

HARTSVILLE/TROUSDALE COUNTY METROPOLITAN GOVERNMENT

**BUDGET AND FINANCE COMMITTEE**

APRIL 18, 2022 | 6:00PM | TC COURTHOUSE

**MINUTES**

Members Present: 12/12

Beverly Atwood  
Ken Buckmaster  
Shane Burton  
Gary Claridy  
Bill Fergusson

Jerry Ford  
T. Bubba Gregory  
Richard Harsh  
Rachel Jones  
Gary Walsh

Dwight Jewell, *Comm Chair*  
Mayor Stephen Chambers  
Amy Thomas, CCFO

Others in attendance: Commissioners Amber Russell, Mary Ann Baker, Sheriff Ray Russell, and Cty Atty Branden Bellar

1. The meeting was called to order at 6:00 pm by Chairman Dwight Jewell. Quorum was determined with all members present.
2. Minutes from the March 17 called meeting and the March 21, 2022 regular meeting were reviewed. Minutes were approved as presented.
3. County Trustee Report / Financial Summary – March 2022  
The Committee reviewed the Marcy 2022 Trustee Trial Balance and Fund Financial Summaries.  
No concerns were noted.  
Notes were made to expect the Business taxes in the May reports as the due date for these is April 15.  
Motion by Rachel Jones to accept the March 2022 financial report; second by Jerry Ford

**MOTION CARRIED**

4. Debt Schedule  
Discussion was had on the current County Debt. A handout was prepared to show current balances of outstanding debt. As of June 30, 2022 the balance owed will be \$5,238,534; this does not include any debt carried by the Schools or Water departments. Committee will consider paying off the Administration Building note in FY2023 in the amount of \$157,000. Mayor’s office will contact a representative with Tennessee Municipal Bond Fund to discuss this possibility.

5. Budget Amendments  
The Committee reviewed all the proposed budget amendments.

**101 – COUNTY GENERAL**

2022-101-36	Insurance Recovery	\$	6,178
<i>Sheriff Department Insurance Recovery for Vehicle Repairs at Blankenship Collision Center</i>			
2022-101-37	Workhouse Recycling		1,012
<i>Appropriating proceeds from can recycling back into Workhouse</i>			
2022-101-38G	Elections Grant		25,000
<i>Appropriating grant funding from TN Division of Elections for security assistance</i>			

<p>Motion made by T. Bubba Gregory to recommend all 101 budget amendments to the full Commission; second by Gary Walsh</p> <p style="text-align: right;"><b>MOTION CARRIED</b> <i>Voice Vote   no opposition</i></p>
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**131 – HIGHWAY**

2022-131-02	State Aid Project	\$	32,000
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*Appropriate funding for the re-tracing of pavement markings on various county state aid roads*

Motion made by Jerry Ford to recommend the 131 budget amendment to the full Commission; second by Beverly Atwood  
**MOTION CARRIED**  
*Voice Vote | no opposition*

6. American Rescue Plan (ARPA) Spending

A. Parks & Recreation \$25,000

Mayor Chambers is requested additional funding for the Local Parks & Recreation Funding (LPRF) Grant project. After speaking with TDEC staff, it was noted that due to the increased costs of materials the state will be increasing their funding by 25%. This would in turn raise the County match amount. Mayor is asking for \$25,000 from the ARPA funding.

Commissioner Gulley confirmed that with this request the total match from the County would be \$123,000 (This includes the previously allocated \$98,000).

Commission Ford asked about the rubber chips and if they had been ordered. Mayor Chambers stated that TDEC will be coming to consult on the matter. Because the amount is over the bid threshold, it will need to be properly advertised and solicited.

Jerry Ford made the motion to recommend the appropriation to the full Commission; second by T. Bubba Gregory.  
**MOTION CARRIED**  
*Voice Vote w/ opposition*

B. The unappropriated balance of ARPA funding is:

Fund 127	\$	837,785	Total
Fund 128	\$	2,948,114	<b>\$ 3,785,899</b>

7. Discussion Items

A. Payroll 2023

Following up on the request to provide options for the FY2023 County Payroll, a handout was prepared for the Committee.

- Based on the 2021 Compensation Study, employees were matched to their recommended grade and a step.
- Considering the recent increases for the Sheriff Department and the EMS staff, the recommended pay grades for these departments were adjusted to more closely aligned with the new requested beginning pay rates.
- Employees were also moved up 1 step to account for the study data being a year old
- The Pay Schedule was then adjusted by 2.5%, 5.0%, and 7.0% as requested by the Committee.

Chairman Jewel asked the Committee to review the information and be prepared for discussions during the upcoming budget hearings.

Commissioner Gulley requested seeing numbers without any adjustment to the schedule. This information will be provided before the budget hearings.

B. EMS pay increase query

A question was raised on the previously approved EMS staff increased. As it was presented at previous meetings, the increase applied to medical personnel – EMTs, AEMTs, and Paramedics. The director was not included due to being a salary position. The non-medical personnel being the billing clerk and 2 drivers, were not included in the discussions. Because of these positions not being specifically discussed, it was implied that they were not included in the request.

Commissioner Buckmaster referenced previous meetings where the motion was for “across the board” and should have been for all EMS personnel.

Chairman Jewell asked if there was any mention during the discussions of the nonmedical personnel to be included. Mayor Chambers recalled that the discussions centered around the department's vacancies, recruiting, and retention difficulties as the justification for the increase. Handouts given by the EMS director at those meetings did not list the nonmedical personnel.

Rachel Jones made the motion to recommend the increase for the three positions (Billing Clerk and 2 Drivers) to the full body; second by Ken Buckmaster.

