

**Blaine County
Kinds & Levels Chart**

Pay Range	Administration Treasurer Assessor Commissioners Indigent	Clerk/Auditor/Recorder Clerk/Courts IT Elections	Land Use & Bldg Svc. GIS	Recycling Center Road & Bridge Weeds Building & Grounds	Prosecuting Attorney Probation District Court Coroner	Sheriff Jail Dispatch / E-911
16					Prosecuting Attorney	
15					Chief Deputy Prosecuting Atty	Sheriff
14						Chief Deputy Sheriff
13		Clerk			Deputy Pros. Atty. (Felony)	
12	Treasurer Assessor Commissioners		LUBS Director	Road & Bridge Manager	Deputy Pros. Atty. (Misdemeanor) Chief Probation Officer	Patrol Captain Detention Captain Director Emergency Comm. Ketchum Chief of Police
11	Administrative Services Manager	IT Manager	GIS Manager		Coroner	Patrol Lieutenant Detention Lieutenant
10	Chief Deputy Assessor HR Generalist III Chief Deputy Treasurer	Chief Deputy Clerk/Aud/Rec Court Supervisor Senior IT Analyst	Senior Planner Building Official Senior GIS Analyst GIS Analyst/CAD Admin.	R&B Foreman Building & Grounds Manager Noxious Weeds Superintendent		Patrol Sergeant Detention Sergeant Investigator Telecommunications Supervisor
9	HR Generalist II Appraiser IV Indigent Services Manager	IT Analyst Payroll/Insurance Specialist III	Build. Inspector II Planner II GIS Analyst	R&B Lead Worker	Adult Probation Officer Juvenile Probation Officer Juvenile Services Officer Law Clerk	Patrol Deputy III Detention Deputy III Bailliff III Telecommunications Operator IV
8	Appraiser III HR Generalist I Administrative Specialist III	Senior Deputy Clerk/Aud/Rec Senior Deputy Clerk/AR IT Specialist Payroll/Insurance Specialist II	Zoning Specialist Planner I Build. Inspector I Code Compliance Officer Grant Coordinator GIS Specialist	R&B Shop Mechanic Sr. B&G Maintenance Technician Recycling Center Supervisor	Paralegal/Legal Secretary	Patrol Deputy II Detention Deputy II Bailliff II Telecommunications Operator III
7	Motor Vehicle License Supervisor Appraiser II Sr. Deputy Treasurer Indigent Services Asst./Election Clerk Administrative Specialist II	Payroll/Insurance Specialist I Jury Commissioner/Interpreter Senior Deputy Recorder Deputy Recorder Court Clerk Deputy Auditor Accts Payable Specialist		R&B Equipment Operator B&G Maintenance Technician Recycling Ctr Equip Oper	Victim Witness/Legal Secretary Legal Secretary Deputy Coroner	Patrol Deputy I Detention Deputy I Telecommunications Operator I Bailliff RMS Data Manager Disaster Services Animal Control Officer Command Staff Assistant
6	Administrative Specialist I	Sr. Clerk/Aud/Rec Secretary	Building Services Office Manager/Permit Tech	BC Outreach & Education Coordinator		Civil Administrator Records Deputy Detention Admin. Assistant Sr. Central Control Operator KPD Sr. Admin. Assistant KPD Community Service Officer
5	Comm. Assistant Personal Prop Appraiser GIS-Certified Mapping Clerk Appraiser I Lead Customer Service Spec/Roll Clerk	Court Accounts Receivable Deputy Court Records Clerk Clerk/Aud/Rec Secretary	LUBS Office Manager	Weed Control Assistant Weeds Outreach Coordinator Operations Admin Assistant		Central Control Operator KPD Administrative Assistant
4	Motor Vehicle License Clerk Deputy Treasurer	Election Clerk			Probation Office Manager Pros. Atty. Office Assistant	Drivers License Clerk
3				Custodian		
2	Customer Service Spec.					
1		Range 0-1 may be used for temporary/seasonal/occasional positions				
0		Range 0-1 may be used for temporary/seasonal/occasional positions				

Salary Schedule

Blaine County

Salary Schedule for FY17 - - Hourly Rates

Pay Range
↓

Market Point
↓

Range Maximum
↓

	A	B	C			D
	Hiring	Proficient	Market Range			Superior Performance
16	\$51.78	\$54.89	\$58.18	\$61.09	\$67.20	\$75.26
15	\$46.23	\$49.01	\$51.95	\$54.55	\$60.00	\$67.20
14	\$41.28	\$43.76	\$46.38	\$48.70	\$53.57	\$60.00
13	\$36.86	\$39.07	\$41.41	\$43.48	\$47.83	\$53.57
12	\$32.91	\$34.88	\$36.98	\$38.82	\$42.71	\$47.83
11	\$29.38	\$31.15	\$33.01	\$34.66	\$38.13	\$42.71
10	\$26.23	\$27.81	\$29.48	\$30.95	\$34.05	\$38.13
9	\$23.42	\$24.83	\$26.32	\$27.63	\$30.40	\$34.05
8	\$20.91	\$22.17	\$23.50	\$24.67	\$27.14	\$30.40
7	\$18.67	\$19.79	\$20.98	\$22.03	\$24.23	\$27.14
6	\$17.29	\$18.33	\$19.43	\$20.40	\$22.44	\$25.13
5	\$16.01	\$16.97	\$17.99	\$18.89	\$20.78	\$23.27
4	\$14.82	\$15.71	\$16.66	\$17.49	\$19.24	\$21.55
3	\$13.73	\$14.55	\$15.42	\$16.19	\$17.81	\$19.95
2	\$12.71	\$13.47	\$14.28	\$14.99	\$16.49	\$18.47
1	\$11.77	\$12.47	\$13.22	\$13.88	\$15.27	\$17.10
0	\$10.90	\$11.55	\$12.24	\$12.85	\$14.14	\$15.84
	Hiring = 6%	Proficient = 6%	Market Range = 15%			Superior Performance = 12%

