

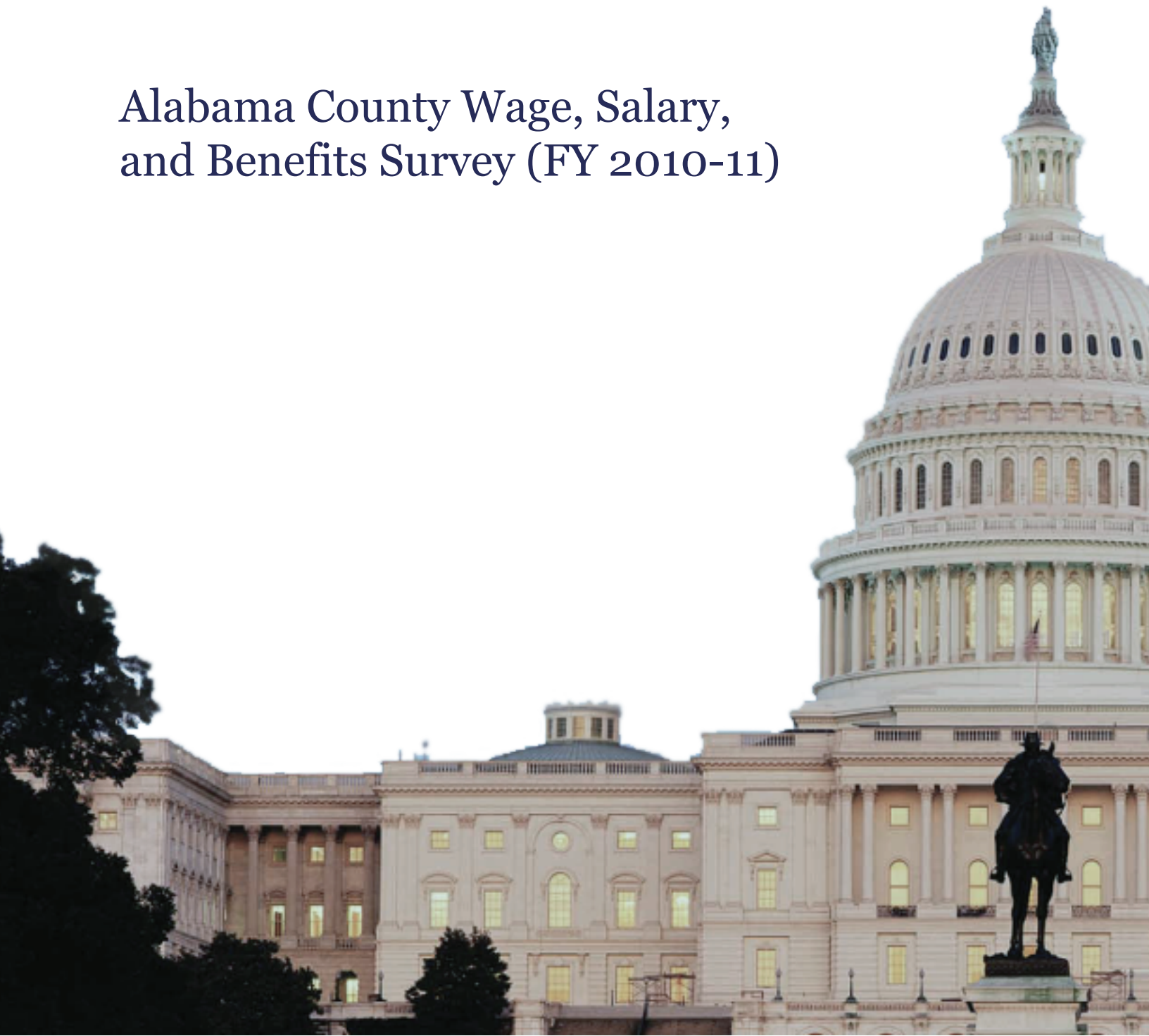


AUBURN

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 (FY 2010-11)



PREFACE

BACKGROUND

The Association of County Commissions of Alabama and the Center for Governmental Services at Auburn University have partnered to conduct the Alabama County Wage, Salary, and Benefits Survey (FY 2010-11). The goal of this research is to provide valuable and useful information about wages, salaries, and benefits for use by Alabama counties. The survey has been conducted every year since 2004.

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 84 primary jobs and an additional 38 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 FY 2010-11 survey instrument was updated considerably from the previous year. Key changes to the survey instrument included revising the format of the survey. Respondents were provided with data that they entered the previous year and were instructed to review the information and insert changes, if any, for the current fiscal year. In the case a job title was terminated, respondents were asked to cross out the title on the survey form.

SAMPLE

The survey was distributed by US Mail in the Spring of 2011. An electronic version of the survey was also available on request via e-mail. 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. Thirty-one Alabama counties participated in the study for a response rate of 58%. Not every county had every primary job or answered every question. The number of counties reporting information for each job title is provided under the “number of counties” column in each table.

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.

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. The statistics provided for each wage/salary category listed in the summary tables are the spread of that data within each population group. Lowest and highest corresponds to the minimum and maximum salary reported by any county within the category. Certain positions listed in the “Other Jobs” section are duplicates because multiple counties reported the same position.

As is the case with any survey publication, the Association of County Commissions of Alabama or Auburn University cannot certify the accuracy of the information. The responses contained in this publication are presented as they were recorded in the survey with two exceptions. First, the data was error checked and inconsistent information was corrected or removed. Second, when survey respondents provided hourly wage/salary information, the corresponding annual data provided in this report was calculated based on the scheduled hours and pay period information provided and vice-versa. When only one value was provided, it was always entered in “Current/Average” field.

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 2010-11 fiscal year.

Alabama County Wage, Salary, and Benefits Survey (FY2010-11)

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Primary Jobs

County Administrator/Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$59	\$64	\$95	\$122,959	\$132,414	\$196,569
80k-399k	9	9	40	\$22-\$45	\$27-\$49	\$29-\$68	\$42,939-\$93,647	\$52,143-\$101,369	\$60,000-\$141,979
30k-79k	7	7	38	\$17-\$33	\$27-\$44	\$30-\$49	\$21,216-\$67,654	\$49,920-\$91,998	\$62,961-\$102,333
<30k	11	11	39	\$12-\$34	\$17-\$40	\$20-\$39	\$25,500-\$70,000	\$35,276-\$83,000	\$42,370-\$80,891

Deputy/Assistant Administrator

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$54	\$58	\$86	\$111,395	\$119,960	\$178,082
80k-399k	4	4	40	\$13-\$30	\$22-\$35	\$25-\$46	\$26,624-\$63,101	\$44,759-\$72,100	\$51,888-\$95,641
30k-79k	1	1	40	\$10-\$10	\$22-\$22	-	\$20,800-\$20,800	\$45,760-\$45,760	-
<30k	4	4	40	\$10-\$18	\$12-\$23	\$14-\$23	\$21,258-\$37,000	\$24,960-\$47,000	\$28,434-\$47,216

Information Technology Manager

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$33	\$35	\$52	\$67,981	\$73,208	\$108,678
80k-399k	5	6	40	\$14-\$30	\$18-\$46	\$19-\$34	\$28,163-\$63,101	\$38,000-\$95,641	\$39,811-\$70,658
30k-79k	2	2	40	\$19-\$19	\$19-\$23	\$24-\$24	\$38,840-\$38,840	\$40,331-\$47,840	\$49,025-\$49,025
<30k	0			-	-	-	-	-	-

Human Resource Director

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$34	\$34	\$34	\$70,567	\$70,567	\$70,567
80k-399k	7	7	40	\$13-\$25	\$17-\$33	\$20-\$38	\$26,042-\$51,790	\$36,206-\$69,175	\$41,454-\$78,497
30k-79k	2	2	30	\$12-\$31	\$13-\$35	\$18-\$42	\$12,450-\$65,000	\$13,520-\$70,000	\$18,720-\$88,000
<30k	1	1	40	\$7-\$7	\$13-\$13	\$16-\$16	\$15,080-\$15,080	\$27,788-\$27,788	\$32,500-\$32,500

Human Resource Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	3	40	\$12	\$14	\$21	\$25,318	\$28,436	\$44,677
80k-399k	4	5	36	\$7 –\$13	\$12–\$14	\$14–\$20	\$15,080– \$25,941	\$17,492– \$26,728	\$24,673– \$39,317
30k-79k	5	5	40	\$10–\$17	\$11–\$19	\$15–\$25	\$20,800– \$34,840	\$20,800– \$39,520	\$31,200– \$51,358
<30k	1	1	40	\$7 –\$7	\$10–\$10	–	\$15,442– \$15,442	\$20,946– \$20,946	–

Payroll Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	8	40	\$13	\$14	\$21	\$27,947	\$28,319	\$44,677
80k-399k	5	5	40	\$10-\$13	\$12-\$18	\$16-\$18	\$21,216-\$27,162	\$25,251-\$36,816	\$34,067-\$37,648
30k-79k	4	4	40	\$12-\$12	\$13-\$19	\$16-\$19	\$24,286-\$24,960	\$26,208-\$39,520	\$33,280-\$39,657
<30k	11	12	39	\$7-\$17	\$9-\$18	\$12-\$17	\$15,080-\$34,882	\$18,054-\$38,126	\$24,045-\$34,882

Accountant (4 year degree)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	7	40	\$17	\$20	\$28	\$35,774	\$40,860	\$57,190
80k-399k	4	4	39	\$13-\$28	\$15-\$35	\$23-\$41	\$26,645-\$54,000	\$31,169-\$68,000	\$47,070-\$80,000
30k-79k	4	4	35	\$13-\$20	\$14-\$22	\$20-\$25	\$20,800-\$33,280	\$20,800-\$44,845	\$20,800-\$39,657
<30k	1	2	40	-	\$12-\$12	-	-	\$24,985-\$24,985	-

Bookkeeper (no degree)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	6	40	\$15	\$16	\$28	\$30,848	\$34,168	\$57,190
80k-399k	7	8	40	\$7 –\$13	\$11–\$18	\$14–\$19	\$15,080– \$26,733	\$22,360– \$38,039	\$28,454– \$39,317
30k-79k	2	3	40	\$9 –\$25	\$15–\$25	\$25–\$25	\$18,720– \$51,700	\$31,200– \$51,700	\$51,700– \$51,700
<30k	5	6	40	\$7 –\$14	\$10–\$16	\$14–\$18	\$15,080– \$28,558	\$21,028– \$32,656	\$28,558– \$38,126

Building/Grounds Maintenance Supervisor

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	7	40	\$17	\$18	\$28	\$35,744	\$39,580	\$57,190
80k-399k	9	10	40	\$8 –\$22	\$14–\$30	\$15–\$34	\$15,600– \$45,573	\$29,016– \$61,909	\$31,616– \$71,114
30k-79k	6	6	40	\$12–\$21	\$15–\$28	\$18–\$40	\$24,960– \$43,321	\$31,200– \$57,762	\$37,440– \$83,158
<30k	8	8	40	\$11–\$17	\$10–\$18	\$11–\$29	\$22,901– \$34,652	\$21,549– \$37,877	\$22,901– \$60,777

Building/Grounds Maintenance Worker

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	53	40	\$11	\$14	\$23	\$22,937	\$29,351	\$49,315
80k-399k	8	15	40	\$7 –\$12	\$11–\$16	\$12–\$19	\$15,080– \$25,189	\$22,971– \$33,296	\$25,189– \$38,984
30k-79k	4	8	40	\$10–\$11	\$12–\$19	\$14–\$18	\$21,798– \$23,400	\$24,960– \$39,624	\$30,118– \$37,440
<30k	3	5	40	\$9 –\$12	\$10–\$12	\$12–\$15	\$19,632– \$25,480	\$19,843– \$25,480	\$25,480– \$30,410

Custodian

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	29	40	\$10	\$11	\$18	\$20,780	\$22,046	\$36,668
80k-399k	9	50	40	\$7 –\$9	\$9 –\$11	\$11–\$15	\$15,080– \$19,288	\$18,304– \$23,827	\$23,358– \$30,715
30k-79k	7	13	40	\$7 –\$10	\$8 –\$14	\$10–\$16	\$15,080– \$20,800	\$15,600– \$29,120	\$19,760– \$33,379
<30k	7	13	40	\$7 –\$10	\$7 –\$11	\$8 –\$11	\$15,080– \$21,008	\$14,630– \$22,069	\$16,640– \$23,462

Chief Probate Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	2	40	\$33	\$52	\$64	\$67,981	\$108,336	\$132,414
80k-399k	9	9	40	\$9 –\$22	\$15–\$35	\$18–\$29	\$18,158–\$46,197	\$31,200–\$71,950	\$37,440–\$61,321
30k-79k	8	9	40	\$10–\$17	\$15–\$31	\$15–\$25	\$20,800–\$35,000	\$31,221–\$64,480	\$31,886–\$52,000
<30k	13	15	39	\$8 –\$15	\$9 –\$24	\$10–\$20	\$17,347–\$30,846	\$18,637–\$40,373	\$20,550–\$42,078

