

## **NON-REPRESENTED EMPLOYEE PAY PLAN**

### **P-10.01-1 RECLASSIFICATION OF NON-REPRESENTED POSITIONS/NEW POSITION PLACEMENT**

#### **1. POSITION REVIEW**

- a. Reclassification requests for non-represented positions will be sent to the Director of the Division of Personnel Services.
- b. The Division of Personnel Services will proceed to gather the facts surrounding the reclassification request, and will present to the County Executive a reclass study and a recommendation. This will only be approved if there is a major change in the duties and responsibilities of the position in question.
- c. With the approval of the County Executive, the reclass study and recommendation will be forwarded to the appropriate oversight committee, the Administration Committee, the Finance Committee and the County Board, if necessary.
- d. Reclassifications of non-represented employees shall be a minimum of five (5) percent salary increase or the minimum of the new pay range, whichever is greater.
- e. The effective date of the reclassification becomes the employee's new anniversary date for purposes of performance evaluation and step increases.

#### **2. NEW POSITION PLACEMENT**

New positions must be passed in the budget. New positions should be submitted per budget instructions provided by the Division of Financial Services. If a department is planning on submitting a newly created non-represented position in the budget, the Division of Personnel Services must be informed. The Division of Personnel Services, with the approval of the County Executive, will proceed with the placement of the position.

- a. The Division of Personnel Services will study the position, develop a job description, and determine a preliminary point total and placement in the pay plan.
- b. The job description and additional information pertaining to the new position, along with the recommendations from the Division of Personnel Services, will be presented to the County Executive for approval.
- c. If approved, the County Executive shall authorize the department head to submit the new position request in the budget or budget amendment for County Board approval.

**P10.01-2 ANNUAL ADJUSTMENT TO THE NON-REPRESENTED PAY PLAN**

The Division of Personnel Services shall make a recommendation to the Administration Committee during the budget process for an adjustment to the Non-Represented Pay Plan..

1. An adjustment will be recommended using a mode average general increase of all labor contracts in effect for January 1<sup>st</sup> of the subsequent year, with the ability to consider exceptional circumstances, i.e., internal compression, marketplace competitiveness, etc. The adjustment will be applied to the values in each range and increase each step by not more than three percent (3%) of the control point.
2. Pursuant to changes implemented in the 2004 Fair Labor Standards Act, non-represented positions which are determined non-exempt and eligible for overtime or compensatory time shall be identified in an annual review conducted by the Division of Personnel Services, which shall have responsibility for informing affected employees, divisions and departments.
3. Non-represented, exempt employees are expected to structure their workday without hourly limits based on the nature and volume of their work and the time necessary to perform their assigned work, with the knowledge and approval of their supervisors.

**P-10.01-3 ANNUAL EVALUATION**

Non-represented employee performance evaluations will occur on the employee's anniversary date in the current position.

1. A satisfactory job performance evaluation shall result in a one-step wage increase in the pay range in which the employee's position is assigned.
2. A non-represented employee who receives a less than satisfactory evaluation, or is deficient in a major area of their job performance, may be granted no step increase.
3. In years when step increases are inactivated for financial or other purposes, petitions for in-range wage adjustments for positions adversely affected by such action will be considered on an individual basis under the following procedure:
  - a. The Department Head shall propose and justify the in-range adjustment in writing to the Division of Personnel Services.
  - b. Following review and recommendation by the Division of Personnel Services and the County Executive the proposal shall be considered by the Administration Committee of the County Board.
  - c. If approved by the Administration Committee, the proposal shall be included in the budget for the succeeding budget year, and considered by the Finance Committee during annual budget hearings.
  - d. In-range adjustments will become effective with the approval of the budget by the County Board in the first pay period of the effective year.

**P-10.01-4 NEW HIRES**

Newly hired non-represented employees may be placed in the pay range for their position between the starting wage and step five (5). Starting wages beyond step five (5) of the pay range must be approved by the County Executive.

Newly hired Department and Division Heads may be placed in the salary range consistent with the County Executive's communication

to the County Board of Supervisors and as approved or confirmed by the County Board.

**P-10.01-5 PROBATIONARY PERIOD**

Newly hired and promoted non-represented employees, with the exception of Department Heads who serve at the pleasure of the County Executive, shall serve a twelve (12) month probationary period. A new employee shall be evaluated at six (6) months and again at ten (10) months into the twelve (12) month probationary period. A non-represented employee may be terminated at any time during the twelve (12) month probationary period and shall be considered an at-will employee with no recourse to the County's disciplinary policy.

