

**WISE COUNTY, TEXAS
NON-EXEMPT AND HOURLY PAY PLAN AND CLASSIFICATIONS
EFFECTIVE DATE OF OCTOBER 1, 2008**

<u>GRADE</u>	<u>CLASSIFICATION</u>		MINIMUM	MIDPOINT	MAXIMUM
1	Administrative Clerk	Annual	\$20,280.00	\$23,660.00	\$27,040.00
	Emergency Medical Tech	Monthly			
	Information Services Tech. Custodian	Pay Period Hourly	\$9.75	\$11.38	\$13.00
2	Administrative Clerk	Annual	\$22,465.00	\$26,065.00	\$29,650.00
	Emergency Medical Tech.	Monthly			
	Information Services Tech. Custodian Janitorial / Maintenance	Pay Period Hourly	\$10.80	\$12.53	\$14.25
3	Deputy Clerk	Annual	\$24,750.00	\$28,705.00	\$32,660.00
	Legal Clerk	Monthly			
	Administrative Clerk	Pay Period			
	Emergency Medical Paramedic	Hourly	\$11.90	\$13.80	\$15.70
	Emergency Medical Tech,				
	Road Hand Crew Member				
	Public Works Road Hand				
	Public Works Work Crew R.H.				
	Information Services Tech.				
	911 Addressing Field Tech. Assist. Custodian Janitorial / Maintenance				
4	Deputy Clerk	Annual	\$27,250.00	\$31,680.00	\$36,100.00
	Legal Clerk	Monthly			
	Administrative Clerk	Pay Period			
	Emergency Medical Paramedic	Hourly	\$13.10	\$15.23	\$17.35
	Emergency Medical Tech.				
	Road Hand Crew Member				
	Public Works Road Hand				
	Public Works Work Crew R.H.				
	Information Services Tech.				
	911 Addressing Field Technician Janitorial / Maintenance				

5	Deputy Clerk	Annual	\$29,950.00	\$34,850.00	\$39,725.00
	Legal Clerk	Monthly			
	Professional Judicial Interpreter	Pay Period			
	Administrative Assistant	Hourly	\$14.40	\$16.75	\$19.10
	Emergency Medical Paramedic				
	Emergency Medical Tech.				
	Road Hand Crew Member				
	Public Works Road Hand –				
	Public Works Work Crew R.H.				
	Information Services Coordinator				
Janitorial/Maintenance Coordinator					
6	Deputy Clerk	Annual	\$34,500.00	\$40,125.00	\$45,750.00
	Legal Clerk Coordinator	Monthly			
	Certified Judicial Interpreter	Pay Period			
	Administrative Coordinator	Hourly	\$16.59	\$19.29	\$22.00
	Administrative Coordinator-Records Adm.				
	Elections – Voter Registrar				
	Emergency Medical Services Shift Supervisor				
	Emergency Medical Services Tech. Captain				
	Emergency Medical Services Coordinator				
	Senior Road Hand Crew Member				
	Senior Public Works Road Hand				
	Janitorial / Maintenance Supervisor				
	911 Addressing / Mapping Coordinator				
Information Services Senior Coordinator					
Custodial Coordinator / Assistant Supervisor					
7	Deputy Clerk Coordinator	Annual	\$37,900.00	\$44,200.00	\$50,500.00
	R.H. Crew Member Leadman	Monthly			
	P.W. Crew Member Leadman	Pay Period			
	P. W. Inmate Work Crew Jailer*	Hourly	\$18.22	\$21.25	\$24.28
	R. H. Inmate Work Crew Jailer*				
	Asset Control Administrator				
	Certified Judicial Interpreter Administrator				
	Indigent Health Administrator				
	Executive Assistant / Administrator				
	Human Resources Coordinator				
Emergency Medical Services Training Officer					
*Sworn Officer					
8	Senior R.H. Crew Member Leadman	Annual	\$41,500	\$48,250.00	\$55,000.00
	Public Works Foreman	Monthly			
	Office Manager	Pay Period			
	Senior Executive Assistant / Programs Manager	Hourly	\$19.95	\$23.20	\$26.44
9	Precinct Foreman	Annual	\$50,500	\$57,750	\$65,000.00
		Monthly			
		Pay Period			
		Hourly	\$24.28	\$27.76	\$31.25