Probate Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	3	40	\$16	\$22	\$30	\$34,050	\$46,385	\$63,127
80k-399k	9	47	40	\$7 –\$12	\$11–\$18	\$13–\$18	\$15,080– \$24,691	\$22,395– \$37,648	\$27,040– \$37,856
30k-79k	7	17	40	\$9 –\$10	\$9 –\$17	\$13–\$15	\$18,574– \$20,800	\$18,720– \$34,320	\$27,414– \$30,160
<30k	10	21	39	\$8 –\$13	\$9 –\$13	\$9 –\$18	\$16,507– \$27,145	\$18,720– \$27,145	\$19,386– \$38,376

Recording Indexing Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$19	\$22	\$30	\$39,488	\$45,794	\$63,127
80k-399k	8	19	40	\$7 –\$12	\$11–\$15	\$14–\$19	\$15,080– \$25,941	\$22,954– \$30,184	\$29,289– \$39,317
30k-79k	6	10	40	\$10–\$10	\$10–\$15	\$13–\$15	\$19,843– \$20,800	\$21,736– \$30,846	\$27,414– \$30,160
<30k	8	8	39	\$7 –\$9	\$9 –\$17	\$9 –\$18	\$15,080– \$19,364	\$17,680– \$27,589	\$18,304– \$33,945

Tag Department Supervisor

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	9	40	\$13	\$15	\$21	\$27,947	\$31,644	\$44,677
80k-399k	4	5	40	\$10-\$13	\$17-\$35	\$17-\$17	\$21,216-\$26,733	\$34,582-\$73,089	\$35,776-\$35,776
30k-79k	7	8	40	\$10-\$23	\$11-\$28	\$11-\$32	\$20,800-\$47,500	\$23,462-\$58,000	\$23,462-\$65,000
<30k	4	4	40	\$9-\$14	\$12-\$14	\$13-\$18	\$18,096-\$28,733	\$23,899-\$28,733	\$26,229-\$38,043

Tag Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	6	33	40	\$7 –\$11	\$9 –\$14	\$13–\$20	\$15,080– \$22,448	\$19,186– \$29,162	\$26,894– \$39,156
30k-79k	6	32	37	\$9 –\$10	\$10–\$14	\$12–\$18	\$10,400– \$20,800	\$14,560– \$24,960	\$18,720– \$33,280
<30k	6	12	40	\$8 –\$13	\$8 –\$13	\$8 –\$16	\$16,182– \$27,145	\$16,182– \$27,145	\$16,182– \$33,945

Licensing Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	20	40	\$12	\$13	\$19	\$24,098	\$28,023	\$40,475
80k-399k	6	8	40	\$7 –\$12	\$10–\$16	\$13–\$20	\$15,080– \$24,692	\$21,424– \$33,185	\$27,664– \$39,156
30k-79k	3	8	40	\$9 –\$10	\$10–\$19	\$12–\$16	\$18,075– \$20,800	\$21,590– \$39,166	\$25,022– \$33,280
<30k	2	2	40	\$8 –\$12	\$8 –\$12	\$8 –\$12	\$16,120– \$24,171	\$16,120– \$24,171	\$16,120– \$24,171

County Engineer

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$54	\$81	\$86	\$111,395	\$169,501	\$178,082
80k-399k	10	11	40	\$30-\$75	\$36-\$75	\$44-\$75	\$62,109-\$156,353	\$75,088-\$156,353	\$91,520-\$156,353
30k-79k	8	8	40	\$25-\$46	\$39-\$86	\$39-\$70	\$52,060-\$95,000	\$80,288-\$188,379	\$80,288-\$145,000
<30k	12	12	40	\$26-\$48	\$31-\$60	\$31-\$49	\$53,102-\$100,125	\$64,085-\$125,532	\$64,085-\$100,966

Assistant County Engineer (PE Licensed)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$49	\$74	\$78	\$100,918	\$153,559	\$161,333
80k-399k	8	8	40	\$14-\$31	\$23-\$41	\$24-\$46	\$29,120-\$65,437	\$48,430-\$84,926	\$50,752-\$95,641
30k-79k	4	4	40	\$17-\$29	\$22-\$43	\$45-\$45	\$35,557-\$61,151	\$46,615-\$90,417	\$93,884-\$93,884
<30k	7	7	40	\$16-\$38	\$17-\$38	\$17-\$38	\$34,070-\$78,022	\$34,611-\$79,186	\$34,611-\$79,602

Assistant County Engineer (Intern)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	3	40	\$36	\$40	\$58	\$75,038	\$82,188	\$119,960
80k-399k	4	4	40	\$10-\$29	\$10-\$29	\$10-\$31	\$20,800-\$59,518	\$20,800-\$59,518	\$20,800-\$64,426
30k-79k	1	1	40	-	\$24-\$24	-	-	\$50,128-\$50,128	-
<30k	2	1	40	\$15-\$15	\$17-\$21	\$20-\$20	\$30,846-\$30,846	\$36,140-\$43,966	\$41,434-\$41,434

Assistant County Engineer (no degree)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	4	9	40	\$8 –\$13	\$14–\$22	\$15–\$19	\$16,640–\$27,664	\$29,578–\$44,996	\$31,491–\$38,896
30k-79k	4	8	40	\$14–\$26	\$17–\$36	\$19–\$35	\$28,662–\$55,000	\$35,256–\$74,880	\$39,686–\$72,000
<30k	4	5	40	\$14–\$14	\$17–\$25	\$25–\$25	\$28,875–\$30,000	\$35,006–\$51,896	\$53,000–\$53,000

Engineering Department Office Manager

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	5	6	40	\$11-\$16	\$15-\$18	\$16-\$21	\$23,695-\$33,259	\$30,915-\$38,801	\$33,259-\$42,882
30k-79k	6	6	40	\$8-\$16	\$14-\$18	\$14-\$19	\$16,520-\$33,452	\$28,392-\$37,440	\$30,118-\$39,000
<30k	5	5	40	\$10-\$15	\$9-\$19	\$10-\$14	\$20,634-\$31,678	\$19,739-\$39,305	\$20,634-\$28,434

Engineering Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	9	40	\$13	\$19	\$28	\$27,947	\$39,879	\$57,190
80k-399k	7	8	40	\$7 –\$13	\$12–\$17	\$14–\$18	\$15,080– \$27,162	\$25,184– \$35,922	\$29,120– \$37,423
30k-79k	7	12	40	\$10–\$11	\$11–\$20	\$13–\$17	\$20,071– \$22,880	\$23,061– \$42,598	\$27,560– \$36,383
<30k	9	9	40	\$7 –\$12	\$9 –\$15	\$9 –\$19	\$15,080– \$25,022	\$18,179– \$31,200	\$18,179– \$38,730

District Supervisor

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	4	40	\$22	\$28	\$35	\$45,749	\$58,674	\$73,208
80k-399k	2	2	40	\$18-\$18	\$28-\$28	–	\$38,223– \$38,223	\$58,904– \$59,094	–
30k-79k	3	5	40	\$13-\$18	\$16-\$18	\$18-\$27	\$26,751– \$36,462	\$35,152– \$37,009	\$36,400– \$55,980
<30k	3	14	40	\$9 –\$13	\$12-\$16	\$16-\$18	\$19,364– \$27,355	\$24,162– \$32,552	\$33,945– \$38,064

Road/Bridge Superintendent

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	5	40	\$18	\$22	\$29	\$37,585	\$46,544	\$60,085
80k-399k	4	4	40	\$9 –\$25	\$16–\$26	\$17–\$31	\$18,158– \$51,646	\$33,675– \$53,909	\$35,152– \$64,426
30k-79k	4	7	40	\$12–\$24	\$14–\$31	\$17–\$33	\$24,053– \$50,000	\$28,156– \$64,900	\$36,383– \$69,000
<30k	5	5	40	\$12–\$19	\$17–\$20	\$18–\$26	\$25,584– \$38,584	\$34,549– \$41,600	\$37,086– \$53,892

Road/Bridge Inspector

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	6	40	\$20	\$25	\$32	\$41,487	\$51,330	\$66,323
80k-399k	3	6	40	\$12-\$19	\$16-\$19	\$17-\$19	\$24,128-\$39,042	\$32,448-\$39,042	\$34,736-\$39,042
30k-79k	4	6	40	\$11-\$13	\$14-\$18	\$18-\$18	\$22,880-\$26,000	\$28,156-\$37,440	\$35,360-\$37,440
<30k	3	4	40	\$10-\$12	\$11-\$16	\$16-\$16	\$21,320-\$24,794	\$23,670-\$34,154	\$33,571-\$33,571

Road/Bridge Foreman

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	17	40	\$16	\$19	\$26	\$34,050	\$39,789	\$54,434
80k-399k	8	29	40	\$7 –\$17	\$14–\$21	\$15–\$25	\$15,080– \$34,887	\$29,120– \$43,941	\$31,200– \$52,887
30k-79k	6	19	40	\$12–\$15	\$11–\$18	\$15–\$20	\$24,440– \$31,200	\$22,880– \$38,043	\$30,680– \$40,560
<30k	8	26	40	\$10–\$18	\$13–\$18	\$13–\$23	\$20,800– \$37,274	\$27,102– \$37,274	\$27,352– \$47,000

Equipment Operator III (Heavy)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	49	40	\$14	\$16	\$23	\$29,361	\$33,561	\$46,939
80k-399k	8	93	40	\$7 –\$14	\$13–\$16	\$14–\$21	\$15,080– \$28,634	\$26,312– \$34,313	\$29,120– \$43,399
30k-79k	6	44	40	\$10–\$15	\$12–\$18	\$14–\$20	\$21,798– \$31,200	\$25,979– \$37,877	\$29,120– \$40,560
<30k	11	45	40	\$9 –\$15	\$10–\$17	\$10–\$19	\$17,680– \$31,200	\$20,592– \$34,382	\$20,592– \$42,973

Equipment Operator II (Medium)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	23	40	\$13	\$14	\$20	\$26,600	\$29,580	\$42,524
80k-399k	8	78	40	\$7 –\$14	\$11–\$16	\$13–\$19	\$15,080– \$28,497	\$23,566– \$33,667	\$26,894– \$39,317
30k-79k	5	29	40	\$11–\$11	\$12–\$19	\$12–\$15	\$22,360– \$22,880	\$24,960– \$39,520	\$24,960– \$31,200
<30k	8	36	40	\$7 –\$9	\$7 –\$15	\$9 –\$16	\$14,955– \$19,053	\$18,346– \$30,555	\$18,346– \$32,500

Equipment Operator I (Light)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	36	40	\$12	\$13	\$19	\$25,318	\$26,283	\$40,475
80k-399k	7	39	40	\$7 –\$11	\$10–\$13	\$12–\$17	\$15,080– \$23,501	\$21,258– \$26,624	\$24,378– \$35,619
30k-79k	5	38	40	\$8 –\$10	\$9 –\$13	\$11–\$11	\$16,640– \$20,808	\$18,720– \$27,198	\$22,880– \$22,880
<30k	8	36	40	\$7 –\$10	\$8 –\$19	\$8 –\$16	\$15,080– \$20,384	\$17,160– \$39,291	\$17,160– \$32,635

Truck Driver (no CDL)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	0			-	-	-	-	-	-
30k-79k	2	4	40	\$10-\$10	\$12-\$13	\$13-\$13	\$19,843-\$19,843	\$24,378-\$27,768	\$27,414-\$27,414
<30k	1	2	33	-	\$7 -\$7	-	-	\$12,441-\$12,441	-

Truck Driver (CDL)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	23	40	\$13	\$14	\$20	\$26,600	\$29,580	\$42,524
80k-399k	3	52	40	\$7 –\$10	\$12–\$13	\$14–\$14	\$15,080– \$20,963	\$25,521– \$27,144	\$29,744– \$30,139
30k-79k	3	14	40	\$9 –\$10	\$10–\$14	\$12–\$12	\$17,680– \$20,071	\$20,800– \$29,300	\$23,920– \$23,920
<30k	6	40	40	\$7 –\$10	\$10–\$15	\$10–\$14	\$14,703– \$21,050	\$20,800– \$32,131	\$21,050– \$29,889

Laborer

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	20	40		\$8			\$17,056	
80k-399k	6	30	40	\$7 –\$13	\$10–\$14	\$12–\$20	\$15,080– \$27,254	\$21,373– \$29,552	\$24,206– \$41,308
30k-79k	5	52	38	\$7 –\$10	\$8 –\$12	\$10–\$14	\$12,480– \$20,280	\$14,040– \$25,500	\$15,600– \$28,094
<30k	8	31	40	\$7 –\$10	\$8 –\$12	\$9 –\$13	\$14,206– \$19,760	\$16,993– \$25,386	\$18,500– \$26,291

Shop Supervisor

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	2	40	\$19	\$22	\$30	\$39,488	\$46,649	\$63,172
80k-399k	7	7	40	\$8 –\$21	\$15–\$23	\$15–\$28	\$15,600– \$42,911	\$30,306– \$47,852	\$31,574– \$58,367
30k-79k	6	6	40	\$11–\$16	\$13–\$26	\$15–\$25	\$22,880– \$33,452	\$26,000– \$54,080	\$31,200– \$51,358
<30k	4	4	40	\$12–\$19	\$15–\$19	\$15–\$20	\$24,232– \$39,395	\$31,450– \$39,395	\$31,450– \$41,434

