

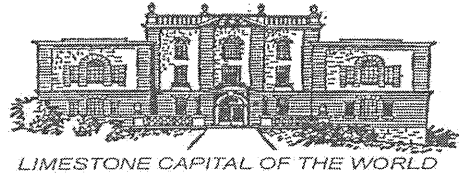
2019 LAWRENCE COUNTY JOB CLASSIFICATION AND  
SALARY ANALYSIS REPORT

CONDUCTED BY WAGGONER, IRWIN, SCHEELE, AND  
ASSOCIATES

118 S. Franklin Street,  
Muncie, IN 47305

\*PLEASE NOTE THAT THIS A WORKING DOCUMENT AND HAS NOT BEEN  
APPROVED BY THE LAWRENCE COUNTY COMMISSIONERS OR THE  
LAWRENCE COUNTY COUNCIL FOR ANY FORM OF IMPLEMENTATION  
AT THIS TIME.

July 24, 2019



To whom it may concern,

The Lawrence County Board of Commissioners are releasing the 2019 Lawrence County Job Classification and Salary Analysis for public viewing. If you wish to obtain a copy of this document please visit the Lawrence County Auditor's office, court house room 28. A nominal fee will be charged to the public for obtaining copies of the document. All questions regarding the document should be directed to Brian Skillman, Lawrence County Human Resources Director, court house room 20, and phone: 812-275-5750.

The document will also be available online at [lawrencecounty.in.gov/government/human-resources](http://lawrencecounty.in.gov/government/human-resources)

Sincerely,

Gene McCracken  
Lawrence County Commissioner

LAWRENCE COUNTY, INDIANA  
 JOB CLASSIFICATION AND SALARY ANALYSIS  
 July 1, 2019

Job Category: Civilian POLE (Protective Occupations Law Enforcement)

Department	Job Title	2019 Salary/Hourly Rate	FLSA Status	Internal Salary Analysis		Longevity Pay Options			External Salary Analysis			Cost Analysis
				Internal Base	Cost to Internal Base	Years of Service	2019 Longevity Pay (\$150/yr - Max 30 years)	2019 Longevity Pay (\$200/yr - Max 30 years)	External Low	External Midpoint	External High	Cost to External Midpoint
<b>Civilian POLE I (345 points and below)</b>												
Statewide 911	Re-Addressing Coordinator	\$31,391.00	Non-exempt	\$32,461	\$1,070	11	\$1,650	\$2,200	\$31,822	\$35,358	\$38,894	\$3,967
Central Dispatch	Dispatcher	\$33,173.92	Non-exempt	\$32,461	\$0	4	\$600	\$800	\$31,822	\$35,358	\$38,894	\$2,184
Central Dispatch	Dispatcher	\$31,293.60	Non-exempt	\$32,461	\$1,167	1	\$150	\$200	\$31,822	\$35,358	\$38,894	\$4,064
Central Dispatch	Dispatcher	\$33,173.92	Non-exempt	\$32,461	\$0	4	\$600	\$800	\$31,822	\$35,358	\$38,894	\$2,184
Central Dispatch	Dispatcher	\$33,800.00	Non-exempt	\$32,461	\$0	5	\$750	\$1,000	\$31,822	\$35,358	\$38,894	\$1,558
Central Dispatch	Dispatcher	\$33,173.92	Non-exempt	\$32,461	\$0				\$31,822	\$35,358	\$38,894	\$2,184
Central Dispatch	Dispatcher	\$31,917.60	Non-exempt	\$32,461	\$543	2	\$300	\$400	\$31,822	\$35,358	\$38,894	\$3,440
Central Dispatch	Dispatcher	\$31,293.60	Non-exempt	\$32,461	\$1,167				\$31,822	\$35,358	\$38,894	\$4,064
Courthouse Security	Security Officer	\$30,218.00	Non-exempt	\$32,461	\$2,243	0	\$0	\$0	\$31,822	\$35,358	\$38,894	\$5,140
Courthouse Security	Security Officer	\$31,474.00	Non-exempt	\$32,461	\$987	15	\$2,250	\$3,000	\$31,822	\$35,358	\$38,894	\$3,884
Sheriff	Civil Process Server	\$34,986.00	Non-exempt	\$32,461	\$0	19	\$2,850	\$3,800	\$31,822	\$35,358	\$38,894	\$372
Central Dispatch	Dispatcher/Training Coordinator*		Non-exempt	\$32,461					\$31,822	\$35,358	\$38,894	
Jail	Transport Officer	\$35,321.00	Non-exempt	\$32,461	\$0	12	\$1,800	\$2,400	\$31,822	\$35,358	\$38,894	\$37