**SHERIFF'S AND COUNTY'S SWORN PEACE PERSONNEL:
DEPUTIES, JAILERS, INVESTIGATORS, OFFICERS AND SUPERVISORY**

GRADE	CLASSIFICATION		MINIMUM	MIDPOINT	MAXIMUM
1	Part Time Animal Control Officer	Annual	\$20,100.00	\$23,925.00	\$27,050.00
	Part Time Jailer	Monthly			
	Part Time Deputy Clerk	Pay Period			
		Hourly	\$10.00	\$11.50	\$13.00
2	Part Time Animal Contr. Officer	Annual	\$23,088.00	\$29,640.00	\$30,160.00
	Part Time Jailer	Monthly			
	Part Time Deputy Clerk	Pay Period			
		Hourly	\$11.10	\$12.75	\$14.25
3	Animal Control Officer	Annual	\$24,750.00	\$28,700.00	\$32,660.00
	Jailer	Monthly			
		Pay Period			
		Hourly	\$11.90	\$13.80	\$15.70
4	Animal Control Officer	Annual	\$27,250.00	\$31,680.00	\$37,000.00
	Jailer	Monthly			
	Part Time Patrol Officer	Pay Period			
	Patrol Deputy	Hourly	\$13.10	\$15.23	\$17.35
5	Patrol Deputy	Annual	\$31,950.00	\$36,725.00	\$41,500.00
	Animal Control Officer	Monthly			
	Jailer	Pay Period			
	Work Crew Deputy	Hourly	\$15.36	\$17.65	\$19.95
6	Corporal	Annual	\$36,500.00	\$42,000.00	\$47,500.00
	Patrol Deputy	Monthly			
	Animal Control Officer	Pay Period			
	Jailer	Hourly	\$17.55	\$20.19	\$22.84
	Work Crew Deputy				
	Shop Supervisor Medical Officer				

7	Senior Corporal	Annual	\$40,500.00	\$47,500.00	\$54,500.00
	Senior Patrol Deputy	Monthly			
	FTO	Pay Period			
	Sheriff Investigator	Hourly	\$19.47	\$22.84	\$26.20
	Sheriff Narcotics Investigator				
	Sheriff Warrant Officer				
	District Attorney (DA) Investigator				
	Sex Offender Supervisor				
	Animal Cruelty Investigator (Certified)				
	Patrol Sergeant				
	Crime Prevention Sergeant				
	Jail Sergeant				
	Jail Inmate Booking/Commissary Supervisor				
	Courthouse Security				
	County-At-Law Court Bailiff				
	District Court Bailiff				
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8	Sheriff Investigator	Annual	\$45,575.00	\$52,700.00	\$59,825.00
	District Attorney Investigator	Monthly			
	County Attorney Investigator	Pay Period			
	Enforcement Lieutenant	Hourly	\$21.91	\$25.34	\$28.76
	Jail Lieutenant				
	County Attorney Warrant Officer				
	Courthouse Security Coordinator				
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9	DA Child Abuse Senior Investigator -	Annual	\$52,500.00	\$60,000.00	\$67,500.00
	District Attorney Senior Investigator	Monthly			
	Sheriff Office – Senior Investigator	Pay Period			
	Enforcement Captain	Hourly	\$25.25	\$28.85	\$32.45
	Assistant Jail Administrator (Captain)				

Cont.

SHERIFF'S NON-SWORN AND ADMINISTRATIVE PERSONNEL:

GRADE	CLASSIFICATION		MINIMUM	MIDPOINT	MAXIMUM
1	Part Time Dispatcher	Annual	\$20,800.00	\$23,920.00	\$27,040.00
	P/T Administrative Clerk	Monthly			
	Custodian	Pay Period			
		Hourly	\$10.00	\$11.50	\$13.00
2	Part Time Dispatcher	Annual	\$22,464.00	\$26,062.00	\$29,640.00
	P/T Administrative Clerk	Monthly			
	Custodian	Pay Period			
	Janitorial/Building Maint,	Hourly	\$10.80	\$12.53	\$14.25
3	Dispatcher	Annual	\$25,750.00	\$29,750.00	\$33,750.00
	IT Tech. Assistant	Monthly			
	Deputy Clerk	Pay Period			
	Administrative Clerk	Hourly	\$12.38	\$14.30	\$16.23
	Custodian				
	Janitorial/Building Maint.				
4	Dispatcher	Annual	\$28,000.00	\$32,500.00	\$37,000.00
	IT Tech Assistant	Monthly			
	Deputy Clerk	Pay Period			
	Administrative Clerk	Hourly	\$13.46	\$15.63	\$17.79
	Janitorial/Building Maint.				
5	Dispatcher	Annual	\$32,500.00	\$37,000.00	\$41,500.00
	Information Services Coordinator	Monthly			
	Deputy Clerk	Pay Period			
	Administrative Assistant	Hourly	\$15.63	\$17.79	\$19.95
	Janitorial/Building Maintenance				
6	Dispatcher	Annual	\$35,500.00	\$40,625.00	\$45,750.00
	Information Services Supervisor	Monthly			
	Deputy Clerk Coordinator	Pay Period			
	Administrative Coordinator	Hourly	\$17.07	\$19.53	\$22.00
	Civil Warrants Manager				