**P-10.01-6 DEPARTMENT HEADS AND ADMINISTRATIVE STAFF TO THE COUNTY EXECUTIVE**

Department Heads and administrative staff to the County Executive shall be appointed by the County Executive and shall serve in accordance with Chapter 59.031 of the Wisconsin Statutes. A probationary period will not be applicable.

**P-10.01-7 PROMOTIONS**

1. Competitive Promotions

A competitive promotion is the movement of an employee through a competitive selection process to a position in a salary range higher than their current range.

Upon competitive promotion, a non-represented employee shall receive a minimum of five (5) percent salary increase and placed at the step nearest to, but not greater than the five percent (5%) increase, or the minimum of the new pay range, whichever is greater. The employee will serve a 12 month probationary period in the new position.

Should a non-represented employee be promoted to a Department Head position, placement in the new salary range will be in accordance with the appointment confirmation by the County Board of Supervisors.

Placement in the pay ranges and step increases for represented employees promoted to non-represented positions will follow the guidelines as set forth in this policy for new hires and annual evaluations.

2. Non-Competitive Promotion (Division of Information Services and Corporation Counsel only)

Non-competitive promotion from Systems Analyst & Coordinator to Senior Systems Analyst & Coordinator may occur after the employee has been in the Systems Analyst & Coordinator position for a minimum of two (2) years and has acquired the education and training required by the Director of the Division of Information Services and has demonstrated an ability to successfully carry out the work of the senior level position.

The Director of the Division of Information Services shall submit requests for non-competitive promotions to the Director of the Division of Personnel Services for review and approval.

Non-competitive promotion from Assistant Corporation Counsel to Senior Assistant Corporation Counsel may occur after the employee has three years of municipal law experience and has demonstrated competency in performance of the municipal law areas such as mental commitments, zoning, assessing, municipal contracting, county government, risk management, personal injury, labor relations, workers compensation, civil rights claims, protective services, social welfare law.

The Corporation Counsel shall submit requests for non-competitive promotion to the Director of the Division of Personnel Services for review and approval.

When a non-competitive promotion is approved, the employee occupying that position shall receive a five percent (5%) salary increase and placed at the step nearest to, but not greater than the five percent (5%) increase, or be placed at the bottom of the new wage range, whichever is greater.

**P-10.01- 8 SPECIAL ASSIGNMENTS**

Non-represented employees who take on special assignments of a significant duration that are above and beyond the normal job duties may be recommended by their respective Department and Division Head to receive between a minimum \$2,500 to a maximum of \$5,000 additional pay. Written justification must be supplied by the Department and Division Head. The justification will be

submitted to the Division of Personnel Services and presented to the County Executive for approval. Special assignment compensation requires consideration and approval by the Administration Committee of the County Board.

These special assignment awards are not part of the employee's regular compensation and must be annually reviewed and approved by the Administration Committee, or shall be removed from the employee's compensation.

Special assignment compensation may be granted to any non-represented employee regardless of their position in their respective pay range.

These awards shall be divided over 26 pay periods.

**P-10.01-9**    **RETROACTIVE PAY FOR NON-REPRESENTED EMPLOYEES**  
Consistent with any resolution adopted by the Kenosha County Board of Supervisors adjusting the salaries of the non-represented employees of Kenosha County, when the effective date of the salary adjustment would cause a retroactive payment to those employees, it shall be the administrative procedure of Kenosha County to provide retroactive pay to all non-represented employees of record as of the effective date of the pay adjustment.

**NON-REPRESENTED PAY PLAN POSITION PLACEMENT**

(Revised 8/01/06)

**Pay Grade "L"**

Director of the Department of Human Services  
Corporation Counsel  
Director of the Department of Public Works  
Director of the Department of Planning and Development  
Director of the Division of Information Services

**Pay Grade "K"**

Director of the Division of Financial Services  
Director of the Division of Personnel Services

**Pay Grade "J"**

Chief Deputy Sheriff  
Assistant Director of Finance/Budget Manager  
Brookside Care Center Administrator  
Director of the Division of Health Services  
First Assistant Corporation Counsel  
Applications Development Manager  
Operations Manager, Information Services  
Family Court Commissioner  
Judicial Court Commissioner