Jail	Transport Officer	\$31,473.78	Non-exempt	\$32,461	\$987	2	\$300	\$400	\$31,822	\$35,358	\$38,894	\$3,884
Jail	Transport Officer		Non-exempt	\$32,461	\$0	9	\$1,350	\$1,800	\$31,822	\$35,358	\$38,894	\$2,006
Sheriff	Animal Control Officer	\$33,352.00	Non-exempt	\$32,461	\$0	3	\$450	\$600	\$31,822	\$35,358	\$38,894	\$2,806
Jail	Corrections Officer	\$32,552.00	Non-exempt	\$32,461	\$0				\$31,822	\$35,358	\$38,894	\$4,064
Jail	Corrections Officer	\$31,293.60	Non-exempt	\$32,461	\$1,167	1	\$150	\$200	\$31,822	\$35,358	\$38,894	\$4,064
Jail	Corrections Officer	\$31,293.60	Non-exempt	\$32,461	\$1,167	1	\$150	\$200	\$31,822	\$35,358	\$38,894	\$4,064
Jail	Corrections Officer	\$31,293.60	Non-exempt	\$32,461	\$1,167	1	\$150	\$200	\$31,822	\$35,358	\$38,894	\$4,064
Jail	Corrections Officer	\$36,042.24	Non-exempt	\$32,461	\$0	16	\$2,400	\$3,200	\$31,822	\$35,358	\$38,894	\$0
Jail	Corrections Officer	\$31,293.60	Non-exempt	\$32,461	\$1,167				\$31,822	\$35,358	\$38,894	\$4,064
Jail	Corrections Officer	\$31,293.60	Non-exempt	\$32,461	\$1,167				\$31,822	\$35,358	\$38,894	\$4,064
Jail	Corrections Officer	\$31,293.60	Non-exempt	\$32,461	\$1,167	1	\$150	\$200	\$31,822	\$35,358	\$38,894	\$4,062
Jail	Corrections Officer	\$31,293.60	Non-exempt	\$32,461	\$1,167				\$31,822	\$35,358	\$38,894	\$4,064
Jail	Corrections Officer	\$35,320.48	Non-exempt	\$32,461	\$0	12	\$1,800	\$2,400	\$31,822	\$35,358	\$38,894	\$38
Jail	Corrections Officer	\$31,917.60	Non-exempt	\$32,461	\$543	2	\$300	\$400	\$31,822	\$35,358	\$38,894	\$3,440
Jail	Corrections Officer	\$33,173.92	Non-exempt	\$32,461	\$0	4	\$600	\$800	\$31,822	\$35,358	\$38,894	\$2,184
Jail	Corrections Officer	\$31,293.60	Non-exempt	\$32,461	\$1,167				\$31,822	\$35,358	\$38,894	\$4,064
Jail	Corrections Officer	\$31,917.60	Non-exempt	\$32,461	\$543	2	\$300	\$400	\$31,822	\$35,358	\$38,894	\$3,440
Jail	Corrections Officer	\$33,800.00	Non-exempt	\$32,461	\$0	4	\$600	\$800	\$31,822	\$35,358	\$38,894	\$1,558
<b>Civilian POLE II (350 points - 370 points)</b>												
Community Corrections	Road Crew Supervisor (Part-time)	\$9.38	Non-exempt	\$16,094					\$33,095	\$36,772	\$40,449	
Courthouse Security	Courthouse Security Corporal	\$32,725.00	Non-exempt	\$33,468	\$743	5	\$750	\$1,000	\$33,095	\$36,772	\$40,449	\$4,047
Jail	Corporal	\$33,800.00	Non-exempt	\$33,468	\$0	5	\$750	\$1,000	\$33,095	\$36,772	\$40,449	\$2,972
<b>Civilian POLE III (375 points - 395 points)</b>												
Adult Probation	PSC Field Officer (Part-time)^	-	Non-exempt	\$34,670					\$34,419	\$38,243	\$42,068	
Adult Probation	PSC Field Officer (Part-time)^	-	Non-exempt	\$34,670					\$34,419	\$38,243	\$42,068	
Adult Probation	PSC Field Officer (Part-time)^	-	Non-exempt	\$34,670					\$34,419	\$38,243	\$42,068	
Adult Probation	PSC Field Officer (Part-time)^	-	Non-exempt	\$34,670					\$34,419	\$38,243	\$42,068	
Central Dispatch	Sergeant Dispatcher	\$33,173.92	Non-exempt	\$34,670	\$1,496	4	\$600	\$800	\$34,419	\$38,243	\$42,068	\$5,069
Central Dispatch	Sergeant Dispatcher	\$33,173.92	Non-exempt	\$34,670	\$1,496	8	\$1,200	\$1,600	\$34,419	\$38,243	\$42,068	\$5,069
Community Corrections	Surveillance Officer (Part-time)^	-	Non-exempt	\$34,670					\$34,419	\$38,243	\$42,068	

