

BALDWIN COUNTY COMMISSION
MERIT PAY PLAN
FISCAL YEAR 2019 - 2020

Probate Job Classifications

Revenue Commission Job Classifications

*Bi-weekly and Annual Rates for Full-Time Employment

GRADE	ENTRY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	
D	20,458.88	20,974.72	21,490.56	22,031.36	22,572.16	23,135.84	23,728.64	24,319.36	24,932.96	25,550.72	26,189.28	26,852.80	27,516.32	28,202.72	28,914.08	29,631.68	30,368.00	31,131.36	31,913.44	32,712.16	33,529.60	
	786.88	806.72	826.56	847.36	868.16	889.84	912.64	935.36	958.96	982.72	1,007.28	1,032.80	1,058.32	1,084.72	1,112.08	1,139.68	1,168.00	1,197.36	1,227.44	1,258.14	1,289.60	
	9.836	10.084	10.332	10.592	10.852	11.123	11.408	11.692	11.987	12.284	12.591	12.910	13.229	13.559	13.901	14.246	14.600	14.967	15.343	15.727	16.120	
Homebound Meals Driver																						
GRADE	ENTRY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	
E	22,424.48	22,994.40	23,553.92	24,146.72	24,758.24	25,376.00	26,014.56	26,655.20	27,316.64	28,007.20	28,693.60	29,411.20	30,147.52	30,906.72	31,668.00	32,458.40	33,269.60	34,103.68	34,964.80	35,838.40	36,734.88	
	862.48	884.40	905.92	928.72	952.24	976.00	1,000.56	1,025.20	1,050.64	1,077.20	1,103.60	1,131.20	1,159.52	1,188.72	1,218.00	1,248.40	1,279.60	1,311.68	1,344.80	1,378.40	1,412.88	
	10.781	11.055	11.324	11.609	11.903	12.200	12.507	12.815	13.133	13.465	13.795	14.140	14.494	14.859	15.225	15.605	15.995	16.396	16.810	17.230	17.661	
Custodian Gate Attendant						Laborer Office Assistant III						Program Support Specialist										
GRADE	ENTRY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	
F	24,564.80	25,178.40	25,816.96	26,455.52	27,121.12	27,807.52	28,498.08	29,211.52	29,947.84	30,688.32	31,449.60	32,235.84	33,047.04	33,883.20	34,717.28	35,580.48	36,464.48	37,375.52	38,307.36	39,264.16	40,248.00	
	944.80	968.40	992.96	1,017.52	1,043.12	1,069.52	1,096.08	1,123.52	1,151.84	1,180.32	1,209.60	1,239.84	1,271.04	1,303.20	1,335.28	1,368.48	1,402.48	1,437.52	1,473.36	1,510.16	1,548.00	
	11.810	12.105	12.412	12.719	13.039	13.369	13.701	14.044	14.398	14.754	15.120	15.498	15.888	16.290	16.691	17.106	17.531	17.969	18.417	18.877	19.350	
Animal Control Officer Building Maintenance Engineer I						Brats Bus Driver (Non CDL) Center Manager/Activities Coor						Office Assistant IV										
GRADE	ENTRY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	
G	26,971.36	27,636.96	28,329.60	29,040.96	29,773.12	30,513.60	31,279.04	32,063.20	32,876.48	33,685.60	34,521.76	35,384.96	36,266.88	37,177.92	38,111.84	39,070.72	40,054.56	41,065.44	42,099.20	43,151.68	44,231.20	
	1,037.36	1,062.96	1,089.60	1,116.96	1,145.12	1,173.60	1,203.04	1,233.20	1,264.48	1,295.60	1,327.76	1,360.96	1,394.88	1,429.92	1,465.84	1,502.72	1,540.56	1,579.44	1,619.20	1,659.68	1,701.20	
	12.967	13.287	13.620	13.962	14.314	14.670	15.038	15.415	15.806	16.195	16.597	17.012	17.436	17.874	18.323	18.784	19.257	19.743	20.240	20.746	21.265	
Accounts Payable Assistant Accounts Payable Technician Administrative Support Specialist I Animal Control Technician Animal Placement Specialist Billing Account Specialist I Bookkeeper Brats Bus Driver						Buyer I Customer Service Representative I Dispatcher Inmate Supervisor Landscape Technician I Office Manager Operations Support Specialist I						Operator Technician I Revenue Clerk I Scale Attendant Scheduler Senior Animal Control Officer Solid Waste Technician Traffic Control Technician I				License Revenue Officer I Recording Officer		Assessment Support Technician I Collection Support Technician I Collection Switchboard Operator Imaging Specialist I Mapping Support Technician I Personal Property Appraiser Trainee Personal Property Support Technician I Real Property Support Technician				
GRADE	ENTRY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	
H	29,631.68	30,368.00	31,131.36	31,913.44	32,701.76	33,496.32	34,326.24	35,214.40	36,096.32	37,003.20	37,935.04	38,889.76	39,865.28	40,869.92	41,922.40	42,970.72	44,048.16	45,171.36	46,300.80	47,459.36	48,642.88	
	1,139.68	1,168.00	1,197.36	1,227.44	1,257.76	1,288.32	1,320.24	1,354.40	1,388.32	1,423.20	1,459.04	1,495.76	1,533.28	1,571.92	1,612.40	1,652.72	1,694.16	1,737.36	1,780.80	1,825.36	1,870.88	
	14.246	14.600	14.967	15.343	15.722	16.104	16.503	16.930	17.354	17.790	18.238	18.697	19.166	19.649	20.155	20.659	21.177	21.717	22.260	22.817	23.386	
Administrative Support Specialist II Archives Specialist Benefits Coordinator Billing Account Specialist II Brats Driver Supervisor Case Worker Communication Technician I Customer Service Representative II Detention Technician						EMA Technical Assistant Engineering Technician I Inmate Supervisor Coordinator Junior Dispatcher Comp/Routes Landscape Technician II Mechanic I Office Administrator Operations Support Specialist II						Operator Technician II Purchasing and Budget Assistant Revenue Clerk II Right of Way Technician I Scheduling Manager Senior Animal Control Technician Solid Waste Driver I Traffic Control Technician II				License Revenue Officer II Probate Court Administrator I Public Records Manager		Assessment Support Technician II Collections Specialist Collection Support Technician II Collections Support Technician Specialist Imaging Coordinator Mapping Support Specialist Mapping Satellite Assistant Personal Property Appraiser I Personal Property Specialist Real Property Specialist I Real Property Support Tech Specialist				

