

2025 – 2026 GRAHAM COUNTY SALARY PAY PLAN

GRADE	POSITION					
		MIN	2	MID	4	MAX
50	LABORER	14.00	14.21	14.43	14.65	14.87
	CONVENIENCE SITE ATTENDANT	14.00	14.21	14.43	14.65	14.87
	RECREATION SEASONAL STAFF	14.00	14.21	14.43	14.65	14.87
	FOOD SERVICE ASST I	14.00	14.21	14.43	14.65	14.87
	GROUNDS LABORER	14.00	14.21	14.43	14.65	14.87
	MOW DRIVER	14.00	14.21	14.43	14.65	14.87
		14.00	14.21	14.43	14.65	14.87
		14.00	14.21	14.43	14.65	14.87
		14.00	14.21	14.43	14.65	14.87
51	PROCESSING ASSISTANT I	14.00	14.25	14.50	14.76	15.34
52	COOK I	14.00	14.28	14.57	14.87	15.86
	FOOD SERVICE ASST II	14.00	14.28	14.57	14.87	15.86
	OFFICE AIDE	14.00	14.28	14.57	14.87	15.86
	TELECOMMUNICATOR TRAINEE	14.00	14.28	14.57	14.87	15.86
53		14.00	14.32	14.68	15.04	16.37
54	OFFICE ASST II	14.00	14.39	14.71	15.38	16.92
	PROCESSING ASST II	14.00	14.39	14.71	15.38	16.92
	COMMUNITY SOCIAL SERVICES ASST	14.00	14.39	14.71	15.38	16.92
55	COOK II	14.00	14.42	14.86	15.20	17.46

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	ACTIVITY COORDINATOR		14.00	14.42	14.86	15.20	17.46
56	MEDICAL LAB ASST II		14.00	14.59	15.03	15.48	18.08
	DETENTION TRAINEE		14.00	14.59	15.03	15.48	18.08
	BUILDING CUSTODIAN		14.00	14.59	15.03	15.48	18.08
	LANDSCAPER - CEMETERY		14.00	14.59	15.03	15.48	18.08
	DETENTION – TRANSPORT		14.00	14.59	15.03	15.48	18.08
57	CLERK III		14.00	14.92	15.47	17.11	18.74
	EMT BASIC		14.00	14.92	15.47	17.11	18.74
	RECREATION ASSISTANT		14.00	14.92	15.47	17.11	18.74
	DATE ENTRY OPERATOR II		14.00	14.92	15.47	17.11	18.74
	MEDICAL OFFICE ASSISTANT		14.00	14.92	15.47	17.11	18.74
	PROCESSING ASSISTANT III		14.00	14.92	15.47	17.11	18.74
	ACCOUNTING CLERK III		14.00	14.92	15.47	17.11	18.74
	TAX CLERK I (P/A III)		14.00	14.92	15.47	17.11	18.74
	NUTRITION SITE COORDINATOR		14.00	14.92	15.47	17.11	18.74
	OFFICE ASST III		14.00	14.92	15.47	17.11	18.74
	SCALE HOUSE OPERATOR		14.00	14.92	15.47	17.11	18.74
	ASSISTANT TO BLDG MAINTENANCE COORD		14.00	14.92	15.47	17.11	18.74
	BAILIFF		14.00	14.92	15.47	17.11	18.74
	911 TELECOMMUNICATOR		14.00	14.92	15.47	17.11	18.74
58	LPN I		14.00	14.65	15.99	17.70	19.41
	LEAD WORKER III		14.00	14.65	15.99	17.70	19.41

