13.20	\$18,970	\$19,698	\$27,456
D	3	2080	40	\$10.07	\$14.00	\$15.39	\$20,946	\$29,120	\$32,011
D	2	2080	40		\$9.79			\$20,363	
D	2	2080	40	\$9.00		\$12.74	\$18,720		\$26,499

Chief License Commission Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	7	7	40	\$20	\$24	\$30	\$41,152	\$49,449	\$60,971
B: 80k-35k	1	1	40	\$12	\$15	\$18	\$25,605	\$31,990	\$38,418
C: 34k-19k	2	2	40	\$11	\$13	\$16	\$22,233	\$27,040	\$33,280
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$22.02	\$27.50	\$35.19	\$45,792	\$57,190	\$73,200
A	1	2080	40	\$21.96	\$28.06	\$28.06	\$45,679	\$58,365	\$58,365
A	1	2080	40	\$20.92		\$27.45	\$43,514		\$57,096
A	1	2080	40	\$17.00	\$22.00	\$29.00	\$35,000	\$46,000	\$61,000
A	1	2080	40	\$16.75	\$20.31	\$22.67	\$34,846	\$42,236	\$47,154

A	1	1950	38		\$21.58	\$24.42	\$35.39	\$42,081	\$47,619	\$69,011
A	1	2080	40			\$21.77			\$45,282	
B	1	2080	40		\$12.31	\$15.38	\$18.47	\$25,605	\$31,990	\$38,418
C	1	2080	40		\$14.13			\$29,386		
C	1	2080	40		\$7.25	\$13.00	\$16.00	\$15,080	\$27,040	\$33,280

Clerk (License Commission)

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	6	61	40	\$13	\$21	\$20	\$25,686	\$44,597	\$42,149
B: 80k-35k	2	6	40	\$10	\$13	\$17	\$21,767	\$27,248	\$35,256
C: 34k-19k	1	1	40	\$10			\$20,071		
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40		\$40.93			\$85,136	
A	16	2080	40	\$15.17	\$17.27	\$19.37	\$31,554	\$35,922	\$40,290
A	16	2080	40	\$9.97		\$19.34	\$20,738		\$40,227
A	1	2080	40	\$17.00	\$22.00	\$29.00	\$35,000	\$46,000	\$61,000
A	14	2080	40	\$11.14	\$13.09	\$15.08	\$21,629	\$27,222	\$31,352

A	13	2080	40		\$9.38	\$13.80	\$18.21	\$19,510	\$28,704	\$37,877
B	1	2080	40		\$10.93	\$13.70	\$18.90	\$22,734	\$28,496	\$39,312
B	5	2080	40		\$10.00	\$12.50	\$15.00	\$20,800	\$26,000	\$31,200
C	1	2080	40		\$9.65			\$20,071		

Chief Appraiser

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	12	12	40	\$25	\$30	\$37	\$51,902	\$62,475	\$75,729
B: 80k-35k	6	6	40	\$20	\$27	\$35	\$40,769	\$56,934	\$73,691
C: 34k-19k	6	6	40	\$24	\$20	\$37	\$50,846	\$40,574	\$76,910
D: <18k	6	6	37	\$15	\$20	\$18	\$31,699	\$36,883	\$36,525

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$26.82	\$26.82	\$42.88	\$55,788	\$55,795	\$89,196
A	1	2080	40	\$27.74	\$35.42	\$35.42	\$57,699	\$73,674	\$73,674
A	1	2080	40	\$35.69	\$47.48	\$56.54	\$74,237	\$98,753	\$117,595
A	1	2080	40	\$28.88	\$28.88	\$43.76	\$60,070	\$60,070	\$91,021
A	1	2080	40	\$29.43		\$38.41	\$61,214		\$79,893

A	1	2080	40		\$24.25			\$50,430	
A	1	2080	40	\$20.06	\$26.17	\$30.34	\$41,725	\$54,434	\$63,107
A	1	2080	40	\$18.02	\$27.74	\$27.74	\$37,476	\$57,693	\$57,693
A	1	2080	40	\$16.75	\$25.48	\$22.67	\$34,846	\$53,007	\$47,154
A	1	1950	38	\$19.53	\$23.34	\$32.02	\$38,084	\$45,513	\$62,439
A	1	2080	40	\$27.83	\$36.31	\$36.31	\$57,882	\$75,523	\$75,523
A	1	2080	40		\$29.97			\$62,338	
B	1	2080	40	\$26.50	\$34.05	\$62.45	\$55,120	\$70,824	\$129,896
B	1	2080	40	\$17.00	\$21.11	\$26.22	\$35,360	\$43,909	\$54,538
B	1	2080	40		\$23.88			\$49,670	
B	1	2080	40	\$21.56	\$32.80	\$38.04	\$44,845	\$68,224	\$79,123
B	1	2080	40	\$15.73	\$23.50	\$27.21	\$32,718	\$48,876	\$56,597
B	1	2080	40	\$17.25	\$28.90	\$23.25	\$35,800	\$60,100	\$48,300
C	1	2080	40		\$29.27			\$60,890	
C	1	2080	40	\$24.44		\$36.97	\$50,846		\$76,910
C	1	2080	40		\$22.85			\$47,528	

C	1	2080	40		\$17.50			\$36,400	
C	1	2080	40		\$14.29			\$29,723	
C	1	2080	40		\$13.62			\$28,330	
D	1	2080	40	\$15.19	\$19.93	\$22.00	\$31,595	\$41,454	\$45,760
D	1	2080	40	\$15.29	\$19.09	\$22.73	\$31,803	\$39,707	\$47,278
D	1	1040	20		\$26.78			\$27,851	
D	1	2080	40		\$17.71			\$36,837	
D	1	2080	40			\$7.95			\$16,538
D	1	2080	40		\$18.54			\$38,563	

Real Property Appraiser III

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	10	22	40	\$18	\$22	\$26	\$37,122	\$46,205	\$53,252
B: 80k-35k	3	4	40	\$17	\$22	\$27	\$35,360	\$46,689	\$56,743
C: 34k-19k	4	4	38	\$14	\$16	\$24	\$28,197	\$29,415	\$49,007
D: <18k	2	2	40		\$15			\$32,219	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	3	2080	40	\$25.10	\$32.06	\$32.06	\$52,208	\$66,685	\$66,685
A	6	2080	40	\$20.02	\$22.57	\$31.22	\$41,637	\$46,952	\$64,936
A	1	2080	40	\$17.63	\$21.92	\$26.71	\$36,670	\$45,594	\$55,557
A	1	2080	40	\$19.70		\$25.71	\$40,976		\$53,477
A	1	2080	40	\$13.12	\$15.21	\$19.96	\$27,285	\$31,643	\$41,518

A	1	2080	40	\$15.02	\$20.79	\$22.72	\$31,242	\$43,243	\$47,258
A	1	2080	40	\$13.75	\$14.87	\$21.16	\$28,600	\$30,930	\$44,013
A	1	2080	40	\$16.75	\$25.48	\$22.67	\$34,846	\$53,007	\$47,154
A	4	1950	38	\$15.99	\$20.48	\$26.23	\$31,181	\$39,936	\$51,149
A	3	2080	40	\$22.39	\$27.82	\$29.22	\$46,577	\$57,857	\$60,773
B	1	2080	40	\$15.18	\$17.72	\$23.40	\$31,574	\$36,858	\$48,672
B	1	2080	40	\$17.81	\$27.10	\$31.42	\$37,045	\$56,388	\$65,354
B	2	2080	40	\$18.01	\$22.51	\$27.02	\$37,461	\$46,821	\$56,202
C	1	2080	40	\$20.58		\$31.13	\$42,796		\$64,733
C	1	2080	40	\$12.84			\$26,715		
C	1	2080	40	\$7.25	\$13.00	\$16.00	\$15,080	\$27,040	\$33,280
C	1	1664	32		\$19.10			\$31,789	
D	1	2080	40		\$13.00			\$27,040	
D	1	2080	40		\$17.98			\$37,398	

Real Property Appraiser II

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	11	31	40	\$18	\$22	\$24	\$36,433	\$45,175	\$50,426
B: 80k-35k	2	4	40	\$14	\$16	\$26	\$28,132	\$32,999	\$54,361
C: 34k-19k	4	6	40	\$10	\$15	\$16	\$21,303	\$32,125	\$33,904
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	10	2080	40	\$18.98	\$18.98	\$30.35	\$39,480	\$39,487	\$63,120
A	1	2080	40	\$21.27	\$29.77	\$29.77	\$44,242	\$61,922	\$61,922
A	3	2080	40	\$21.63	\$27.61	\$27.61	\$44,990	\$57,429	\$57,429
A	1	2080	40	\$18.21	\$20.61	\$28.41	\$37,885	\$42,875	\$59,093
A	1	2080	40	\$15.96	\$17.63	\$24.20	\$33,197	\$36,670	\$50,336

A	3	2080	40	\$16.05		\$20.94	\$33,384		\$43,555
A	2	2080	40	\$11.88	\$13.78	\$18.08	\$24,719	\$28,667	\$37,613
A	0	2080	40	\$12.85		\$19.78	\$26,728		\$41,142
A	2	2080	40	\$13.24	\$20.86	\$17.93	\$27,535	\$43,391	\$37,292
A	6	2080	40	\$20.83	\$24.12	\$27.18	\$43,324	\$50,169	\$56,528
A	2	2080	40	\$21.77	\$22.10	\$22.43	\$45,282	\$45,968	\$46,654
B	1	2080	40	\$15.25	\$17.65	\$35.94	\$31,720	\$36,712	\$74,755
B	3	2080	40	\$11.80	\$14.08	\$16.33	\$24,544	\$29,286	\$33,966
C	2	2080	40		\$17.73			\$36,888	
C	1	2080	40	\$11.80	\$16.60	\$16.60	\$24,544	\$34,528	\$34,528
C	1	2080	40	\$11.68			\$24,286		
C	2	2080	40	\$7.25	\$12.00	\$16.00	\$15,080	\$24,960	\$33,280

Real Property Appraiser I

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	10	31	40	\$16	\$17	\$22	\$32,612	\$34,628	\$46,086
B: 80k-35k	2	4	38	\$14	\$15	\$26	\$29,120	\$45,256	\$67,270
C: 34k-19k	3	3	40	\$11	\$15	\$15	\$22,011	\$30,805	\$30,867
D: <18k	4	4	40	\$10	\$14	\$15	\$21,060	\$28,907	\$31,481

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	7	2080	40	\$17.20	\$17.20	\$27.49	\$35,772	\$35,774	\$57,180
A	4	2080	40	\$17.50	\$23.12	\$24.45	\$36,400	\$48,090	\$50,856
A	4	2080	40	\$19.39	\$22.09	\$24.79	\$40,331	\$45,947	\$51,563
A	5	2080	40	\$16.59	\$18.23	\$25.85	\$34,509	\$37,918	\$53,774
A	1	2080	40	\$15.20	\$15.51	\$23.03	\$31,616	\$30,680	\$47,902

A	2	2080	40	\$11.31	\$11.88	\$17.21	\$23,528	\$24,718	\$35,800
A	1	2080	40	\$13.01	\$14.23	\$19.68	\$27,061	\$29,598	\$40,934
A	4	2080	40	\$12.01	\$16.34	\$18.48	\$24,981	\$33,987	\$38,438
A	0	2080	40	\$18.03		\$23.52	\$37,496		\$48,954
A	3	2080	40	\$16.55	\$16.80	\$17.05	\$34,424	\$24,944	\$35,464
B	2	2080	40	\$14.00	\$14.29	\$32.99	\$29,120	\$29,723	\$68,619
B	2	3640	35		\$15.29	\$18.11		\$60,788	\$65,920
C	1	2080	40	\$10.55	\$12.21	\$14.84	\$21,944	\$25,397	\$30,867
C	1	2080	40		\$17.41			\$36,213	
C	1	2080	40	\$10.61			\$22,078		
D	1	2080	40	\$11.21	\$17.51	\$16.25	\$23,317	\$36,421	\$33,800
D	1	2080	40	\$9.04	\$11.03	\$14.02	\$18,803	\$22,942	\$29,162
D	1	2080	40		\$10.20			\$21,216	
D	1	2080	40		\$16.85			\$35,048	

Personal Property Appraiser III

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	6	5	40	\$17	\$18	\$25	\$34,855	\$37,055	\$50,784
B: 80k-35k	3	3	40	\$15	\$20	\$22	\$30,529	\$42,430	\$46,593
C: 34k-19k	1	1	40		\$20			\$41,998	
D: <18k	1	1	40		\$15			\$30,160	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$16.59	\$22.28	\$25.85	\$34,509	\$46,351	\$53,774
A	2	2080	40	\$19.70		\$25.71	\$40,976		\$53,477
A	1	2080	40	\$13.12	\$15.21	\$19.96	\$27,285	\$31,643	\$41,518
A	0	2080	40	\$13.75		\$21.16	\$28,600		\$44,012
A	1	1950	38	\$15.99	\$17.01	\$26.23	\$31,181	\$33,170	\$51,149

A	0	2080	40	\$22.39		\$29.22	\$46,577		\$60,773
B	1	2080	40	\$14.81	\$22.10	\$25.96	\$30,805	\$45,968	\$53,997
B	1	2080	40	\$12.01	\$15.01	\$18.02	\$24,981	\$31,221	\$37,482
B	1	2080	40	\$17.25	\$24.10	\$23.25	\$35,800	\$50,100	\$48,300
C	1	2080	40		\$20.19			\$41,998	
D	1	2080	40		\$14.50			\$30,160	

Personal Property Appraiser II

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	7	7	40	\$14	\$17	\$20	\$29,993	\$34,671	\$42,277
B: 80k-35k	4	6	40	\$14	\$17	\$24	\$28,756	\$35,447	\$49,208
C: 34k-19k	0								
D: <18k	2	2	40		\$13			\$26,749	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$15.96	\$20.25	\$24.20	\$33,197	\$42,120	\$50,336
A	1	2080	40	\$16.05		\$20.94	\$33,384		\$43,555
A	1	2080	40	\$10.45	\$12.42	\$15.81	\$21,736	\$25,834	\$32,885
A	1	2080	40	\$12.85	\$15.03	\$19.78	\$26,728	\$31,262	\$41,142
A	2	2080	40	\$10.38	\$14.40	\$14.05	\$21,591	\$29,940	\$29,218