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GRADE	ENTRY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
I	32,508.32	33,319.52	34,155.68	35,014.72	35,900.80	36,809.76	37,716.64	38,654.72	39,613.60	40,595.36	41,606.24	42,637.92	43,694.56	44,776.16	45,905.60	47,062.08	48,243.52	49,447.84	50,675.04	51,941.76	53,239.68
	1,250.32	1,281.52	1,313.68	1,346.72	1,380.80	1,415.76	1,450.64	1,486.72	1,523.60	1,561.36	1,600.24	1,639.92	1,680.56	1,722.16	1,765.60	1,810.08	1,855.52	1,901.84	1,949.04	1,997.77	2,047.68
	15.629	16.019	16.421	16.834	17.260	17.697	18.133	18.584	19.045	19.517	20.003	20.499	21.007	21.527	22.070	22.626	23.194	23.773	24.363	24.972	25.596
Administrative Support Specialist III Animal Resource Supervisor Building Inspector I Case Manager Chief Administrative Assistant Deputy License Inspector I				Deputy Solid Waste Officer I Design Technician I Detention Worker I Hazard Mitigation Coordinator MPO Technician I Operator Technician III Payroll Technician				Planning Technician Revenue Compliance Officer Senior Billing Account Specialist Senior Dispatcher Senior Revenue Clerk Solid Waste Driver II Traffic Control Technician III				License Revenue Manager Probate Court Administrator II Public Records Administrator Sr. Administrative Assistant				Assessment Specialist I Collections Bookkeeper Mapper I Personal Property Appraiser II Real Property Appraiser Trainee Real Property Specialist II Revenue/Appraisal Coordinator					
GRADE	ENTRY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
J	35,726.08	36,612.16	37,523.20	38,457.12	39,413.92	40,401.92	41,406.56	42,440.32	43,499.04	44,570.24	45,668.48	46,812.48	47,985.60	49,200.32	50,419.20	51,688.00	52,990.08	54,317.12	55,671.20	57,062.72	58,489.60
	1,374.08	1,408.16	1,443.20	1,479.12	1,515.92	1,553.92	1,592.56	1,632.32	1,673.04	1,714.24	1,756.48	1,800.48	1,845.60	1,892.32	1,939.20	1,988.00	2,038.08	2,089.12	2,141.20	2,194.73	2,249.60
	17.176	17.602	18.040	18.489	18.949	19.424	19.907	20.404	20.913	21.428	21.956	22.506	23.070	23.654	24.240	24.850	25.476	26.114	26.765	27.434	28.120
Administrative Support Specialist IV Building Inspector II Building Maintenance Engineer II Buyer II Commission Executive Assistant Communication Technician II				Deputy License Inspector II Design Technician II Detention Worker II Engineering Technician II Knowledgebase/Multi-Media Coord. Mechanic II				Operator Technician IV Right of Way Technician II Safety Coordinator Solid Waste Driver III Traffic Control Technician IV Workers Comp Coordinator				License Revenue Administrator Elections Coordinator				Assessment Specialist II Assistant Administrator of Personal Property Mapper II Personal Property Appraiser III Real Property Appraiser I Real Property Sales Analyst					