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	ASST TO SENIOR SERVICES DIRECTOR		14.00	14.65	15.99	17.70	19.41
	VEHICLE OPERATOR III		14.00	14.65	15.99	17.70	19.41
	SANITATION CDL DRIVER/WORKER		14.00	14.65	15.99	17.70	19.41
	CUSTODIAL SERVICES DIRECTOR		14.00	14.65	15.99	17.70	19.41
	GROUNDS DIRECTOR		14.00	14.65	15.99	17.70	19.41
	TRANSIT OPERATOR		14.00	14.65	15.99	17.70	19.41
59	DCI RECORDS CLERK		14.00	14.77	16.55	18.33	20.11
	EMT ADVANCED		14.00	14.77	16.55	18.33	20.11
	OFFICE WORK UNIT SUPERVISOR IV		14.00	14.77	16.55	18.33	20.11
	PROCESSING ASSISTANT IV		14.00	14.77	16.55	18.33	20.11
	DENTAL ASSISTANT		14.00	14.77	16.55	18.33	20.11
	CEMETERY DIRECTOR		14.00	14.77	16.55	18.33	20.11
	ACCOUNTING CLERK IV		14.00	14.77	16.55	18.33	20.11
	911 DCI OFFICER		14.00	14.77	16.55	18.33	20.11
	911 TELECOMMUNICATOR II		14.00	14.77	16.55	18.33	20.11
	911 CT TRAINING OFFICER		14.00	14.77	16.55	18.33	20.11
	INCOME MAINTENANCE CW TRAINEE		14.00	14.77	16.55	18.33	20.11
60	911 ADDRESSING TECH		14.00	15.28	17.14	19.01	20.87
	DEPUTY REGISTER OF DEEDS		14.00	15.28	17.14	19.01	20.87
	MECHANIC I		14.00	15.28	17.14	19.01	20.87

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	ASST. DIRECTOR BOARD OF ELECTIONS		14.00	15.28	17.14	19.01	20.87
	911 QUALITY ASSURANCE OFFICER		14.00	15.28	17.14	19.01	20.87
	911 TELECOMMUNICATOR III		14.00	15.28	17.14	19.01	20.87
	911 CT TRAINING COORDINATOR		14.00	15.28	17.14	19.01	20.87
	DEPUTY TAX COLLECTOR		14.00	15.28	17.17	19.01	20.87
	DEPUTY TAX ASSESSOR		14.00	15.28	17.17	19.01	20.87
			14.00	15.83	17.78	19.73	21.67
61	OFFICE ASST V		14.00	15.83	17.78	19.73	21.67
	ACCOUNTING TECH II		14.00	15.83	17.78	19.73	21.67
	ACCOUNTING CLERK V		14.00	15.83	17.78	19.73	21.67
	911 TELECOM ASST DIRECTOR		14.00	15.83	17.78	19.73	21.67
	PROCESS UNIT SUPERVISOR V		14.00	15.83	17.78	19.73	21.67
	INCOME MAINTENANCE CASEWORKER I		14.00	15.83	17.78	19.73	21.67
	SOCIAL WORKER TRAINEE W/A SW I		14.00	15.83	17.78	19.73	21.67
	COMMUNITY SOCIAL SERVICES TECH		14.00	15.83	17.78	19.73	21.67
62	TRANSIT - MOBILITY MANAGER		14.34	16.38	18.41	20.90	22.49
	TRANSIT DISPATCHER		14.34	16.38	18.41	20.90	22.49
	MEDICAL LAB TECHNICIAN I		14.34	16.38	18.41	20.90	22.49
	LPN I		14.34	16.38	18.41	20.90	22.49
63	INCOME MAINTENANCE CASEWORKER II		14.83	16.97	19.10	21.23	23.36
	ADMINISTRATIVE ASST I		14.83	16.97	19.10	21.23	23.36
	INCOME MAINTENANCE INVESTIGATOR I		14.83	16.97	19.10	21.23	23.36
	PUBLIC HEALTH EDUCATOR I		14.83	16.97	19.10	21.23	23.36