**Pay Grade "I"**

Director of the Division of Disability Services  
Director of the Division of Workforce Development  
Director of the Division of Children and Family Services  
Director of the Division of Facilities  
Director of the Division of Aging Services  
Director of Fiscal Services, Department of Human Services

**Pay Grade "H"**

Assistant Director of Personnel Services  
Director of Purchasing Services  
Director of County Development  
Director of Nursing, Division of Health  
Captain  
Director of the Division of Highways  
Senior Assistant, Corporation Counsel  
Director of Nursing, Brookside Care Center  
Assistant to the Director of Human Services

**Pay Grade "G"**

Assistant to the County Executive  
County Planning Manager, Department of Planning and Development  
Director of the Division of Emergency Services  
Job Center Manager  
Lead Social Worker Supervisor  
Director of Parks/Golf  
Risk Manager/Personnel Analyst  
Senior Systems Analyst and Coordinator, Information Services  
System Engineer, Information Services  
Network Engineer, Information Services  
Telecommunications Analyst, Information Services  
Lieutenant  
Director of the Division of Land Information

**Pay Grade "F"**

Principal Planner  
Chief Deputy Medical Examiner  
Social Worker Supervisor  
Long Term Care Manager, Division of Aging Services  
Planning and Development Coordinator, Division of Aging Services  
Assistant Superintendent of the Detention Center  
Planning and Development Coordinator, Division of Disability Services  
Program Coordinator, Division of Disability Services  
Foreman, Facilities Division  
Manager of Fiscal Services, Public Works  
Laboratory Manager/ Forensic Chemist, Division of Health  
Lead Child Support Attorney  
Director of Juvenile Intake  
Assistant Director of Nursing, Brookside Care Center  
MDS Coordinator, Brookside Care Center  
Environmental Sanitarian, Division of Planning and Development  
Patrol Superintendent, Division of Highways  
Sergeant  
Assistant Director, Division of Parks/Golf

**Pay Grade "E"**

Business Manager, Brookside Care Center  
Victim/Witness Coordinator  
Chief Investigator, Medical Examiner  
Contract Monitor, Department of Human Services  
Assistant Job Center Manager  
Manager of Fiscal Services, Sheriff's Department  
Child Support Manager

Director of Environmental Health, Division of Health Services  
Personnel Analyst  
RN Shift Supervisor, Brookside Care Center  
Assistant Director of Nursing, Division of Health  
Court Services Manager  
Economic Support Program Coordinator  
Superintendent, Golf  
Superintendent, Parks  
Director of the Division of Veterans Services  
Dietary Manager, Brookside Care Center  
Food Service Manager, Detention Center  
Child Support Attorney  
Land/Water Conservation Engineer  
Land/Water Conservation Planner  
Foreman, Division of Highways  
Systems Analyst and Coordinator, Information Services  
Software Support Analyst, Information Services

**Pay Grade "D"**

Deputy Medical Examiner  
Economic Support Supervisor  
Child Support Supervisor  
Child Support Collections Supervisor  
Manager of Fiscal Services, Circuit Court  
Assistant Corporation Counsel  
Foreman, Division of Parks/Golf  
GIS System Coordinator  
Juvenile Intake Worker  
Office Manager, District Attorney's Office  
Fiscal Supervisor, Department of Human Services  
Senior Land Use Planner, Department of Planning and Development

**Pay Grade "C"**

Register in Probate  
Central Services Manager, Job Center  
Club Manager, Division of Parks/Golf  
Corrections Sergeant  
Assistant Environmental Sanitarian, Department of Planning and Development  
Nursing Office Manager, Brookside Care Center  
Medical Records Supervisor, Brookside Care Center  
Programs Manager, Detention Center  
Activity Director, Brookside Care Center  
Detention Systems Coordinator  
Personnel Services Coordinator

**Pay Grade "B"**

Admissions/Release Supervisor  
Legal Assistant, Corporation Counsel  
Executive Secretary, Corporation Counsel  
Laundry and Housekeeping Manager, Brookside Care Center  
Laboratory Technologist  
Chief Cook, Sheriff's Department  
Epidemiologist, Division of Health  
Administrative Assistant, Detention Center  
Office Manager, County Executive's Office  
Office Manager, Medical Examiner's Office  
Office Manager, Sheriff's Department  
Payroll Supervisor, Division of Finance  
Public Health Sanitarian, Division of Health  
Purchasing Specialist  
Corrections Corporal  
Land Use Enforcement Coordinator  
Floor Manager, Division of Parks/Golf  
Personnel Assistant

