

ORDINANCE 2013-85-10

AN ORDINANCE ADOPTING COUNTY OF WABASH, INDIANA  
SALARY SCHEDULE AND COMPENSATION POLICIES FOR 2014

WHEREAS the County of Wabash, Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Wabash County, Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General Fund, County Highway Fund and County Health Fund or any other fund from which the County Auditor issues warrants for compensation. This includes the power to:

- (1) fix the number of officers, deputies, and other employees;
- (2) describe and classify positions and services;
- (3) adopt schedules of compensation; and
- (4) hire or contract with persons to assist in the development of compensation, and

WHEREAS Wabash County contracted with a professional human resources consulting firm to conduct a job classification and compensation study and Fair Labor Standards Act (FLSA) audit, and

WHEREAS, the Wabash County Council wishes to establish compensation schedules and pay policies;

NOW THEREFORE, it is ordained as follows:

- A. The attached FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions; employees holding exempt positions are not eligible for FLSA overtime or FLSA compensatory time.
- B. The Wabash County Personnel Policy, dated July 1, 1996, Revised 2006, is hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Wabash County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Wabash County Personnel Policy;
- C. The attached schedule of regular pay rates and overtime pay rates shall be established and implemented as approved on the 28th day of December, 2014 and shall be in full-force and effect on January 1, 2014.
- D. The following job classification and compensation maintenance system is hereby adopted.

**Job Descriptions**

The attached job descriptions are adopted as the official job descriptions for all County positions. As new jobs are added, and as reorganizations occur and jobs change, there must be a way to write and update job descriptions, evaluate them, and insert them into the appropriate pay grade. This maintenance plan was developed to ensure that the new Wabash County job classification system is kept up-to-date and useful through time.

Maintaining the job classification system for COMOT, LTC, PAT, POLE, and SO jobs involves establishing a series of procedures. These guidelines will provide for an on-going review of job classifications and compensation schedules upon request of elected officials, department heads, and employees. Provisions for adding or deleting positions to the system are also specified.

**Job Classification Based On Position Descriptions**

The basis for the classification system is the job description. It is a written statement for each job and contains the following information:

Title of position

Department in which the position exists

Job Category (COMOT, LTC, PAT, POLE or SO)

Date Written:

Date Revised: (documents a record of the job)

FLSA Status: (documents exempt/non-exempt status for overtime)

Statement of Duties: (specifies key dimensions of the job)

Jobs in any one category cannot be compared to jobs in another category. For example, COMOT jobs cannot be compared to PAT jobs. The factor evaluation system only compares a position to jobs within the same job category.

All positions within a job category were classified by assigning numbers (points) to the job description. These points are called "factor evaluation points" and were assigned to each job description.

After points were assigned to each position, "classes" of jobs were grouped within each job category. Classifications were compared to salaries and wages to assure there is pay equity among all positions. Factor guide charts were used by the factor team in arriving at the total factor evaluation points.

#### **Wabash County Personnel Administration Committee**

It is recommended that a 5-member Wabash County Personnel Administration Committee be created and be responsible for overseeing maintenance of the job classification and pay plan. The committee shall consist of two (2) council members, one (1) commissioner, the County Coordinator, and the County Auditor. This committee serves in an advisory capacity and is responsible for overseeing job review procedures and making job reclassification and pay policy recommendations to the County Council.

All requests shall be heard by the full Council after the committee has completed its review and formed its recommendation. The County Coordinator shall prepare notices of the Personnel Administration Committee meetings and transcribe committee meeting minutes, and records of votes and recommendations. The County Coordinator shall serve as committee coordinator.

#### **Job Review/New Position Requests**

There are two occasions when a job description should be reviewed:

1. When a position becomes vacant. The department head should review the job description for possible changes before either hiring a new person, or, alternatively, eliminating the position.
2. When a reorganization of an office occurs and there is "significant" shifting of duties among positions; or when "substantial" new duties are added/deleted to an existing job.

Following the installation of the new job classification, elected officials and department heads will be provided information on making job reviews and new position requests for committee review. Normally, such requests can be made prior to budget hearings, and again, after the first of each year when the salary ordinance is in force. Reclassification requests for existing positions shall not be reviewed more than once in a twenty-four month period.

Reclassification of a position may not be filed within the first twelve months of a new employee's tenure as a County employee. New position and/or new employees' requests that are disapproved shall not be reconsidered by the committee for a period of twelve months from the date of original submission.

New positions and/or employees that are approved shall not be considered for reclassification for a period of twelve months from the date of the original submission.