Heavy Equipment Mechanic

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	23	40	\$15	\$15	\$24	\$30,848	\$32,247	\$49,315
80k-399k	4	6	40	\$8 –\$14	\$11–\$16	\$15–\$19	\$15,600– \$28,163	\$23,046– \$33,488	\$31,574– \$39,811
30k-79k	5	11	40	\$11–\$17	\$12–\$22	\$13–\$26	\$22,880– \$35,360	\$24,960– \$45,760	\$27,040– \$54,080
<30k	4	4	40	\$9 –\$13	\$10–\$15	\$13–\$16	\$17,600– \$26,847	\$21,642– \$31,200	\$26,847– \$32,500

Mechanic

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	7	40	\$12	\$13	\$21	\$24,098	\$26,416	\$44,677
80k-399k	8	32	40	\$7 –\$15	\$12–\$16	\$14–\$23	\$15,080– \$31,607	\$24,482– \$32,498	\$28,454– \$47,904
30k-79k	5	5	40	\$10–\$12	\$12–\$20	\$14–\$19	\$21,798– \$24,960	\$25,230– \$41,600	\$30,118– \$39,658
<30k	8	12	40	\$8 –\$18	\$11–\$18	\$11–\$18	\$17,600– \$38,416	\$22,360– \$38,416	\$22,464– \$38,416

Solid Waste Superintendent

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	5	5	38	\$8 –\$27	\$15–\$30	\$18–\$42	\$16,702–\$57,167	\$24,128–\$61,879	\$37,440–\$86,655
30k-79k	5	5	40	\$13–\$23	\$15–\$27	\$15–\$29	\$26,000–\$48,000	\$31,200–\$57,241	\$31,200–\$60,000
<30k	7	7	40	\$10–\$18	\$9 –\$18	\$15–\$19	\$20,966–\$37,766	\$19,271–\$37,766	\$31,990–\$38,730

Driver/Operator

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	5	30	40	\$7 –\$12	\$12–\$15	\$13–\$19	\$15,080– \$25,941	\$24,544– \$32,219	\$27,040– \$39,317
30k-79k	4	21	40	\$9 –\$11	\$10–\$14	\$12–\$15	\$18,720– \$22,880	\$20,800– \$28,641	\$24,960– \$31,200
<30k	3	8	40	\$8 –\$10	\$10–\$12	\$13–\$14	\$16,640– \$21,258	\$21,486– \$24,107	\$27,726– \$28,434

Garbage Collector/Helper

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	2	20	40	\$7 –\$9	\$10–\$11	\$12–\$12	\$15,080– \$18,563	\$19,935– \$22,495	\$24,461– \$24,461
30k-79k	4	22	40	\$7 –\$10	\$9 –\$15	\$11–\$13	\$15,080– \$20,280	\$18,034– \$30,867	\$21,840– \$27,040
<30k	2	14	40	\$7 –\$7	\$8 –\$9	\$12–\$12	\$15,080– \$15,080	\$16,120– \$19,578	\$25,750– \$25,750

Solid Waste Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	3	4	40	\$7 –\$14	\$11–\$16	\$13–\$21	\$15,080– \$28,634	\$23,400– \$33,494	\$26,894– \$43,399
30k-79k	4	7	40	\$10–\$11	\$11–\$15	\$16–\$17	\$20,800– \$23,400	\$22,880– \$31,200	\$32,760– \$35,360
<30k	4	5	40	\$7 –\$8	\$9 –\$11	\$12–\$12	\$13,316– \$16,806	\$15,080– \$20,218	\$23,900– \$25,584

Chief Deputy

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$48	\$48	\$48	\$99,292	\$99,292	\$99,292
80k-399k	10	10	40	\$10-\$28	\$18-\$36	\$22-\$38	\$19,947-\$58,427	\$37,648-\$74,200	\$44,720-\$78,497
30k-79k	7	7	41	\$17-\$24	\$19-\$25	\$20-\$28	\$35,557-\$49,998	\$38,494-\$52,670	\$44,720-\$58,500
<30k	11	11	40	\$13-\$18	\$14-\$22	\$15-\$26	\$27,643-\$38,022	\$29,848-\$46,779	\$31,616-\$57,934

Captain

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	3	40	\$22	\$33	\$35	\$45,794	\$68,618	\$73,208
80k-399k	6	16	40	\$12-\$23	\$18-\$28	\$19-\$34	\$25,792-\$46,919	\$36,696-\$58,551	\$39,936-\$71,114
30k-79k	6	9	41	\$14-\$19	\$15-\$21	\$17-\$32	\$29,120-\$40,248	\$31,471-\$43,971	\$34,756-\$66,510
<30k	3	3	40	\$10-\$13	\$13-\$17	\$14-\$14	\$20,790-\$27,976	\$26,000-\$35,838	\$28,500-\$28,500

Lieutenant

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	7	40	\$20	\$29	\$32	\$41,487	\$61,279	\$66,323
80k-399k	8	26	40	\$8 –\$19	\$15–\$24	\$16–\$29	\$16,702– \$40,458	\$32,115– \$49,536	\$33,280– \$61,321
30k-79k	7	14	41	\$13–\$16	\$15–\$18	\$15–\$21	\$27,955– \$33,540	\$31,200– \$37,565	\$33,540– \$43,534
<30k	4	5	40	\$7 –\$11	\$10–\$16	\$11–\$15	\$15,080– \$22,880	\$21,819– \$32,365	\$23,250– \$31,990

Sergeant

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	30	40	\$18	\$25	\$29	\$37,585	\$51,947	\$60,085
80k-399k	8	39	40	\$10-\$18	\$15-\$23	\$18-\$27	\$20,800-\$36,653	\$31,096-\$48,230	\$36,608-\$55,554
30k-79k	8	18	41	\$7-\$15	\$14-\$20	\$15-\$19	\$16,098-\$32,713	\$28,959-\$41,600	\$30,846-\$39,686
<30k	6	9	41	\$7-\$17	\$10-\$17	\$11-\$23	\$15,080-\$35,797	\$20,321-\$35,797	\$23,250-\$50,936

Deputy

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	129	40	\$14	\$18	\$25	\$29,361	\$36,807	\$51,811
80k-399k	10	233	40	\$8 –\$15	\$12–\$17	\$15–\$23	\$16,692– \$31,606	\$25,676– \$34,065	\$31,574– \$47,904
30k-79k	9	81	41	\$11–\$15	\$12–\$15	\$12–\$23	\$22,078– \$30,690	\$24,960– \$31,997	\$25,688– \$47,117
<30k	13	77	40	\$8 –\$17	\$11–\$20	\$12–\$22	\$16,700– \$35,589	\$21,840– \$41,102	\$24,024– \$46,615

Chief Sheriff's Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	3	40	\$13	\$14	\$21	\$27,947	\$30,096	\$44,677
80k-399k	9	10	40	\$8 –\$15	\$13–\$31	\$16–\$25	\$16,702– \$30,592	\$26,733– \$64,055	\$33,134– \$47,093
30k-79k	7	8	40	\$10–\$15	\$12–\$18	\$13–\$19	\$20,800– \$31,200	\$24,856– \$36,400	\$27,331– \$39,520
<30k	8	8	40	\$10–\$13	\$10–\$17	\$10–\$14	\$20,550– \$27,145	\$20,259– \$34,736	\$20,550– \$28,288

Sheriff's Office Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	15	40	\$12	\$13	\$19	\$24,098	\$26,652	\$40,475
80k-399k	8	34	40	\$7 –\$17	\$10–\$23	\$13–\$18	\$15,080– \$36,152	\$19,822– \$48,586	\$27,664– \$37,423
30k-79k	9	17	40	\$8 –\$13	\$10–\$15	\$11–\$19	\$16,640– \$27,040	\$20,800– \$31,200	\$22,402– \$39,658
<30k	13	17	40	\$7 –\$12	\$8 –\$14	\$9 –\$20	\$15,080– \$25,168	\$16,640– \$29,619	\$19,510– \$42,078

Chief Dispatcher

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	4	40	\$13	\$16	\$21	\$27,947	\$34,086	\$44,677
80k-399k	2	2	40	\$11-\$14	\$16-\$17	\$20-\$20	\$23,695-\$29,099	\$33,176-\$34,908	\$41,766-\$41,766
30k-79k	2	2	40	\$11-\$12	\$14-\$14	\$16-\$16	\$23,816-\$24,960	\$28,226-\$28,434	\$32,968-\$33,280
<30k	1	1	40	\$10-\$10	\$11-\$11	-	\$20,800-\$20,800	\$23,047-\$23,047	-

Dispatcher

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	15	40	\$13	\$13	\$20	\$26,600	\$27,729	\$42,524
80k-399k	6	39	40	\$7 –\$13	\$12–\$14	\$15–\$20	\$15,080– \$27,254	\$24,690– \$29,221	\$30,168– \$41,308
30k-79k	2	17	40	\$9 –\$10	\$10–\$11	\$12–\$15	\$18,075– \$21,528	\$21,590– \$23,899	\$25,022– \$30,284
<30k	2	7	40	\$7 –\$7	\$8 –\$9	\$11–\$12	\$15,080– \$15,080	\$16,050– \$18,803	\$22,500– \$25,542

Jail Administrator

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	3	40	\$22	\$40	\$86	\$45,794	\$82,676	\$178,082
80k-399k	6	6	40	\$12-\$17	\$19-\$36	\$19-\$26	\$25,792-\$36,152	\$38,854-\$75,541	\$39,936-\$53,914
30k-79k	9	10	40	\$13-\$18	\$13-\$23	\$13-\$25	\$26,000-\$37,898	\$26,751-\$48,521	\$27,040-\$52,437
<30k	11	12	40	\$8-\$20	\$12-\$20	\$12-\$26	\$17,493-\$41,903	\$24,731-\$41,903	\$24,960-\$54,080

Jailer/Corrections Officer

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	227	40	\$13	\$16	\$30	\$27,947	\$32,443	\$63,172
80k-399k	10	376	40	\$7 –\$14	\$9 –\$15	\$12–\$21	\$15,080– \$28,634	\$18,939– \$30,677	\$25,854– \$43,399
30k-79k	9	167	40	\$9 –\$10	\$9 –\$12	\$12–\$16	\$18,075– \$22,604	\$18,720– \$26,899	\$24,960– \$33,379
<30k	13	135	40	\$7 –\$9	\$7 –\$13	\$8 –\$18	\$15,080– \$18,969	\$15,400– \$27,603	\$17,451– \$37,766

Emergency Management Director

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	9	9	40	\$8 –\$33	\$15–\$33	\$20–\$42	\$15,600– \$68,900	\$31,200– \$68,900	\$41,600– \$86,646
30k-79k	7	7	40	\$15–\$20	\$15–\$27	\$19–\$25	\$30,888– \$42,000	\$30,888– \$56,160	\$40,019– \$51,358
<30k	11	11	38	\$13–\$19	\$11–\$20	\$18–\$55	\$27,976– \$40,000	\$11,440– \$41,059	\$37,086– \$115,200

Assistant Emergency Management Director

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	6	7	40	\$7 –\$20	\$13–\$20	\$16–\$29	\$15,080–\$41,200	\$26,733–\$42,093	\$34,112–\$61,321
30k-79k	0			–	–	–	–	–	–
<30k	0			–	–	–	–	–	–

Emergency Management Secretary

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	5	6	40	\$7 –\$11	\$10–\$14	\$11–\$16	\$15,080– \$22,900	\$20,273– \$28,434	\$22,900– \$33,696
30k-79k	4	4	40	\$9 –\$10	\$10–\$20	\$15–\$15	\$18,200– \$19,843	\$20,071– \$41,600	\$31,200– \$31,200
<30k	3	4	35	\$5 –\$10	\$7 –\$13	\$10–\$11	\$10,728– \$19,094	\$15,080– \$20,800	\$20,800– \$23,900

EMA Planner

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	3	6	40	\$13-\$17	\$16-\$18	\$16-\$25	\$26,733-\$34,887	\$32,448-\$37,111	\$32,448-\$52,877
30k-79k	2	3	28	\$13-\$13	\$8-\$14	-	\$26,715-\$26,715	\$6,240-\$29,702	-
<30k	0			-	-	-	-	-	-

911 Director

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	0			–	–	–	–	–	–
30k-79k	3	3	40	\$13–\$20	\$16–\$20	\$20–\$22	\$26,715–\$41,891	\$32,300–\$41,891	\$41,891–\$45,000
<30k	2	2	40	\$12–\$12	\$14–\$15	–	\$24,960–\$24,960	\$28,665–\$31,512	–

911 Addressor/Mapper

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	0			-	-	-	-	-	-
30k-79k	2	2	40	\$12-\$15	\$13-\$15	\$15-\$15	\$24,268-\$31,512	\$26,291-\$31,512	\$31,512-\$31,512
<30k	1	1	40	\$11-\$11	\$13-\$13	-	\$22,880-\$22,880	\$26,460-\$26,460	-