7	Office Manager	Annual	\$39,000.00	\$45,750.00	\$52,500.00
	Executive Assistant	Monthly			
	Assistant Dispatch Supervisor	Pay Period			
	Sheriff Training Coordinator	Hourly	\$18.75	\$22.00	\$25.25
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8	Senior Executive Assistant	Annual	\$46,500.00	\$52,250.00	\$60,000.00
	Senior Programs Manager	Monthly			
	Communications Manager	Pay Period			
		Hourly	\$22.36	\$25.12	\$28.85

Continued next page – See Part Time Hourly Positions / Rates

WISE COUNTY, TEXAS

PART TIME HOURLY PAY PLAN FOR FY 2009

- Part Time Justice of the Peace Clerk - \$11.10 per hour
- Part Time Auditor Department Clerk - \$ 11.10 per hour
- Part Time County Records Department Clerk - \$11.10 per hour
- Part Time County Tax Assessor / Collector Department Clerk - \$11.10 per hour
- Part Time Indigent Health Administration Clerk - \$11.10 per hour
- Part Time Clerk – General / Miscellaneous County Offices - \$11.10 per hour
- Part Time County Agent – Food Services Clerk - \$11.10 per hour
- Part Time Assistant IT Specialist - \$14.30 per hour
- Part Time Janitorial Service Person - \$11.10 per hour
- Part Time Janitorial / Maintenance Person - \$13.50 per hour
- Part Time Sheriff's Office Jailer - \$15.50 per hour
- Part Time Sheriff's Office Dispatcher - \$12.40 per hour
- Part Time Emergency Medical Services EMT – Minimum \$10.60 to Max. \$11.60 per hour
- Part Time Emergency Medical Services Paramedic - Minimum \$12.90 to Max. \$14.05 per hour
- Part Time Public Works Road-Hand Crew Member - \$13.65 per hour
- Part Time Precinct Road-Hand Crew Member - \$13.65 per hour
- Part Time Precinct Retired Road & Bridge Road-Hand - \$15.25 *

***DEPARTMENT HEADS:** Shall reference the Texas Government Code Regulations/Laws in regards to re-hiring of Retired Personnel prior to re-hiring or hiring part time any retired County employees. Significant consequential penalties levied by the State of Texas to County Retirement Plans are involved in event of violation of said Regulation / Laws. Department Heads must confer with the Wise County Human Resources Director (County Treasurer) prior to any hiring of retired County personnel in any capacity.

Note: Policy Statement continued on following page...

NOTE: The foregoing Wise County Pay Plan (the “Pay Plan”) with Effective Date of October 1, 2008, as approved along with, and being a part of, the Wise County Budget for the Fiscal Year 2009 (October 1, 2008 – September 30, 2009) eliminates the previous County Salary and Position Advancement Policies within the County Handbook to include, but not limited to, those previous County Handbook Policies that restricted Departments from having not more than one (1) Office Manager and/or one (1) Deputy Clerk Coordinator (formerly called the “Chief Clerical Deputy” or “Chief Deputy”) within the same Department, and also additionally eliminates the restrictions of the number of Precinct Leadmen for each County Precinct (said Precinct Leadmen increase/decrease number policy becomes effective at the discretion of the individual Precinct Commissioners). Conjointly, the previous Salary and Position promotion “time of service” requirements and associated starting / step increase wage rates are also eliminated and replaced by the new Wise County Pay Plan with new Job Titles, Grade Classifications, and Pay Ranges as illustrated hereinabove. The Handbook Committee and Commissioners Court will periodically review the Pay Plan for any needed revisions to various portions of said Pay Plan on a year to year basis.

All Department Heads (Elected and appointed) will annually justify any proposed individual Personnel Position reclassifications / changes in individual department employee fiscal monies and/or added personnel requests in conjunction with the various employee numbers and individual wage rates in each Grade Level, to include the number of Coordinators and/ or Office Managers / Hourly Supervisors / Leadmen in their respective Offices / Departments.

The final proposed requests and justification of said reclassifications, changes in personnel workforce, etc. will occur during the preliminary Budget Process for each new upcoming Fiscal Year, and will ultimately be made and presented to the full Commissioners Court, and therefore, all / any proposed revisions and the final salary and wage budgets under the new Wise County Pay Plan as adopted effective October 1, 2008 will be subject to the approval of the Wise County Commissioners Court on an annual basis and will be subject to and be a part of the final approved Budget for each fiscal year.