#### **Policies and Procedures**

It is recommended that maintenance policies and procedures be adopted by the County Council with the salary ordinance during budget hearings.

When adopting these procedures, special attention must be made to ensure that standard forms and procedures be used by elected officials, department heads, and employees requesting an action of the Committee.

#### **Procedures for Reclassification of a Position or Reorganization of an Office**

The following reclassification/reorganization of office review procedures are established to provide a systematic method to process such requests. Offices or departments submitting a request shall use the following steps to make reclassification/office reorganization requests:

- STEP 1: Secure "Job Classification Review Form" and a copy of the official job description adopted by the County Council for the position(s) being reviewed from the Wabash County Coordinator.
- STEP 2: Complete and return "Job Classification Review Form," including supporting documentation to the County Coordinator. Proposed revisions to the job description should be indicated on the description and be included as part of the supporting documentation.
- STEP 3: The "Job Classification Review Form" and supporting documentation will be submitted to the Personnel Administration Committee by the County Coordinator. The committee will hear a presentation by the department head or elected official and shall decide whether to submit the

- request to the Council management consultants for their review and recommendation.
- STEP 4: If requested by the committee, the Council consultants may conduct an assessment, including but not limited to, the following: reviewing the department's organizational plan, evaluating the factor evaluation points for the position, considering the probable impact on the County's overall classification system and the fiscal impact, and suggesting alternative methods to perform proposed job functions.
- STEP 5: An Assessment Report will be prepared by Council consultants and submitted to the County Coordinator for distribution to the committee and the department head or elected official.
- STEP 6: The Personnel Administration Committee shall review and evaluate the reclassification/office reorganization request, supporting documentation, and assessment report; and submit recommendation for approval/disapproval to the County Council.
- STEP 7: The County Council shall review all pertinent information and make a final determination for approval/disapproval.

#### **Procedures for Adding a New Position and/or New Employee**

The following new position and/or new employee review procedures are established to provide a systematic method to process such requests. Offices or departments submitting a request shall use the following steps to make new position/new employee requests:

- STEP 1: Secure "New Position/Employee Request Questionnaire" form from the County Coordinator.
- STEP 2: Complete and return questionnaire, including supporting documentation to the County Coordinator. The department head or elected official shall submit a draft job description as part of the supporting documentation.
- STEP 3: The Personnel Administration Committee will hear a presentation by the department head or elected official and shall decide whether to submit the request to the Council management consultants for their review and recommendation.
- STEP 4: If requested by the committee, the Council consultants may conduct an assessment, including but not limited to, the following: reviewing the department's organizational plan, evaluating the factor evaluation points for the position, considering the probable impact on the County's overall classification system and the fiscal impact, and suggesting alternative methods to perform proposed job functions.
- STEP 5: An Assessment Report will be prepared by Council consultants and submitted to the County Coordinator for distribution to the committee and the department head or elected official.
- STEP 6: The Personnel Administration Committee shall review and evaluate the new position/employee request, supporting documentation, and assessment report; and submit recommendation for approval/disapproval to the County Council.
- STEP 7: The County Council shall review all pertinent information and make a final determination for approval/disapproval.

#### **Proposals for Reorganization of a Department**

Proposals for reorganization of a department/office must be filed with the Personnel Administration Committee and processed according to these procedures. Offices or departments submitting such requests to the committee will be subject to an organizational assessment of office or department operations. This may involve considering alternative methods for accomplishing the proposed job functions (reorganization, part-time, independent contracting, adjustment of work hours/shifts, equipment, new technologies, etc.).

#### **Recruitment and Hiring**

When a job is vacant and the hiring process begins, the following steps should be taken:

- STEP 1: The job description is reviewed and changes made, pursuant to the Steps above.
- STEP 2: Consistent with the job description, the department head determines the minimum qualifications for the position, as well as any preferred qualifications. These are included on the job description, which will be used in posting.
- STEP 3: The job description and salary is distributed through normal County recruitment channels used by the department head, consistent with EEO guidelines, until the position is filled.

#### **EFFECTIVE DATE**

This Ordinance shall be in full force and effect after its adoption by the Wabash County Council.