**MOTION CARRIED**

*Voice Vote | no opposition*

8. Public Comments

*None presented*

9. Adjourn: With no further business to discuss, a motion to adjourn the meeting was made by Gary Walsh.  
Adjourn at 6:57 pm

*Minutes submitted by  
Amy Thomas*

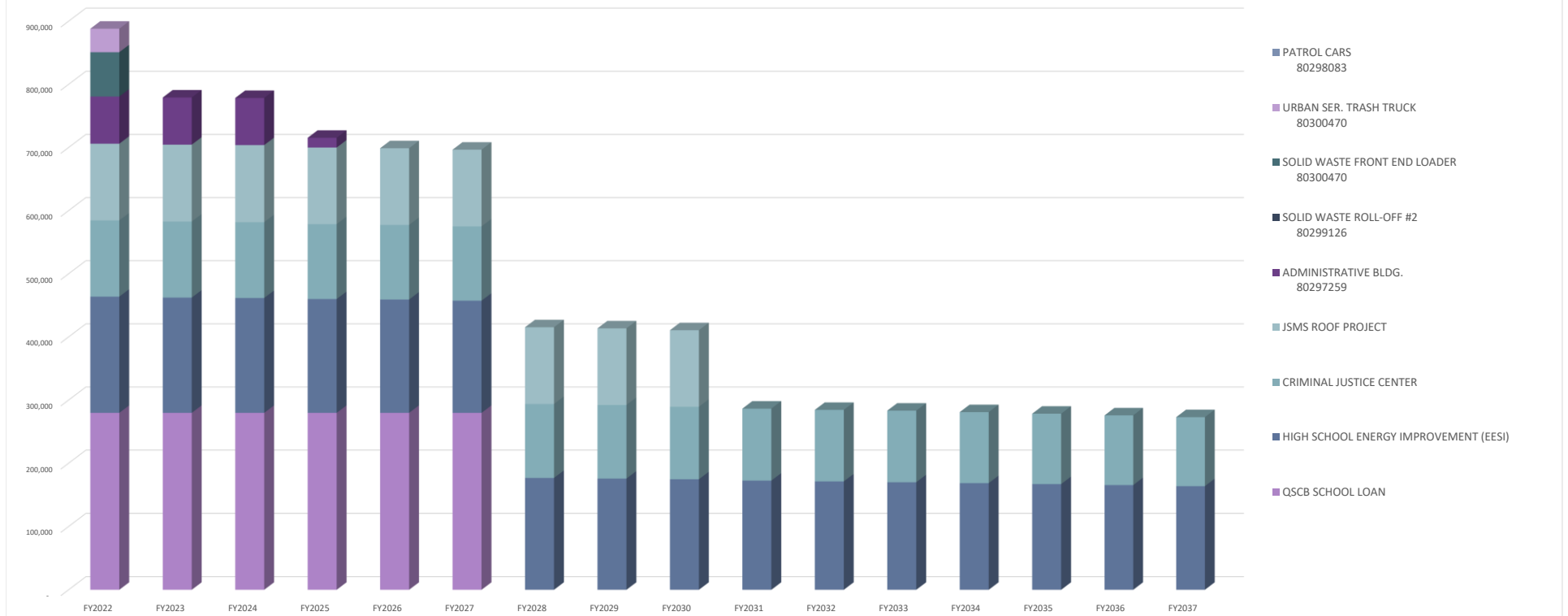
**Hartsville/Trousdale County Government**  
**Debt Schedule**  
**2022-2023**

LOAN	INTEREST RATE	Average Interest Rates for Variable	NOTE ISSUED	PRINCIPAL DUE	INTEREST DUE	FUND	PAYOFF DATE	ORIGINAL LOAN DATE	7/1/22 BALANCE OWED	6/30/23 BALANCE OWED	NOTES
<b>QSCB SCHOOL LOAN</b>	STATE PD.	<i>fixed</i>	2,523,000.00	157,432.00	122,315.00	151-82130-612-QSCB 151-82230-613-QSCB	07/01/27	10/01/10	804,375.63	<b>646,943.63</b>	<i>receive interest subsidy in Sept/March</i>
<b>HIGH SCHOOL ENERGY IMPROVEMENT- GEN. DEBT SER.</b>	3.00%	<i>1.380%</i>	2,650,062.00	120,000.00	62,520.00	151-82130-612-EESI 151-82230-613-EESI	05/25/37	10/28/16	2,084,000.00	<b>1,964,000.00</b>	<i>variable rate</i>
<b>CRIMINAL JUSTICE CENTER</b>	3.00%	<i>1.413%</i>	1,750,000.00	79,000.00	41,370.00	151-82110-612-CJC 151-82210-613-CJC	05/25/37	12/16/16	1,379,000.00	<b>1,300,000.00</b>	<i>variable rate</i>
<b>JSMS Roof Project</b>	2.77%	<i>fixed</i>	1,049,170.00	98,000.00	23,877.40	151-82130-612-JSMS 151-82230-613-JSMS	06/01/30	07/21/20	814,158.00	<b>716,158.00</b>	<i>fixed rate</i>
<b>ADMINISTRATIVE BLDG. 80297259</b>	2.98%	<i>fixed</i>	650,000.00	70,000.00	4,678.60	151-82110-602-ADMN 151-82210-604-ADMN	06/01/25	05/28/15	157,000.00	<b>87,000.00</b>	<i>fixed rate</i>
<b>TOTAL DEBT</b>				<b>\$ 524,432.00</b>	<b>\$ 254,761.00</b>				<b>\$ 5,238,533.63</b>	<b>\$ 4,714,101.63</b>	

Principal+Interest

Loan/Debt	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	FY2033	FY2034	FY2035	FY2036	FY2037	Loan totals
QSCB SCHOOL LOAN	279,746	279,746	279,746	279,746	279,746	279,746	279,746	279,746	279,746											2,517,714
HIGH SCHOOL ENERGY IMPROVEMENT (EESI)	187,230	185,900	184,510	184,060	182,520	181,920	180,230	179,480	177,640	176,740	175,750	174,670	172,500	171,270	169,950	168,540	167,040	165,450	163,770	3,349,170
CRIMINAL JUSTICE CENTER	123,370	122,180	121,960	120,680	120,370	120,000	118,570	118,110	117,590	117,010	116,370	114,670	113,940	113,150	113,300	112,360	111,360	110,300	109,180	2,214,470
JSMS ROOF PROJECT	-	-	117,196	121,509	121,877	122,163	121,365	121,512	121,576	121,557	121,454	121,269								1,211,477
ADMINISTRATIVE BLDG. 80297259	74,426	74,579	74,672	74,705	74,679	74,593	15,447													463,101
SOLID WASTE FRONT END LOADER 80300470	23,454	23,430	23,392	70,212																140,488
URBAN SER. TRASH TRUCK 80300470	16,931	16,475	33,037	37,216																103,658
PATROL CARS 80298083	48,124	48,111	48,171																	144,406
SOLID WASTE ROLL-OFF #2 80299126	32,507	32,558	32,589																	97,654
<b>Fiscal Year Total for Fund 151 - Debt Service</b>	<b>785,788</b>	<b>782,979</b>	<b>915,272</b>	<b>888,128</b>	<b>779,192</b>	<b>778,422</b>	<b>715,358</b>	<b>698,848</b>	<b>696,552</b>	<b>415,307</b>	<b>413,574</b>	<b>410,609</b>	<b>286,440</b>	<b>284,420</b>	<b>283,250</b>	<b>280,900</b>	<b>278,400</b>	<b>275,750</b>	<b>272,950</b>	<b>10,242,138</b>
Penny Value	19.336	19.336	25.598	26.232	32.369															
Tax Rate	40.6%	40.5%	35.8%	33.9%	24.1%															