Community Corrections	Surveillance Officer (Part-time)^	-	Non-exempt	\$34,670					\$34,419	\$38,243	\$42,068		
Community Corrections	Surveillance Officer (Part-time)^	-	Non-exempt	\$34,670					\$34,419	\$38,243	\$42,068		
Community Corrections	Surveillance Officer (Part-time)^	-	Non-exempt	\$34,670					\$34,419	\$38,243	\$42,068		
Community Corrections	Surveillance Officer (Part-time)^	-	Non-exempt	\$34,670					\$34,419	\$38,243	\$42,068		
Courthouse Security	Courthouse Security Sergeant	\$34,747.00	Non-exempt	\$34,670	\$0	15	\$2,250	\$3,000	\$34,419	\$38,243	\$42,068	\$3,496	
Jail	Sergeant	\$34,927.36	Non-exempt	\$34,670	\$0	9	\$1,350	\$1,800	\$34,419	\$38,243	\$42,068	\$3,316	
Jail	Sergeant	\$37,259.04	Non-exempt	\$34,670	\$0	23	\$3,450	\$4,600	\$34,419	\$38,243	\$42,068	\$984	
Jail	Sergeant	\$33,673.12	Non-exempt	\$34,670	\$997	4	\$600	\$800	\$34,419	\$38,243	\$42,068	\$4,570	
Jail	Sergeant	\$34,927.36	Non-exempt	\$34,670	\$0	9	\$1,350	\$1,800	\$34,419	\$38,243	\$42,068	\$3,316	
Jail	Sergeant Transport Officer	\$35,486.00	Non-exempt	\$34,670	\$0	16	\$2,400	\$3,200	\$34,419	\$38,243	\$42,068	\$2,757	
<b>Civilian POLE IV (400 points - 495 points)</b>													
Prosecutor	Investigator	\$45,201.00	Non-exempt	\$35,789	\$0	0			\$36,484	\$40,538	\$44,592	\$0	
Central Dispatch	Lieutenant Dispatcher	\$36,693.28	Non-exempt	\$35,789	\$0	16	\$2,400	\$3,200	\$36,484	\$40,538	\$44,592	\$3,845	
Jail	Lieutenant	\$35,077.12	Non-exempt	\$35,789	\$712	6	\$900	\$1,200	\$36,484	\$40,538	\$44,592	\$5,461	
Jail	Lieutenant/Assistant Jail Commander	\$35,077.12	Non-exempt	\$35,789	\$712	10	\$1,500	\$2,000	\$36,484	\$40,538	\$44,592	\$5,461	
<b>Civilian POLE V (500 points and above)</b>													
Central Dispatch	Captain Dispatcher	\$36,320.96	Non-exempt	\$36,934	\$613	13	\$1,950	\$2,600	\$38,308	\$42,565	\$46,821	\$6,244	
				<b>Total Cost:</b>	<b>\$26,526</b>	<b>Total:</b>			<b>\$41,100</b>	<b>\$54,800</b>	<b>Total Cost:</b>		<b>\$145,618</b>
				<b>Percent Increase:</b>	<b>1.78%</b>						<b>Percent Increase:</b>		<b>9.78%</b>