*ADOPTED this 28th day of October, 2013 to be included in the 2014 Salaries & Wages Ordinance by Fund/Acct/Position/Employee/Salary or Wages, as follows:*

**2014 SALARIES AND WAGES ORDINANCE  
WABASH COUNTY**

**WHEREAS: Public Law No. 231 requires County Councils to fix salaries of  
County Officials and Employees for the year 2014**

**SEC.1. Be it ordained by the Wabash County Council of Wabash County, Indiana, that the salaries and wages  
of County Officials and Employees and its institutions for the year ending December 31, 2014 are as follows:**

<b>Fund/Acct. #</b>	<b>Position</b>	<b>Employee</b>	<b>@ 26 pays</b>	<b>Annual</b>
<b>COUNTY GENERAL FUND: CLERK</b>				
1000.11100.000.0001	Wabash County Clerk of the Courts	E. Martin	\$1,566.73	\$40,735.00
1000.11300.000.0001	Deputy/Bookkeeper	J. Barrows	\$1,155.42	\$30,041.00
1000.11200.000.0001	Deputy Clerk	K. Bever	\$1,091.85	\$28,388.00
1000.11200.000.0001	Deputy Clerk	T. Abell	\$1,091.85	\$28,388.00
1000.11200.000.0001	Deputy Clerk	T. Ehret	\$1,091.85	\$28,388.00
1000.11200.000.0001	Deputy Clerk	S. Nordman	\$1,091.85	\$28,388.00
1000.11200.000.0001	Deputy Clerk	J. Lengel	\$1,091.85	\$28,388.00
1000.11200.000.0001	Deputy Clerk	T. Wendt	\$1,091.85	\$28,388.00
1000.11200.000.0001	FT Deputy Clerk (25%)	M. Miracle	\$272.96	\$7,097.00
1000.12700.000.0001	First Deputy Pay	K. Bever	\$76.92	\$2,000.00
<b>CLERK'S TITLE IV-D FUND:</b>				
8899.11200.000.0000	Title IV-D FT Deputy Clerk (75%)	M. Miracle	\$818.88	\$21,291.00
8899.12700.000.0000	Title IV-D First Deputy Pay	M. Miracle	\$76.92	\$2,000.00
<b>COUNTY GENERAL FUND: ELECTION</b>				
1000.11103.000.0018	Election Board Member	E. Martin	Semi-annually	\$1,200.00
1000.11103.000.0018	Election Board Member	M. Brane	Semi-annually	\$1,200.00
1000.11103.000.0018	Election Board Member	B. Hamlin	Semi-annually	\$1,200.00
1000.11204.000.0018	Clerical Assistant	T. Erhet	Semi-annually	\$1,000.00
1000.11904.000.0018	Extra Help		Semi-annually	\$500.00
1000.11905.000.0018	Election Board Secretary	E. Martin	Semi-annually	\$1,000.00
1000.11305.000.0018	Absent Voter Board	Hourly	Semi-annually	\$12,000.00
1000.11602.000.0018	Precinct Board Members	Daily	Semi-annually	\$20,500.00
1000.18102.000.0018	Security	Hourly	Semi-annually	\$1,000.00
<b>COUNTY GENERAL FUND: VOTERS REGISTRATION</b>				
1000.11101.000.0019	Wabash County Clerk of the Courts	E. Martin	Semi-annually	\$1,623.00
<b>CLERK'S RECORD PERPETUATION FUND:</b>				
1119.11401.000.0000	PT Deputy Clerk/Hourly	L. Cartwright	\$15.29	\$18,000.00