**Pay Grade "A"**

Administrative Assistant, Human Services  
Assistant Laundry Manager, Detention Center  
Executive Secretary, Sheriff's Department  
Laundry Manager, Detention Center

**P-10.02-1 VACATION**

Non-represented employees are entitled to annual vacations based on the following eligibility schedule:

1. The vacation year begins January 1 and ends on December 31.
2. Non-represented employees accrue vacation from January 1 to December 31.
3. Employees who have less than one (1) year of continuous service by January 1 of the vacation year shall be entitled to one (1) day of vacation for each full month of service in the previous year up to a maximum of five (5) days.
4. Employees who have at least one (1) year of continuous service on January 1 shall be entitled to a vacation of ten (10) working days in the vacation year.
5. Employees shall be entitled to a vacation of fifteen (15) working days beginning with the vacation year in which they attain seven (7) years of continuous service.
6. Employees shall be entitled to a vacation of twenty (20) working days beginning with the vacation year in which they attain fifteen (15) years of continuous service.
7. Employees shall be entitled to a vacation of twenty-five (25) working days beginning with the vacation period in which they attain twenty-five (25) years of continuous service.

Employees are encouraged to use vacation time within the vacation year. In the event an employee does not use all vacation time within the vacation year, the following shall apply:

1. An employee can either cash out or carry over a maximum of 80 vacation hours from one vacation year into the next, providing that employee has accrued a vacation of fifteen (15) or more working days and has used at least 80 vacation hours.

Non-represented employees who terminate their employment and provide two-weeks notice as required in this pay plan shall be entitled to accrued vacation earned in the year of termination.

Vacation shall be accrued in a proportionate ratio and cutoff of earned vacation shall occur on the 15<sup>th</sup> of each month, with the last date worked occurring before the 15<sup>th</sup> of the month earning accrued vacation through the prior month, and the last day worked on or after the 15<sup>th</sup> earning accrued vacation through the current month. For purposes of calculating vacation payoff to terminating employees, the proportionate ratio shall be applied to the amount of vacation to which the terminating employee is entitled to use in the year of termination (the current year). This policy applies only to the calculation of vacation payoff to terminating employees. This policy shall not apply to or affect any other aspect of non-represented employee vacation benefits.

Vacations may be scheduled at any time during the vacation year by agreement between the employee and the department head commensurate with the department's workload.

An employee who becomes ill or injured during scheduled vacation time remains on vacation status until his or her scheduled return-to-work date. Accident and Sickness benefits will apply, as appropriate, if the illness or injury continues beyond the employee's scheduled return-to-work date.

New employees may be granted vacation benefits commensurate with their professional experience at the discretion of the Director of Personnel Services.

**P-10.02-2 RESIDENCY**

Non-represented employees who head a Department are required to reside within the corporate limits of Kenosha County.

1. Department heads are required to reside within the corporate limits of Kenosha County within one year from their respective date of hire.
  - a. Department heads may make written request to the Administration Committee of the County Board for an extension of time to move into the County based on need or hardship.
2. Department heads shall be reimbursed for directly related moving expenses at a rate of seventy-five percent (75%) not to exceed a maximum of \$1,500.00. If a department head voluntarily leaves the employment of Kenosha County within one year from the date of moving expense reimbursement,

the individual will be required to pay any moving expenses reimbursement back to the County.

**P-10.02-3 PERSONAL DAYS**

Non-represented employees of record as of January 1, with the exception of department heads and elected officials, shall be granted five (5) personal days which can be used anytime during the calendar year.

1. Requests for personal time must be made 24 hours in advance and approved by the department head.
2. No cash payments shall be made for unused personal days in a calendar year.
3. No cash payments shall be made for personal days unused as the result of resignation, retirement or termination.
4. Personal days may not be accumulated from one year to the next.
5. Employees hired after January 1 will receive personal time for that year on a prorated basis.

**P-10.02-4 ACCIDENT AND SICKNESS BENEFITS**

Non-represented employees and department heads shall be eligible for a continuation of pay when unable to work due to an accident or personal illness based on the following provisions:

1. Benefits shall begin on the first day of illness, injury, outpatient surgery, or hospitalization.
2. Benefits shall be paid based on the following schedule:
  - a. First thirty (30) working days of absence – full regular pay.
  - b. From the 31<sup>st</sup> working day to the 260<sup>th</sup> working day – two-thirds (2/3) of regular pay.
  - c. Holidays, vacation and personal time are included in the one year duration of the Accident and Sickness benefit. Holidays, vacation and personal time do not extend the Accident and Sickness benefit beyond one year.