\*Proposed position.

^Position filled by current full-time employee.

LAWRENCE COUNTY, INDIANA  
 JOB CLASSIFICATION AND SALARY ANALYSIS  
 July 1, 2019

Job Category: COMOT (Computer, Office Machine Operation, Technician)

Department	Job Title	2019 Salary/Hourly Rate	FLSA Status	Internal Salary Analysis		Longevity Pay Options			External Salary Analysis			Cost Analysis
				Internal Base	Cost to Internal Base	Years of Service	2019 Longevity Pay (\$150/yr - Max 30 years)	2019 Longevity Pay (\$200/yr - Max 30 years)	External Low	External Midpoint	External High	Cost to External Midpoint
<b>COMOT I (345 points and below)</b>												
Adult Probation	Administrative Assistant (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Highway	Assistant Bookkeeper/Clerk(Part-time)	\$8.13	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Auditor	Clerical (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Clerk	Clerical (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Clerk	Clerical (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Election	Registration (Part-time)	\$8.13	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Veterans	Assistant Veterans Service Officer (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
County Extension	Program Assistant (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
County Extension	Program Assistant (Part-time)	\$8.13	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Coroner	Secretary (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Health	Public Health Specialist (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
CASA	Administrative Assistant (Part-time)	\$8.13	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Community Corrections	Administrative Assistant (Part-time)	\$8.13	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Voter Registration	Deputy Registration Clerk (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Public Defender	Legal Assistant (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Veterans	Administrative Assitant (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Health	Immunization Clerk (Part-time)	\$8.13	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Juvenile Probation	Juvenile Administrative Assistant (Part-time)	\$9.38	Non-exempt	\$15,4332					\$14,6876	\$16,3195	\$17,9515	
Adult Probation	Administrative Assistant	\$31,474.00	Non-exempt	\$32,101	\$627	2	\$300	\$400	\$30,550	\$33,945	\$37,339	\$2,471
Health	Deputy Registrar	\$29,868.00	Non-exempt	\$32,101	\$2,233	5	\$750	\$1,000	\$30,550	\$33,945	\$37,339	\$4,077
Community Corrections	Administrative Assistant	\$34,247.00	Non-exempt	\$32,101	\$0	16	\$2,400	\$3,200	\$30,550	\$33,945	\$37,339	\$0
Prosecutor	Legal Assistant	\$30,218.00	Non-exempt	\$32,101	\$1,883	1	\$150	\$200	\$30,550	\$33,945	\$37,339	\$3,727
Prosecutor	Criminal Secretary	\$30,218.00	Non-exempt	\$32,101	\$1,883	0	\$0	\$0	\$30,550	\$33,945	\$37,339	\$3,727
Public Defender	Administrative Assistant	\$37,905.00	Non-exempt	\$32,101	\$0	30	\$4,500	\$6,000	\$30,550	\$33,945	\$37,339	\$0
County Extension	Office Manager	\$32,465.00	Non-exempt	\$32,101	\$0	9	\$1,350	\$1,800	\$30,550	\$33,945	\$37,339	\$1,480
Health	Immunization Clerk/Medical Billing and Coding Specialist	\$32,130.00	Non-exempt	\$32,101	\$0	19	\$2,850	\$3,800	\$30,550	\$33,945	\$37,339	\$1,815
<b>COMOT II (350 points - 445 points)</b>												
Soil and Water Conservation District	District Coordinator	\$32,725.00	Non-exempt	\$33,676	\$951	5	\$750	\$1,000	\$32,370	\$35,967	\$39,564	\$3,242
Circuit Court	Deputy Court Reporter	\$31,474.00	Non-exempt	\$33,676	\$2,202	2	\$300	\$400	\$32,370	\$35,967	\$39,564	\$4,493
Health	Registrar	\$32,465.00	Non-exempt	\$33,676	\$1,211	13	\$1,950	\$2,600	\$32,370	\$35,967	\$39,564	\$3,502
Public Defender	Office Manager	\$33,352.00	Non-exempt	\$33,676	\$324	9	\$1,350	\$1,800	\$32,370	\$35,967	\$39,564	\$2,615
Recorder	Deputy Recorder	\$32,241.00	Non-exempt	\$33,676	\$1,435	21	\$3,150	\$4,200	\$32,370	\$35,967	\$39,564	\$3,726
Sheriff	Receptionist	\$33,352.00	Non-exempt	\$33,676	\$324	5	\$750	\$1,000	\$32,370	\$35,967	\$39,564	\$2,615
Superior Court I	Assistant Bailiff	\$30,846.00	Non-exempt	\$33,676	\$2,830	0	\$0	\$0	\$32,370	\$35,967	\$39,564	\$5,121
Superior Court I	Bailiff	\$33,802.00	Non-exempt	\$33,676	\$0	5	\$750	\$1,000	\$32,370	\$35,967	\$39,564	\$2,165
Superior Court II	Assistant Court Reporter	\$30,218.00	Non-exempt	\$33,676	\$3,458	2	\$300	\$400	\$32,370	\$35,967	\$39,564	\$5,749
Superior Court II	Bailiff/Assistant Court Reporter	\$33,352.00	Non-exempt	\$33,676	\$324	6	\$900	\$1,200	\$32,370	\$35,967	\$39,564	\$2,615
Title IV-D	Senior Caseworker	\$34,986.00	Non-exempt	\$33,676	\$0	15	\$2,250	\$3,000	\$32,370	\$35,967	\$39,564	\$981
Title IV-D	Senior Caseworker	\$32,725.00	Non-exempt	\$33,676	\$951	5	\$750	\$1,000	\$32,370	\$35,967	\$39,564	\$3,242
Title IV-D	Senior Caseworker	\$34,247.00	Non-exempt	\$33,676	\$0	11	\$1,650	\$2,200	\$32,370	\$35,967	\$39,564	\$1,720
Auditor	Bookkeeper	\$32,552.00	Non-exempt	\$33,676	\$1,124	3	\$450	\$600	\$32,370	\$35,967	\$39,564	\$3,415
Treasurer	Second Deputy	\$27,439.00	Non-exempt	\$33,676	\$6,237	2	\$300	\$400	\$32,370	\$35,967	\$39,564	\$8,528
Surveyor	Second Deputy	\$29,868.00	Non-exempt	\$33,676	\$3,808	5	\$750	\$1,000	\$32,370	\$35,967	\$39,564	\$6,099
Voter Registration	Voter Registration Deputy	\$31,571.00	Non-exempt	\$33,676	\$2,105	9	\$1,350	\$1,800	\$32,370	\$35,967	\$39,564	\$4,396
Clerk	Traffic Clerk/Deputy Clerk	\$34,986.00	Non-exempt	\$33,676	\$0	18	\$2,700	\$3,600	\$32,370	\$35,967	\$39,564	\$981
Clerk	Bookkeeper	\$37,331.00	Non-exempt	\$33,676	\$0	27	\$4,050	\$5,400	\$32,370	\$35,967	\$39,564	\$0
Clerk	Deputy Clerk	\$35,741.00	Non-exempt	\$33,676	\$0	24	\$3,600	\$4,800	\$32,370	\$35,967	\$39,564	\$226