A	0	2080	40	\$20.83		\$27.18	\$43,324		\$56,528
A	1	2080	40		\$21.25			\$44,200	
B	1	2080	40	\$15.25	\$17.65	\$35.94	\$31,720	\$36,712	\$74,755
B	1	2080	40	\$17.00	\$19.45	\$26.22	\$35,360	\$40,456	\$54,538
B	2	2080	40	\$10.79	\$12.87	\$14.92	\$22,443	\$26,769	\$31,034
B	2	2080	40	\$12.30	\$18.20	\$17.55	\$25,500	\$37,850	\$36,504
D	1	2080	40		\$12.54			\$26,083	
D	1	2080	40		\$13.18			\$27,414	

Personal Property Appraiser I

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	5	8	40	\$14	\$17	\$20	\$29,813	\$35,837	\$41,935
B: 80k-35k	3	4	38	\$14	\$15	\$23	\$28,662	\$40,057	\$56,583
C: 34k-19k	5	5	38	\$12	\$11	\$18	\$24,879	\$22,045	\$36,470
D: <18k	4	5	40	\$13	\$12	\$20	\$27,768	\$25,553	\$40,882

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	2	2080	40	\$14.03	\$19.57	\$19.57	\$29,182	\$40,706	\$40,706
A	1	2080	40	\$15.20	\$15.81	\$23.03	\$31,616	\$32,885	\$47,902
A	1	2080	40	\$12.40		\$16.19	\$25,792		\$33,675
A	2	2080	40	\$12.01	\$15.24	\$18.48	\$24,981	\$31,699	\$38,438
A	2	2080	40	\$18.03	\$18.30	\$23.52	\$37,496	\$38,058	\$48,954

B	1	2080	40	\$14.00	\$16.15	\$32.99	\$29,120	\$33,592	\$68,619
B	1	2080	40	\$13.56	\$16.32	\$20.90	\$28,205	\$33,946	\$43,472
B	2	3640	35		\$13.08	\$15.84		\$52,634	\$57,658
C	1	2080	40		\$10.00			\$20,800	
C	1	2080	40	\$13.37		\$20.23	\$27,814		\$42,072
C	1	2080	40	\$10.55	\$12.21	\$14.84	\$21,944	\$25,397	\$30,867
C	1	1664	32		\$13.23			\$22,015	
C	1	2080	40		\$9.60			\$19,968	
D	1	2080	40	\$15.19	\$15.19	\$22.00	\$31,595	\$31,595	\$45,760
D	2	2080	40	\$11.51	\$11.93	\$17.31	\$23,941	\$24,814	\$36,005
D	1	2080	40		\$9.91			\$20,613	
D	1	2080	40		\$12.11			\$25,189	

Chief Mapper

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	8	8	40	\$23	\$29	\$33	\$47,866	\$59,747	\$69,347
B: 80k-35k	6	6	39	\$16	\$23	\$29	\$33,986	\$46,605	\$60,240
C: 34k-19k	5	5	40	\$14	\$17	\$22	\$30,122	\$34,597	\$45,963
D: <18k	2	2	40		\$14			\$29,995	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$26.82	\$28.89	\$42.88	\$55,788	\$60,085	\$89,196
A	1	2080	40	\$19.04	\$26.61	\$26.61	\$39,603	\$55,349	\$55,349
A	1	2080	40	\$23.32	\$29.74	\$29.74	\$48,506	\$61,859	\$61,859
A	1	2080	40	\$24.79	\$33.63	\$39.26	\$51,555	\$69,939	\$81,663
A	1	2080	40	\$17.63	\$26.71	\$26.71	\$36,670	\$55,557	\$55,557

A	1	2080	40		\$23.88			\$49,668	
A	1	2080	40	\$17.34	\$18.40	\$26.23	\$36,067	\$38,272	\$54,558
A	1	2080	40	\$32.15	\$41.95	\$41.95	\$66,870	\$87,250	\$87,250
B	1	2080	40	\$17.75	\$25.55	\$41.83	\$36,920	\$53,144	\$87,006
B	1	2080	40		\$25.50			\$53,040	
B	1	2080	40	\$17.81	\$27.10	\$31.42	\$37,045	\$56,368	\$65,354
B	1	1820	35		\$20.91			\$38,056	
B	1	2080	40	\$15.00	\$19.00	\$22.50	\$31,200	\$39,520	\$46,800
B	1	2080	40	\$14.80	\$19.00	\$20.10	\$30,780	\$39,500	\$41,800
C	1	2080	40	\$17.32		\$26.19	\$36,021		\$54,485
C	1	2080	40	\$14.13			\$29,386		
C	1	2080	40		\$16.50			\$34,320	
C	1	2080	40	\$12.00	\$16.00	\$18.00	\$24,960	\$33,280	\$37,440
C	1	2080	40		\$17.40			\$36,192	
D	1	2080	40		\$20.10			\$41,808	
D	1	2080	40		\$8.74			\$18,181	

Mapper III

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	7	11	40	\$17	\$22	\$24	\$34,340	\$44,708	\$50,013
B: 80k-35k	3	4	38	\$14	\$21	\$23	\$28,818	\$41,313	\$46,894
C: 34k-19k	0								
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$21.98	\$25.49	\$34.28	\$45,725	\$53,015	\$71,302
A	3	2080	40	\$16.05		\$20.94	\$33,384		\$43,555
A	1	2080	40	\$12.49	\$14.47	\$18.99	\$25,971	\$30,118	\$39,517
A	0	2080	40	\$12.85		\$19.78	\$26,728		\$41,142
A	2	2080	40	\$13.24	\$18.42	\$17.93	\$27,535	\$38,297	\$37,292

A	2	1950	38		\$17.67	\$23.34	\$28.98	\$34,457	\$45,513	\$56,511
A	2	2080	40		\$22.39	\$27.21	\$29.22	\$46,577	\$56,598	\$60,773
B	2	2080	40		\$15.18	\$20.14	\$23.40	\$31,574	\$41,891	\$48,672
B	1	2080	40		\$12.53	\$23.60	\$21.69	\$26,062	\$49,088	\$45,115
B	1	1820	35			\$18.11			\$32,960	

Mapper II

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	10	11	40	\$16	\$20	\$23	\$33,251	\$42,638	\$48,119
B: 80k-35k	2	2	40	\$14	\$18	\$29	\$29,962	\$36,993	\$61,308
C: 34k-19k	0								
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$22.02	\$23.71	\$35.19	\$45,792	\$49,314	\$73,200
A	1	2080	40	\$16.55	\$21.87	\$23.12	\$34,424	\$45,490	\$48,090
A	1	2080	40	\$21.63	\$27.61	\$27.61	\$44,990	\$57,429	\$57,429
A	1	2080	40	\$16.59	\$20.70	\$25.85	\$34,509	\$43,052	\$53,774
A	1	2080	40	\$15.20	\$16.13	\$23.03	\$31,616	\$33,550	\$47,902

A	1	2080	40		\$11.31	\$13.12	\$17.21	\$23,528	\$27,285	\$35,800
A	0	2080	40		\$12.01		\$18.48	\$24,981		\$38,438
A	1	2080	40		\$9.19	\$16.78	\$12.43	\$19,119	\$34,899	\$25,852
A	2	2080	40		\$19.38	\$24.56	\$25.28	\$40,304	\$51,079	\$52,588
A	2	2080	40			\$20.02			\$41,642	
B	1	2080	40		\$14.00	\$17.65	\$32.99	\$29,120	\$36,712	\$68,619
B	1	2080	40		\$14.81	\$17.92	\$25.96	\$30,805	\$37,274	\$53,997

Mapper I

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	6	7	40	\$16	\$19	\$23	\$32,566	\$39,298	\$46,896
B: 80k-35k	3	4	40	\$11	\$15	\$18	\$23,857	\$30,195	\$37,814
C: 34k-19k	1	1	40	\$11	\$13	\$15	\$21,944	\$26,666	\$30,867
D: <18k	1	1	40		\$11			\$23,774	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$18.07	\$18.98	\$28.89	\$37,584	\$39,487	\$60,084
A	1	2080	40	\$15.66	\$21.87	\$21.87	\$32,573	\$45,490	\$45,490
A	1	2080	40	\$19.39	\$24.79	\$24.79	\$40,331	\$51,563	\$51,563
A	3	2080	40	\$15.10	\$16.68	\$23.53	\$31,402	\$34,701	\$48,951
A	1	2080	40	\$11.22	\$12.14	\$17.27	\$23,338	\$25,251	\$35,922

A	0	2080	40	\$14.50		\$19.83	\$30,170		\$39,365
B	1	2080	40		\$17.60			\$36,608	
B	1	2080	40	\$12.15	\$13.08	\$21.44	\$25,272	\$27,206	\$44,595
B	2	2080	40	\$10.79	\$12.87	\$14.92	\$22,443	\$26,769	\$31,034
C	1	2080	40	\$10.55	\$12.82	\$14.84	\$21,944	\$26,666	\$30,867
D	1	2080	40		\$11.43			\$23,774	

Appraisal Technician

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	3	10	40	\$12	\$13	\$17	\$24,368	\$27,464	\$34,480
B: 80k-35k	4	6	40	\$10	\$13	\$17	\$20,166	\$26,406	\$36,031
C: 34k-19k	7	9	39	\$10	\$12	\$17	\$21,425	\$24,130	\$35,294
D: <18k	4	4	40	\$8	\$11	\$12	\$17,160	\$22,287	\$24,856

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	3	2080	40	\$12.53	\$15.78	\$19.55	\$26,054	\$32,825	\$40,664
A	1	2080	40	\$11.22	\$11.67	\$17.27	\$23,338	\$24,274	\$35,922
A	6	2080	40	\$11.40	\$12.16	\$12.91	\$23,712	\$25,293	\$26,853
B	1	2080	40	\$10.43	\$14.66	\$24.58	\$21,694	\$30,493	\$51,126
B	2	2080	40	\$12.15	\$16.36	\$21.44	\$25,272	\$34,029	\$44,595

B	1	2080	40	\$7.25	\$9.07	\$10.88	\$15,080	\$18,866	\$22,630
B	2	2080	40	\$8.95	\$10.69	\$12.39	\$18,616	\$22,235	\$25,771
C	1	2080	40		\$13.65			\$28,392	
C	1	2080	40	\$13.37		\$20.23	\$27,814		\$42,072
C	1	2080	40	\$9.75	\$10.24	\$13.71	\$20,280	\$21,299	\$28,517
C	1	2080	40	\$9.65			\$20,071		
C	3	2080	40		\$10.50			\$21,840	
C	1	1664	32		\$14.18			\$23,596	
C	1	2080	40	\$8.43	\$12.27		\$17,534	\$25,522	
D	1	2080	40	\$8.25	\$8.25	\$11.95	\$17,160	\$17,160	\$24,856
D	1	2080	40		\$10.54			\$21,923	
D	1	2080	40		\$12.06			\$25,084	
D	1	2080	40		\$12.01			\$24,981	

Mapping Technician

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	3	7	40	\$13	\$13	\$20	\$26,616	\$28,452	\$41,806
B: 80k-35k	4	5	40	\$10	\$11	\$17	\$20,166	\$23,400	\$36,031
C: 34k-19k	4	5	40	\$9	\$12	\$14	\$19,173	\$24,846	\$29,161
D: <18k	1	1	40		\$10			\$19,906	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	4	2080	40	\$14.83	\$15.06	\$23.71	\$30,840	\$34,901	\$49,308
A	2	2080	40	\$13.76	\$14.46	\$21.50	\$28,623	\$30,071	\$44,724
A	1	2080	40	\$9.80	\$9.80	\$15.09	\$20,384	\$20,384	\$31,387
B	1	2080	40	\$10.43	\$10.43	\$24.58	\$21,694	\$21,694	\$51,126
B	2	2080	40	\$12.15	\$14.81	\$21.44	\$25,272	\$30,805	\$44,595

B	1	2080	40		\$7.25	\$9.07	\$10.88	\$15,080	\$18,866	\$22,630
B	1	2080	40		\$8.95	\$10.69	\$12.39	\$18,616	\$22,235	\$25,771
C	2	2080	40			\$14.38			\$29,921	
C	1	2080	40		\$9.48		\$14.33	\$19,704		\$29,805
C	1	2080	40		\$9.75	\$11.85	\$13.71	\$20,280	\$24,648	\$28,517
C	1	2080	40		\$8.43	\$9.60		\$17,534	\$19,968	
D	1	2080	40			\$9.57			\$19,906	

License Inspector

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	8	9	38	\$16	\$19	\$23	\$34,094	\$38,818	\$47,119
B: 80k-35k	1	1	40	\$20	\$25	\$29	\$40,810	\$51,002	\$61,214
C: 34k-19k	2	2	40	\$11	\$11	\$16	\$22,227	\$22,880	\$33,516
D: <18k	1	1	40		\$9			\$19,365	

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	2	2080	40	\$14.83	\$15.06	\$23.71	\$30,840	\$31,333	\$49,308
A	1	2080	40	\$18.51	\$25.86	\$25.86	\$38,501	\$53,789	\$53,789
A	1	2080	40	\$21.63	\$26.89	\$27.61	\$44,990	\$55,929	\$57,429
A	2	2080	40	\$13.62		\$19.34	\$28,330		\$40,227
A	1	1040	20		\$8.99			\$18,699	