911 Dispatcher

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	0			–	–	–	–	–	–
30k-79k	3	34	40	\$10–\$11	\$11–\$26	\$13–\$13	\$20,800– \$22,078	\$23,899– \$54,080	\$26,000– \$26,000
<30k	1	8	40	\$9 –\$9	\$9 –\$9	–	\$17,680– \$17,680	\$19,302– \$19,302	–

Chief Tax Assessor Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	2	2	40	\$9 –\$16	\$17–\$21	\$17–\$21	\$18,158– \$32,866	\$35,506– \$42,882	\$35,506– \$44,169
30k-79k	2	2	40	\$14–\$14	\$16–\$17	\$16–\$18	\$29,120– \$29,120	\$32,448– \$34,944	\$36,400– \$36,400
<30k	5	6	40	\$7 –\$13	\$11–\$16	\$11–\$17	\$15,080– \$26,000	\$22,838– \$33,800	\$22,838– \$34,611

Tax Assessor Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	2	8	40	\$7 –\$11	\$10–\$14	\$13–\$15	\$15,080– \$22,448	\$20,280– \$29,774	\$26,894– \$32,218
30k-79k	1	2	40	\$9 –\$9	\$10–\$10	\$15–\$15	\$18,720– \$18,720	\$21,008– \$21,008	\$31,200– \$31,200
<30k	3	6	40	\$8 –\$9	\$9 –\$10	\$9 –\$11	\$15,974– \$18,720	\$18,179– \$20,842	\$18,720– \$22,110

Tax Collection Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	0			-	-	-	-	-	-
30k-79k	1	2	40	\$11-\$11	\$13-\$13	\$18-\$18	\$22,800-\$22,800	\$27,352-\$27,352	\$36,400-\$36,400
<30k	3	3	40	\$7-\$9	\$9-\$11	\$9-\$16	\$15,080-\$19,510	\$19,510-\$22,235	\$19,510-\$32,500

Chief Revenue Commission Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$30	\$34	\$47	\$61,588	\$69,681	\$98,457
80k-399k	8	9	40	\$10-\$19	\$18-\$23	\$19-\$29	\$21,632-\$40,458	\$34,636-\$47,155	\$39,811-\$61,321
30k-79k	7	8	40	\$11-\$18	\$13-\$34	\$16-\$30	\$18,720-\$30,888	\$18,720-\$70,720	\$31,200-\$43,472
<30k	10	10	39	\$10-\$16	\$11-\$16	\$15-\$25	\$21,694-\$33,452	\$22,901-\$33,959	\$31,990-\$51,358

Clerk (Revenue Commission)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	4	40	\$13	\$14	\$21	\$27,947	\$30,095	\$44,677
80k-399k	9	63	40	\$7 –\$15	\$11–\$19	\$13–\$22	\$15,080– \$30,069	\$21,944– \$37,518	\$27,664– \$43,193
30k-79k	8	25	40	\$8 –\$10	\$9 –\$16	\$12–\$17	\$16,640– \$20,800	\$18,720– \$33,280	\$25,022– \$35,360
<30k	8	16	39	\$8 –\$14	\$9 –\$11	\$12–\$16	\$16,640– \$24,095	\$18,054– \$23,704	\$24,045– \$42,078

Chief License Commission Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	3	40	\$20	\$28	\$43	\$41,487	\$57,376	\$89,197
80k-399k	3	3	39	\$13-\$16	\$16-\$23	\$18-\$19	\$25,350-\$33,832	\$33,628-\$47,165	\$34,902-\$38,984
30k-79k	2	2	40	\$11-\$14	\$13-\$15	\$18-\$18	\$22,880-\$29,368	\$27,352-\$31,179	\$36,400-\$36,400
<30k	1	1	40	\$7-\$7	\$13-\$13	\$16-\$16	\$15,080-\$15,080	\$27,705-\$27,705	\$32,500-\$32,500

Clerk (License Commission)

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	15	40	\$12	\$13	\$19	\$24,098	\$27,088	\$40,475
80k-399k	4	23	39	\$9 –\$17	\$12–\$18	\$16–\$23	\$18,366– \$36,152	\$25,406– \$37,264	\$32,968– \$47,171
30k-79k	2	10	40	\$9 –\$10	\$11–\$12	\$15–\$15	\$18,720– \$20,071	\$22,609– \$24,336	\$31,200– \$31,200
<30k	0			–	–	–	–	–	–

Chief Appraiser

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	2	40	\$27	\$27	\$43	\$55,795	\$55,795	\$89,197
80k-399k	9	10	40	\$10-\$27	\$11-\$41	\$13-\$42	\$20,407-\$57,167	\$22,179-\$84,947	\$26,627-\$86,646
30k-79k	7	8	37	\$15-\$23	\$18-\$34	\$20-\$35	\$18,720-\$47,220	\$18,720-\$70,720	\$20,800-\$72,495
<30k	9	10	39	\$8 -\$21	\$8 -\$24	\$8 -\$28	\$16,538-\$43,368	\$16,538-\$50,939	\$16,538-\$58,344

Real Property Appraiser III

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	1	3	40	\$17-\$17	\$20-\$20	\$25-\$25	\$34,887-\$34,887	\$42,549-\$42,549	\$52,877-\$52,877
30k-79k	1	1	40	\$15-\$15	\$19-\$19	\$24-\$24	\$31,200-\$31,200	\$37,440-\$37,440	\$49,920-\$49,920
<30k	1	1	40	\$7-\$7	\$13-\$13	\$16-\$16	\$15,080-\$15,080	\$27,955-\$27,955	\$32,500-\$32,500

Real Property Appraiser II

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	6	40	\$19	\$21	\$30	\$39,488	\$44,789	\$63,127
80k-399k	4	7	39	\$12-\$15	\$13-\$16	\$17-\$23	\$24,473-\$31,606	\$27,885-\$34,211	\$35,042-\$47,904
30k-79k	5	6	40	\$12-\$19	\$15-\$22	\$17-\$29	\$24,268-\$39,744	\$31,200-\$45,760	\$36,192-\$61,018
<30k	2	3	40	\$7-\$11	\$11-\$12	\$11-\$16	\$15,080-\$22,880	\$22,880-\$24,824	\$22,880-\$32,500

Real Property Appraiser I

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	5	40	\$17	\$17	\$28	\$35,744	\$35,873	\$57,190
80k-399k	6	11	40	\$8 –\$12	\$11–\$16	\$16–\$19	\$16,702– \$24,981	\$23,528– \$33,134	\$31,005– \$40,352
30k-79k	5	7	40	\$10–\$11	\$12–\$17	\$14–\$15	\$21,344– \$22,078	\$25,979– \$35,360	\$30,118– \$30,867
<30k	2	4	40	–	\$10–\$11	\$12–\$12	–	\$21,490– \$23,442	\$25,542– \$25,542

Personal Property Appraiser III

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	4	4	39	\$12-\$14	\$13-\$20	\$17-\$20	\$25,314-\$27,285	\$27,955-\$41,833	\$35,776-\$41,518
30k-79k	2	2	40	\$13-\$13	\$17-\$20	-	\$26,715-\$26,715	\$35,558-\$40,996	-
<30k	2	2	40	\$15-\$15	\$15-\$16	\$15-\$26	\$30,160-\$30,721	\$30,160-\$33,571	\$30,160-\$53,892

Personal Property Appraiser II

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	5	40	\$19	\$21	\$30	\$39,488	\$44,789	\$63,127
80k-399k	3	4	40	\$12-\$21	\$18-\$21	\$21-\$23	\$23,965-\$42,702	\$37,539-\$42,702	\$42,702-\$47,904
30k-79k	2	4	40	-	\$13-\$15	-	-	\$27,040-\$30,742	-
<30k	1	1	40	\$9-\$9	\$10-\$10	\$13-\$13	\$18,533-\$18,533	\$20,966-\$20,966	\$27,726-\$27,726

Personal Property Appraiser I

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	5	40	\$17	\$17	\$28	\$35,744	\$35,873	\$57,190
80k-399k	2	8	40	\$12-\$12	\$15-\$16	\$18-\$18	\$24,981-\$24,981	\$30,206-\$32,448	\$38,418-\$38,418
30k-79k	5	5	40	\$9-\$11	\$10-\$23	\$12-\$17	\$18,075-\$21,944	\$20,800-\$47,840	\$25,022-\$34,507
<30k	3	4	40	\$9-\$9	\$10-\$13	\$15-\$15	\$18,720-\$18,720	\$19,864-\$27,913	\$32,136-\$32,136

Chief Mapper

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$27	\$39	\$43	\$55,795	\$80,808	\$89,197
80k-399k	4	4	39	\$13-\$16	\$17-\$25	\$19-\$25	\$27,040-\$33,832	\$33,014-\$51,396	\$36,426-\$52,832
30k-79k	4	4	40	\$15-\$16	\$16-\$34	\$21-\$25	\$31,450-\$33,452	\$33,959-\$70,720	\$43,534-\$51,358
<30k	6	6	36	\$10-\$20	\$10-\$22	\$17-\$62	\$21,653-\$41,808	\$18,181-\$41,808	\$35,360-\$51,972

Mapper III

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$22	\$26	\$35	\$45,794	\$54,434	\$73,208
80k-399k	5	6	40	\$10-\$17	\$14-\$25	\$18-\$25	\$19,947-\$34,887	\$29,474-\$52,887	\$36,816-\$52,887
30k-79k	1	2	40	-	\$19-\$19	-	-	\$39,520-\$39,520	-
<30k	0			-	-	-	-	-	-

Mapper II

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	2	40	\$18	\$27	\$29	\$37,585	\$55,812	\$60,085
80k-399k	4	3	40	\$11-\$18	\$13-\$23	\$17-\$18	\$23,528-\$38,085	\$26,620-\$47,171	\$35,776-\$38,085
30k-79k	1	1	40	\$11-\$11	\$11-\$11	\$17-\$17	\$22,880-\$22,880	\$22,880-\$22,880	\$35,360-\$35,360
<30k	0			-	-	-	-	-	-

Mapper I

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$16	\$21	\$26	\$34,050	\$44,677	\$54,434
80k-399k	5	5	40	\$9 –\$18	\$12–\$18	\$15–\$21	\$18,720– \$36,961	\$24,003– \$36,961	\$30,722– \$43,399
30k-79k	3	5	40	\$10–\$11	\$12–\$13	\$14–\$15	\$21,798– \$21,944	\$23,649– \$26,665	\$30,118– \$30,867
<30k	2	2	36	\$12–\$12	\$11–\$11	\$14–\$14	\$19,768– \$19,768	\$23,442– \$23,442	\$28,288– \$28,288

Appraisal Technician

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	3	40	\$15	\$19	\$24	\$30,848	\$40,309	\$49,315
80k-399k	5	24	40	\$7 –\$11	\$10–\$14	\$12–\$16	\$15,080– \$23,712	\$19,822– \$29,744	\$24,440– \$33,696
30k-79k	7	10	40	\$8 –\$12	\$10–\$22	\$12–\$19	\$16,640– \$24,960	\$20,800– \$45,240	\$25,022– \$39,658
<30k	5	5	40	\$8 –\$12	\$8 –\$12	\$11–\$14	\$17,056– \$24,981	\$17,597– \$24,981	\$23,462– \$29,889

Mapping Technician

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	3	40	\$12	\$15	\$19	\$25,318	\$31,233	\$40,475
80k-399k	2	3	40	\$9 –\$10	\$12–\$16	\$15–\$15	\$18,563– \$20,288	\$24,116– \$32,417	\$30,871– \$30,871
30k-79k	3	3	40	\$9 –\$10	\$9 –\$26	\$14–\$14	\$18,574– \$20,280	\$18,720– \$54,990	\$28,094– \$28,516
<30k	0			–	–	–	–	–	–

License Inspector

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	5	40	\$15	\$16	\$24	\$30,848	\$32,807	\$49,315
80k-399k	2	2	40	\$11-\$12	\$11-\$16	\$17-\$17	\$23,695-\$25,314	\$23,695-\$34,070	\$35,776-\$35,776
30k-79k	3	3	37	\$10-\$12	\$11-\$20	\$12-\$25	\$20,800-\$25,400	\$22,880-\$41,500	\$24,960-\$52,000
<30k	2	2	40	\$8-\$9	\$9-\$11	\$9-\$12	\$16,500-\$19,365	\$19,365-\$23,462	\$19,365-\$25,900

Deputy License Inspector

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	1	40	\$20	\$21	\$32	\$41,487	\$44,677	\$66,323
80k-399k	0			-	-	-	-	-	-
30k-79k	0			-	-	-	-	-	-
<30k	0			-	-	-	-	-	-

County Sales Tax Collection Supervisor

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	6	40	\$13	\$15	\$21	\$27,947	\$31,466	\$44,677
80k-399k	0			-	-	-	-	-	-
30k-79k	0			-	-	-	-	-	-
<30k	0			-	-	-	-	-	-

County Sales Tax Collection Clerk

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	1	14	40	\$12	\$13	\$19	\$25,318	\$26,050	\$40,475
80k-399k	0			-	-	-	-	-	-
30k-79k	0			-	-	-	-	-	-
<30k	0			-	-	-	-	-	-