### Debt Service thru FY2037



Hartsville/Trousdale County Metropolitan Government  
Pay Step Schedule

2.50% Grade	STEPS															Maximum	
	Minimum	1	2	3	4	5	6	7	8	9	10	11	12	13	14		15
<b>15</b>	<b>40.75</b>	41.77	42.82	43.89	44.98	46.11	47.26	48.44	49.65	50.90	52.17	53.47	54.81	56.18	57.58	59.02	<b>56.13</b>
<b>14</b>	<b>36.50</b>	37.41	38.35	39.31	40.29	41.30	42.33	43.39	44.47	45.58	46.72	47.89	49.09	50.32	51.58	52.86	<b>50.27</b>
<b>13</b>	<b>32.69</b>	33.51	34.35	35.21	36.09	36.99	37.91	38.86	39.83	40.83	41.85	42.90	43.97	45.07	46.19	47.35	<b>45.03</b>
<b>12</b>	<b>29.28</b>	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42	39.38	40.36	41.37	42.41	<b>40.33</b>
<b>11</b>	<b>26.23</b>	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41	35.27	36.15	37.06	37.98	<b>36.12</b>
<b>10</b>	<b>23.49</b>	24.08	24.68	25.30	25.93	26.58	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	33.19	34.02	<b>32.35</b>
<b>9</b>	<b>21.04</b>	21.56	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	<b>28.98</b>
<b>8</b>	<b>18.84</b>	19.31	19.80	20.29	20.80	21.32	21.85	22.40	22.96	23.53	24.12	24.72	25.34	25.98	26.62	27.29	<b>25.95</b>
<b>7</b>	<b>16.88</b>	17.30	17.73	18.17	18.63	19.09	19.57	20.06	20.56	21.08	21.60	22.14	22.70	23.27	23.85	24.44	<b>23.25</b>
<b>6</b>	<b>15.12</b>	15.49	15.88	16.28	16.69	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	<b>20.82</b>
<b>5</b>	<b>13.54</b>	13.88	14.22	14.58	14.94	15.32	15.70	16.09	16.50	16.91	17.33	17.76	18.21	18.66	19.13	19.61	<b>18.65</b>
<b>4</b>	<b>12.13</b>	12.43	12.74	13.06	13.38	13.72	14.06	14.41	14.77	15.14	15.52	15.91	16.31	16.72	17.13	17.56	<b>16.70</b>
<b>3</b>	<b>10.86</b>	11.13	11.41	11.70	11.99	12.29	12.60	12.91	13.23	13.56	13.90	14.25	14.61	14.97	15.35	15.73	<b>14.96</b>
<b>2</b>	<b>9.73</b>	9.97	10.22	10.48	10.74	11.01	11.28	11.56	11.85	12.15	12.45	12.76	13.08	13.41	13.74	14.09	<b>13.40</b>
<b>1</b>	<b>8.71</b>	8.93	9.15	9.38	9.62	9.86	10.10	10.36	10.62	10.88	11.15	11.43	11.72	12.01	12.31	12.62	<b>12.00</b>

Hartsville/Trousdale County Metropolitan Government  
Pay Step Schedule

5.00% Grade	STEPS															Maximum	
	Minimum	1	2	3	4	5	6	7	8	9	10	11	12	13	14		15
<b>15</b>	<b>41.75</b>	42.79	43.86	44.96	46.08	47.23	48.41	49.62	50.87	52.14	53.44	54.78	56.15	57.55	58.99	60.46	<b>56.13</b>
<b>14</b>	<b>37.39</b>	38.33	39.28	40.27	41.27	42.30	43.36	44.45	45.56	46.70	47.86	49.06	50.29	51.54	52.83	54.15	<b>50.27</b>
<b>13</b>	<b>33.49</b>	34.33	35.19	36.06	36.97	37.89	38.84	39.81	40.80	41.82	42.87	43.94	45.04	46.17	47.32	48.50	<b>45.03</b>
<b>12</b>	<b>30.00</b>	30.75	31.51	32.30	33.11	33.94	34.79	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	<b>40.33</b>
<b>11</b>	<b>26.87</b>	27.54	28.23	28.93	29.65	30.40	31.16	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	38.91	<b>36.12</b>
<b>10</b>	<b>24.06</b>	24.66	25.28	25.91	26.56	27.22	27.90	28.60	29.32	30.05	30.80	31.57	32.36	33.17	34.00	34.85	<b>32.35</b>
<b>9</b>	<b>21.55</b>	22.09	22.64	23.21	23.79	24.38	24.99	25.62	26.26	26.91	27.59	28.28	28.98	29.71	30.45	31.21	<b>28.98</b>
<b>8</b>	<b>19.30</b>	19.79	20.28	20.79	21.31	21.84	22.39	22.94	23.52	24.11	24.71	25.33	25.96	26.61	27.27	27.96	<b>25.95</b>
<b>7</b>	<b>17.29</b>	17.72	18.16	18.62	19.08	19.56	20.05	20.55	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	<b>23.25</b>
<b>6</b>	<b>15.48</b>	15.87	16.27	16.68	17.09	17.52	17.96	18.41	18.87	19.34	19.82	20.32	20.83	21.35	21.88	22.43	<b>20.82</b>
<b>5</b>	<b>13.87</b>	14.22	14.57	14.94	15.31	15.69	16.08	16.49	16.90	17.32	17.75	18.20	18.65	19.12	19.60	20.09	<b>18.65</b>
<b>4</b>	<b>12.42</b>	12.73	13.05	13.38	13.71	14.05	14.41	14.77	15.13	15.51	15.90	16.30	16.71	17.12	17.55	17.99	<b>16.70</b>
<b>3</b>	<b>11.13</b>	11.40	11.69	11.98	12.28	12.59	12.90	13.22	13.56	13.89	14.24	14.60	14.96	15.34	15.72	16.11	<b>14.96</b>
<b>2</b>	<b>9.96</b>	10.21	10.47	10.73	11.00	11.27	11.56	11.84	12.14	12.44	12.76	13.07	13.40	13.74	14.08	14.43	<b>13.40</b>
<b>1</b>	<b>8.93</b>	9.15	9.38	9.61	9.85	10.10	10.35	10.61	10.87	11.15	11.42	11.71	12.00	12.30	12.61	12.93	<b>12.00</b>