A	1	2080	40		\$11.73	\$13.40	\$15.87	\$24,405	\$27,877	\$33,005
A	0	2080	40		\$18.03		\$23.52	\$37,496		\$48,954
A	1	2080	40			\$21.77			\$45,282	
B	1	2080	40		\$19.62	\$24.52	\$29.43	\$40,810	\$51,002	\$61,214
C	1	2080	40		\$13.37		\$20.23	\$27,814		\$42,072
C	1	2080	40		\$8.00	\$11.00	\$12.00	\$16,640	\$22,880	\$24,960
D	1	2080	40			\$9.31			\$19,365	

Deputy License Inspector

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	2	3	40	\$16	\$20	\$25	\$32,678	\$41,200	\$51,064
B: 80k-35k	1	1	40	\$15	\$16	\$23	\$31,574	\$33,592	\$48,672
C: 34k-19k	0								
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$20.65	\$26.50	\$32.72	\$42,960	\$55,115	\$68,051
A	2	2080	40	\$10.76	\$13.12	\$16.38	\$22,395	\$27,285	\$34,076
B	1	2080	40	\$15.18	\$16.15	\$23.40	\$31,574	\$33,592	\$48,672

County Sales Tax Collection Supervisor

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	3	3	40	\$22	\$29	\$31	\$45,076	\$60,237	\$63,620
B: 80k-35k	0								
C: 34k-19k	0								
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$24.79	\$27.51	\$39.26	\$51,555	\$57,225	\$81,663
A	1	2080	40	\$12.40		\$16.19	\$25,792		\$33,675
A	1	2080	40	\$27.83	\$30.41	\$36.31	\$57,882	\$63,249	\$75,523

County Sales Tax Collection Clerk

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	3	8	40	\$14	\$17	\$19	\$28,469	\$36,102	\$40,245
B: 80k-35k	0								
C: 34k-19k	0								
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$14.03	\$19.57	\$19.57	\$29,182	\$40,706	\$40,706
A	5	2080	40	\$12.53	\$13.58	\$19.55	\$26,054	\$28,237	\$40,664
A	2	2080	40	\$14.50	\$18.93	\$18.93	\$30,170	\$39,365	\$39,365

Self-Governance Enforcement Officer

Summary				Average Hourly Wage			Average Annual Wage		
Population Group	Number of Counties	Total Number of Employees	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A: >81k	1	1	40	\$21	\$27	\$33	\$42,960	\$55,619	\$68,051
B: 80k-35k	0								
C: 34k-19k	0								
D: <18k	0								

Detail				Hourly Wage			Annual Wage		
Population Group	Number of Employees	Hours Covered	Average Weekly Hours	Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
A	1	2080	40	\$20.65	\$26.74	\$32.72	\$42,960	\$55,619	\$68,051

Other Jobs

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Center Manager (sr.services)	23		\$11			\$12,725	
RT Van Driver	33		\$12			\$20,420	
RT Dispatcher	40		\$13			\$27,872	
Recording Supervisor(probate)	40		\$14			\$28,288	
Appraiser	40		\$14			\$29,744	
Admin.Assist to Chief Deputy	40		\$15			\$30,160	
Rural Transportation Director	40		\$15			\$30,784	
Solid Waste Officer	40		\$15			\$31,824	
Personal Property Clerk(rev)	40		\$15			\$31,824	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Sign/Herbicide Specialist(eng)	40		\$16			\$32,240	
Administrative Clerk(comm)	40		\$17			\$34,424	
Leadman(engineering)	40		\$17			\$35,152	
Archivist(probate)	40		\$17			\$35,360	
Sr.Services Director	40		\$17			\$35,360	
Emergency Vol.Coord.(ema)	40		\$17			\$35,568	
Engineering Assistant	40		\$18			\$36,816	
Comptroller (probate)	40		\$18			\$37,024	
Payroll and Benefits Admin/Safety Coordinator(comm)	40		\$19			\$38,480	
Assistant Chief Clerk-(Probate)	40		\$19			\$39,104	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Administrative Assistant(comm)	40		\$19			\$39,312	
Collection Switchboard Operator	40	\$13	\$13	\$20	\$26,054	\$26,054	\$40,664
Probate Court Administrator I	40	\$14	\$14	\$22	\$28,623	\$29,702	\$44,724
Medicaid Billing Specialist	40	\$15	\$15	\$24	\$31,402	\$31,402	\$48,951
Collections Bookkeeper	40	\$15	\$16	\$24	\$31,402	\$32,991	\$48,951
License Revenue Manager	40	\$15	\$16	\$24	\$31,402	\$34,059	\$48,951
Assessment Support Tech II	40	\$14	\$17	\$22	\$28,623	\$34,867	\$44,724
Assessment Supervisor	40	\$17	\$17	\$26	\$34,509	\$35,366	\$53,774
Asst AP Supervisor	40	\$14	\$17	\$22	\$28,623	\$35,743	\$44,724
Collections Support Tech II	40	\$14	\$17	\$22	\$28,623	\$35,755	\$44,724

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Agenda/Minutes Support Specialist	40	\$13	\$17	\$20	\$26,054	\$35,911	\$40,664
Probate Court Administrator II	40	\$15	\$17	\$24	\$31,402	\$35,994	\$48,951
Chief Administrative Assistant	40	\$15	\$19	\$24	\$31,402	\$38,998	\$48,951
Public Records Manager	40	\$14	\$19	\$22	\$28,623	\$40,493	\$44,724
Assessment Specialist	40	\$15	\$21	\$24	\$31,402	\$43,322	\$48,951
Asst Records Manager	40	\$14	\$21	\$22	\$28,623	\$43,632	\$44,724
Elections Coordinator	40	\$17	\$21	\$26	\$34,509	\$44,113	\$53,774
Public Records Administrator	40	\$15	\$21	\$24	\$31,402	\$44,344	\$48,951
Records Manager	40	\$21	\$22	\$33	\$42,960	\$45,963	\$68,051
Probate Administrator II	40	\$17	\$24	\$27	\$35,797	\$50,117	\$56,709

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Deputy Chief Clerk Probate	40	\$25	\$36	\$39	\$51,555	\$74,970	\$81,663
Administrative Assistant/Accounts Payable Clerk	40	\$7	\$10		\$15,080	\$19,760	
Solid Waste Compliance Officer	40	\$10	\$10		\$20,800	\$20,800	
Court Reporter	0		\$95			\$1,140	
CH Security	25		\$7			\$9,425	
Van Drivers	30		\$7			\$11,310	
Chore	27		\$7			\$12,441	
Bd. of Registrar						\$13,800	
Attorney	0		\$0			\$18,630	
Aging Dept	40	\$11	\$12	\$12	\$22,984	\$24,232	\$25,480

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
BCDA	40	\$14	\$19	\$24	\$29,910	\$30,312	\$49,026
Security	40		\$10			\$20,800	
Part Time Empl	32		\$10			\$16,500	
Bd of Registrars	40		\$8			\$16,224	
Sign Crew	40	\$13	\$17	\$23	\$26,500	\$35,800	\$47,800
Herbicide	32	\$13	\$17	\$23	\$27,000	\$37,000	\$42,000
Welder	40	\$13	\$18	\$24	\$28,000	\$37,000	\$42,000
IT Clerk	40	\$13	\$18	\$24	\$28,000	\$38,000	\$51,000
Commission Sec	40	\$13	\$18	\$25	\$28,000	\$38,000	\$52,000
Paralegal	40		\$22			\$45,000	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
CET II	40	\$19	\$24	\$32	\$39,000	\$51,000	\$67,000
County Attorney	40		\$75			\$155,000	
Project Mgrs	40						
Elected Officials	0						
Jail Cook	40		\$10			\$21,798	
Landfill Operators	40		\$11			\$21,840	
Hwy. Dept Shop Admin. Asst.	40		\$11			\$22,942	
Jail Corporals	40		\$11			\$23,358	
Bookkeeper Probate	40		\$12			\$24,024	
Jail Road Crew Super	40		\$13			\$26,208	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Jail Sergeants	40		\$13			\$26,208	
Hwy Dept Traffic/Herbicide	40		\$13			\$27,310	
Eng. Admin. Asst.	40		\$14			\$29,307	
Sheriff Investigator	40		\$14			\$29,681	
Hwy Dept Crew Super	40		\$14			\$30,133	
Jail Admin Asst	40		\$15			\$30,867	
Jail Lieutenant	40		\$15			\$30,867	
Sheriff Captains	40		\$17			\$36,249	
Jail Captains	40		\$18			\$37,336	
Sheriff Major	40		\$18			\$37,477	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Jail Maintance	40		\$19			\$38,750	
Hwy. Dept Operations Super	40		\$22			\$45,864	
Econ Dev Clerk	19		\$9			\$8,283	
Transit Clerk	40		\$9			\$19,281	
Litter Control	40		\$13			\$26,748	
Econ. Dev. Dir	35		\$15			\$27,300	
Transit Director	40		\$14			\$28,932	
Transit Drivers	40		\$8			\$119,974	
Landfill Laborer	40		\$11			\$22,339	
Landfill Operator	40		\$15			\$31,782	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Landfill Manager	40		\$29			\$60,400	
Senior Center Aides	25	\$8	\$9	\$13	\$9,789	\$11,440	\$17,264
Senior Center Directors	30	\$9	\$13	\$16	\$14,212	\$19,968	\$25,085
Soil/Conservation	40	\$13	\$15	\$24	\$27,805	\$30,867	\$49,067
I/T	40		\$16			\$34,624	
GSI Manager	40	\$18	\$28	\$35	\$37,045	\$59,218	\$71,906
Part Time Landfill Operator	20		\$7			\$7,540	
Part Time Nutrition Van Driver Center Herlper	30		\$7			\$10,962	
Senior Center Manager	30		\$9			\$13,320	
Landfill Operator	40		\$12			\$24,274	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Transit (Bus Drivers)	40	\$10	\$10	\$14	\$20,100	\$21,320	\$29,600
Corrections Sgt.	42	\$10	\$13	\$16	\$22,700	\$27,300	\$34,100
School Resource	40	\$13	\$14	\$19	\$26,750	\$28,250	\$39,600
Transit Coordinator	40	\$14	\$16	\$18	\$29,000	\$32,600	\$38,000
Investigators	42	\$14	\$15	\$19	\$29,700	\$33,500	\$41,100
Soil & Water Secretary	40	\$17	\$19	\$23	\$36,000	\$38,500	\$48,300
Data Processing	40	\$25	\$32	\$34	\$52,800	\$66,100	\$70,900
Nutrit. Cntr Mgr	20		\$11			\$10,930	
Van drivers	20		\$8			\$8,538	
Driver-Passenger	30	\$9	\$9	\$13	\$13,432	\$13,478	\$20,732

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Library Technical Services	40	\$9	\$9	\$13	\$17,909	\$18,470	\$27,643
Line Maintenance	40	\$10	\$13	\$15	\$20,051	\$27,498	\$30,930
Non CDL Driver-Sanitation	40	\$11	\$14	\$17	\$22,506	\$28,850	\$34,653
Project Coordinator	40	\$15	\$18	\$23	\$31,574	\$38,043	\$48,672
Librarian	40	\$23	\$23	\$23	\$49,658	\$49,658	\$49,658
Appraisal Clerk	40	\$9	\$9	\$15	\$17,742	\$17,742	\$30,701
Assessment/Collection Supervisor	40	\$10	\$10	\$17	\$19,968	\$20,488	\$34,528
Motor Vehicle Chief Clerk	40	\$12	\$12	\$20	\$24,419	\$24,419	\$42,224
Personal Property Clerk	40	\$9	\$12	\$15	\$17,742	\$25,147	\$30,701
Chief Investigator	40	\$12	\$17	\$20	\$24,419	\$35,402	\$42,224

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Educational Facility Counselor	40	\$9	\$9	\$14	\$18,720	\$18,970	\$28,080
Juvenile Detention Counselor	40	\$9	\$10	\$14	\$18,720	\$20,363	\$28,080
Litter Crew Foreman	40	\$8	\$10	\$12	\$16,640	\$20,800	\$24,960
Court Security Officer	40	\$10	\$12	\$15	\$20,800	\$23,962	\$31,200
Animal Control Officer	40	\$9	\$12	\$14	\$19,448	\$24,315	\$29,182
Juvenile Detention Executive Asst.	40	\$10	\$13	\$16	\$21,632	\$27,040	\$32,448
Purchasing Clerk	40	\$10	\$13	\$16	\$21,715	\$27,123	\$32,573
Educational Facility Program coordiantor	40	\$11	\$14	\$16	\$22,818	\$28,517	\$34,237
A/P Clerk	40	\$12	\$15	\$18	\$24,419	\$30,514	\$36,629
Juvenile Detention Asst. Director	40	\$13	\$17	\$20	\$27,539	\$34,424	\$41,309

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Investigator	40	\$13	\$17	\$20	\$27,560	\$34,445	\$41,350
Juvenile Detention Director	40	\$24	\$30	\$35	\$49,213	\$61,506	\$73,819
Environmental Svcs. Director	40	\$24	\$30	\$36	\$49,338	\$61,651	\$74,006
Sergeant-Jail	40	\$12	\$13	\$28	\$24,794	\$27,997	\$58,427
Sign Tech II	40	\$11	\$14	\$27	\$23,670	\$28,080	\$55,786
Engineer Tech	40	\$11	\$14	\$27	\$23,670	\$28,142	\$55,786
Sign Tech	40	\$10	\$14	\$25	\$21,694	\$28,392	\$51,126
Lieutenant-Jail	40	\$14	\$16	\$33	\$29,120	\$32,490	\$68,619
Project Inspector	40	\$14	\$16	\$33	\$29,120	\$33,467	\$68,619
Accounts Payable Clerk	40	\$14	\$17	\$33	\$29,120	\$35,610	\$68,619