<b>COUNTY GENERAL FUND: AUDITOR</b>				
1000.11100.000.0002	Wabash County Auditor	L. Conrad	\$1,648.96	\$42,873.00
1000.11301.000.0002	Deputy Auditor/AR & Tax Distribution	B. Grube	\$1,155.42	\$30,041.00
1000.11301.000.0002	Deputy Auditor/AP	M. Shepherd	\$1,155.42	\$30,041.00
1000.11200.000.0002	Deputy Auditor/Tax	R. LaSalle	\$1,091.88	\$28,389.00
1000.11200.000.0002	Deputy Auditor/Deeds	A. Lynn	\$1,091.88	\$28,389.00
1000.11301.000.0002	Deputy Auditor/Payroll	T. Frank	\$1,155.42	\$30,041.00
1000.11401.000.0002	PT Deputy Auditor	Hourly	\$7.40 - \$11.22	\$10,100.00
1000.11900.000.0002	Clerical	Hourly	\$7.40 - \$11.22	\$1,000.00
1000.12700.000.0002	First Deputy Pay	B. Grube	\$76.92	\$2,000.00
<b>AUDITOR'S PLAT BOOK FUND:</b>				
1181.11512.000.0002	FT Deputy Auditor/GIS (40%)	R. Guenin	\$436.73	\$11,355.00
<b>COUNTY GENERAL FUND: TREASURER</b>				
1000.11100.000.0003	Wabash County Treasurer	S. Shaw	\$1,566.73	\$40,735.00
1000.11200.000.0003	Deputy Treasurer	L. Layman	\$1,091.88	\$28,389.00
1000.12700.000.0003	First Deputy Pay	L. Layman	\$76.92	\$2,000.00
1000.11903.000.0003	Clerical	Hourly	\$7.40 - \$11.48	\$10,000.00
<b>COUNTY GENERAL FUND: RECORDER</b>				
1000.11100.000.0004	Wabash County Recorder	L. Draper	\$1,566.73	\$40,735.00
1000.11200.000.0004	FT Deputy Recorder (60%)	C. Summers	\$655.00	\$17,030.00
<b>RECORDERS PERPETUATION FUND:</b>				
1189.11200.000.0000	PT Deputy Recorder/Hourly	E. Rish	\$15.60	\$11,354.00
1189.11401.000.0000	PT Deputy Recorder	Hourly	\$7.25 - \$11.00	\$8,000.00
<b>COUNTY GENERAL FUND: SHERIFF</b>				
1000.11100.000.0005	Wabash County Sheriff	B. Land	\$3,115.38	\$81,000.00
1000.11201.000.0005	Major	R. Miller	\$1,749.69	\$45,492.00
1000.11503.000.0005	Sergeant	S. Hicks	\$1,632.00	\$42,432.00
1000.11503.000.0005	Sergeant	J.T. Guenin	\$1,632.00	\$42,432.00
1000.11503.000.0005	Sergeant	M. Davis	\$1,632.00	\$42,432.00
1000.11600.000.0005	Merit Deputy	R. Nordman	\$1,537.85	\$39,984.00
1000.11600.000.0005	Merit Deputy	R. Baker	\$1,510.38	\$39,270.00
1000.11600.000.0005	Merit Deputy	R. Chambers	\$1,506.46	\$39,168.00
1000.11600.000.0005	Merit Deputy	B. Duecker	\$1,502.54	\$39,066.00
1000.11600.000.0005	Merit Deputy	D. Hurst	\$1,498.62	\$38,964.00
1000.11600.000.0005	Merit Deputy	D. Weaver	\$1,490.77	\$38,760.00
1000.11600.000.0005	Merit Deputy	S. Campbell	\$1,486.85	\$38,658.00
1000.11600.000.0005	Merit Deputy	D. Johnson	\$1,486.85	\$38,658.00
1000.11600.000.0005	Merit Deputy	E. Ryggs	\$1,486.85	\$38,658.00
1000.11600.000.0005	Merit Deputy	C. Dawes	\$1,486.85	\$38,658.00