Hartsville/Trousdale County Metropolitan Government  
Pay Step Schedule

7.00% Grade	STEPS															Maximum	
	Minimum	1	2	3	4	5	6	7	8	9	10	11	12	13	14		15
<b>15</b>	<b>42.54</b>	43.61	44.70	45.81	46.96	48.13	49.34	50.57	51.83	53.13	54.46	55.82	57.22	58.65	60.11	61.61	<b>56.13</b>
<b>14</b>	<b>38.10</b>	39.06	40.03	41.03	42.06	43.11	44.19	45.29	46.43	47.59	48.78	50.00	51.25	52.53	53.84	55.19	<b>50.27</b>
<b>13</b>	<b>34.13</b>	34.98	35.86	36.75	37.67	38.61	39.58	40.57	41.58	42.62	43.69	44.78	45.90	47.05	48.22	49.43	<b>45.03</b>
<b>12</b>	<b>30.57</b>	31.33	32.11	32.92	33.74	34.58	35.45	36.33	37.24	38.17	39.13	40.11	41.11	42.14	43.19	44.27	<b>40.33</b>
<b>11</b>	<b>27.38</b>	28.06	28.76	29.48	30.22	30.97	31.75	32.54	33.36	34.19	35.05	35.92	36.82	37.74	38.68	39.65	<b>36.12</b>
<b>10</b>	<b>24.52</b>	25.13	25.76	26.41	27.07	27.74	28.44	29.15	29.88	30.62	31.39	32.17	32.98	33.80	34.65	35.51	<b>32.35</b>
<b>9</b>	<b>21.96</b>	22.51	23.07	23.65	24.24	24.85	25.47	26.11	26.76	27.43	28.11	28.82	29.54	30.27	31.03	31.81	<b>28.98</b>
<b>8</b>	<b>19.67</b>	20.16	20.67	21.18	21.71	22.26	22.81	23.38	23.97	24.57	25.18	25.81	26.45	27.12	27.79	28.49	<b>25.95</b>
<b>7</b>	<b>17.62</b>	18.06	18.51	18.97	19.45	19.93	20.43	20.94	21.47	22.00	22.55	23.12	23.69	24.29	24.89	25.52	<b>23.25</b>
<b>6</b>	<b>15.78</b>	16.17	16.58	16.99	17.42	17.85	18.30	18.76	19.23	19.71	20.20	20.70	21.22	21.75	22.30	22.85	<b>20.82</b>
<b>5</b>	<b>14.13</b>	14.49	14.85	15.22	15.60	15.99	16.39	16.80	17.22	17.65	18.09	18.54	19.01	19.48	19.97	20.47	<b>18.65</b>
<b>4</b>	<b>12.66</b>	12.97	13.30	13.63	13.97	14.32	14.68	15.05	15.42	15.81	16.20	16.61	17.02	17.45	17.89	18.33	<b>16.70</b>
<b>3</b>	<b>11.34</b>	11.62	11.91	12.21	12.51	12.83	13.15	13.48	13.81	14.16	14.51	14.88	15.25	15.63	16.02	16.42	<b>14.96</b>
<b>2</b>	<b>10.15</b>	10.41	10.67	10.94	11.21	11.49	11.78	12.07	12.37	12.68	13.00	13.32	13.66	14.00	14.35	14.71	<b>13.40</b>
<b>1</b>	<b>9.10</b>	9.32	9.56	9.79	10.04	10.29	10.55	10.81	11.08	11.36	11.64	11.93	12.23	12.54	12.85	13.17	<b>12.00</b>