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Executive Assistant	40	\$14	\$18	\$33	\$29,120	\$36,670	\$68,619
Accounts Receivable	40	\$14	\$18	\$33	\$29,120	\$37,378	\$68,619
Construction Supervisor	40	\$14	\$18	\$33	\$29,120	\$38,418	\$68,619
Captain-Jail	40	\$15	\$19	\$36	\$31,720	\$38,813	\$74,755
Investigators	40	\$17	\$19	\$38	\$35,027	\$39,686	\$78,062
Asst Road/Bridge Supervisor	40	\$15	\$21	\$36	\$31,720	\$42,765	\$74,755
Jail Warden	40	\$17	\$21	\$40	\$35,360	\$43,763	\$83,325
Chief Investigator	40	\$19	\$23	\$43	\$40,227	\$47,466	\$90,314
Elections Specialist	40	\$0			\$36,000		
Deputy Constable	40	\$10	\$12	\$15	\$20,288	\$24,116	\$30,871

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Animal Control Off.	40	\$11	\$12	\$16	\$22,395	\$24,116	\$34,076
Adoptions Dir.	40		\$12			\$24,500	
RSVP Director	40		\$15			\$30,284	
Animal Shelter Dir.	40		\$16			\$33,620	
PIO - Sheriff	40		\$19			\$40,255	
CIS Mgr.	40		\$20			\$40,791	
Transportation Director	40		\$20			\$42,292	
DEU - Agents	40		\$21			\$42,895	
DEC - Chief	40		\$33			\$67,669	
Van Driver	40						

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Kennel Technician	40	\$9	\$11	\$13	\$19,240	\$22,277	\$27,082
Animal Control Officer	40	\$12	\$14	\$17	\$24,544	\$29,827	\$34,528
Litter Control Officer	40	\$12	\$15	\$15	\$25,480	\$31,720	\$31,720
GIS Manager	40		\$26			\$54,288	
Solid Waste Manager	40		\$31			\$64,480	
RSVP Coor	30		\$10			\$8,502	
Nutrition Service	20		\$9			\$9,734	
Maintenance	40		\$9			\$19,468	
SchoolResourceOfficer	40		\$12			\$24,128	
RSVP Dir	40		\$17			\$35,443	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
process server	40	\$9	\$11	\$12	\$17,784	\$22,485	\$25,730
Eng Aide II	40	\$12	\$13	\$17	\$24,610	\$26,610	\$35,788
Investigator	43	\$11	\$15	\$16	\$23,691	\$32,623	\$34,278
Eng Aide III	40	\$12	\$21	\$18	\$25,958	\$44,574	\$37,596
Elections Manager	0		\$566			\$14,704	
Housekeeper	40	\$8	\$9	\$13	\$17,472	\$19,094	\$26,437
Maintenance Secretary	40	\$12	\$13	\$18	\$25,168	\$26,707	\$38,064
Sanitation Inspector	40	\$11	\$13	\$17	\$23,379	\$27,914	\$35,360
Safety Director	20		\$1,104			\$28,692	
Revenue Collections Supervisor	40	\$13	\$16	\$20	\$27,061	\$32,303	\$40,934

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Block Mason	40	\$12	\$16	\$14	\$25,168	\$32,843	\$28,330
Jail LPN	40	\$15	\$16	\$23	\$31,242	\$34,133	\$47,258
Tax Assessor Supervisor	40	\$13	\$16	\$20	\$27,061	\$34,278	\$40,934
Community Corrections/ Work Release Officer	40	\$16	\$17	\$24	\$33,571	\$35,610	\$50,773
Survey Party Chief	40	\$16	\$18	\$24	\$33,571	\$37,794	\$50,773
Mapper	40	\$17	\$18	\$26	\$36,067	\$38,272	\$54,558
Concrete Foreman	40	\$16	\$19	\$24	\$33,571	\$38,917	\$50,773
Probate Judge Admin Asst	40	\$14	\$21	\$21	\$29,058	\$42,661	\$43,950
Construction Supervisor	40	\$19	\$22	\$28	\$38,771	\$46,030	\$58,656
Community Corrections/Work Release Director	40		\$2,133			\$55,456	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Maintenance Mgr	40		\$26			\$66,873	
Jail Clinic Director	40		\$3,593			\$93,418	
Clerks	40	\$10	\$13	\$14	\$21,591	\$26,167	\$29,218
cooks	40	\$10	\$14	\$13	\$20,355	\$29,586	\$27,535
auto service	40	\$10	\$15	\$14	\$21,591	\$31,491	\$29,218
animal control	40	\$13	\$16	\$18	\$27,535	\$32,427	\$37,292
welder	40	\$12	\$12	\$16	\$24,405	\$37,498	\$33,005
rt supervisor	40	\$13	\$19	\$18	\$27,627	\$38,729	\$37,384
hub specialist	40	\$12	\$18	\$16	\$24,405	\$40,327	\$37,292
hwy specialist	40	\$13	\$19	\$18	\$27,535	\$40,327	\$37,292

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
investigators	40	\$15	\$23	\$20	\$30,849	\$47,581	\$41,763
Recycling Technician	0	\$12	\$12	\$18	\$24,690	\$24,939	\$37,440
Compactor Operator-Solid Waste	0	\$12	\$14	\$18	\$24,690	\$28,371	\$37,440
Animal Control Officer	40	\$14	\$16	\$21	\$28,642	\$33,894	\$43,389
Building Inspector	40	\$19	\$19	\$28	\$38,522	\$40,477	\$58,344
Sergeant-Corrections	0	\$17	\$22	\$25	\$34,902	\$45,136	\$52,874
Special Projects Coordinator-Engineering	40	\$24	\$35	\$36	\$49,296	\$74,882	\$74,714
Part time security	40		\$10			\$20,339	
Appraisal Tech I	40	\$9	\$9	\$14	\$19,053	\$19,053	\$29,328
Court Clerk-Sheriff	40	\$11	\$11	\$17	\$23,338	\$23,338	\$35,922

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Acctg. Clerk Probate	40	\$11	\$12	\$17	\$23,338	\$24,274	\$35,922
Administrative Clerk	40	\$10	\$12	\$16	\$21,819	\$24,710	\$33,571
Cleaning Supervisor	40	\$9	\$12	\$14	\$19,053	\$25,085	\$29,328
Appraisal Tech II	40	\$10	\$12	\$15	\$20,384	\$25,792	\$31,387
Traffice & Signs Tech	40	\$10	\$12	\$15	\$20,384	\$25,792	\$31,387
Appraisal Tech III	40	\$10	\$14	\$16	\$21,819	\$28,205	\$33,571
Advanced Maintenance Tech	40	\$12	\$14	\$18	\$24,981	\$29,432	\$38,438
Admin Coord-Sheriff	40	\$13	\$14	\$20	\$26,728	\$30,056	\$41,142
Commissary Store Mngr	40	\$13	\$14	\$20	\$26,728	\$30,056	\$41,142
Sr. Probate/Revenue Clerk	40	\$10	\$15	\$16	\$21,819	\$31,138	\$33,571

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Sr. Corrections Officer	42	\$12	\$14	\$18	\$26,230	\$31,450	\$40,360
Corrections Sergeant	42	\$13	\$15	\$20	\$28,064	\$31,668	\$43,200
Administrative Assistant	40	\$12	\$16	\$18	\$24,981	\$32,718	\$38,438
EMA Communications/IT Officer	40	\$15	\$17	\$23	\$30,597	\$34,403	\$47,091
Investigator	42	\$15	\$17	\$23	\$32,127	\$38,133	\$49,446
Systems Analyst	40	\$17	\$21	\$26	\$35,025	\$44,325	\$53,919
Acctg. Spec. Revenue	40	\$15	\$23	\$23	\$30,592	\$47,095	\$47,095
Staff Engineer	40	\$17	\$26	\$26	\$35,025	\$53,919	\$53,919
COA SITE MANANGER	40	\$8		\$0	\$17,014		\$17,014
DISPATCH/MCATS	40	\$10		\$13	\$20,738		\$27,061

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
DRIVER/MCATS	40	\$10		\$13	\$20,738		\$27,061
DISPATCH ii/MCATS	40	\$12		\$16	\$25,792		\$33,675
ANIMAL CONTROL OFFICER	40	\$12		\$16	\$25,792		\$33,675
PROBATE - DEP. CLERK	40	\$15		\$19	\$30,846		\$40,227
COMM. CORRECTIONS CASE MANAGERS	40	\$15		\$19	\$30,846		\$40,227
DRUG COURT COORDINATOR	40	\$16		\$21	\$33,384		\$43,555
ASST. COMM. CORRECTIONS DIRECTOR	40	\$16		\$21	\$33,384		\$43,555
BUS. SERVICES COORDINATOR	40	\$16		\$21	\$33,384		\$43,555
DIRECTOR OF SALES TAX COLLECTION	40	\$17		\$23	\$35,901		\$46,842
ASST. MAINT. SUPERVISOR	40	\$17		\$23	\$35,901		\$46,842

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
ANIMAL CONTROL DIRECTOR	40	\$17		\$23	\$35,901		\$46,842
PARK DIRECTOR	40	\$17		\$23	\$35,901		\$46,842
JUV PROBATION I	40	\$20		\$26	\$40,976		\$53,477
ARCHIVIST	40	\$22		\$29	\$46,010		\$60,070
DIRECTOR COA/MCATS	40	\$22		\$29	\$46,010		\$60,070
COMMUNITY RELATIONS DIRECTOR	40	\$23		\$30	\$48,568		\$63,357
DIRECTOR COMM. CORRECTIONS	40	\$23		\$30	\$48,568		\$63,357
CHIEF PROB. OFFICER	40	\$25		\$32	\$51,106		\$66,643
Board of Registrars	0		\$0			\$14,800	
District Attorney Clerk	40		\$8			\$15,995	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Solid Waste Officer	40		\$11			\$22,318	
SW/Landfill Mechanic	40		\$11			\$22,880	
Landfill Foreman	40		\$12			\$24,960	
County Attorney	40		\$13			\$26,000	
S&W District Clerk	40		\$15			\$31,200	
Jail Nurse	40		\$18			\$37,960	
Asst District Attorney	40		\$23			\$48,000	
Jail Cooks	40	\$10		\$16	\$21,478		\$32,487
Assessing Supervisor	40	\$13		\$20	\$27,814		\$42,072
Collecting Supervisor	40	\$13		\$20	\$27,814		\$42,072

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Probate Accountant	40	\$15		\$22	\$30,318		\$45,859
Animal Control Officer	40	\$16		\$24	\$33,046		\$49,986
Chief Financial Officer	40	\$27		\$40	\$55,423		\$83,832
Jail Cook III	40	\$7	\$11	\$11	\$15,080	\$22,880	\$22,880
Welder iii	40	\$9	\$15	\$16	\$18,720	\$31,200	\$33,280
Animal Control	40	\$13	\$18	\$19	\$27,622	\$36,400	\$38,501
Accounting Clerk	40	\$14	\$20	\$20	\$29,994	\$41,870	\$41,870
Commission Clerk	40	\$14	\$14	\$19	\$28,392	\$29,994	\$39,603
Admin Assistant	40	\$14	\$20	\$20	\$29,182	\$40,706	\$40,706
Property Manager	40	\$19	\$26	\$26	\$38,501	\$53,789	\$53,789

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
GIS Specialist	40	\$27	\$35	\$37	\$55,349	\$73,362	\$77,688
Chief Financial Officer	40	\$24	\$33	\$33	\$49,442	\$69,326	\$69,326
Dispatch Supervisor	40	\$14	\$19	\$19	\$28,392	\$39,603	\$39,603
Public Transportation Director	40	\$14	\$17	\$20	\$29,994	\$35,402	\$41,870
Asst. Trans Director	40	\$14	\$17	\$20	\$29,182	\$34,424	\$40,706
Bus Driver	29	\$10	\$14	\$14	\$15,683	\$20,584	\$21,745
Road Crew Leader	40	\$15	\$21	\$21	\$30,826	\$43,014	\$43,014
Road Sign Chief	40	\$14	\$20	\$20	\$29,994	\$41,870	\$41,870
Detention Shift Leader	40	\$13	\$18	\$18	\$26,146	\$36,400	\$36,400
Election Clerk	40	\$10	\$10	\$14	\$20,509	\$20,509	\$28,392

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Chief Operating Officer	40	\$0	\$0	\$0	\$103,219	\$126,946	\$134,677
Chief Financial Officer	40	\$0	\$0	\$0	\$96,010	\$125,271	\$125,271
Manager, Development Services	40	\$0	\$0	\$0	\$103,219	\$103,219	\$125,271
Manager, Community Services	40	\$0	\$0	\$0	\$66,870	\$82,241	\$87,250
Project Manager	40	\$0	\$0	\$0	\$62,212	\$76,513	\$81,173
Sales Tax Compliance Officer	40	\$0	\$0	\$0	\$46,577	\$52,423	\$60,773
Manager, Facilities & General Services	40	\$0	\$0	\$0	\$83,090	\$105,256	\$108,414
Manager, Planning Services	40	\$0	\$0	\$0	\$77,285	\$77,285	\$100,840
Senior Planner	40	\$0	\$0	\$0	\$57,882	\$68,167	\$75,523
Planner II	40	\$0	\$0	\$0	\$50,065	\$60,015	\$65,323

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Planner I	40	\$0		\$0	\$43,324		\$56,528
Judge Suppl	40		\$2			\$4,326	
Jud Suppl	40	\$2	\$3	\$3	\$4,202	\$5,699	\$7,197
Elected:Coroner	40		\$6			\$12,001	
BOR	40	\$9	\$9	\$9	\$18,200	\$18,200	\$18,200
Elected:Comm	40	\$11	\$13	\$15	\$23,754	\$27,019	\$30,264
Water:Office	40	\$10	\$13	\$17	\$20,114	\$27,706	\$35,277
Jail:Commissary	40		\$14			\$28,288	
Jail:Cook	40	\$11	\$14	\$17	\$22,214	\$28,746	\$35,277
Comm Secr	40		\$16			\$33,238	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
IT:Sys Mgr	40		\$18			\$36,546	
Water:Field	40	\$15	\$18	\$21	\$32,115	\$37,398	\$42,661
Probate:Dep Chief Cl	40		\$20			\$40,934	
Investigator	40	\$20	\$23	\$26	\$42,182	\$47,674	\$53,165
Elected:Rev Comm	40		\$39			\$80,954	
Elected:Sheriff	40		\$40			\$81,827	
Elected:Probate Judge	40		\$41			\$85,488	
Courthouse Security Chief	20		\$15			\$15,122	
Park Aide	20	\$7	\$7	\$7	\$7,540	\$7,540	\$7,540
Senior Aide	20	\$7	\$7	\$7	\$7,540	\$7,540	\$7,540