Clerk	Deputy Clerk	\$33,352.00	Non-exempt	\$33,676	\$324	7	\$1,050	\$1,400	\$32,370	\$35,967	\$39,564	\$2,615
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Clerk	Deputy Clerk	\$36,309.00	Non-exempt	\$33,676	\$0	28	\$4,200	\$5,600	\$32,370	\$35,967	\$39,564	\$0	
Highway	Bookkeeper/Office Manager	\$36,044.00	Non-exempt	\$33,676	\$0	19	\$2,850	\$3,800	\$32,370	\$35,967	\$39,564	\$0	
Title IV-D	IV-D Administrator	\$36,761.00	Non-exempt	\$33,676	\$0	0	\$0	\$0	\$32,370	\$35,967	\$39,564	\$0	
Assessor	Deputy	\$35,741.00	Non-exempt	\$33,676	\$0	22	\$3,300	\$4,400	\$32,370	\$35,967	\$39,564	\$226	
Assessor	Deputy	\$34,986.00	Non-exempt	\$33,676	\$0	16	\$2,400	\$3,200	\$32,370	\$35,967	\$39,564	\$981	
Assessor	Second Deputy	\$33,352.00	Non-exempt	\$33,676	\$324	6	\$900	\$1,200	\$32,370	\$35,967	\$39,564	\$2,615	
Assessor	Second Deputy	\$34,247.00	Non-exempt	\$33,676	\$0	14	\$2,100	\$2,800	\$32,370	\$35,967	\$39,564	\$1,720	
Assessor	Second Deputy	\$31,474.00	Non-exempt	\$33,676	\$2,202	3	\$450	\$600	\$32,370	\$35,967	\$39,564	\$4,493	
Auditor	Second Deputy/Tax Sales	\$31,474.00	Non-exempt	\$33,676	\$2,202	2	\$300	\$400	\$32,370	\$35,967	\$39,564	\$4,493	
Auditor	Second Deputy	\$34,247.00	Non-exempt	\$33,676	\$0	16	\$2,400	\$3,200	\$32,370	\$35,967	\$39,564	\$1,720	
Prosecutor	Office Manager	\$35,040.00	Non-exempt	\$33,676	\$0	21	\$3,150	\$4,200	\$32,370	\$35,967	\$39,564	\$927	
Sheriff	Bookkeeper/Office Manager	\$36,044.00	Non-exempt	\$33,676	\$0	18	\$2,700	\$3,600	\$32,370	\$35,967	\$39,564	\$0	
<b>COMOT III (450 points and above)</b>													
Auditor	Payroll Deputy	\$31,295.00	Non-exempt	\$34,549	\$3,254	0	\$0	\$0	\$33,685	\$37,428	\$41,171	\$6,133	
Circuit Court	Court Reporter	\$31,919.00	Non-exempt	\$34,549	\$2,630	2	\$300	\$400	\$33,685	\$37,428	\$41,171	\$5,509	
Circuit Court	Court Reporter	\$33,175.00	Non-exempt	\$34,549	\$1,374	12	\$1,800	\$2,400	\$33,685	\$37,428	\$41,171	\$4,253	
Superior Court I	Criminal Court Reporter	\$35,321.00	Non-exempt	\$34,549	\$0	12	\$1,800	\$2,400	\$33,685	\$37,428	\$41,171	\$2,107	
Superior Court I	Criminal Court Reporter	\$31,295.00	Non-exempt	\$34,549	\$3,254	1	\$150	\$200	\$33,685	\$37,428	\$41,171	\$6,133	
Superior Court I	Civil Court Reporter	\$36,702.00	Non-exempt	\$34,549	\$0	12	\$1,800	\$2,400	\$33,685	\$37,428	\$41,171	\$726	
Superior Court II	Criminal Court Reporter	\$35,321.00	Non-exempt	\$34,549	\$0	12	\$1,800	\$2,400	\$33,685	\$37,428	\$41,171	\$2,107	
Superior Court II	Criminal Court Reporter	\$34,429.00	Non-exempt	\$34,549	\$120	6	\$900	\$1,200	\$33,685	\$37,428	\$41,171	\$2,999	
Superior Court II	Civil Court Reporter	\$33,802.00	Non-exempt	\$34,549	\$747	5	\$750	\$1,000	\$33,685	\$37,428	\$41,171	\$3,626	
				<b>Total Cost:</b>	<b>\$50,341</b>			<b>Total:</b>	<b>\$75,450</b>	<b>\$100,600</b>			
				<b>Percent Increase:</b>	<b>2.97%</b>							<b>Total Cost:</b>	<b>\$136,111</b>
												<b>Percent Increase:</b>	<b>8.02%</b>