1000.11600.000.0005	Merit Deputy	M. Cox	\$1,482.92	\$38,556.00
1000.11901.000.0005	Administrative Assistant	C. Rich	\$1,177.35	\$30,611.00
1000.12000.000.0005	Overtime	Hourly		\$5,000.00
1000.12100.000.0005	Emergency Deputies	Hourly		\$10,000.00
1000.17800.000.0005	Court Appearance	Hourly		\$1,000.00
1000.18100.000.0005	Merit Board - 1	K. Lynn	Annual	\$300.00
1000.18100.000.0005	Merit Board - 2	B. Fuller	Annual	\$300.00
1000.18100.000.0005	Merit Board - 3	M. Brane	Annual	\$300.00
1000.18100.000.0005	Merit Board - 4	D. Gifford	Annual	\$300.00
1000.18100.000.0005	Merit Board - 5	T. Weaver	Annual	\$300.00
<b>SHERIFF'S COMMISSARY FUND:</b>				
4949.11315.000.0000	FT Commissary Clerk	M. Fuller	\$964.08	\$25,066.00
4949.11912.000.0000	PT Commissary Clerk/Hourly	M. Baber	\$10.50	\$2,080.00
4949.12502.000.0000	PT Process Server/Hourly	D. Iden	\$16.60	\$5,200.00
<b>OPERATION PULLOVER GRANT FUND:</b>				
8565.11508.000.0000	Operation Pullover Program	Hourly	\$30.00	\$4,000.00
<b>COUNTY GENERAL FUND: SURVEYOR</b>				
1000.11107.000.0006	Wabash County Surveyor	C. Slee	\$1,531.58	\$39,821.00
1000.12201.000.0006	Certified Ditches/Cornerstones	C. Slee	\$96.85	\$2,518.00
1000.11405.000.0006	Assistant Surveyor	K. Grumpp	\$1,177.38	\$30,612.00
1000.12000.000.0006	Assistant Surveyor Extra Time	K. Grumpp	\$16.49	\$677.00
1000.11700.000.0006	Wages - PT Field Help	Hourly	\$7.40 - \$11.40	\$100.00
1000.11200.000.0006	FT Deputy Surveyor (40%)	C. Summers	\$436.73	\$11,355.00
<b>SURVEYOR CORNER PERETUATION FUND:</b>				
1202.11700.000.0000	Wages - PT Field Help	Hourly	\$7.25 - \$11.00	\$1,500.00
<b>COUNTY GENERAL FUND: DRAINAGE BOARD</b>				
1000.11104.000.0024	Board Member	B. Hauptert	\$68.73	\$1,787.00
1000.11104.000.0024	Board Member	S. Givens	\$68.73	\$1,787.00
1000.11104.000.0024	Board Member	B. Eppley	\$68.73	\$1,787.00
1000.11205.000.0024	Secretary	K. Grumpp	\$46.58	\$1,211.00
1000.11604.000.0024	Substitute Board Member	As Needed	Per Meeting	\$150.00
1000.11900.000.0024	Clerical	Hourly	\$7.40 - \$11.48	\$50.00
<b>COUNTY GENERAL FUND: CORONER</b>				
1000.11100.000.0007	Wabash County Coroner	C. Whitesel	\$428.69	\$11,146.00
1000.11900.000.0007	Clerical	Hourly	\$7.25 - \$11.00	\$300.00
<b>COUNTY GENERAL FUND: PROSECUTING ATTORNEY</b>				
1000.11100.000.0008	Prosecuting Attorney	W. Hartley	\$192.31	\$5,000.00
1000.11201.000.0008	FT Chief Deputy Prosecutor	B. Michaud	\$192.31	\$5,000.00