Self Governance Enforcement Officer

Summary

Population Range	Number of Counties	Total Number of Employees	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
				Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)	Entry-level (Lowest - Highest)	Current or Average (Lowest - Highest)	Maximum (Lowest - Highest)
>400k	0								
80k-399k	0			–	–	–	–	–	–
30k-79k	0			–	–	–	–	–	–
<30k	1	2	40	\$9 –\$9	\$10–\$10	–	\$17,680– \$17,680	\$20,654– \$20,654	–

Other Jobs

Population Range >400,000

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Architect	40	\$27	\$27	\$43	\$55,795	\$55,795	\$89,197
Building Maintenance Superintendent	40	\$24	\$26	\$39	\$50,548	\$54,434	\$80,808
Comptroller	40	\$22	\$31	\$43	\$45,794	\$64,243	\$89,197
Computer Systems Manager	40	\$22	\$30	\$43	\$45,794	\$62,120	\$89,197
County Humane Officer	40	\$19	\$20	\$30	\$39,488	\$42,524	\$63,127
Director of Environmental Services	40	\$36	\$43	\$58	\$75,038	\$89,197	\$119,960
Director of Finance	40	\$36	\$40	\$58	\$75,038	\$82,828	\$119,960
Director of General Services	40	\$33	\$33	\$52	\$67,981	\$67,981	\$108,678

Director of Grants Management	40	\$33	\$33	\$52	\$67,981	\$67,981	\$108,678
Director of Public Affairs	40	\$33	\$33	\$52	\$67,981	\$67,981	\$108,678
Director of Support Services	40	\$30	\$32	\$47	\$61,588	\$66,323	\$98,475
Elections Coordinator	40	\$19	\$25	\$30	\$39,488	\$51,811	\$63,127
Engineer III	40	\$33	\$34	\$52	\$67,981	\$69,893	\$108,678
Environmental Manager	40	\$22	\$27	\$35	\$45,794	\$57,190	\$73,208
Grants Administrator	40	\$27	\$27	\$43	\$55,795	\$55,795	\$89,197
Land Surveyor	40	\$24	\$24	\$39	\$50,548	\$50,548	\$80,808
Parks Operation Manager	40	\$17	\$18	\$27	\$35,774	\$36,989	\$57,190
Public Works Assistant Superintendent	40	\$30	\$45	\$47	\$61,588	\$93,713	\$98,457
Public Works Superintendent	40	\$36	\$58	\$58	\$75,038	\$119,960	\$119,960
Sheriff's Chaplain	40	\$17	\$23	\$27	\$35,774	\$46,939	\$57,190

Population Range

80,000-400,000

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Account Clerk, Probate	40	\$10	\$13		\$20,963	\$26,963	
Accounting Clerk- Probate	40	\$11	\$17	\$17	\$23,348	\$35,932	\$35,932
Accounting Specialist-Revenue Commission	40	\$15	\$20	\$23	\$30,591	\$41,867	\$47,086
Administrative Assistant	40	\$14	\$15	\$21	\$28,634	\$31,960	\$43,399
Administrative Assistant-County Commission & Districts	40	\$12	\$14	\$18	\$24,986	\$29,032	\$38,428
Administrative Assistant-Revenue Commission	40	\$12	\$13	\$18	\$24,986	\$28,080	\$38,428
Administrative Assistant- Sheriff	40	\$12	\$14	\$18	\$24,986	\$29,224	\$38,428
Administrative Clerk, Commission	40	\$9	\$12		\$18,563	\$24,563	
Administrative Clerk, Licence Commission	40	\$13	\$17		\$26,733	\$34,393	

Administrative Clerk-County Commission	40	\$12	\$13	\$18	\$24,986	\$28,080	\$38,428
Administrative Coordinator-Sheriff	40	\$13	\$13	\$20	\$26,728	\$26,728	\$41,132
Administrative Assistant, Commission	40	\$10	\$18	\$18	\$21,216	\$39,648	\$39,648
Animal Control Officer	40	\$7	\$13	\$13	\$15,080	\$26,104	\$26,104
Animal Control Officer	40	\$11	\$12	\$16	\$22,395	\$24,116	\$34,076
Animal Control Officer	40	\$13	\$15	\$20	\$27,253	\$31,938	\$41,307
Animal Control Supervisor	40	\$14	\$15	\$21	\$28,574	\$32,160	\$44,018
Appraisal Clerk	40	\$7	\$10	\$13	\$15,080	\$21,133	\$26,894
Appraisal Technician II	40	\$10	\$11	\$15	\$20,384	\$22,921	\$31,387
Appraiser Trainee-Personal Property	40	\$11	\$12	\$17	\$23,348	\$25,251	\$35,932
Appraiser Trainee-Real Property	40	\$11	\$14	\$17	\$23,348	\$28,392	\$35,932
Archivist	38	\$13	\$16	\$18	\$24,472	\$31,298	\$35,042

Arena Manager/Director	40	\$8	\$19	\$19	\$16,640	\$38,480	\$38,480
Assessment Collection Supervisor	40	\$7	\$13	\$14	\$15,080	\$21,133	\$30,014
Assistant Appraiser	40	\$23	\$34	\$34	\$46,919	\$71,114	\$71,114
Assistant Archivist	38	\$8	\$8	\$12	\$16,049	\$16,049	\$22,854
Assistant Director, Senior Services	40	\$7	\$11	\$14	\$11,928	\$18,376	\$22,568
Bridge Foreman	40		\$15			\$30,871	
Building Inspections Manager	40	\$16	\$21	\$21	\$32,866	\$44,168	\$44,168
Building Inspector	40	\$18	\$18	\$27	\$36,653	\$38,388	\$55,554
Building/Grounds Advanced Maintenance Technician	40	\$12	\$13	\$18	\$24,972	\$27,019	\$38,443
Building/Grounds Maintenance Assistant Supervisor	40	\$7	\$14	\$14	\$15,080	\$28,808	\$30,014
Center Manager	30	\$7	\$10	\$12	\$11,310	\$15,990	\$19,032
Chief Investigator	40	\$9	\$26	\$17	\$18,158	\$53,352	\$35,152

Chief Jailer	40	\$7	\$14	\$13	\$15,080	\$29,578	\$30,014
Chief of Operations-Sheriff	40	\$19	\$22	\$30	\$40,100	\$45,106	\$61,732
Civil Process Server	40	\$12	\$15	\$18	\$25,940	\$30,650	\$39,317
Cleaning Supervisor-Courthouse	40	\$9	\$11	\$14	\$19,032	\$22,298	\$29,328
Commission Clerk	40	\$8	\$15	\$16	\$16,702	\$31,616	\$33,134
Commission Clerk	38	\$11	\$15	\$16	\$21,606	\$28,451	\$31,005
Commissionary Store Manager-Jail	40	\$13	\$14	\$20	\$26,728	\$30,056	\$41,132
Compactor Operator	40	\$11	\$12	\$17	\$23,501	\$22,050	\$35,619
Comptroller/Chief Accountant	40	\$18	\$25	\$27	\$36,653	\$52,350	\$55,554
Coordinator-Soil & Water Conversation	40	\$13	\$16	\$20	\$26,728	\$32,509	\$41,132
Coroner						\$14,600	
Corrections Sergeant-Jail	42	\$13	\$15	\$20	\$28,054	\$32,840	\$43,212

Court Referral	40	\$17	\$19	\$25	\$34,887	\$40,158	\$52,877
Courthouse Security Officer	29	\$7	\$12	\$13	\$10,933	\$17,719	\$20,207
Data Processing Operator	38	\$11	\$13	\$16	\$21,606	\$25,350	\$31,005
Deputy Part Time	14	\$13	\$16	\$21	\$9,464	\$11,648	\$12,776
Director, Rural Transportation	40	\$9	\$14	\$16	\$18,720	\$29,120	\$30,160
Director, Senior Services	40	\$10	\$16	\$16	\$20,080	\$33,696	\$33,696
Election Manager, Probate	40	\$11	\$15		\$23,695	\$31,380	
EMA Assistant	40	\$9	\$9		\$18,563	\$18,563	
EMA Logistics Specialist	40	\$10	\$10	\$16	\$21,814	\$21,819	\$33,566
EMA Operations Support Specialist	40	\$10	\$10	\$15	\$20,384	\$20,384	\$31,382
Employee Benefits Coordinator	40	\$17	\$19	\$25	\$34,887	\$40,074	\$52,887
Engineering Assistant I	40	\$7	\$12	\$13	\$15,080	\$24,482	\$26,894

Engineering Assistant II	40	\$7	\$10	\$14	\$15,080	\$20,800	\$28,454
Engineering Assistant III	40	\$7	\$16	\$14	\$15,080	\$34,029	\$30,014
Engineering Technician	40	\$16	\$17	\$24	\$33,204	\$35,238	\$50,329
Equipment Service Technician	40	\$7	\$10	\$13	\$15,080	\$20,488	\$26,894
Food Service, Jail	40	\$9	\$10	\$13	\$18,380	\$19,794	\$27,968
GIS Technician I	40	\$11	\$15	\$17	\$23,338	\$31,948	\$35,928
GIS Technician Trainee	40	\$10	\$10	\$15	\$20,384	\$20,384	\$31,387
Graduate Civil Engineer	24					\$51,377	
Grant Coordinator	40	\$13	\$14	\$18	\$26,104	\$28,808	\$37,378
Grant Writer	40		\$22			\$45,000	
Herbicide Specialist	40	\$11	\$16		\$23,695	\$33,667	
HVAC Tech	40	\$14	\$16		\$29,951	\$34,189	

Inspections & Constructions Director						\$48,909		
Investigator	40	\$8	\$14	\$16	\$16,702	\$29,744	\$33,134	
Investigator	40	\$12	\$15	\$19	\$25,971	\$31,643	\$39,517	
Investigator	40	\$16	\$17	\$24	\$33,206	\$35,199	\$50,329	
Investigator-Sheriff	42	\$15	\$17	\$23	\$32,136	\$37,990	\$49,452	
IT Director	40	\$25	\$28	\$36	\$52,000	\$58,406	\$74,880	
Jail Cook	40	\$8	\$10		\$16,418	\$21,142		
Jail Food Services Manager	40	\$10	\$17		\$20,963	\$36,136		
Jail Nurse	40	\$17	\$23		\$36,152	\$48,586		
Jail Records Clerk	40	\$7	\$11	\$14	\$15,080	\$22,849	\$28,454	
Jail Road Detail	40	\$11	\$15		\$22,448	\$30,168		
Jail/Shift Supervisors	40	\$11	\$14		\$23,695	\$28,699		

Jail/Solid Waste Administrative Assistant	40	\$11	\$15		\$23,695	\$32,044	
Landfill Clerk	40	\$7	\$13	\$12	\$15,080	\$26,354	\$24,461
Landfill Equipment Operator	40	\$7	\$11	\$14	\$15,080	\$23,275	\$28,454
Landfill Foreman	40	\$7	\$13	\$14	\$15,080	\$27,082	\$30,014
Legislative Executive Secretary	40	\$10	\$12		\$20,963	\$24,665	
Maintenance Coordinator	40	\$13	\$16	\$17	\$27,162	\$33,406	\$35,440
Maintenance Director	40		\$34			\$71,590	
Maintenance Mechanic	40	\$15	\$19	\$23	\$31,606	\$39,406	\$47,904
Maintenance Technician-Jail	40	\$12	\$14	\$18	\$24,986	\$29,224	\$38,428
Manufactured Home Inspector						\$8,330	
Medical Office Assistant	40	\$12	\$15	\$15	\$24,692	\$30,168	\$32,218
Motor Vehicle Chief Clerk	40	\$9	\$16	\$17	\$18,158	\$32,573	\$35,152

Motor Vehicle Licence Office Manager	40	\$16	\$19	\$21	\$32,865	\$39,243	\$42,882
Network Support Specialist	40	\$11	\$11	\$16	\$23,046	\$23,899	\$33,072
Nurse	40	\$15	\$18	\$23	\$31,604	\$38,173	\$47,904
Nutrition/Senior Center Director	40	\$7	\$13	\$14	\$15,080	\$27,082	\$30,014
Nutrition/Senior Center Worker	32	\$7	\$9	\$12	\$15,080	\$19,500	\$24,461
Office Manager Appraisal	40	\$16	\$21	\$21	\$32,865	\$44,168	\$44,168
Office Manager, Probate	40	\$11	\$14		\$23,695	\$29,567	
Officer Manager-Revenue Commission	40	\$11	\$14	\$17	\$23,348	\$29,536	\$35,932
Park Manager	40	\$14	\$17	\$21	\$28,574	\$36,176	\$44,018
Personal Property App I	40	\$14	\$15	\$22	\$30,083	\$30,684	\$45,595
Personal Property Clerk	40	\$7	\$10	\$13	\$15,080	\$21,320	\$26,894
Probate Division Supervisor	40	\$11	\$17	\$17	\$23,348	\$35,921	\$35,932