GROUP	DEPARTMENT	POSITION	RANK	PAY GRADE	Step per study	2023 STEP	2022 Budgeted Hourly Adj	2023 Step	2023 Salary	Diff @ No	2023 Step	2023 Salary	Diff 2023	2023 Step	2023 Salary	Diff @ 5%	2024 Step	2023 Salary	Diff @ 7%
								Pay	No CoLa	CoLa	Pay 2.5%	2.5%	steps-2022 budgeted	Pay 5.0%	5%	Pay 7.0%	7%		
CODES	PLANNING AND ZONING	DIRECTOR / OFFICIAL		11	2	3	22.00	27.55	57,311.41	5.55	28.24	58,744.20	6.24	28.93	60,176.99	6.93	29.48	61,323.21	7.48
CODES	PLANNING AND ZONING	ADMIN. ASST.		6	2	3	13.00	15.88	33,032.96	2.88	16.28	33,858.78	3.28	16.68	34,684.61	3.68	16.99	35,345.27	3.99
COUNTY CLERK	COUNTY CLERK	DEPUTY		5	6	7	14.50	15.70	32,657.60	1.20	16.09	33,474.04	1.59	16.49	34,290.48	1.99	16.80	34,943.63	2.30
COUNTY CLERK	COUNTY CLERK	DEPUTY		5	2	3	13.00	14.22	29,586.17	1.22	14.58	30,325.83	1.58	14.94	31,065.48	1.94	15.22	31,657.20	2.22
COURT	CIRCUIT COURT CLERK	BOOKKEEPER		6	7	8	16.50	17.97	37,373.76	1.47	18.42	38,308.11	1.92	18.87	39,242.45	2.37	19.23	39,989.93	2.73
COURT	JUVENILE SERVICES	CLERK		7	14	15	21.65	23.85	37,200.94	2.20	24.44	38,130.96	2.79	25.04	39,060.98	3.39	25.52	39,805.00	3.87
COURT	GENERAL SESSIONS	JUDGE							104,028.71			104,028.71			104,028.71			104,028.71	
COURT	CLERK AND MASTER	DEPUTY		5	3	4	13.50	14.58	30,325.83	1.08	14.94	31,083.97	1.44	15.31	31,842.12	1.81	15.60	32,448.63	2.10
COURT	CIRCUIT COURT CLERK	CLERICAL		5	8	9	15.05	16.50	34,310.89	1.45	16.91	35,168.66	1.86	17.32	36,026.43	2.27	17.65	36,712.65	2.60
DTF	DRUG TASK FORCE	ADMIN ASST		8	13	14	21.04	25.98	54,029.07	4.94	26.62	55,379.79	5.58	27.27	56,730.52	6.23	27.79	57,811.10	6.75
ELECTION	ELECTION	DEPUTY		5	2	3	13.00	14.22	14,793.09	1.22	14.58	15,162.91	1.58	14.94	15,532.74	1.94	15.22	15,828.60	2.22
EMS	AMBULANCE	PARAMEDIC		7	1	1	16.00	16.88	35,104.15		17.30	35,981.76		17.72	36,859.36		18.06	37,561.44	
EMS	AMBULANCE	PARAMEDIC		7	1	1	16.00	16.00	19,968.00		17.30	21,589.05		17.72	22,115.62		18.06	22,536.87	
EMS	AMBULANCE	AEMT		5	1	1	16.00	13.54	16,896.33		13.88	17,318.73		14.22	17,741.14		14.49	18,079.07	
EMS	AMBULANCE	EMT		4	1	1	16.00	12.13	15,133.30		12.43	15,511.63		12.73	15,889.96		12.97	16,192.63	
EMS	EMA	DIRECTOR		12	6	7	30.37	33.96	70,630.99	3.59	34.81	72,396.77	4.44	35.66	74,162.54	5.29	36.33	75,575.16	5.96
EMS	AMBULANCE	EMT		4	3	5	13.50	13.50	28,080.00	-	13.72	28,536.56	0.22	14.05	29,232.57	0.55	14.32	29,789.39	0.82
EMS	AMBULANCE	PARAMEDIC		7	3	4	16.00	18.17	37,803.33	2.17	18.63	38,748.42	2.63	19.08	39,693.50	3.08	19.45	40,449.57	3.45
EMS	EMA	ASST CHIEF		10	2	3	17.07	24.68	30,798.79	7.61	25.30	31,568.76	8.23	25.91	32,338.73	8.84	26.41	32,954.71	9.34
EMS	AMBULANCE	EMT		4	2	12	16.00	16.00	33,280.00	-	16.31	33,921.00	0.31	16.71	34,748.35	0.71	17.02	35,410.22	1.02
EMS	AMBULANCE	PARAMEDIC		7	2	3	16.00	17.73	36,881.30	1.73	18.17	37,803.33	2.17	18.62	38,725.37	2.62	18.97	39,462.99	2.97
EMS	AMBULANCE	AEMT		5	2	3	14.25	14.25	29,640.00	-	14.58	30,325.83	0.33	14.94	31,065.48	0.69	15.22	31,657.20	0.97
EMS	AMBULANCE	AEMT		5	2	3	14.00	14.22	29,586.17	0.22	14.58	30,325.83	0.58	14.94	31,065.48	0.94	15.22	31,657.20	1.22
EMS	AMBULANCE	PARAMEDIC - BATTALION CHIEF	BATTALION CHIEF	8	3	4	16.50	20.29	42,207.42	3.79	20.80	43,262.61	4.30	21.31	44,317.79	4.81	21.71	45,161.94	5.21
EMS	AMBULANCE	PARAMEDIC - BATTALION CHIEF	BATTALION CHIEF	8	2	3	16.50	19.80	41,177.97	3.30	20.29	42,207.42	3.79	20.79	43,236.87	4.29	21.18	44,060.43	4.68
EMS	AMBULANCE	AEMT		5	2	3	14.00	14.22	29,586.17	0.22	14.58	30,325.83	0.58	14.94	31,065.48	0.94	15.22	31,657.20	1.22
EMS	AMBULANCE	DRIVER		4	1	5	13.50	13.50	28,080.00	-	13.72	28,536.56	0.22	14.05	29,232.57	0.55	14.32	29,789.39	0.82
EMS	AMBULANCE	PARAMEDIC		7	1	2	16.00	17.30	35,981.76	1.30	17.73	36,881.30	1.73	18.16	37,780.84	2.16	18.51	38,500.48	2.51
EMS	AMBULANCE	PARAMEDIC		7	1	2	16.00	17.30	35,981.76	1.30	17.73	36,881.30	1.73	18.16	37,780.84	2.16	18.51	38,500.48	2.51
EMS	AMBULANCE	PARAMEDIC - BATTALION CHIEF	BATTALION CHIEF	8	2	3	16.50	19.80	41,177.97	3.30	20.29	42,207.42	3.79	20.79	43,236.87	4.29	21.18	44,060.43	4.68
EMS	AMBULANCE	DRIVER		5	1	2	14.00	14.00	29,120.00	-	14.22	29,586.17	0.22	14.57	30,307.79	0.57	14.85	30,885.08	0.85
EMS	AMBULANCE	OFFICE MANAGER		6	5	7	16.93	17.53	36,462.21	0.60	17.97	37,373.76	1.04	18.41	38,285.32	1.48	18.76	39,014.56	1.83
LIBRARY	LIBRARY	DIRECTOR		7	2	3	16.46	17.73	36,881.30	1.27	18.17	37,803.33	1.71	18.62	38,725.37	2.16	18.97	39,462.99	2.51
LIBRARY	LIBRARY	OUTREACH		5	2	5	11.78	14.94	23,312.98	3.16	15.32	23,895.80	3.54	15.69	24,478.63	3.91	15.99	24,944.89	4.21
LIBRARY	LIBRARY	CIRCULATION		4	2	9	11.53	14.77	30,730.76	3.24	15.14	31,499.02	3.61	15.51	32,267.29	3.98	15.81	32,881.91	4.28
LITTER	ADULT ACTIVITIES	SR CTR ASSISTANT		5	8	9	14.96	16.50	21,444.31	1.54	16.91	21,980.41	1.95	17.32	22,516.52	2.36	17.65	22,945.41	2.69
LITTER	LITTER GRANT	ADMINISTRATOR		5	8	9	14.96	16.50	12,866.58	1.54	16.91	13,188.25	1.95	17.32	13,509.91	2.36	17.65	13,767.24	2.69
LITTER	LITTER GRANT	GUARD		6	3	6	17.50	17.50	11,375.00	-	17.53	11,394.44	0.03	17.96	11,672.35	0.46	18.30	11,894.68	0.80
MAYOR	COUNTY MAYOR	CLERICAL		5	14	15	17.40	19.13	19,895.06	1.73	19.61	20,392.43	2.21	20.09	20,889.81	2.69	20.47	21,287.71	3.07
MAYOR	ANIMAL SHELTER	ASSISTANT		3	1	2	10.50	11.13	11,577.57	0.63	11.41	11,867.01	0.91	11.69	12,156.45	1.19	11.91	12,388.00	1.41
MAYOR	COUNTY MAYOR	HUMAN RESOURCES		7	5	6	15.75	19.09	39,717.13	3.34	19.57	40,710.05	3.82	20.05	41,702.98	4.30	20.43	42,497.33	4.68
MAYOR	COUNTY MAYOR	PAYROLL / ACCT PAY		7	8	9	16.75	20.56	42,771.00	3.81	21.08	43,840.28	4.33	21.59	44,909.55	4.84	22.00	45,764.97	5.25
MAYOR	COUNTY MAYOR	CCFO / BUDGET DIRECTOR / EXEC ADM ASST		10	2	3	22.00	24.68	51,331.32	2.68	25.30	52,614.60	3.30	25.91	53,897.88	3.91	26.41	54,924.51	4.41
MAYOR	ANIMAL SHELTER	DIRECTOR		6	1	2	12.50	15.49	32,227.28	2.99	15.88	33,032.96	3.38	16.27	33,838.64	3.77	16.58	34,483.19	4.08
PROPASS	PROPERTY ASSESSOR	CLERICAL		5	1	1	13.54	13.54	14,080.27		13.95	14,508.00		14.22	14,784.29		14.49	15,065.89	
PROPASS	PROPERTY ASSESSOR	DEPUTY		6	2	3	13.76	15.88	33,032.96	2.12	16.28	33,858.78	2.52	16.68	34,684.61	2.92	16.99	35,345.27	3.23
PUBLIC WORKS	CONVENIENCE CENTER	ATTENDANT		4	1	1	11.46	12.13	25,222.16		12.43	25,852.72		12.73	26,483.27		12.97	26,987.71	
PUBLIC WORKS	CONVENIENCE CENTER	LABORER		4	1	1	11.46	12.13	25,222.16		12.43	25,852.72		12.73	26,483.27		12.97	26,987.71	
PUBLIC WORKS	PUBLIC WORKS	LABORER		4	1	1	11.46	12.13	25,222.16		12.43	25,852.72		12.73	26,483.27		12.97	26,987.71	
PUBLIC WORKS	SANITATION - US	LABORER		4	1	1	11.46	12.13	25,222.16		12.43	25,852.72		12.73	26,483.27		12.97	26,987.71	
PUBLIC WORKS	SANITATION - US	LABORER		4	1	1	11.46	12.13	25,222.16		12.43	25,852.72		12.73	26,483.27		12.97	26,987.71	
PUBLIC WORKS	PUBLIC WORKS	ADMIN ASST		6	2	3	14.96	15.88	33,032.96	0.92	16.28	33,858.78	1.32	16.68	34,684.61	1.72	16.99	35,345.27	2.03
PUBLIC WORKS	COUNTY BUILDINGS	CUSTODIAL					11.00	11.00	2,288.00		11.00	2,288.00		11.00	2,288.00		11.00	2,288.00	