GRADE	ENTRY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
K	39,220.48	40,202.24	41,208.96	42,242.72	43,299.36	44,385.12	45,489.60	46,621.12	47,773.44	48,981.92	50,211.20	51,463.36	52,746.72	54,071.68	55,419.52	56,800.64	58,225.44	59,675.20	61,174.88	62,703.68	64,274.08
	1,508.48	1,546.24	1,584.96	1,624.72	1,665.36	1,707.12	1,749.60	1,793.12	1,837.44	1,883.92	1,931.20	1,979.36	2,028.72	2,079.68	2,131.52	2,184.64	2,239.44	2,295.20	2,352.88	2,411.68	2,472.08
	18.856	19.328	19.812	20.309	20.817	21.339	21.870	22.414	22.968	23.549	24.140	24.742	25.359	25.996	26.644	27.308	27.993	28.690	29.411	30.146	30.901
Asst Accounts Payable Supervisor Assistant Collections Supervisor Assistant Landfill Supervisor				Building Maintenance Engineer III Design Technician III Engineering Technician III				Equipment Manager Operations Support Specialist III Right of Way Technician III				Transfer Station Supervisor				Mapper III Real Property Appraiser II Real Property Current Use Analyst					
GRADE	ENTRY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
L	43,103.84	44,185.44	45,292.00	46,421.44	47,582.08	48,759.36	49,988.64	51,242.88	52,522.08	53,824.16	55,174.08	56,555.20	57,977.92	59,429.76	60,904.48	62,433.28	63,978.72	65,578.24	67,223.52	68,904.16	70,626.40
	1,657.84	1,699.44	1,742.00	1,785.44	1,830.08	1,875.36	1,922.64	1,970.88	2,020.08	2,070.16	2,122.08	2,175.20	2,229.92	2,285.76	2,342.48	2,401.28	2,460.72	2,522.24	2,585.52	2,650.16	2,716.40
	20.723	21.243	21.775	22.318	22.876	23.442	24.033	24.636	25.251	25.877	26.526	27.190	27.874	28.572	29.281	30.016	30.759	31.528	32.319	33.127	33.955
Accounts Payable Supervisor Building Inspector III Building Maintenance Engineer IV				Collections Supervisor Communication Technician III HVAC/Preventative Maintenance Tech				Master Mechanic Plumbing Technician								Commercial Appraiser Real Property Analyst I Real Property Appraiser III Residential Analyst					
GRADE	ENTRY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
M	47,336.64	48,513.92	49,720.32	50,974.56	52,253.76	53,553.76	54,884.96	56,257.76	57,661.76	59,111.52	60,584.16	62,110.88	63,662.56	65,257.92	66,880.32	68,550.56	70,272.80	72,020.00	73,817.12	75,662.08	77,552.80
	1,820.64	1,865.92	1,912.32	1,960.56	2,009.76	2,059.76	2,110.96	2,163.76	2,217.76	2,273.52	2,330.16	2,388.88	2,448.56	2,509.92	2,572.32	2,636.56	2,702.80	2,770.00	2,839.12	2,910.08	2,982.80
	22.758	23.324	23.904	24.507	25.122	25.747	26.387	27.047	27.722	28.419	29.127	29.861	30.607	31.374	32.154	32.957	33.785	34.625	35.489	36.376	37.285
Building Maintenance Supervisor				Survey Manager												Mapping Supervisor Real Property Analyst I/Trainer					