- d. A return to work for less than two (2) weeks shall not qualify for a new benefit period in case of recurrence of the same condition or illness.
- e. Benefits are not limited to one (1) accident or illness per year.
- f. Employees who remain ill or injured beyond four days must submit an Accident and Sickness Claim Form and a doctor's certificate stating the specific illness, period of treatment, and date when the employee may return to work from sick leave.
- g. Medical evidence of continuing disability must be provided at thirty (30) day intervals or as requested by the County.
- h. Payment shall be at the employee's current hourly rate based on an eight (8) hour day or the normally scheduled workday for part time employees.
- i. Maternity benefits shall be applied on the same schedule outlined above, commencing the first day the employee is physically unable to work until the employee is physically able to return to work, as determined by the employee's physician.
- j. In order to qualify for benefits, an employee must report to the supervisor no later than one-half (1/2) hour after the earliest time for which he or she is scheduled to report for work.
- k. Each employee claiming benefit shall be subject to verification of the alleged illness by a County representative.
- l. Verification also shall be required when an employee has a record of repetitious usage of short amounts of sick leave over an extended period of time. The County reserves the right to require an employee to have a physical exam or exams from a physician or physicians of the County's choice.

- m. A department head or the Director of Personnel Services may require an employee to take a medical examination upon returning from sick leave or on such occasions when it is in the best interest of the County. A physician designated by the Director of Personnel Services shall perform the medical examination.
- n. Elected officials are not affected by this policy at any time.
- o. No accident/sickness benefit shall be paid to non-represented employees or department heads receiving the benefit after a disability retirement is approved by the Wisconsin Retirement Fund.

**P-10.02-5 WORKER'S COMPENSATION**

An employee who is absent due to injury or illness caused during the course of his/her duties shall receive his/her regular wages during his/her absence.

- 1. Exception - An employee who is absent due to back and/or neck injuries caused during the course of his duties he shall receive his regular wage for a period of six months compensation in accordance with the Wisconsin Worker's Compensation Act after six month.

**P-10.02-6 FUNERAL LEAVE**

In the event of the death of an employee's father, mother, husband, wife, brother, sister, son, daughter, grandchild, father-in-law, mother-in-law, daughter-in-law, son-in-law, step-parent or step-child, such employee will be paid for straight time lost from scheduled work not to exceed three (3) working days within a seven (7) day period following the date of death, except in special circumstances.

In the event of the death of an employee's brother-in-law, sister-in-law, or grandparent, such employee will be paid for straight time lost from scheduled work not to exceed one (1) scheduled workday falling between the date of death and the date of the funeral, both inclusive, except in special circumstances.

**P-10.02-7 HOLIDAYS**

Non-represented employees receive ten (10) paid holidays per year. They are: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve.

1. If a holiday falls during an employee's vacation, the employee will be granted an additional day off with pay and scheduled by mutual agreement of the employee and the department head.

**P-10.02-8 INSURANCE**

The County provides all non-represented employees the opportunity to enroll in a comprehensive hospital-surgical-major medical coverage plan and dental plan. Employees are covered by the health benefit on the ninety-first (91<sup>st</sup>) day of employment.

Kenosha County provides non-represented employees with a life insurance plan provided through Wisconsin Group Life Insurance which pays a death benefit equivalent the employee's one-year salary.

1. Employees are covered by the life insurance benefit after six (6) months of employment.
2. Employees may purchase additional coverage at their own expense

**P-10.02-9 RETIREMENT**

Employees are enrolled in the Wisconsin Retirement Fund immediately upon employment. Non-represented employees hired after January 1, 2002 are required to pay the employee share into the Wisconsin Retirement System. Such contribution to the Wisconsin Retirement System shall be deducted directly from payroll and shall continue for the duration of the one-year probationary period. Further, this deduction shall end at the first full pay period following completion of the probationary period. Following successful completion of the probationary period, Kenosha County will pay both the employee and employer share of the contribution to the Wisconsin Retirement System.