GROUP	DEPARTMENT	POSITION	RANK	PAY GRADE	Step per study	2023 STEP	2022	2023 Step Pay	2023 Salary No CoLA	Diff @ No CoLA	2023 Step Pay 2.5%	2023 Salary 2.5%	Diff 2023 steps-2022 budgeted	2023 Step Pay 5.0%	2023 Salary 5%	Diff @ 5%	2024 Step Pay 7.0%	2023 Salary 7%	Diff @ 7%
							Budgeted Hourly Adj												
PUBLIC WORKS	MAINTENANCE	MAINTENANCE		5	6	7	13.00	15.70	32,657.60	2.70	16.09	33,474.04	3.09	16.49	34,290.48	3.49	16.80	34,943.63	3.80
PUBLIC WORKS	CONVENIENCE CENTER	ATTENDANT		4	2	3	11.46	12.74	26,499.03	1.28	13.06	27,161.51	1.60	13.38	27,823.99	1.92	13.63	28,353.97	2.17
PUBLIC WORKS	CONVENIENCE CENTER	DRIVER		6	2	3	16.00	16.00	16,640.00	-	16.28	16,929.39	0.28	16.68	17,342.30	0.68	16.99	17,672.63	0.99
PUBLIC WORKS	SANITATION - US	DRIVER		6	8	9	16.96	18.42	38,308.11	1.46	18.88	39,265.81	1.92	19.34	40,223.51	2.38	19.71	40,989.67	2.75
PUBLIC WORKS	CONVENIENCE CENTER	LABORER		4	2	3	12.50	12.74	26,499.03	0.24	13.06	27,161.51	0.56	13.38	27,823.99	0.88	13.63	28,353.97	1.13
PUBLIC WORKS	RECYCLING	GUARD		6	2	3	14.96	15.88	33,032.96	0.92	16.28	33,858.78	1.32	16.68	34,684.61	1.72	16.99	35,345.27	2.03
PUBLIC WORKS	CONVENIENCE CENTER	ATTENDANT		3	2	3	11.46	11.46	23,836.80	-	11.70	24,327.37	0.24	11.98	24,920.72	0.52	12.21	25,395.40	0.75
PUBLIC WORKS	CONVENIENCE CENTER	DRIVER		6	8	9	16.96	18.42	38,308.11	1.46	18.88	39,265.81	1.92	19.34	40,223.51	2.38	19.71	40,989.67	2.75
PUBLIC WORKS	CONVENIENCE CENTER	ATTENDANT		3	2	3	10.50	11.41	11,867.01	0.91	11.70	12,163.69	1.20	11.98	12,460.36	1.48	12.21	12,697.70	1.71
PUBLIC WORKS	CONVENIENCE CENTER	LABORER		4	2	3	11.46	12.74	13,249.52	1.28	13.06	13,580.75	1.60	13.38	13,911.99	1.92	13.63	14,176.98	2.17
PUBLIC WORKS	CONVENIENCE CENTER	DIRECTOR		12	2	3	22.71	30.76	25,595.28	8.05	31.53	26,235.16	8.82	32.30	26,875.04	9.59	32.92	27,386.95	10.21
PUBLIC WORKS	PUBLIC WORKS	DIRECTOR		12	2	3	22.71	30.76	12,797.64	8.05	31.53	13,117.58	8.82	32.30	13,437.52	9.59	32.92	13,693.47	10.21
PUBLIC WORKS	SANITATION - US	DIRECTOR		12	2	3	22.71	30.76	25,595.28	8.05	31.53	26,235.16	8.82	32.30	26,875.04	9.59	32.92	27,386.95	10.21
PUBLIC WORKS	SANITATION - US	LABORER		6	2	5	15.96	16.69	34,705.25	0.73	17.10	35,572.89	1.14	17.52	36,440.52	1.56	17.85	37,134.62	1.89
PUBLIC WORKS	PUBLIC WORKS	GROUNDSKEEPER SUPERVISOR	SUPERVISOR	5	2	3	11.00	14.22	29,586.17	3.22	14.58	30,325.83	3.58	14.94	31,065.48	3.94	15.22	31,657.20	4.22
PUBLIC WORKS	SANITATION - US	DRIVER		6	8	9	16.96	18.42	38,308.11	1.46	18.88	39,265.81	1.92	19.34	40,223.51	2.38	19.71	40,989.67	2.75
REG OF DEEDS	REGISTER OF DEEDS	DEPUTY		5	1	1	13.95	13.54	28,160.54		13.95	29,016.00		14.22	29,568.57		14.49	30,131.78	
SENIOR CENTER	SENIOR CENTER	ASSISTANT		4	1	1	-	12.13	12,611.08		12.43	12,926.36		12.73	13,241.63		12.97	13,493.86	
SENIOR CENTER	ADULT ACTIVITIES	SR CTR MANAGER		8	5	6	19.66	21.32	11,086.04	1.66	21.85	11,363.19	2.19	22.39	11,640.35	2.73	22.81	11,862.07	3.15
SENIOR CENTER	SENIOR CENTER	DIRECTOR		8	5	6	19.66	21.32	33,258.13	1.66	21.85	34,089.58	2.19	22.39	34,921.04	2.73	22.81	35,586.20	3.15
SHERIFF	COURTROOM SECURITY	GUARD		7	1	1	17.50	17.50	18,200.00		17.50	18,200.00		17.72	18,429.68		18.06	18,780.72	
SHERIFF	JAIL	GUARD		7	1	1	17.00	17.50	39,130.00		17.50	39,130.00		17.72	39,623.81		18.06	40,378.55	
SHERIFF	SHERIFF	SRO		9	1	1	19.00	21.04	47,041.85		21.56	48,217.90		22.09	49,393.94		22.51	50,334.78	
SHERIFF	SHERIFF - US	US - PATROL	DEPUTY	7	1	1	21.50	17.50	39,130.00		17.30	38,680.39		17.72	39,623.81		18.06	40,378.55	
SHERIFF	SHERIFF	PATROL	SERGEANT	9	8	9	25.37	25.63	57,315.93	0.26	26.27	58,748.83	0.90	26.91	60,181.72	1.54	27.43	61,328.04	2.06