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Courthouse Security Officer	20	\$8	\$8	\$8	\$8,778	\$8,778	\$8,778
Part Time Deputy	20	\$10	\$10	\$10	\$10,400	\$10,400	\$10,400
Building Dept Clerk	40	\$10	\$12	\$14	\$20,426	\$24,378	\$28,246
Building Inspector	40	\$16	\$19	\$22	\$32,386	\$38,688	\$44,845
Jail Nurse	40	\$19	\$22	\$26	\$39,042	\$46,634	\$54,018
Nutrition Center Manager	40	\$7	\$8		\$15,080	\$16,640	
Transportation Dept Clerk	40		\$8			\$17,160	
Home Delivery Meals	40	\$7	\$8		\$15,080	\$17,430	
Soil/Water Conservation Clerk	40		\$9			\$18,574	
Purchasing Agent	40		\$15			\$31,699	

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Board of Registrars	30		\$10			\$15,200	
Assign-A-Highway	40		\$15			\$31,034	

County Profile: Autauga

Budget

General Budget: \$9,568,908
Road Budget: \$1,719,391
Road System: District
Revenues Increased/Decreased: Increased
Percent Change From Previous Year: 0.3%
Pay Increase: Yes
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)? ☐

Personnel Cuts: ☐

Delay/Cancel Capital Projects: ☐

Cuts in Other Services: ☐

Modify Health Care Benefits: ☐

Public Safety Cuts: ☐

Across the Board Services Cuts: ☐

Regotiate Debt: ☐

Modify Pension Benefits/Plans: ☐

Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐

Reduce/eliminate travel Budget: ☐

Salary/ Wage reduction/freeze: ☐

Reduce/Eliminate prof. Development Budget: ☐

Layoffs: ☐

Early Retirements: ☐

Furloughs: ☐

Reduce Health Care Benefits: ☐

Revise Union Contracts: ☐

Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:

Number of Paid Holidays: 13

Vacation Days Per Year: Depends on years of service

Annual Leave Carry-over Hours:

Sick Days Per Year: 13

Employee Retirement Plan: ☒

Retirement Plan Under RSA: ☐

Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒ Labor Day: ☒

Thanksgiving Friday After: ☒ Memorial Day: ☒

Confederate Memorial Day: ☒ Christmas: ☒

New Years Day: ☒ Presidents Day: ☒

Jefferson Davis Birthday: ☒ Veterans Day: ☒

Independance Day: ☒ MLK Day: ☒

Other: ☐

Other (Specify): Columbus Day

Insurance Coverage

Insurance Provided: Yes

Pct. of Individual Coverage:

Individual Coverage Cost Per Month: \$432

Family Coverage: Yes

Pct. of Family Coverage:

Family Coverage Cost Per Month:

Available for Retirees: Yes

County Pay for Retirees: No

Pct. of Retiree Coverage:

Available for Elected Officials: Yes

Pct. of Elected Officials Coverage: 100.0%

Elected Officials Cost Per Month: \$432

Dental: Yes

Vision: Yes

Disability: No

Life: Yes

Other: ☐

Other (Specify):

Employees

No. County Employees 195

Hiring System:

County Profile: Baldwin

Budget

General Budget:
Road Budget:
Road System: District
Revenues Increased/Decreased:
Percent Change From Previous Year:
Pay Increase: No
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)? ☐
Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐
Specific Personnel Cuts
Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐
Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 13
Vacation Days Per Year: 0 - 5 yrs -- 8 days 6 - 10 yrs -- 10 days 11 - 15 yrs -- 12 days 15 - ov
Annual Leave Carry-over Hours:
Sick Days Per Year:
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒ Labor Day: ☒
Thanksgiving Friday After ☒ Memorial Day: ☒
Confederate Memorial Day: ☒ Christmas: ☒
New Years Day: ☒ Presidents Day: ☐
Jefferson Davis Birthday: ☒ Veterans Day: ☒
Independance Day: ☒ MLK Day: ☒
Other: ☐
Other (Specify): Mardi Gras Day, Good Friday, and Christ

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$318
Family Coverage: Yes
Pct. of Family Coverage: 70.0%
Family Coverage Cost Per Month: \$706
Available for Retirees: Yes
County Pay for Retirees: Yes
Pct. of Retiree Coverage: 65.5%
Available for Elected Officials: Yes
Pct. of Elected Officials Coverage: 65.5%
Elected Officials Cost Per Month: \$292
Dental: Yes
Vision: Yes
Disability: No
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 585
Hiring System:

County Profile: Barbour

Budget

General Budget: \$3,950,000
Road Budget: \$3,840,862
Road System: Unit
Revenues Increased/Decreased: Decreased
Percent Change From Previous Year: -14.8%
Pay Increase: No
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)? ☒
Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☒
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Regotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐
Specific Personnel Cuts
Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐
Changes represents new way of doing business: ☒

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 12
Vacation Days Per Year: 12
Annual Leave Carry-over Hours:
Sick Days Per Year: 12
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐
Other (Specify):

Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☒
Veterans Day: ☒
MLK Day: ☒

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$471
Family Coverage: Yes
Pct. of Family Coverage: 8.0%
Family Coverage Cost Per Month: \$471
Available for Retirees: No
County Pay for Retirees:
Pct. of Retiree Coverage:
Available for Elected Officials: 2
Pct. of Elected Officials Coverage:
Elected Officials Cost Per Month:
Dental: Yes
Vision: No
Disability: No
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 88
Hiring System:

County Profile: Bullock

Budget

General Budget: \$1,600,000
Road Budget: \$303,000
Road System: District
Revenues Increased/Decreased: Decreased
Percent Change From Previous Year:
Pay Increase: No
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)? ☐

Personnel Cuts: ☐

Delay/Cancel Capital Projects: ☐

Cuts in Other Services: ☐

Modify Health Care Benefits: ☐

Public Safety Cuts: ☐

Across the Board Services Cuts: ☐

Regotiate Debt: ☐

Modify Pension Benefits/Plans: ☐

Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐

Reduce/eliminate travel Budget: ☐

Salary/ Wage reduction/freeze: ☐

Reduce/Eliminate prof. Development Budget: ☐

Layoffs: ☐

Early Retirements: ☐

Furloughs: ☐

Reduce Health Care Benefits: ☐

Revise Union Contracts: ☐

Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☒

Benefits

Compensatory or Overtime Pay:

Number of Paid Holidays: 14

Vacation Days Per Year: Varies

Annual Leave Carry-over Hours:

Sick Days Per Year: 12

Employee Retirement Plan: ☒

Retirement Plan Under RSA: ☐

Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒ Labor Day: ☒

Thanksgiving Friday After ☒ Memorial Day: ☒

Confederate Memorial Day: ☒ Christmas: ☒

New Years Day: ☒ Presidents Day: ☒

Jefferson Davis Birthday: ☒ Veterans Day: ☒

Independance Day: ☒ MLK Day: ☒

Other: ☐

Other (Specify): The day before Christmas and employee

Insurance Coverage

Insurance Provided: Yes

Pct. of Individual Coverage:

Individual Coverage Cost Per Month: \$396

Family Coverage: Yes

Pct. of Family Coverage:

Family Coverage Cost Per Month:

Available for Retirees: No

County Pay for Retirees:

Pct. of Retiree Coverage:

Available for Elected Officials: Yes

Pct. of Elected Officials Coverage: 100.0%

Elected Officials Cost Per Month: \$396

Dental: Yes

Vision: Yes

Disability: No

Life: No

Other: ☐

Other (Specify):

Employees

No. County Employees 59

Hiring System: Standard

County Profile: Butler

Budget

General Budget:	\$5,359,179
Road Budget:	\$5,602,075
Road System:	Unit
Revenues Increased/Decreased:	Decreased
Percent Change From Previous Year:	
Pay Increase:	Yes
Pay Increase Percent:	3.0%

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	10
Vacation Days Per Year:	Depends on years of service
Annual Leave Carry-over Hours:	
Sick Days Per Year:	12
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		

Other (Specify): one day before or after Christmas

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$396
Family Coverage:	Yes
Pct. of Family Coverage:	
Family Coverage Cost Per Month:	
Available for Retirees:	Yes
County Pay for Retirees:	No
Pct. of Retiree Coverage:	
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	100.0%
Elected Officials Cost Per Month:	\$396
Dental:	Yes
Vision:	No
Disability:	Yes
Life:	Yes
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
1. full time Deputies and Correction Officers receive a \$50 per month laundry allowance to clean their uniforms; 2. full time Deputies are paid a \$2000 per year outside of their hourly pay	

Employees

No. County Employees	95
Hiring System:	Each official hires their own emplo

County Profile: Calhoun

Budget

General Budget:	\$15,821,373
Road Budget:	\$15,354,679
Road System:	District
Revenues Increased/Decreased:	Decreased
Percent Change From Previous Year:	-12.4%
Pay Increase:	Yes
Pay Increase Percent:	3.0%

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	12
Vacation Days Per Year:	10-15-20
Annual Leave Carry-over Hours:	
Sick Days Per Year:	10
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify):			

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$373
Family Coverage:	Yes
Pct. of Family Coverage:	60.0%
Family Coverage Cost Per Month:	\$373
Available for Retirees:	Yes
County Pay for Retirees:	No
Pct. of Retiree Coverage:	
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	60.0%
Elected Officials Cost Per Month:	\$374
Dental:	Yes
Vision:	No
Disability:	No
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	347
Hiring System:	Civil Service

County Profile: Chambers

Budget

General Budget:	\$5,194,028
Road Budget:	\$1,447,700
Road System:	District
Revenues Increased/Decreased:	Increased
Percent Change From Previous Year:	10.0%
Pay Increase:	Yes
Pay Increase Percent:	5.0%

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	11
Vacation Days Per Year:	Minimum 5
Annual Leave Carry-over Hours:	
Sick Days Per Year:	13
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify):	Easter Monday		

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$368
Family Coverage:	Yes
Pct. of Family Coverage:	9.3%
Family Coverage Cost Per Month:	\$50
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	2.8%
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	97.3%
Elected Officials Cost Per Month:	\$366
Dental:	Yes
Vision:	No
Disability:	No
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	150
Hiring System:	At will by department head

County Profile: Chilton

Budget

General Budget:	\$5,133,117
Road Budget:	\$3,799,804
Road System:	Unit
Revenues Increased/Decreased:	Increased
Percent Change From Previous Year:	
Pay Increase:	Yes
Pay Increase Percent:	3.0%

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	12
Vacation Days Per Year:	12
Annual Leave Carry-over Hours:	
Sick Days Per Year:	12
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		

Other (Specify): New Year's Eve and Christmas Eve

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$372
Family Coverage:	Yes
Pct. of Family Coverage:	
Family Coverage Cost Per Month:	
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	100.0%
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	
Elected Officials Cost Per Month:	
Dental:	Yes
Vision:	Yes
Disability:	Yes
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	200
Hiring System:	

County Profile: Choctaw

Budget

General Budget: \$4,740,466
Road Budget: \$1,104,710
Road System: District
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: Yes
Pay Increase Percent: 2.5%

Budget Actions

Action taken to reduce spending (Yes/No)? ☐

Personnel Cuts: ☐

Delay/Cancel Capital Projects: ☐

Cuts in Other Services: ☐

Modify Health Care Benefits: ☐

Public Safety Cuts: ☐

Across the Board Services Cuts: ☐

Regotiate Debt: ☐

Modify Pension Benefits/Plans: ☐

Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐

Reduce/eliminate travel Budget: ☐

Salary/ Wage reduction/freeze: ☐

Reduce/Eliminate prof. Development Budget: ☐

Layoffs: ☐

Early Retirements: ☐

Furloughs: ☐

Reduce Health Care Benefits: ☐

Revise Union Contracts: ☐

Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:

Number of Paid Holidays: 12

Vacation Days Per Year: Depends on years of service

Annual Leave Carry-over Hours:

Sick Days Per Year: 13

Employee Retirement Plan: ☒

Retirement Plan Under RSA: ☒

Private Retirement Plan: ☐

Paid Holidays

Thanksgiving: ☒ Labor Day: ☒

Thanksgiving Friday After: ☒ Memorial Day: ☒

Confederate Memorial Day: ☒ Christmas: ☒

New Years Day: ☒ Presidents Day: ☒

Jefferson Davis Birthday: ☒ Veterans Day: ☒

Independance Day: ☒ MLK Day: ☒

Other: ☐

Other (Specify):

Insurance Coverage

Insurance Provided: Yes

Pct. of Individual Coverage:

Individual Coverage Cost Per Month: \$508

Family Coverage: Yes

Pct. of Family Coverage:

Family Coverage Cost Per Month: \$1,024

Available for Retirees: No

County Pay for Retirees:

Pct. of Retiree Coverage:

Available for Elected Officials: Yes

Pct. of Elected Officials Coverage:

Elected Officials Cost Per Month:

Dental: Yes

Vision: No

Disability: Yes

Life: Yes

Other: ☐

Other (Specify):

Employees

No. County Employees 65

Hiring System:

County Profile: Clarke

Budget

General Budget:	\$11,000,000
Road Budget:	\$1,700,000
Road System:	Unit
Revenues Increased/Decreased:	Same
Percent Change From Previous Year:	
Pay Increase:	Yes
Pay Increase Percent:	2.0%

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	13
Vacation Days Per Year:	Depends on years of service
Annual Leave Carry-over Hours:	
Sick Days Per Year:	104
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify): Columbus Day			

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$433
Family Coverage:	Yes
Pct. of Family Coverage:	0.0%
Family Coverage Cost Per Month:	
Available for Retirees:	Yes
County Pay for Retirees:	No
Pct. of Retiree Coverage:	
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	8.3%
Elected Officials Cost Per Month:	
Dental:	Yes
Vision:	No
Disability:	Yes
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	100
Hiring System:	State Career Center

County Profile: Coffee

Budget

General Budget:	\$7,621,789
Road Budget:	\$4,655,400
Road System:	Unit
Revenues Increased/Decreased:	Increased
Percent Change From Previous Year:	200.0%
Pay Increase:	Yes
Pay Increase Percent:	2.5%

Budget Actions

Action taken to reduce spending (Yes/No)?

Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	11
Vacation Days Per Year:	10
Annual Leave Carry-over Hours:	
Sick Days Per Year:	6.5
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify): Christmas Eve			

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$360
Family Coverage:	Yes
Pct. of Family Coverage:	56.0%
Family Coverage Cost Per Month:	\$489
Available for Retirees:	No
County Pay for Retirees:	
Pct. of Retiree Coverage:	
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	
Elected Officials Cost Per Month:	
Dental:	Yes
Vision:	Yes
Disability:	No
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	170
Hiring System:	

County Profile: Colbert

Budget

General Budget:
Road Budget:
Road System:
Revenues Increased/Decreased:
Percent Change From Previous Year:
Pay Increase:
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)?

Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays:
Vacation Days Per Year:
Annual Leave Carry-over Hours:
Sick Days Per Year:
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐
Other (Specify):

Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☒
Veterans Day: ☒
MLK Day: ☒

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month:

Family Coverage: Yes
Pct. of Family Coverage:
Family Coverage Cost Per Month:

Available for Retirees: Yes
County Pay for Retirees:
Pct. of Retiree Coverage:

Available for Elected Officials: Yes
Pct. of Elected Officials Coverage:
Elected Officials Cost Per Month:

Dental: Yes
Vision: Yes
Disability: No
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 219
Hiring System:

County Profile: Coosa

Budget

General Budget:	\$2,609,000
Road Budget:	\$1,522,300
Road System:	Unit
Revenues Increased/Decreased:	Decreased
Percent Change From Previous Year:	-0.9%
Pay Increase:	No
Pay Increase Percent:	

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input checked="" type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input checked="" type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	14
Vacation Days Per Year:	12
Annual Leave Carry-over Hours:	
Sick Days Per Year:	12
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify):			

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$247
Family Coverage:	Yes
Pct. of Family Coverage:	65.5%
Family Coverage Cost Per Month:	\$629
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	42.5%
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	65.5%
Elected Officials Cost Per Month:	\$629
Dental:	No
Vision:	No
Disability:	Yes
Life:	Yes
Other:	<input checked="" type="checkbox"/>
Other (Specify):	Cancer policy- on employees- county pays

Employees

No. County Employees	66
Hiring System:	County Commission- Engineer-She

County Profile: Covington

Budget

General Budget: \$7,778,461
Road Budget: \$5,473,814
Road System: Unit
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: No
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)? ☐

Personnel Cuts: ☐

Delay/Cancel Capital Projects: ☐

Cuts in Other Services: ☐

Modify Health Care Benefits: ☐

Public Safety Cuts: ☐

Across the Board Services Cuts: ☐

Regotiate Debt: ☐

Modify Pension Benefits/Plans: ☐

Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐

Reduce/eliminate travel Budget: ☐

Salary/ Wage reduction/freeze: ☐

Reduce/Eliminate prof. Development Budget: ☐

Layoffs: ☐

Early Retirements: ☐

Furloughs: ☐

Reduce Health Care Benefits: ☐

Revise Union Contracts: ☐

Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:

Number of Paid Holidays: 14

Vacation Days Per Year: 6 to 12 hours per month

Annual Leave Carry-over Hours:

Sick Days Per Year: 12

Employee Retirement Plan: ☒

Retirement Plan Under RSA: ☐

Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒ Labor Day: ☒

Thanksgiving Friday After: ☒ Memorial Day: ☒

Confederate Memorial Day: ☒ Christmas: ☒

New Years Day: ☒ Presidents Day: ☒

Jefferson Davis Birthday: ☒ Veterans Day: ☒

Independance Day: ☒ MLK Day: ☒

Other: ☐

Other (Specify): Columbus Day and Christmas Eve

Insurance Coverage

Insurance Provided: Yes

Pct. of Individual Coverage:

Individual Coverage Cost Per Month: \$386

Family Coverage: Yes

Pct. of Family Coverage: 65.0%

Family Coverage Cost Per Month: \$600

Available for Retirees: Yes

County Pay for Retirees: Yes

Pct. of Retiree Coverage: 75.0%

Available for Elected Officials: Yes

Pct. of Elected Officials Coverage: 100.0%

Elected Officials Cost Per Month: \$386

Dental: Yes

Vision: No

Disability: No

Life: Yes

Other: ☐

Other (Specify):

Employees

No. County Employees 154

Hiring System: Alabama Career Center/ AL Joblink

County Profile: Crenshaw

Budget

General Budget: \$2,740,000
Road Budget: \$495,000
Road System: Unit
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: Yes
Pay Increase Percent: 3.0%

Budget Actions

Action taken to reduce spending (Yes/No)? ☐

Personnel Cuts: ☐

Delay/Cancel Capital Projects: ☐

Cuts in Other Services: ☐

Modify Health Care Benefits: ☐

Public Safety Cuts: ☐

Across the Board Services Cuts: ☐

Regotiate Debt: ☐

Modify Pension Benefits/Plans: ☐

Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐

Reduce/eliminate travel Budget: ☐

Salary/ Wage reduction/freeze: ☐

Reduce/Eliminate prof. Development Budget: ☐

Layoffs: ☐

Early Retirements: ☐

Furloughs: ☐

Reduce Health Care Benefits: ☐

Revise Union Contracts: ☐

Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:

Number of Paid Holidays: 14

Vacation Days Per Year: Depends on years of service

Annual Leave Carry-over Hours:

Sick Days Per Year:

Employee Retirement Plan: ☒

Retirement Plan Under RSA: ☐

Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒ Labor Day: ☒

Thanksgiving Friday After: ☒ Memorial Day: ☒

Confederate Memorial Day: ☒ Christmas: ☒

New Years Day: ☒ Presidents Day: ☒

Jefferson Davis Birthday: ☒ Veterans Day: ☒

Independance Day: ☒ MLK Day: ☒

Other: ☐

Other (Specify): One personal day and Good Friday befo

Insurance Coverage

Insurance Provided: Yes

Pct. of Individual Coverage:

Individual Coverage Cost Per Month: \$396

Family Coverage: Yes

Pct. of Family Coverage:

Family Coverage Cost Per Month:

Available for Retirees: No

County Pay for Retirees:

Pct. of Retiree Coverage:

Available for Elected Officials: Yes

Pct. of Elected Officials Coverage: 100.0%

Elected Officials Cost Per Month: \$396

Dental: Yes

Vision: Yes

Disability: No

Life: Yes

Other: ☐

Other (Specify):

Employees

No. County Employees 80

Hiring System: Personnel policy guides

County Profile: Cullman

Budget

General Budget:
Road Budget:
Road System: Unit
Revenues Increased/Decreased:
Percent Change From Previous Year:
Pay Increase: No
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)? ☐
Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐
Specific Personnel Cuts
Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐
Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 14
Vacation Days Per Year: 13
Annual Leave Carry-over Hours:
Sick Days Per Year: 13
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐
Other (Specify): Jefferson Davis Birthday
Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☒
Veterans Day: ☒
MLK Day: ☒

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$484
Family Coverage: Yes
Pct. of Family Coverage: 85.0%
Family Coverage Cost Per Month: \$1,008
Available for Retirees: Yes
County Pay for Retirees: Yes
Pct. of Retiree Coverage: 93.0%
Available for Elected Officials: Yes
Pct. of Elected Officials Coverage: 93.0%
Elected Officials Cost Per Month: \$484
Dental: Yes
Vision: Yes
Disability: No
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 510
Hiring System:

County Profile: Dale

Budget

General Budget:	\$5,778,809
Road Budget:	\$2,778,073
Road System:	Unit
Revenues Increased/Decreased:	Same
Percent Change From Previous Year:	
Pay Increase:	Yes
Pay Increase Percent:	2.0%

Budget Actions

Action taken to reduce spending (Yes/No)?

Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:

Number of Paid Holidays:	15
Vacation Days Per Year:	13-16
Annual Leave Carry-over Hours:	
Sick Days Per Year:	13
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		

Other (Specify): Columbus Day, Christmas Eve, Day after

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$340
Family Coverage:	Yes
Pct. of Family Coverage:	
Family Coverage Cost Per Month:	\$340
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	90.0%
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	90.0%
Elected Officials Cost Per Month:	\$340
Dental:	Yes
Vision:	Yes
Disability:	No
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	145
Hiring System:	At will

County Profile: Dallas

Budget

General Budget:	\$11,800,000
Road Budget:	\$1,900,000
Road System:	District
Revenues Increased/Decreased:	Increased
Percent Change From Previous Year:	4.0%
Pay Increase:	No
Pay Increase Percent:	

Budget Actions

Action taken to reduce spending (Yes/No)?

Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>

Specific Personnel Cuts

Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	10
Vacation Days Per Year:	12
Annual Leave Carry-over Hours:	
Sick Days Per Year:	12
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify): Good Friday			

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$430
Family Coverage:	Yes
Pct. of Family Coverage:	71.0%
Family Coverage Cost Per Month:	\$979
Available for Retirees:	No
County Pay for Retirees:	
Pct. of Retiree Coverage:	
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	100.0%
Elected Officials Cost Per Month:	\$430
Dental:	Yes
Vision:	Yes
Disability:	Yes
Life:	Yes
Other:	<input checked="" type="checkbox"/>
Other (Specify):	Employer match on retirement

Employees

No. County Employees	253
Hiring System:	At will

County Profile: Elmore

Budget

General Budget: \$13,123,654
Road Budget: \$1,341,628
Road System: Unit
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: Yes
Pay Increase Percent: 2.0%

Budget Actions

Action taken to reduce spending (Yes/No)? ☐

Personnel Cuts: ☐

Delay/Cancel Capital Projects: ☐

Cuts in Other Services: ☐

Modify Health Care Benefits: ☐

Public Safety Cuts: ☐

Across the Board Services Cuts: ☐

Regotiate Debt: ☐

Modify Pension Benefits/Plans: ☐

Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐

Reduce/eliminate travel Budget: ☐

Salary/ Wage reduction/freeze: ☐

Reduce/Eliminate prof. Development Budget: ☐

Layoffs: ☐

Early Retirements: ☐

Furloughs: ☐

Reduce Health Care Benefits: ☐

Revise Union Contracts: ☐

Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:

Number of Paid Holidays: 11

Vacation Days Per Year: Varies

Annual Leave Carry-over Hours:

Sick Days Per Year: 12

Employee Retirement Plan: ☒

Retirement Plan Under RSA: ☐

Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒ Labor Day: ☒

Thanksgiving Friday After: ☒ Memorial Day: ☒

Confederate Memorial Day: ☒ Christmas: ☒

New Years Day: ☒ Presidents Day: ☒

Jefferson Davis Birthday: ☒ Veterans Day: ☒

Independance Day: ☒ MLK Day: ☒

Other: ☐

Other (Specify):

Insurance Coverage

Insurance Provided: Yes

Pct. of Individual Coverage:

Individual Coverage Cost Per Month: \$432

Family Coverage: Yes

Pct. of Family Coverage: 65.0%

Family Coverage Cost Per Month: \$707

Available for Retirees: Yes

County Pay for Retirees: No

Pct. of Retiree Coverage:

Available for Elected Officials: Yes

Pct. of Elected Officials Coverage: 100.0%

Elected Officials Cost Per Month: \$432

Dental: Yes

Vision: Yes

Disability: No

Life: Yes

Other: ☐

Other (Specify):

Employees

No. County Employees 246

Hiring System:

County Profile: Etowah

Budget

General Budget: \$17,000,000
Road Budget: \$6,500,000
Road System: Unit
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: Yes
Pay Increase Percent: 2.5%

Budget Actions

Action taken to reduce spending (Yes/No)?

Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 12
Vacation Days Per Year: Minimum of 10 - then on a scale according to tenure
Annual Leave Carry-over Hours:
Sick Days Per Year: 12
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐

Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☐
Veterans Day: ☒
MLK Day: ☒

Other (Specify): Good Friday, Xmas Eve

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$368

Family Coverage: Yes
Pct. of Family Coverage: 85.0%
Family Coverage Cost Per Month: \$729

Available for Retirees: Yes
County Pay for Retirees: Yes
Pct. of Retiree Coverage: 100.0%

Available for Elected Officials: Yes
Pct. of Elected Officials Coverage: 100.0%
Elected Officials Cost Per Month: \$368

Dental: Yes
Vision: Yes
Disability: Yes
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 322
Hiring System: Personnel Board

County Profile: Fayette

Budget

General Budget: ☐
Road Budget: ☐
Road System: ☐
Revenues Increased/Decreased: ☐
Percent Change From Previous Year: ☐
Pay Increase: ☐
Pay Increase Percent: ☐

Budget Actions

Action taken to reduce spending (Yes/No)? ☐
Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐
Specific Personnel Cuts ☐
Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐
Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay: ☐
Number of Paid Holidays: ☐
Vacation Days Per Year: ☐
Annual Leave Carry-over Hours: ☐
Sick Days Per Year: ☐
Employee Retirement Plan: ☐
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☐

Paid Holidays

Thanksgiving: ☐ Labor Day: ☐
Thanksgiving Friday After: ☐ Memorial Day: ☐
Confederate Memorial Day: ☐ Christmas: ☐
New Years Day: ☐ Presidents Day: ☐
Jefferson Davis Birthday: ☐ Veterans Day: ☐
Independance Day: ☐ MLK Day: ☐
Other: ☐
Other (Specify): ☐

Insurance Coverage

Insurance Provided: ☐
Pct. of Individual Coverage: ☐
Individual Coverage Cost Per Month: ☐
Family Coverage: ☐
Pct. of Family Coverage: ☐
Family Coverage Cost Per Month: ☐
Available for Retirees: ☐
County Pay for Retirees: ☐
Pct. of Retiree Coverage: ☐
Available for Elected Officials: ☐
Pct. of Elected Officials Coverage: ☐
Elected Officials Cost Per Month: ☐
Dental: ☐
Vision: ☐
Disability: ☐
Life: ☐
Other: ☐
Other (Specify): ☐

Employees

No. County Employees: ☐
Hiring System: ☐

County Profile: Franklin

Budget

General Budget:
Road Budget: \$1,152,500
Road System: Unit
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: No
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)? ☐
Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐
Specific Personnel Cuts
Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐
Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 12
Vacation Days Per Year: 4 - 12 hours monthly
Annual Leave Carry-over Hours:
Sick Days Per Year: 12
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐
Other (Specify): Columbus Day

Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☒
Veterans Day: ☒
MLK Day: ☒

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$414
Family Coverage: Yes
Pct. of Family Coverage: 70.0%
Family Coverage Cost Per Month: \$722
Available for Retirees: Yes
County Pay for Retirees: No
Pct. of Retiree Coverage:
Available for Elected Officials: Yes
Pct. of Elected Officials Coverage: 100.0%
Elected Officials Cost Per Month: \$414
Dental: Yes
Vision: Yes
Disability: No
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 150
Hiring System: At will

County Profile: Greene

Budget

General Budget:
Road Budget:
Road System:
Revenues Increased/Decreased: Decreased
Percent Change From Previous Year:
Pay Increase: Yes
Pay Increase Percent: 3.0%

Budget Actions

Action taken to reduce spending (Yes/No)? ☐
Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐
Specific Personnel Cuts
Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐
Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 11
Vacation Days Per Year: 12
Annual Leave Carry-over Hours:
Sick Days Per Year: 12
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐
Other (Specify): Birthday, Christmas Eve
Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☐
Veterans Day: ☒
MLK Day: ☒

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$421
Family Coverage: Yes
Pct. of Family Coverage:
Family Coverage Cost Per Month:
Available for Retirees: No
County Pay for Retirees:
Pct. of Retiree Coverage: 100.0%
Available for Elected Officials: Yes
Pct. of Elected Officials Coverage: 100.0%
Elected Officials Cost Per Month:
Dental: Yes
Vision: Yes
Disability: No
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 98
Hiring System:

County Profile: Henry

Budget

General Budget:	\$3,455,008
Road Budget:	\$2,702,300
Road System:	District
Revenues Increased/Decreased:	Same
Percent Change From Previous Year:	
Pay Increase:	Yes
Pay Increase Percent:	2.5%

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	12
Vacation Days Per Year:	5 days to 19 days
Annual Leave Carry-over Hours:	
Sick Days Per Year:	12
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify):			

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$396
Family Coverage:	Yes
Pct. of Family Coverage:	
Family Coverage Cost Per Month:	
Available for Retirees:	No
County Pay for Retirees:	
Pct. of Retiree Coverage:	
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	100.0%
Elected Officials Cost Per Month:	\$396
Dental:	Yes
Vision:	Yes
Disability:	No
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	78
Hiring System:	Posting jobs and avdertising

County Profile: Houston

Budget

General Budget:	\$23,750,000
Road Budget:	\$9,150,000
Road System:	Unit
Revenues Increased/Decreased:	Increased
Percent Change From Previous Year:	1.5%
Pay Increase:	Yes
Pay Increase Percent:	4.0%

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	15
Vacation Days Per Year:	80 to 160 depending on length of service
Annual Leave Carry-over Hours:	
Sick Days Per Year:	96
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify):	Columbus Day		

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$332
Family Coverage:	Yes
Pct. of Family Coverage:	75.0%
Family Coverage Cost Per Month:	\$715
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	28.0%
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	
Elected Officials Cost Per Month:	\$332
Dental:	Yes
Vision:	No
Disability:	No
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	410
Hiring System:	Manual recruiting

County Profile: Lauderdale

Budget

General Budget:	\$13,269,421
Road Budget:	\$9,312,030
Road System:	Unit
Revenues Increased/Decreased:	Same
Percent Change From Previous Year:	
Pay Increase:	Yes
Pay Increase Percent:	3.4%

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	12
Vacation Days Per Year:	10
Annual Leave Carry-over Hours:	
Sick Days Per Year:	12
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify): Columbus Day			

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$396
Family Coverage:	
Pct. of Family Coverage:	Yes
Family Coverage Cost Per Month:	\$180
Available for Retirees:	Yes
County Pay for Retirees:	No
Pct. of Retiree Coverage:	
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	100.0%
Elected Officials Cost Per Month:	\$396
Dental:	Yes
Vision:	No
Disability:	No
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	265
Hiring System:	Newspaper

County Profile: Lee

Budget

General Budget:	\$22,000,000
Road Budget:	\$7,300,000
Road System:	Unit
Revenues Increased/Decreased:	Increased
Percent Change From Previous Year:	1.5%
Pay Increase:	Yes
Pay Increase Percent:	1.6%

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	11
Vacation Days Per Year:	Tiered Plan- 10, 12, 15, or 18 depending on years of service
Annual Leave Carry-over Hours:	
Sick Days Per Year:	12
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify):			

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$396
Family Coverage:	Yes
Pct. of Family Coverage:	
Family Coverage Cost Per Month:	\$100
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	100.0%
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	100.0%
Elected Officials Cost Per Month:	\$396
Dental:	Yes
Vision:	Yes
Disability:	No
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	350
Hiring System:	Personnel policies and procedures

County Profile: Limestone

Budget

General Budget: \$33,294,297
Road Budget:
Road System: District
Revenues Increased/Decreased: Increased
Percent Change From Previous Year:
Pay Increase: Yes
Pay Increase Percent: 3.0%

Budget Actions

Action taken to reduce spending (Yes/No)?

Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 15
Vacation Days Per Year:
Annual Leave Carry-over Hours:
Sick Days Per Year: 13
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐

Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☒
Veterans Day: ☒
MLK Day: ☒

Other (Specify): Columbus Day and Good Friday

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$396

Family Coverage: Yes
Pct. of Family Coverage: 70.0%
Family Coverage Cost Per Month: \$674

Available for Retirees: Yes
County Pay for Retirees: Yes
Pct. of Retiree Coverage: 100.0%

Available for Elected Officials: Yes
Pct. of Elected Officials Coverage: 100.0%
Elected Officials Cost Per Month: \$396

Dental: Yes
Vision: Yes
Disability: Yes
Life: Yes
Other: ☒
Other (Specify):
Various insurance

Employees

No. County Employees 247
Hiring System: Equal opportunity

County Profile: Marengo

Budget

General Budget: \$4,404,502
Road Budget: \$870,060
Road System: Unit
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: Yes
Pay Increase Percent: 3.0%

Budget Actions

Action taken to reduce spending (Yes/No)? ☐

Personnel Cuts: ☐

Delay/Cancel Capital Projects: ☐

Cuts in Other Services: ☐

Modify Health Care Benefits: ☐

Public Safety Cuts: ☐

Across the Board Services Cuts: ☐

Regotiate Debt: ☐

Modify Pension Benefits/Plans: ☐

Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐

Reduce/eliminate travel Budget: ☐

Salary/ Wage reduction/freeze: ☐

Reduce/Eliminate prof. Development Budget: ☐

Layoffs: ☐

Early Retirements: ☐

Furloughs: ☐

Reduce Health Care Benefits: ☐

Revise Union Contracts: ☐

Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:

Number of Paid Holidays: 14

Vacation Days Per Year: Depends on years of service

Annual Leave Carry-over Hours:

Sick Days Per Year: 104

Employee Retirement Plan: ☒

Retirement Plan Under RSA: ☐

Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒ Labor Day: ☒

Thanksgiving Friday After ☒ Memorial Day: ☒

Confederate Memorial Day: ☒ Christmas: ☒

New Years Day: ☒ Presidents Day: ☒

Jefferson Davis Birthday: ☒ Veterans Day: ☒

Independance Day: ☒ MLK Day: ☒

Other: ☐

Other (Specify): Day After Christmas

Insurance Coverage

Insurance Provided: Yes

Pct. of Individual Coverage:

Individual Coverage Cost Per Month: \$378

Family Coverage: Yes

Pct. of Family Coverage: 64.0%

Family Coverage Cost Per Month: \$588

Available for Retirees: No

County Pay for Retirees:

Pct. of Retiree Coverage:

Available for Elected Officials: Yes

Pct. of Elected Officials Coverage: 100.0%

Elected Officials Cost Per Month:

Dental: Yes

Vision: Yes

Disability: No

Life: Yes

Other: ☐

Other (Specify):

Employees

No. County Employees 77

Hiring System:

County Profile: Marshall

Budget

General Budget: \$10,000,000
Road Budget: \$6,000,000
Road System: District
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: No
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)?

Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:

Number of Paid Holidays: 13
Vacation Days Per Year: 10 days for up to 4 years -- increases in increments up to 26 days f
Annual Leave Carry-over Hours:
Sick Days Per Year: 12
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☐
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐
Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☒
Veterans Day: ☒
MLK Day: ☒

Other (Specify): Columbus Day and 1 personal day

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$422

Family Coverage: Yes
Pct. of Family Coverage: 77.0%
Family Coverage Cost Per Month: \$407

Available for Retirees: Yes
County Pay for Retirees: Yes
Pct. of Retiree Coverage: 100.0%

Available for Elected Officials: Yes
Pct. of Elected Officials Coverage:
Elected Officials Cost Per Month: \$422

Dental: Yes
Vision: Yes
Disability: No
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 220
Hiring System:

County Profile: Mobile

Budget

General Budget:	\$117,325,383
Road Budget:	\$17,006,170
Road System:	District
Revenues Increased/Decreased:	Decreased
Percent Change From Previous Year:	1.0%
Pay Increase:	No
Pay Increase Percent:	

Budget Actions

Action taken to reduce spending (Yes/No)?	<input checked="" type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input checked="" type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input checked="" type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	12
Vacation Days Per Year:	10-25 based on length of service
Annual Leave Carry-over Hours:	
Sick Days Per Year:	10
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify): Christmas Eve			

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$346
Family Coverage:	Yes
Pct. of Family Coverage:	80.0%
Family Coverage Cost Per Month:	\$871
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	65.0%
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	80.0%
Elected Officials Cost Per Month:	\$871
Dental:	Yes
Vision:	Yes
Disability:	Yes
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	1,678
Hiring System:	Merit system

County Profile: Monroe

Budget

General Budget:
Road Budget:
Road System:
Revenues Increased/Decreased:
Percent Change From Previous Year:
Pay Increase:
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)?

Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 12
Vacation Days Per Year: 120
Annual Leave Carry-over Hours:
Sick Days Per Year:
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐

Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☐
Veterans Day: ☒
MLK Day: ☐

Other (Specify): MLK Day, President Day, Good Friday

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$389

Family Coverage: Yes
Pct. of Family Coverage:
Family Coverage Cost Per Month:

Available for Retirees: Yes
County Pay for Retirees: No
Pct. of Retiree Coverage:

Available for Elected Officials: Yes
Pct. of Elected Officials Coverage: 90.0%
Elected Officials Cost Per Month: \$389

Dental: Yes
Vision: No
Disability: No
Life: No
Other: ☐

Other (Specify):

Employees

No. County Employees 132
Hiring System: State employment office

County Profile: Montgomery

Budget

General Budget:	\$69,000,000
Road Budget:	\$11,000,000
Road System:	District
Revenues Increased/Decreased:	Increased
Percent Change From Previous Year:	2.0%
Pay Increase:	No
Pay Increase Percent:	

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	11
Vacation Days Per Year:	13
Annual Leave Carry-over Hours:	
Sick Days Per Year:	13
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify):	Columbus Day		

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$565
Family Coverage:	Yes
Pct. of Family Coverage:	72.0%
Family Coverage Cost Per Month:	\$565
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	85.0%
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	92.0%
Elected Officials Cost Per Month:	\$565
Dental:	Yes
Vision:	Yes
Disability:	No
Life:	Yes
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
YMCA subsidized membership. Mental Health counseling. Behavioral counseling.	

Employees

No. County Employees	904
Hiring System:	City/County personnel departmen

County Profile: Morgan

Budget

General Budget: \$19,560,000
Road Budget:
Road System: District
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: No
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)?

Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 13
Vacation Days Per Year: Depends on years of service
Annual Leave Carry-over Hours:
Sick Days Per Year: 8
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐
Other (Specify): Good Friday

Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☒
Veterans Day: ☒
MLK Day: ☒

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$64

Family Coverage: Yes
Pct. of Family Coverage: 88.0%
Family Coverage Cost Per Month: \$167

Available for Retirees: Yes
County Pay for Retirees: No
Pct. of Retiree Coverage:

Available for Elected Officials: Yes
Pct. of Elected Officials Coverage:
Elected Officials Cost Per Month:

Dental: Yes
Vision: No
Disability: Yes
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 400
Hiring System: Merit

County Profile: Pickens

Budget

General Budget: \$4,134,688
Road Budget: \$1,761,628
Road System: Unit
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: No
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)?

Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 14
Vacation Days Per Year: 10+
Annual Leave Carry-over Hours:
Sick Days Per Year: 12
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐

Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☒
Veterans Day: ☒
MLK Day: ☒

Other (Specify): Columbus Day, Christmas Eve or day aft

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$422

Family Coverage: Yes
Pct. of Family Coverage: 95.0%
Family Coverage Cost Per Month: \$618

Available for Retirees: Yes
County Pay for Retirees: Yes
Pct. of Retiree Coverage: 100.0%

Available for Elected Officials: Yes
Pct. of Elected Officials Coverage: 100.0%
Elected Officials Cost Per Month: \$422

Dental: Yes
Vision: No
Disability: Yes
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 113
Hiring System:

County Profile: Pike

Budget

General Budget:	\$5,642,925
Road Budget:	\$1,410,300
Road System:	Unit
Revenues Increased/Decreased:	Increased
Percent Change From Previous Year:	5.0%
Pay Increase:	No
Pay Increase Percent:	

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	15
Vacation Days Per Year:	13/16.25/19.5
Annual Leave Carry-over Hours:	
Sick Days Per Year:	15
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		

Other (Specify): Christmas Eve, Good Friday, Columbus

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$378
Family Coverage:	Yes
Pct. of Family Coverage:	
Family Coverage Cost Per Month:	
Available for Retirees:	Yes
County Pay for Retirees:	No
Pct. of Retiree Coverage:	
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	100.0%
Elected Officials Cost Per Month:	\$378
Dental:	Yes
Vision:	No
Disability:	Yes
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	93
Hiring System:	

County Profile: Randolph

Budget

General Budget:	\$3,831,389
Road Budget:	\$2,119,629
Road System:	Unit
Revenues Increased/Decreased:	Decreased
Percent Change From Previous Year:	6.0%
Pay Increase:	No
Pay Increase Percent:	

Budget Actions

Action taken to reduce spending (Yes/No)?	<input checked="" type="checkbox"/>
Personnel Cuts:	<input checked="" type="checkbox"/>
Delay/Cancel Capital Projects:	<input checked="" type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input checked="" type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input checked="" type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input checked="" type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	11
Vacation Days Per Year:	6-18
Annual Leave Carry-over Hours:	
Sick Days Per Year:	12
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input type="checkbox"/>
Other:	<input type="checkbox"/>		

Other (Specify): Christmas Eve, New Year's Eve, Good Fri

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$398
Family Coverage:	
Family Coverage:	Yes
Pct. of Family Coverage:	50.0%
Family Coverage Cost Per Month:	\$679
Available for Retirees:	No
County Pay for Retirees:	
Pct. of Retiree Coverage:	
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	100.0%
Elected Officials Cost Per Month:	\$398
Dental:	Yes
Vision:	Yes
Disability:	No
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	123
Hiring System:	Employment office

County Profile: Shelby

Budget

General Budget:	\$54,091,083
Road Budget:	\$13,277,455
Road System:	Unit
Revenues Increased/Decreased:	Increased
Percent Change From Previous Year:	0.5%
Pay Increase:	No
Pay Increase Percent:	

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	11
Vacation Days Per Year:	12-24 (longevity based)
Annual Leave Carry-over Hours:	
Sick Days Per Year:	12
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		

Other (Specify): Christmas Eve and New Year's Eve

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$339
Family Coverage:	Yes
Pct. of Family Coverage:	92.0%
Family Coverage Cost Per Month:	\$836
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	92.0%
Elected Officials Cost Per Month:	\$339
Dental:	Yes
Vision:	Yes
Disability:	Yes
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	622
Hiring System:	Online - NeoGov

County Profile: St. Clair

Budget

General Budget:	\$16,908,587
Road Budget:	\$4,662,363
Road System:	Unit
Revenues Increased/Decreased:	Increased
Percent Change From Previous Year:	3.0%
Pay Increase:	Yes
Pay Increase Percent:	

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	13
Vacation Days Per Year:	12-24 depending on years of service
Annual Leave Carry-over Hours:	
Sick Days Per Year:	12
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify):	Columbus Day		

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$608
Family Coverage:	Yes
Pct. of Family Coverage:	100.0%
Family Coverage Cost Per Month:	\$1,238
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	100.0%
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	100.0%
Elected Officials Cost Per Month:	\$1,238
Dental:	Yes
Vision:	Yes
Disability:	Yes
Life:	Yes
Other:	<input checked="" type="checkbox"/>
Other (Specify):	
Portion of Aflac Cancer Policy \$3.17/month for individual. \$4.67/month for family	

Employees

No. County Employees	315
Hiring System:	Self managed

County Profile: Talladega

Budget

General Budget:	\$13,500,000
Road Budget:	\$5,750,000
Road System:	Unit
Revenues Increased/Decreased:	Same
Percent Change From Previous Year:	
Pay Increase:	Yes
Pay Increase Percent:	3.0%

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	13
Vacation Days Per Year:	10+
Annual Leave Carry-over Hours:	
Sick Days Per Year:	12
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify): Christmas Eve, Good Friday			

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$396
Family Coverage:	Yes
Pct. of Family Coverage:	33.5%
Family Coverage Cost Per Month:	\$528
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	100.0%
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	100.0%
Elected Officials Cost Per Month:	\$396
Dental:	Yes
Vision:	Yes
Disability:	No
Life:	No
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	246
Hiring System:	

County Profile: Tallapoosa

Budget

General Budget: \$6,900,000
Road Budget: \$5,400,000
Road System:
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: No
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)?

Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 12
Vacation Days Per Year: 10
Annual Leave Carry-over Hours:
Sick Days Per Year: 12
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☐
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐
Other (Specify): Columbus Day

Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☒
Veterans Day: ☒
MLK Day: ☒

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$414

Family Coverage: Yes
Pct. of Family Coverage: 76.0%
Family Coverage Cost Per Month: \$801

Available for Retirees: Yes
County Pay for Retirees: Yes
Pct. of Retiree Coverage: 100.0%

Available for Elected Officials: Yes
Pct. of Elected Officials Coverage: 100.0%
Elected Officials Cost Per Month: \$414

Dental: Yes
Vision: Yes
Disability: No
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 142
Hiring System:

County Profile: Tuscaloosa

Budget

General Budget:	\$53,150,500
Road Budget:	\$21,505,500
Road System:	Unit
Revenues Increased/Decreased:	Increased
Percent Change From Previous Year:	6.0%
Pay Increase:	Yes
Pay Increase Percent:	2.0%

Budget Actions

Action taken to reduce spending (Yes/No)?	<input type="checkbox"/>
Personnel Cuts:	<input type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input type="checkbox"/>
Public Safety Cuts:	<input type="checkbox"/>
Across the Board Services Cuts:	<input type="checkbox"/>
Regotiate Debt:	<input type="checkbox"/>
Modify Pension Benefits/Plans:	<input type="checkbox"/>
Human Services Cuts:	<input type="checkbox"/>
Specific Personnel Cuts	
Hiring freeze:	<input type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input type="checkbox"/>
Layoffs:	<input type="checkbox"/>
Early Retirements:	<input type="checkbox"/>
Furloughs:	<input type="checkbox"/>
Reduce Health Care Benefits:	<input type="checkbox"/>
Revise Union Contracts:	<input type="checkbox"/>
Reduce Pension Benefits:	<input type="checkbox"/>
Changes represents new way of doing business:	<input type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	
Number of Paid Holidays:	12
Vacation Days Per Year:	Sliding scale
Annual Leave Carry-over Hours:	
Sick Days Per Year:	
Employee Retirement Plan:	<input checked="" type="checkbox"/>
Retirement Plan Under RSA:	<input type="checkbox"/>
Private Retirement Plan:	<input checked="" type="checkbox"/>

Paid Holidays

Thanksgiving:	<input checked="" type="checkbox"/>	Labor Day:	<input checked="" type="checkbox"/>
Thanksgiving Friday After	<input checked="" type="checkbox"/>	Memorial Day:	<input checked="" type="checkbox"/>
Confederate Memorial Day:	<input checked="" type="checkbox"/>	Christmas:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>	Presidents Day:	<input checked="" type="checkbox"/>
Jefferson Davis Birthday:	<input checked="" type="checkbox"/>	Veterans Day:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>	MLK Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>		
Other (Specify): Christmas Eve and Birthday			

Insurance Coverage

Insurance Provided:	Yes
Pct. of Individual Coverage:	
Individual Coverage Cost Per Month:	\$500
Family Coverage:	Yes
Pct. of Family Coverage:	91.0%
Family Coverage Cost Per Month:	\$1,000
Available for Retirees:	Yes
County Pay for Retirees:	Yes
Pct. of Retiree Coverage:	100.0%
Available for Elected Officials:	Yes
Pct. of Elected Officials Coverage:	91.0%
Elected Officials Cost Per Month:	\$500
Dental:	Yes
Vision:	Yes
Disability:	No
Life:	Yes
Other:	<input type="checkbox"/>
Other (Specify):	

Employees

No. County Employees	473
Hiring System:	Civil service

County Profile: Washington

Budget

General Budget: \$4,336,067
Road Budget: \$3,126,693
Road System: Unit
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: Yes
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)? ☐
Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Regotiate Debt: ☐
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐
Specific Personnel Cuts
Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐
Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 13
Vacation Days Per Year: 40, 80, 120, 160 hours
Annual Leave Carry-over Hours:
Sick Days Per Year: 12
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐
Other (Specify):

Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☒
Veterans Day: ☒
MLK Day: ☒

Insurance Coverage

Insurance Provided: No
Pct. of Individual Coverage:
Individual Coverage Cost Per Month:
Family Coverage:
Pct. of Family Coverage:
Family Coverage Cost Per Month:
Available for Retirees: Yes
County Pay for Retirees: No
Pct. of Retiree Coverage:
Available for Elected Officials: Yes
Pct. of Elected Officials Coverage:
Elected Officials Cost Per Month:
Dental: Yes
Vision: Yes
Disability: Yes
Life: Yes
Other: ☐
Other (Specify):

Employees

No. County Employees 102
Hiring System:

County Profile: Wilcox

Budget

General Budget: \$3,295,302
Road Budget: \$2,226,261
Road System: Unit
Revenues Increased/Decreased: Same
Percent Change From Previous Year:
Pay Increase: No
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)? ☐

Personnel Cuts: ☐

Delay/Cancel Capital Projects: ☐

Cuts in Other Services: ☐

Modify Health Care Benefits: ☐

Public Safety Cuts: ☐

Across the Board Services Cuts: ☐

Regotiate Debt: ☐

Modify Pension Benefits/Plans: ☐

Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐

Reduce/eliminate travel Budget: ☐

Salary/ Wage reduction/freeze: ☐

Reduce/Eliminate prof. Development Budget: ☐

Layoffs: ☐

Early Retirements: ☐

Furloughs: ☐

Reduce Health Care Benefits: ☐

Revise Union Contracts: ☐

Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☐

Benefits

Compensatory or Overtime Pay:

Number of Paid Holidays: 11

Vacation Days Per Year: 6.5 to 19.5

Annual Leave Carry-over Hours:

Sick Days Per Year: 13

Employee Retirement Plan: ☒

Retirement Plan Under RSA: ☐

Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒ Labor Day: ☒

Thanksgiving Friday After: ☒ Memorial Day: ☒

Confederate Memorial Day: ☒ Christmas: ☒

New Years Day: ☒ Presidents Day: ☐

Jefferson Davis Birthday: ☒ Veterans Day: ☒

Independance Day: ☒ MLK Day: ☒

Other: ☐

Other (Specify): Christmas Eve, Good Friday

Insurance Coverage

Insurance Provided: Yes

Pct. of Individual Coverage:

Individual Coverage Cost Per Month: \$217

Family Coverage: Yes

Pct. of Family Coverage: 83.0%

Family Coverage Cost Per Month: \$502

Available for Retirees: No

County Pay for Retirees:

Pct. of Retiree Coverage: 86.0%

Available for Elected Officials: Yes

Pct. of Elected Officials Coverage: 86.0%

Elected Officials Cost Per Month: \$217

Dental: Yes

Vision: No

Disability: No

Life: Yes

Other: ☐

Other (Specify):

Employees

No. County Employees 82

Hiring System: Advertisements

County Profile: Winston

Budget

General Budget: \$4,176,734
Road Budget: \$705,000
Road System: District
Revenues Increased/Decreased: Decreased
Percent Change From Previous Year: 3.0%
Pay Increase: Yes
Pay Increase Percent:

Budget Actions

Action taken to reduce spending (Yes/No)? ☒
Personnel Cuts: ☐
Delay/Cancel Capital Projects: ☐
Cuts in Other Services: ☐
Modify Health Care Benefits: ☐
Public Safety Cuts: ☐
Across the Board Services Cuts: ☐
Rengotiate Debt: ☒
Modify Pension Benefits/Plans: ☐
Human Services Cuts: ☐

Specific Personnel Cuts

Hiring freeze: ☐
Reduce/eliminate travel Budget: ☐
Salary/ Wage reduction/freeze: ☐
Reduce/Eliminate prof. Development Budget: ☐
Layoffs: ☐
Early Retirements: ☐
Furloughs: ☐
Reduce Health Care Benefits: ☐
Revise Union Contracts: ☐
Reduce Pension Benefits: ☐

Changes represents new way of doing business: ☒

Benefits

Compensatory or Overtime Pay:
Number of Paid Holidays: 16
Vacation Days Per Year: 10
Annual Leave Carry-over Hours:
Sick Days Per Year: 12
Employee Retirement Plan: ☒
Retirement Plan Under RSA: ☐
Private Retirement Plan: ☒

Paid Holidays

Thanksgiving: ☒
Thanksgiving Friday After: ☒
Confederate Memorial Day: ☒
New Years Day: ☒
Jefferson Davis Birthday: ☒
Independance Day: ☒
Other: ☐
Labor Day: ☒
Memorial Day: ☒
Christmas: ☒
Presidents Day: ☒
Veterans Day: ☒
MLK Day: ☒

Other (Specify): Good Friday, Christmas Eve, New Years

Insurance Coverage

Insurance Provided: Yes
Pct. of Individual Coverage:
Individual Coverage Cost Per Month: \$368

Family Coverage: Yes
Pct. of Family Coverage: 70.0%
Family Coverage Cost Per Month: \$634

Available for Retirees: No
County Pay for Retirees:
Pct. of Retiree Coverage:

Available for Elected Officials: Yes
Pct. of Elected Officials Coverage: 100.0%
Elected Officials Cost Per Month: \$368

Dental: Yes
Vision: Yes
Disability: No
Life: No
Other: ☐

Other (Specify):

Employees

No. County Employees 98
Hiring System: Advertise/application