Employees who retire at sixty (60) years of age and have had fifteen (15) or more years of continuous employment with the County immediately preceding retirement, shall retain hospital-surgical-major medical and dental coverage at no cost to the

employee. If the employee was covered by a family policy at the time of retirement, he/she shall be eligible to retain such family coverage. The County's premium obligation shall terminate when the employee becomes eligible for Medicare. However, if the employee decides to purchase supplemental Medicare benefits, he/she shall pay the cost of such coverage.

Employees who retire who are 57 to 60 years of age and have had thirty (30) or more years of continuous employment with the County immediately preceding retirement shall retain hospital-surgical-major medical and dental coverage with fifty percent (50%) of the cost of said coverage to be paid by the employee. Upon attaining the age of sixty (60), the employee shall be covered by the provisions of the above paragraph.

For employees not covered by the preceding paragraph, the County agrees to include retiring employees in the group for which the County shall negotiate a comprehensive hospital-surgical-major medical coverage policy including dental coverage. Retiring employees may voluntarily continue the hospital-surgical-major medical and dental coverage. Each retired employee who elects to continue said coverage shall pay the entire cost of said coverage.

Any retiring employee electing to carry said coverage after retirement shall so notify the Personnel Department in writing at least thirty (30) days before the effective date of his/her retirement. Said retired employee shall also be required to pay the monthly premium for said coverage to the Personnel Department one (1) month in advance.

Employees who retire on or after 12/31/08 shall receive the same health insurance benefits and remain in the same risk pool as active employees.

In the event, early retirement packages are determined to be in the best financial interest of Kenosha County each individual package shall be approved by the Administration Committee.

**P-10.02-10 TUITION REIMBURSEMENT**

Tuition reimbursement up to \$1,200.00 per year is available to Kenosha County employees furthering their education. The level of reimbursement is based on a variety of factors including degree track, courses of study and performance in those courses.

1. Employees must pass their probationary period before applying for tuition reimbursement benefits.

Non-Represented Employee Pay Plan  
Pay Matrix

January 1, 2007

Pay Grade	Points in Grade		Pay Ranges		
	From	To	Minimum	Control Point	Maximum
L	1,213		\$87,163	\$102,852	\$121,366
K	1,093	1,212	\$80,347	\$94,809	\$111,876
J	985	1,092	\$74,206	\$87,564	\$103,327
I	887	984	\$68,675	\$81,037	\$95,622
H	799	886	\$63,692	\$75,157	\$88,685
G	720	798	\$59,201	\$69,857	\$82,432
F	649	719	\$55,157	\$65,051	\$76,801
E	585	648	\$51,513	\$61,619	\$71,727
D	527	584	\$48,230	\$56,911	\$67,155
C	475	526	\$45,271	\$53,421	\$63,036
B	428	474	\$42,607	\$50,278	\$59,328
A	345	427	\$40,208	\$47,445	\$55,985

Non-Represented Sworn Sheriff's Employees

SJ	985	1092	\$77,516	\$91,471	\$107,933
SH	799	886	\$65,892	\$78,507	\$92,638
SG	720	798	\$61,876	\$72,973	\$86,108
SF	649	719	\$57,616	\$67,987	\$80,225

Represents a 2% increase from 2006 / 2.5% increases for KSD

Non-Represented Employee Pay Plan  
Pay Matrix

January 1, 2008

Pay Grade	Points in Grade		Pay Ranges		
	From	To	Minimum	Control Point	Maximum
L	1,213		\$88,907	\$104,909	\$123,793
K	1,093	1,212	\$81,954	\$96,705	\$114,113
J	985	1,092	\$75,691	\$89,315	\$105,393
I	887	984	\$70,048	\$82,657	\$97,535
H	799	886	\$64,966	\$76,660	\$90,458
G	720	798	\$60,385	\$71,254	\$84,081
F	649	719	\$56,261	\$66,352	\$78,337
E	585	648	\$52,543	\$62,852	\$73,161
D	527	584	\$49,195	\$58,049	\$68,498
C	475	526	\$46,177	\$54,489	\$64,297
B	428	474	\$43,459	\$51,284	\$60,515
A	345	427	\$41,012	\$48,394	\$57,105

Non-Represented Sworn Sheriff's Employees

SJ	985	1092	\$79,066	\$93,300	\$110,091
SH	799	886	\$67,210	\$80,077	\$94,491
SG	720	798	\$63,113	\$74,433	\$87,830
SF	649	719	\$58,769	\$69,347	\$81,829

Represents a 2% increase from 2007 / 2% increases for KSD