LAWRENCE COUNTY, INDIANA  
 JOB CLASSIFICATION AND SALARY ANALYSIS  
 July 1, 2019

Job Category: LTC (Labor Trades and Crafts)

Department	Job Title	2019 Salary/Hourly Rate	FLSA Status	Internal Salary Analysis		Longevity Pay Options			External Salary Analysis			Cost Analysis
				Internal Base	Cost to Internal Base	Years of Service	2019 Longevity Pay (\$150/yr - Max 30 years)	2019 Longevity Pay (\$200/yr - Max 30 years)	External Low	External Midpoint	External High	Cost to External Midpoint
<b>LTC I (310 points and below)</b>												
Court House Maintenance	Custodian (Part-time)	\$9.38	Non-exempt	\$14,0332					\$13,5620	\$15,0688	\$16,5755	
Court House Maintenance	Custodian	\$28,617.00	Non-exempt	\$29,189	\$572	3	\$450	\$600	\$28,209	\$31,343	\$34,477	\$2,726
Court House Maintenance	Custodian	\$27,988.00	Non-exempt	\$29,189	\$1,201	0	\$0	\$0	\$28,209	\$31,343	\$34,477	\$3,355
Surveyor	Surveyor Crew Chief	\$20,800.00	Non-exempt	\$29,189	\$8,389				\$28,209	\$31,343	\$34,477	\$10,543
<b>LTC II (315 points - 380 points)</b>												
Maintenance	Assistant Maintenance Supervisor	\$37,440.00	Non-exempt	\$35,172	\$0	1	\$150	\$200	\$33,113	\$36,792	\$40,471	\$0
Court House Maintenance	Custodian Supervisor	\$27,361.00	Non-exempt	\$35,172	\$7,811	0	\$0	\$0	\$33,113	\$36,792	\$40,471	\$9,431
Cumulative Bridge	Truck Driver	\$29,931.20	Non-exempt	\$35,172	\$5,241	2	\$300	\$400	\$33,113	\$36,792	\$40,471	\$6,861
Cumulative Bridge	Truck Driver	\$33,425.60	Non-exempt	\$35,172	\$1,746	3	\$450	\$600	\$33,113	\$36,792	\$40,471	\$3,366
Highway	Truck Driver	\$31,657.60	Non-exempt	\$35,172	\$3,514	2	\$300	\$400	\$33,113	\$36,792	\$40,471	\$5,134
Highway	Truck Driver	\$35,172.80	Non-exempt	\$35,172	\$0	4	\$600	\$800	\$33,113	\$36,792	\$40,471	\$1,619
Highway	Truck Driver	\$36,171.20	Non-exempt	\$35,172	\$0	13	\$1,950	\$2,600	\$33,113	\$36,792	\$40,471	\$621
Highway	Truck Driver	\$31,657.60	Non-exempt	\$35,172	\$3,514	2	\$300	\$400	\$33,113	\$36,792	\$40,471	\$5,134
Highway	Truck Driver	\$35,172.80	Non-exempt	\$35,172	\$0	0	\$0	\$0	\$33,113	\$36,792	\$40,471	\$1,619
Highway	Truck Driver	\$35,172.80	Non-exempt	\$35,172	\$0	4	\$600	\$800	\$33,113	\$36,792	\$40,471	\$1,619
Highway	Truck Driver	\$35,401.60	Non-exempt	\$35,172	\$0	6	\$900	\$1,200	\$33,113	\$36,792	\$40,471	\$1,390
Highway	Truck Driver	\$35,401.60	Non-exempt	\$35,172	\$0	0	\$0	\$0	\$33,113	\$36,792	\$40,471	\$1,390
Highway	Truck Driver	\$37,086.40	Non-exempt	\$35,172	\$0	23	\$3,450	\$4,600	\$33,113	\$36,792	\$40,471	\$0
Highway	Truck Driver	\$31,657.60	Non-exempt	\$35,172	\$3,514	2	\$300	\$400	\$33,113	\$36,792	\$40,471	\$5,134
Highway	Truck Driver	\$37,086.40	Non-exempt	\$35,172	\$0	25	\$3,750	\$5,000	\$33,113	\$36,792	\$40,471	\$0
Highway	Truck Driver	\$35,838.40	Non-exempt	\$35,172	\$0	9	\$1,350	\$1,800	\$33,113	\$36,792	\$40,471	\$954
Highway	Truck Driver	\$35,172.80	Non-exempt	\$35,172	\$0	3	\$450	\$600	\$33,113	\$36,792	\$40,471	\$1,619
Highway	Truck Driver	\$37,086.40	Non-exempt	\$35,172	\$0	26	\$3,900	\$5,200	\$33,113	\$36,792	\$40,471	\$0
Highway	Truck Driver	\$31,657.60	Non-exempt	\$35,172	\$3,514	2	\$300	\$400	\$33,113	\$36,792	\$40,471	\$5,134
<b>LTC III (385 points - 405 points)</b>												
Highway	Mechanic	\$36,608.00	Non-exempt	\$37,276	\$668	9	\$1,350	\$1,800	\$36,840	\$40,933	\$45,026	\$4,325
Highway	Mechanic	\$36,483.20	Non-exempt	\$37,276	\$793	9	\$1,350	\$1,800	\$36,840	\$40,933	\$45,026	\$4,450
Cumulative Bridge	Operator	\$37,440.00	Non-exempt	\$37,276	\$0	24	\$3,600	\$4,800	\$36,840	\$40,933	\$45,026	\$3,493
Highway	Operator	\$36,545.60	Non-exempt	\$37,276	\$730	13	\$1,950	\$2,600	\$36,840	\$40,933	\$45,026	\$4,387
Highway	Operator	\$37,440.00	Non-exempt	\$37,276	\$0	27	\$4,050	\$5,400	\$36,840	\$40,933	\$45,026	\$3,493
Highway	Operator	\$36,088.00	Non-exempt	\$37,276	\$1,188	9	\$1,350	\$1,800	\$36,840	\$40,933	\$45,026	\$4,845
<b>LTC IV (410 points and above)</b>												
Maintenance	Maintenance Supervisor	\$47,840.00	Non-exempt	\$41,009	\$0	9	\$1,350	\$1,800	\$41,903	\$46,559	\$51,215	\$0
Cumulative Bridge	Foreman	\$41,198.00	Non-exempt	\$41,009	\$0	3	\$450	\$600	\$41,903	\$46,559	\$51,215	\$5,361
Highway	Foreman	\$41,198.00	Non-exempt	\$41,009	\$0	7	\$1,050	\$1,400	\$41,903	\$46,559	\$51,215	\$5,361
Highway	Foreman	\$43,439.00	Non-exempt	\$41,009	\$0	40	\$4,500	\$6,000	\$41,903	\$46,559	\$51,215	\$3,120
Highway	Garage Foreman	\$43,970.00	Non-exempt	\$41,009	\$0	22	\$3,300	\$4,400	\$41,903	\$46,559	\$51,215	\$2,589
Highway	Supervisor/Foreman	\$41,198.00	Non-exempt	\$41,009	\$0	6	\$900	\$1,200	\$41,903	\$46,559	\$51,215	\$5,361
				<b>Total Cost:</b>	<b>\$42,397</b>	<b>Total:</b>		<b>\$44,700</b>	<b>\$59,600</b>	<b>Total Cost:</b>		<b>\$114,437</b>
				<b>Percent Increase:</b>	<b>3.69%</b>					<b>Percent Increase:</b>		<b>9.95%</b>