Project Manager	40	\$13	\$13	\$18	\$27,040	\$27,040	\$37,040
Purchasing Clerk	38	\$13	\$13	\$19	\$27,040	\$27,040	\$39,520
Purchasing Clerk, Commission	40	\$10	\$13		\$20,963	\$26,963	
Real Property Appraiser III	40	\$14	\$20	\$21	\$28,591	\$42,328	\$44,014
Recycling Coordinator	40	\$12	\$13	\$19	\$25,940	\$26,998	\$39,317
Retired Senior Volunteer Program Director	40	\$8	\$14	\$16	\$16,702	\$29,994	\$33,134
Revenue Assessment Supervisor	40	\$13	\$18		\$26,733	\$38,039	
Revenue Clerk	40	\$10	\$11	\$15	\$20,384	\$21,885	\$31,387
Revenue Enhancement Director							
Revenue/Redem/Assessment Clerk	40	\$10	\$14		\$20,963	\$29,077	
Road Foreman	40		\$19			\$39,073	
Road Welder	40	\$11	\$21		\$23,695	\$44,139	

Road/Auto Service Worker	40	\$10	\$14		\$20,963	\$29,803	
Road/Bridge Technician	40	\$13	\$15	\$20	\$27,285	\$30,871	\$41,518
Road/Project Supervisor	40	\$13	\$19		\$26,733	\$38,939	
Road/Solid Waste Tire Tech	40	\$10	\$13		\$20,963	\$26,172	
RSVP Assistant Director	40	\$10	\$15		\$20,963	\$30,500	
RSVP Director	40		\$14			\$28,825	
RSVP Director	40	\$13	\$20		\$26,733	\$40,851	
RSVP Workers	30	\$7	\$10	\$13	\$15,080	\$15,668	\$25,334
Security Officer	40	\$12	\$14	\$19	\$25,940	\$26,796	\$39,317
Senior Corrections Officer-Jail	42	\$12	\$13	\$18	\$26,234	\$27,856	\$40,352
Senior Probate Clerk	40	\$10	\$15	\$16	\$21,814	\$31,138	\$33,566
Sergeant Corrections	40	\$14	\$17	\$21	\$29,878	\$36,290	\$42,882

Sergeant, Corrections	40	\$16	\$19	\$24	\$33,206	\$39,614	\$50,329
Sheriff Investigator	40	\$14	\$18		\$29,951	\$37,406	
Sheriff/Chief Investigator	40	\$16	\$22		\$33,832	\$45,781	
Sheriff's Clerk	40	\$7	\$9	\$12	\$16,702	\$29,744	\$33,134
Solid Waste Assistant Supervisor	40	\$11	\$15		\$23,695	\$31,380	
Solid Waste Attendant/Operator	40	\$10	\$13		\$20,963	\$26,172	
Solid Waste Heavy Equipment Operator	40	\$10	\$15		\$20,963	\$30,500	
Solid Waste Officer	40	\$7	\$15	\$15	\$15,080	\$30,160	\$30,160
Solid Waste Route Supervisor	40	\$14	\$19		\$29,951	\$38,530	
Solid Waste Scale Operator	40	\$9	\$11		\$18,563	\$23,848	
Solid Waste Superintendent	40	\$19	\$19	\$28	\$38,508	\$39,279	\$58,366
Solid Waste/District Site Supervisor	40	\$11	\$16		\$23,695	\$32,845	

Special Projects Coordinator	40	\$23	\$32	\$34	\$46,919	\$65,698	\$71,114
Staff Engineer	40	\$17	\$23	\$26	\$35,025	\$47,933	\$53,919
Systems Analyst-Data Processing	40	\$17	\$19	\$26	\$35,022	\$39,398	\$53,924
Traffic & Road Sign Tech - Engineering	40	\$10	\$14	\$15	\$20,384	\$30,180	\$31,382
Transportation Director	40		\$19			\$40,254	
Van Driver	40	\$7	\$9	\$12	\$15,080	\$18,512	\$25,168
Van Driver	40	\$8	\$10	\$13	\$17,495	\$19,794	\$26,620

Population Range

30,000-80,000

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Accounts Payable Clerk	40		\$16			\$32,427	
Accounts Payable Clerk	40	\$15	\$15	\$21	\$30,888	\$30,888	\$43,472
Administrative Clerk	40		\$19			\$40,268	
Animal Control	40		\$15			\$31,200	
Animal Control Officer	40	\$11	\$12	\$15	\$21,944	\$25,396	\$30,867
Animal Control Officer/Solid Waste Enforcer	40	\$15		\$23	\$31,150		\$47,117
Appraiser Clerks	40	\$12	\$13	\$15	\$25,480	\$26,998	\$30,992
Assessing Supervisor	40	\$10		\$19	\$26,218		\$39,658
Assitant Library Director	36		\$10			\$18,720	

Athletic Director	40	\$12	\$13	\$15	\$25,000	\$26,000	\$32,000
Board of Registrar	40		\$6			\$11,700	
Boot Camp Director	40	\$22	\$25	\$29	\$45,000	\$50,000	\$60,000
Building Department Services	40	\$10	\$11	\$13	\$19,843	\$22,318	\$27,414
Building Inspector	40	\$15	\$18	\$21	\$31,450	\$36,400	\$43,534
Chief Financial Officer	40	\$25		\$38	\$52,242		\$79,020
Chief Fiscal Officer	40	\$24	\$31	\$42	\$50,000	\$65,000	\$88,000
Collecting Supervisor	40	\$13		\$19	\$26,218		\$39,658
Commissioner	40		\$11			\$23,000	
Commissioner						\$25,236	
Computer Lab Manager	15		\$12			\$9,360	
Cooks	40	\$8		\$10	\$16,640		\$21,778

Coroner	40		\$5			\$9,600		
Counselor Program Director	40	\$12	\$13	\$15	\$25,000	\$26,000	\$32,000	
Court Recorders						\$3,150		
Courthouse Security Chief	25		\$13			\$16,588		
Courthouse Security Officer	30		\$8			\$13,166		
Deputy Sheriff, On Call	10	\$10	\$10	\$11	\$5,200	\$5,200	\$5,200	
District Attorney Clerk	40		\$20			\$41,600		
Drug Unit (Part Time)	20		\$15			\$15,600		
Drug Unit Commander	40		\$23			\$47,840		
Drug Unit Officer	40		\$17			\$35,360		
Engineering Assistant	40	\$10	\$15	\$20	\$20,800	\$31,200	\$41,600	
Equipment Operator II	40	\$18,720	\$20,800	\$31,200	\$9	\$10	\$15	

Equipment Operator III	40	\$20,800	\$27,040	\$35,360	\$10	\$13	\$17
Facilities Superintendent	40	\$16		\$25	\$33,953		\$51,358
GIS Manager	40	\$17	\$20	\$39	\$35,000	\$42,542	\$80,220
Graduate CADD Tech, Highway	40	\$12	\$13	\$15	\$18,720	\$19,656	\$23,400
Heavy Equipment Operator IV	40	\$14		\$21	\$28,578		\$43,227
Investigator	40		\$15			\$31,200	
Investigator	40		\$22			\$45,760	
Investigator	40	\$18		\$27	\$37,009		\$55,980
Jail Cook	40		\$10			\$20,800	
Jail Cook	40	\$10		\$15	\$20,245		\$30,623
Jail Nurse	40	\$18	\$21	\$25	\$37,898	\$43,950	\$52,437
Jail Nurse, Part Time	15	\$15	\$17	\$19	\$11,700	\$13,260	\$14,820

Juvenile Center Supervisor	40	\$9	\$11	\$15	\$18,720	\$22,880	\$31,200
Juvenile Detention Director	40	\$22	\$24	\$29	\$45,000	\$50,000	\$60,000
Kennel Technician	40	\$9	\$11	\$13	\$19,240	\$22,276	\$27,081
Landfill Gatekeeper	40		\$9			\$18,720	
Librarian	20		\$9			\$9,360	
Library Director	40		\$14			\$29,120	
Litter Control Officer	40	\$11	\$13	\$16	\$23,400	\$27,081	\$32,905
Member, Board of Registrars						\$16,200	
Nurse	18		\$27			\$25,001	
Nutrition Worker	40		\$11			\$22,880	
Probate Accountant	40	\$15		\$23	\$31,150		\$47,117
Probate Clerk	40	\$18,720	\$20,800	\$35,360	\$9	\$10	\$17

Probate Court Assistant II	40	\$10		\$15	\$20,245		\$30,623
Probate Judge	40		\$51				\$106,080
Probate Judge							\$85,665
Probate Office Manager	40	\$13	\$15	\$19	\$27,560	\$31,907	\$38,812
Recording Probate Clerk	40	\$14		\$15	\$20,245		\$30,623
Recreation Grounds Keeper	15		\$7				\$5,655
Revenue Commissioner							\$78,982
Security	25	\$8	\$9	\$9	\$10,920	\$11,180	\$11,180
Security Guard	20		\$13				\$76,960
Senior Aide Supervisor	28	\$9	\$9	\$11	\$13,104	\$13,104	\$16,016
Senior Bus Driver	22	\$8	\$8	\$8	\$8,294	\$9,152	\$9,152
Senior Center Manager	20		\$7				\$7,540

Senior Center Van Driver	20		\$7				\$7,540	
Senior Center Worker, Part Time	20		\$17				\$18,158	
Sheriff	40		\$36				\$75,400	
Soil Conservation Officer	40		\$13				\$25,980	
Solid Waste Foreman	40	\$12	\$15	\$15	\$24,440	\$30,680	\$30,680	
Solid Waste Manager	40		\$31				\$63,440	
Supervisor, Board of Equalization							\$3,000	
Transportation	40		\$12				\$24,960	

Population Range

<30,000

Job Title	Average Weekly Hours	Average Hourly Wage			Average Annual Wage		
		Entry-level	Current or Average	Maximum	Entry-level	Current or Average	Maximum
Accounts Payable Clerk	40	\$11	\$12				
Aging Departing	40	\$11	\$12	\$12	\$22,984	\$24,232	\$25,480
Assistant Chief Jailer	40		\$12				
Assistant Jail Administrator			\$12				
Assistant, Nutrition Center	20	\$7	\$8		\$7,540	\$8,320	
Board of Registrar						\$13,800	
Board of Registrar's Commission	40	\$5	\$5	\$5	\$10,920	\$10,920	\$10,920
Captain	40		\$16			\$33,800	
Carpenter/Maintenance	40		\$13			\$26,042	

Chief Clerk	32		\$15					
Chief Cook	40	\$7	\$10	\$13	\$14,955	\$20,800	\$27,040	
Clerk			\$10					
Commission Chief Clerk	40	\$12	\$13	\$20	\$24,960	\$27,040	\$42,078	
Compliance Officer	40		\$11					
Correctional Officer		\$8	\$9	\$12				
County Attorney						\$18,630		
County commissioner	40	\$12	\$12	\$12	\$24,133	\$24,133	\$24,133	
Court Reporter						\$1,140		
Courthouse Guard (Partime)	16		\$10					
Deputy	40	\$10	\$10					
Deputy			\$15			\$31,034		

Development Authority	40	\$14	\$19	\$24	\$29,910	\$30,312	\$49,026
Driver, Transportation Department	40	\$7	\$8		\$15,080	\$17,160	
Economic Development	40		\$13			\$26,062	
Emergency Management Director	40					\$40,000	
Engineer Aide	40		\$12			\$25,334	
Engineering Assistant I	40	\$14					
Engineering Clerk	40		\$16				
Field Service Mechanic	40	\$17					
Garbage Collector/Helper	40	\$17,617	\$18,325	\$25,500	\$8	\$9	\$12
Garbage Collector/Helper	40	\$16,120	\$17,576	\$23,316	\$8	\$9	\$11
Heavy Equipment Mechanic	40	\$13		\$14			
Home Delivery Meals Driver	40		\$8			\$17,430	

Homemaker	20	\$7	\$7		\$7,540	\$7,540	
Investigator	40		\$15				
Investigator	40		\$12			\$24,960	
Jail Cook III	40	\$7	\$11	\$11	\$15,080	\$22,401	\$22,750
Jailer II Shift Supervisor	40		\$11				
Jailer II Shift Supervisor	40	\$8	\$11				
Landfill Operator	40		\$10				
Maintenance Superintendant	40		\$23				
Mechanic Helper	40	\$9		\$10			
Nutrition Center Manager	40	\$7	\$8		\$15,080	\$16,640	
Officer/Process Servers	40	\$8	\$11	\$11	\$16,515	\$22,885	\$23,462
Personal Property Trainee	40	\$10	\$10	\$18	\$21,008	\$21,008	\$38,043

Probate Judge	40	\$45	\$45	\$45	\$93,972	\$93,972	\$93,972
Process Server- SO	40	\$10	\$10		\$20,800	\$20,800	
Project Inspector	40		\$16				
Purchasing Agent	40		\$15			\$31,700	
Real Property Appraiser I						\$1,152	
Re-Appraisal Chief Clerk	40		\$15			\$32,131	
Re-Appraisal Clerk	40	\$10	\$13		\$20,840	\$27,145	
Revenue Commissioner	40	\$25	\$25	\$25	\$51,059	\$51,059	\$51,059
School Security	40		\$10			\$20,800	
Security	25	\$7	\$7	\$7		\$9,425	
Security Guard	22	\$0		\$9	\$10,530	\$9,840	
Security Officer	40	\$9	\$10	\$16	\$18,969	\$21,798	\$33,945