1000.11200.000.0008	Deputy/PT Prosecuting Atty	A. Plummer	\$1,853.15	\$48,182.00
1000.11202.000.0008	Investigator	T. Weaver	\$1,184.69	\$30,802.00
1000.11500.000.0008	Secretary	T. Burnsworth	\$1,184.69	\$30,802.00
1000.11703.000.0008	Victim Assistance Coordinator	B. Cordes	\$1,091.88	\$28,389.00
<b>USERS FEE FUND: PRE-TRIAL DIVISION</b>				
2500.11613.000.0000	Secretary	C. Evenson	\$1,100.88	\$28,623.00
<b>COUNTY GENERAL FUND: PROSECUTOR TITLE IV-D</b>				
1000.11108.000.0009	Child Support Officer	A. Plummer	\$872.62	\$22,688.00
1000.11202.000.0009	Investigator	L. Voorman	\$1,184.69	\$30,802.00
1000.11304.000.0009	Investigator	D. Tiffany	\$1,184.69	\$30,802.00
1000.12301.000.0009	Investigator C.S.	G. Baker	\$1,184.69	\$30,802.00
<b>COUNTY GENERAL FUND: COUNTY ASSESSOR</b>				
1000.11109.000.0010	Wabash County Assessor	K. Schenkel	\$1,566.73	\$40,735.00
1000.11402.000.0010	Assessor Level II	K. Schenkel	\$38.46	\$1,000.00
1000.11200.000.0010	Deputy Assessor	C. Paul	\$1,091.88	\$28,389.00
1000.11501.000.0010	Deputy Level II	C. Paul	\$19.23	\$500.00
1000.11200.000.0010	Deputy Assessor	B. Conner	\$1,091.88	\$28,389.00
1000.11501.000.0010	Deputy Level II	B. Conner	\$19.23	\$500.00
1000.11200.000.0010	Deputy Assessor	J. Schuler	\$1,091.88	\$28,389.00
1000.11501.000.0010	Deputy Level II	J. Schuler	\$19.23	\$500.00
<b>COUNTY GENERAL FUND: PTABO/BOARD OF REVIEW</b>				
1000.18301.000.0023	Board Memebers		\$75 Per Meeting	\$1,000.00
<b>CUMULATIVE REASSESSMENT FUND 2017:</b>				
1188.11601.000.0000	County Assessor Level III	K. Schenkel	\$19.23	\$500.00
1188.11701.000.0000	Deputy Assessor Level III	B. Conner	\$19.23	\$500.00
<b>COUNTY GENERAL FUND: PURDUE EXTENSION</b>				
1000.11110.000.0020	Administrative Assistant	M. Richman	\$1,091.85	\$28,388.00
1000.11906.000.0020	PT Secretary/Hourly	C. Chamberlain	\$10.01	\$10,933.00
1000.11801.000.0020	Summer Help	Hourly	\$7.25 - \$11.00	\$2,432.00
<b>COUNTY GENERAL FUND: SOIL AND WATER</b>				
1000.11306.000.0021	Program Coordinator	S. Stephan	\$1,197.42	\$31,133.00
4948.12102.000.0000	Board Members		\$25 per diem	
<b>COUNTY GENERAL FUND: PLANNING COMMISSION</b>				
1000.11102.000.0022	Planning Director	M. Howard	\$1,549.31	\$40,282.00
1000.11500.000.0022	PT Secretary	T. Blair	\$12.70	\$13,874.00
1000.12102.000.0022	Plan Commission Board Member	D. Rice	Annual	\$385.00
1000.12102.000.0022	Plan Commission Board Member	J. Vogel	Annual	\$385.00