SHERIFF	SHERIFF	PATROL	DEPUTY	7	10	11	21.50	21.60	48,306.50	0.10	22.14	49,514.17	0.64	22.68	50,721.83	1.18	23.12	51,687.96	1.62
SHERIFF	SHERIFF	SRO		9	3	4	22.50	22.66	50,658.93	0.16	23.22	51,925.40	0.72	23.79	53,191.88	1.29	24.24	54,205.05	1.74
SHERIFF	JAIL	GUARD	SERGEANT	8	2	3	18.76	19.80	44,266.32	1.04	20.29	45,372.98	1.53	20.79	46,479.64	2.03	21.18	47,364.96	2.42
SHERIFF	SHERIFF	PATROL	SERGEANT	9	8	9	25.37	25.63	57,315.93	0.26	26.27	58,748.83	0.90	26.91	60,181.72	1.54	27.43	61,328.04	2.06
SHERIFF	SHERIFF - US	US - PATROL	SERGEANT	9	8	9	25.37	25.63	57,315.93	0.26	26.27	58,748.83	0.90	26.91	60,181.72	1.54	27.43	61,328.04	2.06
SHERIFF	JAIL	GUARD	SERGEANT	8	2	3	19.26	19.80	44,266.32	0.54	20.29	45,372.98	1.03	20.79	46,479.64	1.53	21.18	47,364.96	1.92
SHERIFF	JAIL	GUARD		7	1	2	16.50	17.30	38,680.39	0.80	17.73	39,647.40	1.23	18.16	40,614.41	1.66	18.51	41,388.02	2.01
SHERIFF	JAIL	GUARD		7	4	5	16.50	18.63	41,654.55	2.13	19.09	42,695.91	2.59	19.56	43,737.27	3.06	19.93	44,570.37	3.43
SHERIFF	SHERIFF - US	US - PATROL	CHIEF	13	2	3	30.43	34.35	76,801.03	3.92	35.21	78,721.06	4.78	36.06	80,641.08	5.63	36.75	82,177.10	6.32
SHERIFF	SHERIFF	PATROL	DEPUTY	7	5	8	20.50	20.50	45,838.00	-	20.56	45,978.83	0.06	21.06	47,100.26	0.56	21.47	47,997.41	0.97
SHERIFF	SHERIFF	PATROL	DEPUTY	7	1	10	21.50	21.50	48,074.00	-	21.60	48,306.50	0.10	22.13	49,484.71	0.63	22.55	50,427.28	1.05
SHERIFF	SHERIFF - US	US - PATROL	DEPUTY	7	1	10	21.50	21.50	48,074.00	-	21.60	48,306.50	0.10	22.13	49,484.71	0.63	22.55	50,427.28	1.05
SHERIFF	JAIL	GUARD	SERGEANT	8	2	3	18.26	19.80	44,266.32	1.54	20.29	45,372.98	2.03	20.79	46,479.64	2.53	21.18	47,364.96	2.92
SHERIFF	SHERIFF	PATROL	SERGEANT	9	10	11	24.37	26.93	60,217.55	2.56	27.60	61,722.99	3.23	28.28	63,228.42	3.91	28.82	64,432.78	4.45
SHERIFF	COURTROOM SECURITY	GUARD		7	4	5	17.50	18.63	19,374.21	1.13	19.09	19,858.56	1.59	19.56	20,342.92	2.06	19.93	20,730.40	2.43
SHERIFF	SHERIFF DRUG	COUNTY DRUG ENFORCER		9	8	9	25.37	25.63	57,315.93	0.26	26.27	58,748.83	0.90	26.91	60,181.72	1.54	27.43	61,328.04	2.06
SHERIFF	WORKHOUSE	GUARD		6	3	6	17.50	17.50	27,755.00	-	17.53	27,802.43	0.03	17.96	28,480.54	0.46	18.30	29,023.03	0.80
SHERIFF	SHERIFF	PATROL	SERGEANT	9	4	6	24.37	24.37	54,491.32	-	24.40	54,554.13	0.03	24.99	55,884.71	0.62	25.47	56,949.19	1.10
SHERIFF	SHERIFF	SRO		7	10	11	21.50	21.60	48,306.50	0.10	22.14	49,514.17	0.64	22.68	50,721.83	1.18	23.12	51,687.96	1.62
SHERIFF	JAIL	GUARD		7	1	2	16.50	17.30	38,680.39	0.80	17.73	39,647.40	1.23	18.16	40,614.41	1.66	18.51	41,388.02	2.01
SHERIFF	JAIL	GUARD		7	3	4	17.00	18.17	40,638.58	1.17	18.63	41,654.55	1.63	19.08	42,670.51	2.08	19.45	43,483.28	2.45
SHERIFF	JAIL	COOK / GUARD		7	2	3	17.00	17.73	39,647.40	0.73	18.17	40,638.58	1.17	18.62	41,629.77	1.62	18.97	42,422.72	1.97
SHERIFF	COURTROOM SECURITY	GUARD	SERGEANT	9	8	9	25.37	25.63	57,315.93	0.26	26.27	58,748.83	0.90	26.91	60,181.72	1.54	27.43	61,328.04	2.06
SHERIFF	SHERIFF - US	US - DISPATCHER		6	2	6	17.30	17.30	35,984.00	-	17.53	36,462.21	0.23	17.96	37,351.53	0.66	18.30	38,062.99	1.00
SHERIFF	SHERIFF	PATROL	DEPUTY	7	12	13	22.50	22.70	50,752.02	0.20	23.27	52,020.82	0.77	23.83	53,289.62	1.33	24.29	54,304.66	1.79
SHERIFF	SHERIFF	PATROL	DEPUTY	7	10	12	22.50	22.50	50,310.00	-	22.70	50,752.02	0.20	23.25	51,989.87	0.75	23.69	52,980.16	1.19
SHERIFF	SHERIFF	DISPATCHER		6	2	6	17.30	17.30	35,984.00	-	17.53	36,462.21	0.23	17.96	37,351.53	0.66	18.30	38,062.99	1.00
SHERIFF	SHERIFF	DISPATCHER		6	4	6	17.30	17.30	35,984.00	-	17.53	36,462.21	0.23	17.96	37,351.53	0.66	18.30	38,062.99	1.00