Senior Aide	30	\$9	\$10		\$13,260	\$15,030	
Senior Center Manager	40	\$10	\$10		\$20,800	\$21,258	
Soil Conservation Clerk	40		\$9			\$18,574	
Solid Waste Enforcement Officer	40		\$10			\$21,736	
Solid Waste Officer						\$12,420	
Welder III	40	\$9	\$14	\$16	\$19,500	\$28,083	\$33,500

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$9,418,822
Road Budget:	\$2,050,123
Road System:	district
Revenues Increased/Decreased:	decreased
Percent Change From Previous Yr:	6
Pay Increase:	yes
Pay Increase Percent:	.50/hour

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:	both
No. Paid Holidays:	13
Vacation Hours Per Month:	3.34-13.34
Annual Leave Carry-over Hrs:	200
Sick Hours Per Month:	9.2

Paid Holidays

Closed Christmas:	<input type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	0
Individual Coverage Cost Per Month:	416
Family Coverage Cost Per Month:	627
Available for retirees:	yes
County pay for retirees:	no
Dental:	yes
Vision:	yes
Disability:	no
Life:	yes
Other:	no

Employees

No. County Employees	195
No. Commission Employees:	6
No. Road Employees:	40
Hiring System:	at will
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no answer
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	October
General Budget:	
Road Budget:	
Road System:	unit
Revenues Increased/Decreased:	no answer
Percent Change From Previous Yr:	no answer
Pay Increase:	no
Pay Increase Percent:	no answer

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:	overtime
No. Paid Holidays:	13
Vacation Hours Per Month:	no answer
Annual Leave Carry-over Hrs:	5
Sick Hours Per Month:	8

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input checked="" type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	85
Individual Coverage Cost Per Month:	378
Family Coverage Cost Per Month:	919
Available for retirees:	no
County pay for retirees:	no answer
Dental:	yes
Vision:	yes
Disability:	no
Life:	yes
Other:	no answer

Employees

No. County Employees	75
No. Commission Employees:	4
No. Road Employees:	16
Hiring System:	personnel
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no answer
If YES, by what percent:	no answer
Expect intergovernmental aid?	no answer
How long will be negative affect?	no answer

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$1,000,500
Road Budget:	\$600,000
Road System:	distict
Revenues Increased/Decreased:	decreased
Percent Change From Previous Yr:	18
Pay Increase:	no
Pay Increase Percent:	no answer

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 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:	both
No. Paid Holidays:	12
Vacation Hours Per Month:	160
Annual Leave Carry-over Hrs:	160
Sick Hours Per Month:	

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input checked="" type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	0
Individual Coverage Cost Per Month:	378
Family Coverage Cost Per Month:	541
Available for retirees:	yes
County pay for retirees:	no
Dental:	yes
Vision:	yes
Disability:	no
Life:	no
Other:	no

Employees

No. County Employees	81
No. Commission Employees:	6
No. Road Employees:	25
Hiring System:	no answer
4 or 5 Day Work Week:	both

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	no answer
Expect intergovernmental aid?	no
How long will be negative affect?	no answer

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$4,687,038
Road Budget:	\$6,197,348
Road System:	unit
Revenues Increased/Decreased:	decreased
Percent Change From Previous Yr:	no answer
Pay Increase:	no
Pay Increase Percent:	no answer

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 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:	both
No. Paid Holidays:	10
Vacation Hours Per Month:	no answer
Annual Leave Carry-over Hrs:	80
Sick Hours Per Month:	8

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	0
Individual Coverage Cost Per Month:	378
Family Coverage Cost Per Month:	541
Available for retirees:	yes
County pay for retirees:	no
Dental:	yes
Vision:	no
Disability:	yes
Life:	yes
Other:	no

Employees

No. County Employees	913
No. Commission Employees:	36
No. Road Employees:	
Hiring System:	no answer
4 or 5 Day Work Week:	no answer

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	no answer
Expect intergovernmental aid?	no
How long will be negative affect?	no answer

Chambers

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$5,004,236
Road Budget:	\$5,291,600
Road System:	district
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	no answer
Pay Increase:	no
Pay Increase Percent:	no answer

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:	both
No. Paid Holidays:	11
Vacation Hours Per Month:	40-80
Annual Leave Carry-over Hrs:	40
Sick Hours Per Month:	8

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	10
Individual Coverage Cost Per Month:	360
Family Coverage Cost Per Month:	515
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	no
Disability:	no
Life:	yes
Other:	no

Employees

No. County Employees	155
No. Commission Employees:	4
No. Road Employees:	54
Hiring System:	at will
4 or 5 Day Work Week:	both

Oil Spill Impact

Impacted Revenues:	yes
If YES, by what percent:	10
Expect intergovernmental aid?	no
How long will be negative affect?	unknown

Cherokee

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$16,000,000
Road Budget:	\$6,000,000
Road System:	unit
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	
Pay Increase:	yes
Pay Increase Percent:	.50 per hour

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:	overtime
No. Paid Holidays:	11
Vacation Hours Per Month:	8.33-12.50
Annual Leave Carry-over Hrs:	50
Sick Hours Per Month:	10

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	61
Individual Coverage Cost Per Month:	442
Family Coverage Cost Per Month:	938
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	yes
Disability:	no
Life:	yes
Other:	no

Employees

No. County Employees	134
No. Commission Employees:	7
No. Road Employees:	31
Hiring System:	personnel
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	no answer
Expect intergovernmental aid?	no
How long will be negative affect?	no answer

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$3,618,578
Road Budget:	\$1,011,883
Road System:	district
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	
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:	overtime
No. Paid Holidays:	12
Vacation Hours Per Month:	56-128
Annual Leave Carry-over Hrs:	130
Sick Hours Per Month:	9

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	97
Individual Coverage Cost Per Month:	683
Family Coverage Cost Per Month:	1425
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	no
Disability:	no
Life:	yes
Other:	yes

Employees

No. County Employees	44
No. Commission Employees:	3
No. Road Employees:	12
Hiring System:	at will
4 or 5 Day Work Week:	both

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	october
General Budget:	\$5,345,771
Road Budget:	\$1,772,000
Road System:	district
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	
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:	both
No. Paid Holidays:	13
Vacation Hours Per Month:	varies
Annual Leave Carry-over Hrs:	206
Sick Hours Per Month:	9

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input checked="" type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	0
Individual Coverage Cost Per Month:	549
Family Coverage Cost Per Month:	549
Available for retirees:	yes
County pay for retirees:	no
Dental:	yes
Vision:	no
Disability:	no
Life:	yes
Other:	no

Employees

No. County Employees	120
No. Commission Employees:	5
No. Road Employees:	23
Hiring System:	
4 or 5 Day Work Week:	both

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Coffee

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$7,254,332
Road Budget:	\$1,374,650
Road System:	unit
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	
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:	overtime
No. Paid Holidays:	11
Vacation Hours Per Month:	3.34-13.34
Annual Leave Carry-over Hrs:	240
Sick Hours Per Month:	4

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	30
Individual Coverage Cost Per Month:	394
Family Coverage Cost Per Month:	575
Available for retirees:	yes
County pay for retirees:	no
Dental:	yes
Vision:	yes
Disability:	no
Life:	yes
Other:	no

Employees

No. County Employees	222
No. Commission Employees:	7
No. Road Employees:	42
Hiring System:	at will
4 or 5 Day Work Week:	4/5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$6,367,668
Road Budget:	\$2,236,429
Road System:	district
Revenues Increased/Decreased:	decreased
Percent Change From Previous Yr:	0.08
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 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:	overtime
No. Paid Holidays:	11
Vacation Hours Per Month:	8
Annual Leave Carry-over Hrs:	no answer
Sick Hours Per Month:	

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input type="checkbox"/>
Good Friday:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input checked="" type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	0
Individual Coverage Cost Per Month:	394
Family Coverage Cost Per Month:	601
Available for retirees:	yes
County pay for retirees:	no
Dental:	yes
Vision:	yes
Disability:	no
Life:	yes
Other:	no

Employees

No. County Employees	91
No. Commission Employees:	4
No. Road Employees:	27
Hiring System:	Merit
4 or 5 Day Work Week:	both

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$2,684,992
Road Budget:	\$1,657,140
Road System:	unit
Revenues Increased/Decreased:	decreased
Percent Change From Previous Yr:	6-10
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 checked="" 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:	both
No. Paid Holidays:	13
Vacation Hours Per Month:	8
Annual Leave Carry-over Hrs:	336
Sick Hours Per Month:	

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input checked="" type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	67.5
Pct. of Family Coverage:	70.5
Individual Coverage Cost Per Month:	131
Family Coverage Cost Per Month:	290
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	no
Disability:	yes
Life:	yes
Other:	yes

Employees

No. County Employees	72
No. Commission Employees:	3
No. Road Employees:	22
Hiring System:	at will
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$2,600,000
Road Budget:	\$2,000,000
Road System:	unit
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	
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:	both
No. Paid Holidays:	14
Vacation Hours Per Month:	no answer
Annual Leave Carry-over Hrs:	160
Sick Hours Per Month:	

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	no answer
Individual Coverage Cost Per Month:	378
Family Coverage Cost Per Month:	no answer
Available for retirees:	no
County pay for retirees:	no answer
Dental:	yes
Vision:	no
Disability:	no
Life:	yes
Other:	no

Employees

No. County Employees	80
No. Commission Employees:	3
No. Road Employees:	30
Hiring System:	personnel
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no answer
If YES, by what percent:	
Expect intergovernmental aid?	no answer
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$5,865,979
Road Budget:	\$2,452,133
Road System:	unit
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	
Pay Increase:	yes
Pay Increase Percent:	.25/hour

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:	both
No. Paid Holidays:	12
Vacation Hours Per Month:	104
Annual Leave Carry-over Hrs:	80
Sick Hours Per Month:	9

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input checked="" type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	90
Pct. of Family Coverage:	0
Individual Coverage Cost Per Month:	360
Family Coverage Cost Per Month:	875
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	yes
Disability:	no
Life:	yes
Other:	no

Employees

No. County Employees	162
No. Commission Employees:	4
No. Road Employees:	27
Hiring System:	at will
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$12,000,000
Road Budget:	\$6,000,000
Road System:	unit
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	no answer
Pay Increase:	no
Pay Increase Percent:	no answer

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 checked="" type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	compensatory
No. Paid Holidays:	10
Vacation Hours Per Month:	10
Annual Leave Carry-over Hrs:	80
Sick Hours Per Month:	8

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input type="checkbox"/>
Good Friday:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	82
Pct. of Family Coverage:	60
Individual Coverage Cost Per Month:	450
Family Coverage Cost Per Month:	1200
Available for retirees:	no
County pay for retirees:	no
Dental:	yes
Vision:	no
Disability:	yes
Life:	yes
Other:	yes

Employees

No. County Employees	235
No. Commission Employees:	5
No. Road Employees:	50
Hiring System:	at will
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	0

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$16,734,216
Road Budget:	\$10,043,668
Road System:	District
Revenues Increased/Decreased:	no answer
Percent Change From Previous Yr:	
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:	both
No. Paid Holidays:	12
Vacation Hours Per Month:	22-Jul
Annual Leave Carry-over Hrs:	320
Sick Hours Per Month:	8

Paid Holidays

Closed Christmas:	<input type="checkbox"/>
Chrsitmas:	<input type="checkbox"/>
Christmas Eve:	<input type="checkbox"/>
Columbus Day:	<input type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input type="checkbox"/>
Labor Day:	<input type="checkbox"/>
MLK Day:	<input type="checkbox"/>
Memorial Day:	<input type="checkbox"/>
New Years Day:	<input type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Thanksgiving:	<input type="checkbox"/>
Veterans Day:	<input type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	family
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	78
Individual Coverage Cost Per Month:	349
Family Coverage Cost Per Month:	848
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	no
Disability:	yes
Life:	yes
Other:	yes

Employees

No. County Employees	327
No. Commission Employees:	9
No. Road Employees:	56
Hiring System:	Personnel
4 or 5 Day Work Week:	4

Oil Spill Impact

Impacted Revenues:	no answer
If YES, by what percent:	no answer
Expect intergovernmental aid?	no answer
How long will be negative affect?	no answer

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$5,498,530
Road Budget:	\$3,480,570
Road System:	unit
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	0
Pay Increase:	yes
Pay Increase Percent:	.50 to base pay

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:	overtime
No. Paid Holidays:	12
Vacation Hours Per Month:	4-12
Annual Leave Carry-over Hrs:	240
Sick Hours Per Month:	

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes-family
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	68
Individual Coverage Cost Per Month:	394
Family Coverage Cost Per Month:	682
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	yes
Disability:	yes
Life:	yes
Other:	no

Employees

No. County Employees	150
No. Commission Employees:	3
No. Road Employees:	27
Hiring System:	at will
4 or 5 Day Work Week:	both

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$295,438,400
Road Budget:	\$2,720,390
Road System:	district
Revenues Increased/Decreased:	decreased
Percent Change From Previous Yr:	4
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:	both
No. Paid Holidays:	12
Vacation Hours Per Month:	40-136
Annual Leave Carry-over Hrs:	240
Sick Hours Per Month:	8