1000.12102.000.0022	Plan Commission Board Member	D. Schuler	Annual	\$385.00
1000.12102.000.0022	Plan Commission Board Member	S. Givens	Annual	\$385.00
1000.12102.000.0022	Plan Commission Board Member	S. Ridenour	Annual	\$385.00
1000.12102.000.0022	Plan Commission Board Member	L. Rosen	Annual	\$385.00
1000.12102.000.0022	Plan Commission Board Member	C. Slee	Annual	\$385.00
1000.12102.000.0022	Plan Commission Board Member	R. Curlless	Annual	\$385.00
1000.12102.000.0022	Board of Zoning Appeals Member	J. Vogel	Annual	\$385.00
1000.12102.000.0022	Board of Zoning Appeals Member	J. Younce	Annual	\$385.00
1000.12102.000.0022	Board of Zoning Appeals Member	D. Schuler	Annual	\$385.00
1000.12102.000.0022	Board of Zoning Appeals Member	D. Roser	Annual	\$385.00
1000.12102.000.0022	Board of Zoning Appeals Member	M. Milam	Annual	\$385.00
<b>COUNTY GENERAL FUND: VETERANS SERVICE</b>				
1000.11106.000.0025	Veteran's Service Officer	C. Lochner	\$461.54	\$12,000.00
1000.11307.000.0025	PT Deputy/Hourly	B. Dawes	7.25 - \$11.00	\$6,885.00
<b>COUNTY GENERAL FUND: WEIGHTS AND MEASURES</b>				
1000.11101.000.0026	Inspector	J. Vogel	\$428.73	\$11,147.00
<b>COUNTY GENERAL FUND: COMMISSIONERS</b>				
1000.11105.000.0029	1st Dist Commissioner	B. Hauptert	\$736.04	\$19,137.00
1000.11105.000.0029	2nd Dist Commissioner	S. Givens	\$736.04	\$19,137.00
1000.11105.000.0029	3rd Dist Commissioner	B. Eppley	\$736.04	\$19,137.00
1000.12002.000.0029	County Coordinator	J. Dils	\$1,733.15	\$45,062.00
1000.12202.000.0029	Commissioner's Custodian	R. Smith	\$1,323.08	\$34,400.00
<b>COUNTY GENERAL FUND: COUNCIL</b>				
1000.11206.000.0030	1st District Councilman	C. Markstahler	\$190.85	\$4,962.00
1000.11206.000.0030	2nd District Councilman	J. Kaltenmark	\$190.85	\$4,962.00
1000.11206.000.0030	3rd District Councilman	J. Dawes	\$190.85	\$4,962.00
1000.11206.000.0030	4th District Councilman	G. Nose	\$190.85	\$4,962.00
1000.11206.000.0030	At-Large Councilman	M. Ridenour	\$190.85	\$4,962.00
1000.11206.000.0030	At-Large Councilman	B. Ruppel	\$190.85	\$4,962.00
1000.11206.000.0030	At-Large Councilman	R. Curless	\$190.85	\$4,962.00
<b>COUNTY GENERAL FUND: EMA</b>				
1000.11102.000.0031	Executive Director	K. Walters	\$1,433.04	\$37,259.00
1000.11212.000.0031	FT Administrative Assistant (60%)	R. Guenin	\$655.15	\$17,034.00
1000.11207.000.0031	Assistant EMA Director	Vacant	\$247.31	\$6,430.00
<b>COUNTY GENERAL FUND: COURTHOUSE</b>				
1000.11606.000.0032	PT Custodian/Hourly	R. Sriver	\$10.71	\$16,077.00
1000.11904.000.0032	Extra Help	Hourly	\$7.25 - \$11.00	\$2,550.00
<b>COUNTY GENERAL FUND: JAIL</b>				
1000.11111.000.0033	Commander	K. Montgomery	\$1,463.65	\$38,055.00
1000.11208.000.0033	Matron/Cook	P. Cooper	\$1,429.65	\$37,171.00
1000.11309.000.0033	Asst Commander	D. Coburn	\$1,368.88	\$35,591.00
1000.11309.000.0033	Asst Commander	A. Hill	\$1,368.88	\$35,591.00
1000.11504.000.0033	Jail Officer	M. Henderson	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	J. Dials	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	J. Smith	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	J. Wilcox	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	T. Thomas	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	R. Sluss	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	B. Hostetler	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	D. Brown	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	D. Bailey	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	M. Castro	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	M. Galligan	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	M. Wood	\$1,301.62	\$33,842.00
1000.11504.000.0033	Jail Officer	Vacant	\$1,301.62	\$33,842.00
1000.11607.000.0033	IDACS/NCIC Dispatcher	T. Monce	\$1,301.65	\$33,843.00
1000.11902.000.0033	Records Clerk	K. Roth	\$1,177.35	\$30,611.00
1000.12000.000.0033	Overtime	Hourly	\$7.25 - \$16.23	\$7,000.00
1000.12105.000.0033	PT Cooks	Hourly	\$7.25 - \$11.00	\$20,000.00
1000.12203.000.0033	PT Jail Officer/Dispatch	Hourly	\$7.25 - \$11.00	\$20,000.00
<b>COUNTY GENERAL FUND: CIRCUIT COURT</b>				
1000.11112.000.0035	Circuit Court Judge	R. McCallen III	Supplemental	\$5,000.00
1000.11212.000.0035	FT Administrative Assistant (50%)	L. Mooney	\$587.85	\$15,284.00
1000.11310.000.0035	Court Reporter	C. Stroup	\$1,175.65	\$30,567.00
1000.11408.000.0035	Court Bailiff	C. Herrell	\$1,175.65	\$30,567.00
1000.12500.000.0035	Security Officer	C. Palmer	\$1,246.35	\$32,405.00
1000.11903.000.0035	PT Security Officer	Hourly	\$15.00	\$2,600.00
1000.13500.000.0035	Petit Jurors			\$6,000.00
<b>CASA FUND:</b>				
1212.11102.000.0000	Director	D. Street	\$1,326.92	\$34,500.00
<b>COUNTY GENERAL FUND: SUPERIOR COURT</b>				
1000.11112.000.0036	Superior Court Judge	C. Goff	Supplemental	\$5,000.00
1000.11212.000.0036	FT Administrative Assistant (50%)	L. Mooney	\$587.85	\$15,284.00