*Compa-Ratio: 85% 90% 95% 100% 110% 123%

Structure Design:

Approx. 18% spread from range minimum to market point
 Approx. 23% range spread from market point to range maximum
 Range Max. is 12% greater than the top of the market range
 Market Range is 5% below and 10% above the Market Point
 Total Range Width = Approximately 45%

Grade Progression:

8% grades 0-7
 12% grades 7-16

*Compa-Ratio = Salary divided by Market Point

Compa-Ratio displays a specific pay rate's position in the range in relation to the market point.

The shaded block represents the control link to the survey data.

Salary Schedule

Blaine County

Salary Schedule for FY17 - Monthly Rates

Pay Range	Market Point		Range Maximum			
	A Hiring	B Proficient	C Market Range		D Superior Performance	
16	\$8,975	\$9,514	\$10,085	\$10,589	\$11,648	\$13,046
15	\$8,014	\$8,494	\$9,004	\$9,454	\$10,400	\$11,648
14	\$7,155	\$7,584	\$8,039	\$8,441	\$9,286	\$10,400
13	\$6,388	\$6,772	\$7,178	\$7,537	\$8,291	\$9,286
12	\$5,704	\$6,046	\$6,409	\$6,729	\$7,402	\$8,291
11	\$5,093	\$5,398	\$5,722	\$6,008	\$6,609	\$7,402
10	\$4,547	\$4,820	\$5,109	\$5,365	\$5,901	\$6,609
9	\$4,060	\$4,304	\$4,562	\$4,790	\$5,269	\$5,901
8	\$3,625	\$3,842	\$4,073	\$4,277	\$4,704	\$5,269
7	\$3,237	\$3,431	\$3,637	\$3,818	\$4,200	\$4,704
6	\$2,997	\$3,177	\$3,367	\$3,536	\$3,889	\$4,356
5	\$2,775	\$2,941	\$3,118	\$3,274	\$3,601	\$4,033
4	\$2,569	\$2,723	\$2,887	\$3,031	\$3,334	\$3,734
3	\$2,379	\$2,522	\$2,673	\$2,807	\$3,087	\$3,458
2	\$2,203	\$2,335	\$2,475	\$2,599	\$2,859	\$3,202
1	\$2,040	\$2,162	\$2,292	\$2,406	\$2,647	\$2,965
0	\$1,889	\$2,002	\$2,122	\$2,228	\$2,451	\$2,745
	Hiring = 6%	Proficient = 6%	Market Range = 15%		Superior Performance = 12%	

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Salary Schedule

Blaine County

Salary Schedule for FY17 - Annual Rates

Pay Range	Market Point		Range Maximum			
	A Hiring	B Proficient	C Market Range		D Superior Performance	
16	\$107,704	\$114,166	\$121,016	\$127,067	\$139,773	\$156,546
15	\$96,164	\$101,934	\$108,050	\$113,452	\$124,798	\$139,773
14	\$85,861	\$91,012	\$96,473	\$101,297	\$111,426	\$124,798
13	\$76,661	\$81,261	\$86,137	\$90,444	\$99,488	\$111,426
12	\$68,448	\$72,555	\$76,908	\$80,753	\$88,828	\$99,488
11	\$61,114	\$64,781	\$68,668	\$72,101	\$79,311	\$88,828
10	\$54,566	\$57,840	\$61,310	\$64,376	\$70,814	\$79,311
9	\$48,720	\$51,643	\$54,741	\$57,479	\$63,226	\$70,814
8	\$43,500	\$46,110	\$48,876	\$51,320	\$56,452	\$63,226
7	\$38,839	\$41,169	\$43,640	\$45,822	\$50,404	\$56,452
6	\$35,962	\$38,120	\$40,407	\$42,427	\$46,670	\$52,270
5	\$33,298	\$35,296	\$37,414	\$39,285	\$43,213	\$48,399
4	\$30,832	\$32,682	\$34,642	\$36,375	\$40,012	\$44,814
3	\$28,548	\$30,261	\$32,076	\$33,680	\$37,048	\$41,494
2	\$26,433	\$28,019	\$29,700	\$31,185	\$34,304	\$38,420
1	\$24,475	\$25,944	\$27,500	\$28,875	\$31,763	\$35,574
0	\$22,662	\$24,022	\$25,463	\$26,736	\$29,410	\$32,939
	Hiring = 6%	Proficient = 6%	Market Range = 15%		Superior Performance = 12%	

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