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	0
Individual Coverage Cost Per Month:	378
Family Coverage Cost Per Month:	541
Available for retirees:	NO
County pay for retirees:	0
Dental:	yes
Vision:	no
Disability:	no
Life:	yes
Other:	no

Employees

No. County Employees	
No. Commission Employees:	4
No. Road Employees:	30
Hiring System:	at will
4 or 5 Day Work Week:	0

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no answer
How long will be negative affect?	no answer

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$11,590,937
Road Budget:	\$9,744,700
Road System:	unit
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	no answer
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:	overtime
No. Paid Holidays:	12
Vacation Hours Per Month:	10
Annual Leave Carry-over Hrs:	240
Sick Hours Per Month:	12

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input checked="" type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	30
Individual Coverage Cost Per Month:	412
Family Coverage Cost Per Month:	627
Available for retirees:	yes
County pay for retirees:	no
Dental:	yes
Vision:	no
Disability:	no
Life:	yes
Other:	yes

Employees

No. County Employees	277
No. Commission Employees:	7
No. Road Employees:	69
Hiring System:	personnel
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$17,833,860
Road Budget:	\$8,073,823
Road System:	unit
Revenues Increased/Decreased:	decreased
Percent Change From Previous Yr:	9
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 checked="" type="checkbox"/>
Cuts in Other Services:	<input checked="" 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 checked="" type="checkbox"/>
Reduce/eliminate travel Budget:	<input checked="" type="checkbox"/>
Salary/ Wage reduction/freeze:	<input checked="" 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:	both
No. Paid Holidays:	11
Vacation Hours Per Month:	6.67
Annual Leave Carry-over Hrs:	288
Sick Hours Per Month:	8

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	52
Individual Coverage Cost Per Month:	378
Family Coverage Cost Per Month:	541
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	yes
Disability:	no
Life:	yes
Other:	yes

Employees

No. County Employees	357
No. Commission Employees:	9
No. Road Employees:	46
Hiring System:	other
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Limestone

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$12,632,322
Road Budget:	\$3,011,200
Road System:	district
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	no answer
Pay Increase:	yes
Pay Increase Percent:	3

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:	both
No. Paid Holidays:	14
Vacation Hours Per Month:	40-160
Annual Leave Carry-over Hrs:	160
Sick Hours Per Month:	8

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input checked="" type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	30
Individual Coverage Cost Per Month:	no answer
Family Coverage Cost Per Month:	no answer
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	yes
Disability:	yes
Life:	yes
Other:	no

Employees

No. County Employees	244
No. Commission Employees:	10
No. Road Employees:	8
Hiring System:	merit
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$4,115,400
Road Budget:	\$961,000
Road System:	district
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	no answer
Pay Increase:	no
Pay Increase Percent:	no answer

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:

Benefits

Compensatory or Overtime Pay:	both
No. Paid Holidays:	12
Vacation Hours Per Month:	
Annual Leave Carry-over Hrs:	480
Sick Hours Per Month:	9

Paid Holidays

Closed Christmas:	<input type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	64
Individual Coverage Cost Per Month:	394
Family Coverage Cost Per Month:	637
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	yes
Disability:	no
Life:	yes
Other:	no

Employees

No. County Employees	83
No. Commission Employees:	2
No. Road Employees:	33
Hiring System:	at will
4 or 5 Day Work Week:	road dept- 4, all others

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	no answer
Expect intergovernmental aid?	no
How long will be negative affect?	no answer

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$10,247,380
Road Budget:	\$2,274,437
Road System:	district
Revenues Increased/Decreased:	decreased
Percent Change From Previous Yr:	3
Pay Increase:	yes
Pay Increase Percent:	4

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 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 checked="" type="checkbox"/>
Reduce/eliminate travel Budget:	<input checked="" type="checkbox"/>
Salary/ Wage reduction/freeze:	<input type="checkbox"/>
Reduce/Eliminate prof. Development Budget:	<input checked="" 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:	both
No. Paid Holidays:	12
Vacation Hours Per Month:	
Annual Leave Carry-over Hrs:	300
Sick Hours Per Month:	8

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input checked="" type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	98
Pct. of Family Coverage:	8.72
Individual Coverage Cost Per Month:	747
Family Coverage Cost Per Month:	1174
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	yes
Disability:	no
Life:	yes
Other:	yes

Employees

No. County Employees	192
No. Commission Employees:	13
No. Road Employees:	34
Hiring System:	merit
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	no answer
Expect intergovernmental aid?	no
How long will be negative affect?	no

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$123,884,876
Road Budget:	\$27,864,887
Road System:	district
Revenues Increased/Decreased:	decreased
Percent Change From Previous Yr:	1
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 type="checkbox"/>
Cuts in Other Services:	<input type="checkbox"/>
Modify Health Care Benefits:	<input checked="" 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 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:	both
No. Paid Holidays:	13
Vacation Hours Per Month:	80-200
Annual Leave Carry-over Hrs:	280-480
Sick Hours Per Month:	6.5

Paid Holidays

Closed Christmas:	<input type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input checked="" type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	86
Pct. of Family Coverage:	86
Individual Coverage Cost Per Month:	398
Family Coverage Cost Per Month:	1031
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	yes
Disability:	no
Life:	yes
Other:	no

Employees

No. County Employees	1736
No. Commission Employees:	58
No. Road Employees:	342
Hiring System:	merit
4 or 5 Day Work Week:	both

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no answer
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$5,006,000
Road Budget:	\$1,121,000
Road System:	district
Revenues Increased/Decreased:	increased
Percent Change From Previous Yr:	1
Pay Increase:	yes
Pay Increase Percent:	1.5

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 checked="" type="checkbox"/>

Benefits

Compensatory or Overtime Pay:	overtime
No. Paid Holidays:	15
Vacation Hours Per Month:	8-12
Annual Leave Carry-over Hrs:	240
Sick Hours Per Month:	9

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input checked="" type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	0
Individual Coverage Cost Per Month:	394
Family Coverage Cost Per Month:	601
Available for retirees:	yes
County pay for retirees:	no
Dental:	yes
Vision:	no
Disability:	yes
Life:	yes
Other:	yes

Employees

No. County Employees	86
No. Commission Employees:	5
No. Road Employees:	27
Hiring System:	personnell
4 or 5 Day Work Week:	both

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	no answer
Expect intergovernmental aid?	no answer
How long will be negative affect?	no answer

Randolph

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$3,529,110
Road Budget:	\$2,030,965
Road System:	unit
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	no answer
Pay Increase:	no
Pay Increase Percent:	no answer

Budget Actions

Action taken to reduce spending (Yes/No)?	<input checked="" type="checkbox"/>
Personnel Cuts:	<input checked="" type="checkbox"/>
Delay/Cancel Capital Projects:	<input type="checkbox"/>
Cuts in Other Services:	<input checked="" 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 checked="" type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input checked="" 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:	both
No. Paid Holidays:	12
Vacation Hours Per Month:	4-12
Annual Leave Carry-over Hrs:	160
Sick Hours Per Month:	8

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input type="checkbox"/>
Good Friday:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input checked="" type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input checked="" type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	50
Individual Coverage Cost Per Month:	412
Family Coverage Cost Per Month:	726
Available for retirees:	no
County pay for retirees:	no answer
Dental:	yes
Vision:	yes
Disability:	yes
Life:	yes
Other:	no

Employees

No. County Employees	111
No. Commission Employees:	5
No. Road Employees:	33
Hiring System:	personnel
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	no answer
Expect intergovernmental aid?	no
How long will be negative affect?	no affect

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$13,183,041
Road Budget:	\$9,130,783
Road System:	unit
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	no answer
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:	both
No. Paid Holidays:	12
Vacation Hours Per Month:	10-20
Annual Leave Carry-over Hrs:	160
Sick Hours Per Month:	

Paid Holidays

Closed Christmas:	<input type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input checked="" type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	0
Individual Coverage Cost Per Month:	378
Family Coverage Cost Per Month:	541
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	yes
Disability:	no
Life:	yes
Other:	yes

Employees

No. County Employees	209
No. Commission Employees:	6
No. Road Employees:	51
Hiring System:	at will
4 or 5 Day Work Week:	4 day

Oil Spill Impact

Impacted Revenues:	no answer
If YES, by what percent:	no answer
Expect intergovernmental aid?	no answer
How long will be negative affect?	no answer

Budget

Fiscal Year Begins (Month):	October
General Budget:	
Road Budget:	
Road System:	unit
Revenues Increased/Decreased:	no answer
Percent Change From Previous Yr:	no answer
Pay Increase:	no
Pay Increase Percent:	no answer

Budget Actions

Action taken to reduce spending (Yes/No)?	<input checked="" type="checkbox"/>
Personnel Cuts:	<input checked="" 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 checked="" type="checkbox"/>
Reduce/eliminate travel Budget:	<input type="checkbox"/>
Salary/ Wage reduction/freeze:	<input checked="" 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:	both
No. Paid Holidays:	14
Vacation Hours Per Month:	
Annual Leave Carry-over Hrs:	40
Sick Hours Per Month:	

Paid Holidays

Closed Christmas:	<input type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input checked="" type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	53
Individual Coverage Cost Per Month:	376
Family Coverage Cost Per Month:	919
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	yes
Disability:	no
Life:	no
Other:	no

Employees

No. County Employees	256
No. Commission Employees:	7
No. Road Employees:	67
Hiring System:	personnel
4 or 5 Day Work Week:	5

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Tallapoosa

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$6,912,424
Road Budget:	\$5,470,744
Road System:	unit
Revenues Increased/Decreased:	decreased
Percent Change From Previous Yr:	.5%
Pay Increase:	no
Pay Increase Percent:	no answer

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:	both
No. Paid Holidays:	13
Vacation Hours Per Month:	80
Annual Leave Carry-over Hrs:	40
Sick Hours Per Month:	8

Paid Holidays

Closed Christmas:	<input type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	100
Individual Coverage Cost Per Month:	48041
Family Coverage Cost Per Month:	39092
Available for retirees:	yes
County pay for retirees:	yes
Dental:	yes
Vision:	no
Disability:	no
Life:	yes
Other:	yes

Employees

No. County Employees	135
No. Commission Employees:	3.5
No. Road Employees:	34
Hiring System:	PS, M, AW
4 or 5 Day Work Week:	both

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	
Expect intergovernmental aid?	no
How long will be negative affect?	

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$4,057,816
Road Budget:	\$1,380,500
Road System:	district
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	no answer
Pay Increase:	yes
Pay Increase Percent:	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:	both
No. Paid Holidays:	13
Vacation Hours Per Month:	40-160
Annual Leave Carry-over Hrs:	160
Sick Hours Per Month:	

Paid Holidays

Closed Christmas:	<input checked="" type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input checked="" type="checkbox"/>
Good Friday:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input checked="" type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	100
Pct. of Family Coverage:	0
Individual Coverage Cost Per Month:	412
Family Coverage Cost Per Month:	627
Available for retirees:	yes
County pay for retirees:	no
Dental:	yes
Vision:	no
Disability:	
Life:	yes
Other:	yes

Employees

No. County Employees	101
No. Commission Employees:	4
No. Road Employees:	35
Hiring System:	personnel
4 or 5 Day Work Week:	both

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	no answer
Expect intergovernmental aid?	no
How long will be negative affect?	no answer

Budget

Fiscal Year Begins (Month):	October
General Budget:	\$3,182,090
Road Budget:	\$3,058,973
Road System:	unit
Revenues Increased/Decreased:	same
Percent Change From Previous Yr:	no answer
Pay Increase:	no
Pay Increase Percent:	no answer

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:	overtime
No. Paid Holidays:	11
Vacation Hours Per Month:	130
Annual Leave Carry-over Hrs:	160
Sick Hours Per Month:	9

Paid Holidays

Closed Christmas:	<input type="checkbox"/>
Chrsitmas:	<input checked="" type="checkbox"/>
Christmas Eve:	<input checked="" type="checkbox"/>
Columbus Day:	<input type="checkbox"/>
Good Friday:	<input checked="" type="checkbox"/>
Independance Day:	<input checked="" type="checkbox"/>
Labor Day:	<input checked="" type="checkbox"/>
MLK Day:	<input checked="" type="checkbox"/>
Memorial Day:	<input checked="" type="checkbox"/>
New Years Day:	<input checked="" type="checkbox"/>
New Years Eve:	<input type="checkbox"/>
Presidents Day:	<input type="checkbox"/>
Thanksgiving:	<input checked="" type="checkbox"/>
Veterans Day:	<input checked="" type="checkbox"/>
Other:	<input type="checkbox"/>

Insurance Coverage

Insurance provided:	yes
Pct. of Individual Coverage:	89
Pct. of Family Coverage:	86
Individual Coverage Cost Per Month:	308
Family Coverage Cost Per Month:	737
Available for retirees:	no
County pay for retirees:	no
Dental:	no
Vision:	no
Disability:	no
Life:	yes
Other:	no answer

Employees

No. County Employees	98
No. Commission Employees:	4
No. Road Employees:	30
Hiring System:	at will
4 or 5 Day Work Week:	4

Oil Spill Impact

Impacted Revenues:	no
If YES, by what percent:	no answer
Expect intergovernmental aid?	no
How long will be negative affect?	no answer