1000.11310.000.0036	Court Reporter	C. Striggle	\$1,175.65	\$30,567.00
1000.11409.000.0036	Court Bailiff	S. Kingston	\$1,175.65	\$30,567.00
1000.12501.000.0036	Security Officer	J. Martin	\$1,304.54	\$33,918.00
1000.13500.000.0036	Petit Jurors			\$2,000.00
1000.13700.000.0036	Witness Fees			\$100.00
1000.11908.000.0036	PT Security Officer	Hourly	\$15.00	\$3,000.00
1000.13100.000.0036	Judge Pro Tem			\$500.00
<b>COUNTY GENERAL FUND: PROBATION</b>				
1000.11113.000.0037	Chief Probation Officer	S. Dillon Lochner	\$2,023.77	\$52,618.00
1000.11118.000.0037	Probation Officer	Vacant	\$1,186.12	\$30,839.00
1000.11209.000.0037	Administrative Assistant	E. Myers	\$1,091.88	\$28,389.00
1000.11303.000.0037	Office Manager	J. Nance	\$1,155.42	\$30,041.00
1000.11410.000.0037	Probation Officer	T. Hanes	\$1,790.46	\$46,552.00
1000.11415.000.0037	Assistant Chief	Vacant	\$192.31	\$5,000.00
1000.11502.000.0037	Probation Officer	C. Ulmer	\$1,231.46	\$32,018.00
1000.11609.000.0037	Probation Officer	M. Wright	\$1,365.12	\$35,493.00
1000.11705.000.0037	Probation Officer	L. Shewman	\$1,387.19	\$36,067.00
1000.11804.000.0037	Probation Officer	M. Kurtz	\$1,234.96	\$32,109.00
1000.12003.000.0037	Probation Officer	T. Planck	\$1,276.77	\$33,196.00
1000.12700.000.0037	First Deputy Pay	J. Nance	\$38.46	\$1,000.00
<b>ADULT PROBATION USERS FEE FUND:</b>				
2100.11313.000.0000	PT Field Officer/Hourly	C. Galligan	\$15.00	\$12,176.00
2100.16000.000.0000	PT Field Officer/Hourly	J. Prater	\$15.00	\$8,117.00
<b>JUVENILE PROBATION USERS FEE FUND:</b>				
2150.11510.000.0000	Day Reporting	A. Lafferty	\$1,155.42	\$30,041.00
<b>ALCOHOL &amp; DRUG ABUSE FUND:</b>				
2510.11118.000.0000	Probation Officer	B. Bassett	\$1,587.42	\$41,273.00
2510.12503.000.0000	PT Security/Hourly	T. Niccum/J. Burnsw	\$15.30	\$2,029.00
<b>COUNTY GENERAL FUND: CENTRAL DISPATCH</b>				
1000.11102.000.9600	CD Director	S. Beeks	\$1,591.85	\$41,388.00
1000.11805.000.9600	CD Coordinator	B. Martin	\$1,408.00	\$36,608.00
1000.11610.000.9600	Dispatcher/IDAC/NCIC	L. Martin	\$1,353.92	\$35,202.00
1000.11615.000.9600	Dispatcher/Instructor	Vacant	\$230.77	\$6,000.00
1000.11706.000.9600	Dispatcher - 1	K. Baldwin	\$1,301.62	\$33,842.00
1000.11706.000.9600	Dispatcher - 2	A. Marley	\$1,301.62	\$33,842.00
1000.11706.000.9600	Dispatcher - 3	T. Eubank	\$1,301.62	\$33,842.00
1000.11706.000.9600	Dispatcher - 4	L. Moore	\$1,301.62	\$33,842.00
1000.11706.000.9600	Dispatcher - 5	D. Corn	\$1,301.62	\$33,842.00
1000.11706.000.9600	Dispatcher - 6	M. Martin	\$1,301.62	\$33,842.00
1000.11706.000.9600	Dispatcher - 7	A. Goodman	\$1,301.62	\$33,842.00
1000.11706.000.9600	Dispatcher - 8	M. Dazey	\$1,301.62	\$33,842.00
1000.11706.000.9600	Dispatcher - 9	K. Brainard	\$1,301.62	\$33,842.00
1000.12300.000.9600	PT Dispatchers	Hourly	\$9.00 - \$12.50	\$35,200.00
1000.12000.000.9600	Overtime	Hourly		\$5,555.00
<b>COUNTY HIGHWAY FUND:</b>				
1176.11114.000.0038	Superintendent	J. Martin	\$1,862.77	\$48,432.00
1176.11210.000.0038	Highway Dept Supervisor	P. Adams	\$1,453.46	\$37,790.00
1176.11412.000.0038	Highway Clerk/Hourly	M. Bever	\$16.50	\$34,320.00
1176.11115.000.0039	Driver/Operator - Hourly	M. Rehak	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	R. Mast	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	M. Wood	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	D. Gibson	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	D. Custer	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	R. Harber	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	B. Black	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	T. Reahard	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	J. Mast	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	R. Deeter	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	J. Waimann	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	K. Snyder	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	J. France	\$16.53	\$34,383.00
1176.11115.000.0039	Driver/Operator - Hourly	J. McCray	\$16.53	\$34,383.00
1176.12000.000.0039	Overtime/Hourly	Driver/Operators	\$24.80	\$35,000.00
1176.11312.000.0039	Sign Foreman/Hourly	A. Burton	\$16.53	\$34,383.00
1176.12001.000.0039	Overtime/Hourly	Sign Foreman	\$24.80	\$3,000.00
1176.11116.000.0040	Mechanics/Hourly	J. Lawson	\$17.32	\$36,027.00
1176.11116.000.0040	Mechanics/Hourly	K. Highley	\$17.32	\$36,027.00
1176.12000.000.0040	Overtime/Hourly	Mechanics	\$25.98	\$6,000.00
1176.11211.000.0040	Laborers/Night Watchman	Hourly	\$7.41 - \$13.24	\$41,952.00