LAWRENCE COUNTY, INDIANA  
 JOB CLASSIFICATION AND SALARY ANALYSIS  
 July 1, 2019

Job Category: Merit POLE (Protective Occupations Law Enforcement)

Department	Job Title	2019 Salary	FLSA Status	Internal Salary Analysis		Longevity Pay Options			External Salary Analysis			Cost Analysis
				Internal Base	Cost to Internal Base	Years of Service	2019 Longevity Pay (\$150/yr - Max 30 years)	2019 Longevity Pay (\$200/yr - Max 30 years)	External Low	External Midpoint	External High	Cost to External Midpoint
<b>Merit POLE I (445 points and below)</b>												
Sheriff	Deputy Sheriff/SRO	\$43,777.76	Non-exempt	\$42,328	\$0	15	\$2,250	\$3,000	\$40,615	\$45,128	\$49,641	\$1,350
Sheriff	Deputy Sheriff/SRO	\$44,480.80	Non-exempt	\$42,328	\$0	19	\$2,850	\$3,800	\$40,615	\$45,128	\$49,641	\$647
Sheriff	Deputy Sheriff	\$42,328.00	Non-exempt	\$42,328	\$0				\$40,615	\$45,128	\$49,641	\$2,800
Sheriff	Deputy Sheriff	\$39,943.00	Non-exempt	\$42,328	\$2,385	2	\$300	\$400	\$40,615	\$45,128	\$49,641	\$5,185
Sheriff	Deputy Sheriff	\$39,942.24	Non-exempt	\$42,328	\$2,386	2	\$300	\$400	\$40,615	\$45,128	\$49,641	\$5,186
Sheriff	Deputy Sheriff	\$42,922.88	Non-exempt	\$42,328	\$0	9	\$1,350	\$1,800	\$40,615	\$45,128	\$49,641	\$2,205
Sheriff	Deputy Sheriff	\$44,422.56	Non-exempt	\$42,328	\$0				\$40,615	\$45,128	\$49,641	\$705
Sheriff	Deputy Sheriff	\$39,942.24	Non-exempt	\$42,328	\$2,386	4	\$600	\$800	\$40,615	\$45,128	\$49,641	\$5,186
Sheriff	Deputy Sheriff	\$40,535.04	Non-exempt	\$42,328	\$1,793				\$40,615	\$45,128	\$49,641	\$4,593
Sheriff	Deputy Sheriff	\$39,943.00	Non-exempt	\$42,328	\$2,385	2	\$300	\$400	\$40,615	\$45,128	\$49,641	\$5,185
Sheriff	Deputy Sheriff	\$42,328.00	Non-exempt	\$42,328	\$0	6	\$900	\$1,200	\$40,615	\$45,128	\$49,641	\$2,800
Sheriff	Deputy Sheriff/K-9	\$42,328.00	Non-exempt	\$42,328	\$0	4	\$600	\$800	\$40,615	\$45,128	\$49,641	\$2,800
Sheriff	Deputy Sheriff/K-9/FTO	\$42,922.88	Non-exempt	\$42,328	\$0	9	\$1,350	\$1,800	\$40,615	\$45,128	\$49,641	\$2,205
<b>Merit POLE II (450 points - 495 points)</b>												
Sheriff	Detective	\$41,035.00	Non-exempt	\$44,868	\$3,833	5	\$750	\$1,000	\$43,052	\$47,835	\$52,619	\$6,800
Sheriff	Detective Sergeant	\$43,422.08	Non-exempt	\$44,868	\$1,446	8	\$1,200	\$1,600	\$43,052	\$47,835	\$52,619	\$4,413
Sheriff	Patrol Officer/Swat Commander/FTO/Instructor	\$42,827.20	Non-exempt	\$44,868	\$2,041	7	\$1,050	\$1,400	\$43,052	\$47,835	\$52,619	\$5,008
Sheriff	Sergeant Patrol	\$43,921.28	Non-exempt	\$44,868	\$947	6	\$900	\$1,200	\$43,052	\$47,835	\$52,619	\$3,914
Sheriff	Sergeant Patrol	\$46,772.96	Non-exempt	\$44,868	\$0	27	\$4,050	\$5,400	\$43,052	\$47,835	\$52,619	\$1,062
Sheriff	Sergeant Patrol	\$43,923.00	Non-exempt	\$44,868	\$945	5	\$750	\$1,000	\$43,052	\$47,835	\$52,619	\$3,912
<b>Merit POLE III (500 points - 565 points)</b>												
Sheriff	Captain Patrol	\$47,771.36	Non-exempt	\$47,560	\$0	11	\$1,650	\$2,200	\$45,634	\$50,705	\$55,775	\$2,934
Sheriff	Captain Patrol	\$46,479.68	Non-exempt	\$47,560	\$1,080	19	\$2,850	\$3,800	\$45,634	\$50,705	\$55,775	\$4,225
Sheriff	Captain Patrol	\$46,479.68	Non-exempt	\$47,560	\$1,080	19	\$2,850	\$3,800	\$45,634	\$50,705	\$55,775	\$4,225
Sheriff	Detective Captain	\$47,701.00	Non-exempt	\$47,560	\$0	21	\$3,150	\$4,200	\$45,634	\$50,705	\$55,775	\$3,004
<b>Merit POLE IV (570 points and above)</b>												
Sheriff	Major	\$45,200.48	Non-exempt	\$50,414	\$5,214	30	\$4,500	\$6,000	\$48,372	\$53,747	\$59,122	\$8,547
				<b>Total Cost:</b>	<b>\$27,920</b>	<b>Total:</b>			<b>Total Cost:</b>			<b>\$88,891</b>
				<b>Percent Increase:</b>	<b>2.68%</b>				<b>Percent Increase:</b>			<b>8.54%</b>

PROPOSED ADDITIONAL INCENTIVES AND PAY

Field Training Officer	\$1,000
Detective	\$1,000
K-9 Unit	\$500
Special Response Team	\$500
SWAT Member	\$500
Drug Recognition Officer	\$500
Accident Reconstruction Specialist	\$500

Recommended a maximum of \$2,500 per year.

LAWRENCE COUNTY, INDIANA  
 JOB CLASSIFICATION AND SALARY ANALYSIS  
 July 1, 2019

Job Category: PAT (Professional Administrative Technological)

Department	Job Title	2019 Salary/Hourly Rate	FLSA Status	Years of Service	2019 Longevity Pay (\$150/yr - Max 30 years)	2019 Longevity Pay (\$200/yr - Max 30 years)	External Low	External Midpoint	External High	Cost to External Midpoint	
Weights & Measures	Inspector (Part-time)	\$17,410.00	Non-exempt				\$15,3485	\$17,0539	\$19,6120		
Veterans	Veterans Service Officer (Part-time)	\$28,510.00	Exempt				\$27,539	\$30,599	\$35,189	\$2,089	
Circuit Court	Office Administrator/Court Reporter	\$33,802.00	Non-exempt	4	\$600	\$800	\$35,197	\$39,108	\$44,974	\$5,306	
Superior Court II	Court Reporter/Court Administrator	\$38,699.00	Non-exempt	27	\$4,050	\$5,400	\$35,197	\$39,108	\$44,974	\$409	
Health	Public Health Nurse	\$39,943.00	Exempt	1	\$150	\$200	\$40,046	\$44,496	\$51,170	\$4,553	
Soil and Water Conservation District	Conservation Resource Technician	\$37,815.00	Non-exempt	9	\$1,350	\$1,800	\$32,159	\$35,732	\$41,092	\$0	
Health	Sanitarian	\$45,201.00	Non-exempt	25	\$3,750	\$5,000	\$34,803	\$38,670	\$44,471	\$0	
Jail	Jail Nurse	\$45,237.00	Exempt	7	\$1,050	\$1,400	\$37,811	\$42,012	\$48,314	\$0	
Jail	Jail Nurse (Part-time)	\$25.00	Non-exempt				\$18,1783	\$20,1981	\$23,2278		
Jail	Jail Nurse (Part-time)	\$15.00	Non-exempt				\$18,1783	\$20,1981	\$23,2278		
CASA	CASA Director	\$51,000.00	Exempt	2	\$300	\$400	\$45,447	\$50,497	\$58,072	\$0	
Highway	Superintendent	\$48,957.00	Exempt	10	\$1,500	\$2,000	\$46,160	\$51,289	\$58,982	\$2,332	
Community Corrections	Director	\$62,719.00	Exempt	15	\$2,250	\$3,000	\$55,338	\$61,487	\$70,710	\$0	
Human Resources	Human Resources Director	\$66,300.00	Exempt	2	\$300	\$400	\$53,802	\$59,780	\$68,747	\$0	
				<b>Total:</b>	<b>\$15,300</b>	<b>\$20,400</b>				<b>Total Cost:</b>	<b>\$14,689</b>
										<b>Percent Increase:</b>	<b>2.95%</b>