GROUP	DEPARTMENT	POSITION	RANK	PAY GRADE	Step per study	2023 STEP	2022	2023 Step Pay	2023 Salary No CoLA	Diff @ No CoLA	2023 Step Pay 2.5%	2023 Salary 2.5%	Diff 2023 steps-2022 budgeted	2023 Step Pay 5.0%	2023 Salary 5%	Diff @ 5%	2024 Step Pay 7.0%	2023 Salary 7%	Diff @ 7%
							Budgeted Hourly Adj												
SHERIFF	JAIL	GUARD		7	1	2	16.50	17.30	38,680.39	0.80	17.73	39,647.40	1.23	18.16	40,614.41	1.66	18.51	41,388.02	2.01
SHERIFF	SHERIFF	CLERK		6	7	9	18.55	18.55	38,584.00	-	18.88	39,265.81	0.33	19.34	40,223.51	0.79	19.71	40,989.67	1.16
SHERIFF	JAIL	GUARD		7	2	3	17.00	17.73	39,647.40	0.73	18.17	40,638.58	1.17	18.62	41,629.77	1.62	18.97	42,422.72	1.97
SHERIFF	JAIL	GUARD	SERGEANT	8	2	3	18.26	19.80	44,266.32	1.54	20.29	45,372.98	2.03	20.79	46,479.64	2.53	21.18	47,364.96	2.92
SHERIFF	JAIL	ADMINISTRATOR		10	2	3	24.00	24.68	55,181.17	0.68	25.30	56,560.69	1.30	25.91	57,940.22	1.91	26.41	59,043.85	2.41
SHERIFF	JAIL	GUARD	LIEUTENANT	9	2	3	21.00	22.10	49,423.35	1.10	22.66	50,658.93	1.66	23.21	51,894.51	2.21	23.65	52,882.98	2.65
SHERIFF	SHERIFF	DISPATCHER		6	5	7	17.80	17.80	37,024.00	-	17.97	37,373.76	0.17	18.41	38,285.32	0.61	18.76	39,014.56	0.96
SHERIFF	JAIL	GUARD		7	1	2	17.00	17.30	38,680.39	0.30	17.73	39,647.40	0.73	18.16	40,614.41	1.16	18.51	41,388.02	1.51
SHERIFF	SHERIFF	PATROL	DEPUTY	7	10	12	22.50	22.50	50,310.00	-	22.70	50,752.02	0.20	23.25	51,989.87	0.75	23.69	52,980.16	1.19
SHERIFF	SHERIFF	PATROL	DEPUTY	7	1	8	20.50	20.50	45,838.00	-	20.56	45,978.83	0.06	21.06	47,100.26	0.56	21.47	47,997.41	0.97
SHERIFF	SHERIFF - US	US - DISPATCHER		6	2	6	17.30	17.30	35,984.00	-	17.53	36,462.21	0.23	17.96	37,351.53	0.66	18.30	38,062.99	1.00
SHERIFF	WORKHOUSE	GUARD		6	6	7	18.00	18.00	37,440.00	-	18.00	37,440.00	0.00	18.41	38,285.32	0.41	18.76	39,014.56	0.76
SHERIFF	JAIL	GUARD		7	2	3	16.50	17.73	39,647.40	1.23	18.17	40,638.58	1.67	18.62	41,629.77	2.12	18.97	42,422.72	2.47
SHERIFF	COURTROOM SECURITY	GUARD		7	4	5	17.50	18.63	19,374.21	1.13	19.09	19,858.56	1.59	19.56	20,342.92	2.06	19.93	20,730.40	2.43
SHERIFF	JAIL	COOK		7	2	3	17.50	17.73	39,647.40	0.23	18.17	40,638.58	0.67	18.62	41,629.77	1.12	18.97	42,422.72	1.47
SHERIFF	JAIL	GUARD		7	10	11	17.50	21.60	48,306.50	4.10	22.14	49,514.17	4.64	22.68	50,721.83	5.18	23.12	51,687.96	5.62
SHERIFF	SHERIFF	DISPATCHER		6	2	6	17.30	17.30	35,984.00	-	17.53	36,462.21	0.23	17.96	37,351.53	0.66	18.30	38,062.99	1.00
SHERIFF	SHERIFF	PATROL	LIEUTENANT	10	5	6	26.43	26.58	59,424.08	0.15	27.24	60,909.68	0.81	27.90	62,395.28	1.47	28.44	63,583.77	2.01
TRUSTEE	TRUSTEE	CLERICAL		5	1	1	13.95	13.95	14,508.00		13.95	14,508.00		14.22	14,784.29		14.49	15,065.89	
TRUSTEE	TRUSTEE	DEPUTY		6	2	3	13.76	15.88	33,032.96	2.12	16.28	33,858.78	2.52	16.68	34,684.61	2.92	16.99	35,345.27	3.23
VSO	VETERAN SERVICES	VETERAN SERVICES OFFICER		6	1	1	12.50	15.12	15,720.62		15.49	16,113.64		15.87	16,506.65		16.17	16,821.07	
127								4,539,301.99			4,635,328.15			4,744,738.92			4,833,089.81		