LAWRENCE COUNTY, INDIANA  
 JOB CLASSIFICATION AND SALARY ANALYSIS  
 July 1, 2019

Job Category: SO (Special Occupations) Chief/First Deputy

Department	Job Title	2019 Salary	FLSA Status	Years of Service	2019 Longevity Pay (\$150/yr - Max 30 years)	2019 Longevity Pay (\$200/yr - Max 30 years)	2019 External Average*	Cost to External Average
Assessor	First Deputy	\$36,044.00	Excluded	20	\$3,000	\$4,000	\$37,488	\$1,444
Auditor	First Deputy	\$36,761.00	Excluded	30	\$4,500	\$6,000	\$38,317	\$1,556
Clerk	First Deputy	\$36,044.00	Excluded	20	\$3,000	\$4,000	\$37,439	\$1,395
Recorder	First Deputy	\$34,469.00	Excluded	32	\$4,500	\$6,000	\$36,678	\$2,209
Surveyor	First Deputy	\$34,571.00	Excluded	29	\$4,350	\$5,800	\$36,696	\$2,125
Treasurer	First Deputy	\$30,951.00	Excluded	8	\$1,200	\$1,600	\$36,714	\$5,763
				<b>Total:</b>	<b>\$20,550</b>	<b>\$27,400</b>	<b>Total Cost:</b>	<b>\$14,492</b>
							<b>Percent Increase:</b>	<b>6.94%</b>

\*2019 External Average is established at 85% of the Elected Official's external average, except for First Deputy Surveyor.

Job Category: SO (Special Occupations)

Department	Job Title	2019 Salary	FLSA Status	Years of Service	2019 Longevity Pay (\$150/yr - Max 30 years)	2019 Longevity Pay (\$200/yr - Max 30 years)	External Midpoint Salary	Cost to External Midpoint Salary
Coroner	Deputy Coroner	\$3,693.00	Non-exempt	18	\$2,700	\$3,600	\$6,515	\$2,822
Emergency Management	Director*	\$41,933.00	Exempt	28	\$4,200	\$5,600	\$37,628	\$0
Statewide 911	Director*	\$41,933.00	Exempt	28	\$4,200	\$5,600	\$38,308	\$0
Health	Health Officer	\$21,008.00	Exempt	19	\$2,850	\$3,800	\$20,681	\$0
Jail	Captain/Jail Commander	\$39,363.00	Excluded	20	\$3,000	\$4,000	\$44,569	\$5,206
Jail	Chief Matron	\$38,232.48	Excluded	4	\$600	\$800	\$41,138	\$2,906
Sheriff	Chief Deputy	\$56,900.00	Excluded	21	\$3,150	\$4,200	\$59,456	\$2,556
Public Defender	Chief Public Defender *	\$147,000.00	Exempt	4	\$600	\$800		
				<b>Total:</b>	<b>\$18,600</b>	<b>\$24,800</b>	<b>Total Cost:</b>	<b>\$13,490</b>
							<b>Percent Increase:</b>	<b>5.55%</b>

\* By statute, the Chief Public Defender shall be paid at a rate of 90% of the elected full-time Prosecutor.

\*One incumbent performing both positions.

**SO Total Cost: \$27,982**  
**SO Percent Increase: 6.19%**

Job Category: SO - Deputy Prosecutor/Public Defender

Department	Job Title	2019 Salary	FLSA Status	Years of Service	2019 Longevity Pay (\$150/yr - Max 30 years)	2019 Longevity Pay (\$200/yr - Max 30 years)	Pay Level Option ^	External Market Salary Range
Prosecutor	Deputy Prosecutor	\$40,090.00	Exempt	1	\$150	\$200	Level 1	\$48,360 - \$60,450
Prosecutor	Deputy Prosecutor		Exempt				Level 1	\$48,360 - \$60,450
Title IV-D	Deputy Prosecutor	\$40,090.00	Exempt	4	\$600	\$800	Level 1	\$48,360 - \$60,450
Public Defender	Deputy Public Defender	\$39,214.00	Exempt	1	\$150	\$200	Level 1	\$48,360 - \$60,450
Public Defender	Deputy Public Defender	\$39,214.00	Exempt	1	\$150	\$200	Level 1	\$48,360 - \$60,450
Public Defender	Deputy Public Defender	\$53,214.00	Exempt	3	\$450	\$600	Level 1	\$48,360 - \$60,450
Public Defender	Deputy Public Defender	\$57,139.00	Exempt	1	\$150	\$200	Level 1	\$48,360 - \$60,450
Prosecutor	Senior Deputy Prosecutor	\$67,223.00	Exempt	0	\$0	\$0	Level 2	\$62,842 - \$78,553
Prosecutor	Senior Deputy Prosecutor	\$67,223.00	Exempt	0	\$0	\$0	Level 2	\$62,842 - \$78,553
Public Defender	Deputy Public Defender	\$67,223.00	Exempt	7	\$1,050	\$1,400	Level 2	\$62,842 - \$78,553
				<b>Total:</b>	<b>\$2,700</b>	<b>\$3,600</b>		

^ Level criteria recommended to be determined by Prosecutor and Chief Public Defender.