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	SOCIAL WORKER I		14.83	16.97	19.10	21.23	23.36
	TRAVEL AND TOURISM COORDINATOR		14.83	16.97	19.10	21.23	23.36
	FACILITIES MAINTENANCE COORDINATOR		14.83	16.97	19.10	21.23	23.36
	SOIL AND WATER OFFICER		14.83	16.97	19.10	21.23	23.36
	PROCESSING ASSISTANT SUPERVISOR V		14.83	16.97	19.10	21.23	23.36
64	MEDICAL LAB TECHNICIAN II		15.34	17.58	19.82	22.06	24.29
	PARAMEDIC		15.34	17.58	19.82	22.06	24.29
	ASST 911 DIRECTOR		15.34	17.58	19.82	22.06	24.29
65	ADMINISTRATIVE ASSISTANT II		15.87	18.23	20.59	22.95	25.31
	DETENTION OFFICER - CERTIFIED		15.87	18.23	20.59	22.95	25.31
	CHILD SUPPORT AGENT II		15.87	18.23	20.59	22.95	25.31
	INCOME MAINTENANCE CASEWORKER III		15.87	18.23	20.59	22.95	25.31
	INCOME MAINTENANCE SUPERVISOR I		15.87	18.23	20.59	22.95	25.31
	INCOME MAINTENANCE INVESTIGATOR I		15.87	18.23	20.59	22.95	25.31
	MAPPING/ GIS CORRINATOR		15.87	18.23	20.59	22.95	25.31
	COMMUNITY PLANNER - 2 YR DEGREE & EXPERIENCE		15.87	18.23	20.59	22.95	25.31
66	LPN II		16.44	18.33	21.41	23.89	26.37
	SANITATION DIRECTOR		16.44	18.33	21.41	23.89	26.37
	TRANSIT - ASST DIRECTOR		16.44	18.33	21.41	23.89	26.37
	COMMUNICATIONS 911 DIRECTOR		16.44	18.33	21.41	23.89	26.37

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	DEPUTY FINANCE OFFICER		16.44	18.33	21.41	23.89	26.37
	DEPUTY SENIOR CENTER DIRECTOR		16.44	18.33	21.41	23.89	26.37
	RECREATION DIRECTOR		16.44	18.33	21.41	23.89	26.37
67	ADMINISTRATIVE OFFICER I		17.05	19.68	22.30	24.32	27.54
	CHILD SUPPORT SUPERVISOR I		17.05	19.68	22.30	24.32	27.54
	DETENTION SUPERVISOR		17.05	19.68	22.30	24.32	27.54
	INCOME MAINTENANCE SUPERVISOR II		17.05	19.68	22.30	24.32	27.54
	PUBLIC HEALTH EDUCATOR II		17.05	19.68	22.30	24.32	27.54
	SOCIAL WORK SUPERVISOR I		17.05	19.68	22.30	24.32	27.54
	SOCIAL WORKER II		17.05	19.68	22.30	24.32	27.54
	SHERIFF DEPUTY NON-CERTIFIED		17.05	19.68	22.30	24.32	27.54
	ADMINISTRATIVE ASSISTANT III		17.05	19.68	22.30	24.32	27.54
	ACCOUNTING TECHNICIAN V		17.05	19.68	22.30	24.32	27.54
	TAX COLLECTOR		17.05	19.68	22.30	24.32	27.54
	TAX ASSESSOR		17.05	19.68	22.30	24.32	27.54
	ACCOUNTING SPECIALIST		17.05	19.68	22.30	24.32	27.54
68	DIRECTOR OF ELECTIONS		17.67	20.45	23.23	26.01	28.79
	DENTAL HYGIENIST I		17.67	20.45	23.23	26.01	28.79
	COMPUTER SYSTEM ADMINISTRATOR I		17.67	20.45	23.23	26.01	28.79
	CLERK TO THE BOARD OF COMMISSIONERS		17.67	20.45	23.23	26.01	28.79
69	ENVIRONMENTAL TECHNICIAN I		18.33	21.26	24.19	27.12	30.05
	INCOME MAINTENANCE SUP III		18.33	21.26	24.19	27.12	30.05
	SOCIALWORKER III		18.33	21.26	24.19	27.12	30.05

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	CAPITAL PROJECTS MGR/ASST BUILDING INSP	18.33	21.26	24.19	27.12	30.05
	SENIOR CENTER DIRECTOR	18.33	21.26	24.19	27.12	30.05
	ENVIRONMENTAL HEALTH SPECIALIST TRAINEE	18.33	21.26	24.19	27.12	30.05
	HUMAN SERVICES PROGRAM SPECIALIST	18.33	21.26	24.19	27.12	30.05
70	PUBLIC HEALTH NURSE I	19.05	22.14	25.23	28.32	31.40
	ENVIRONMENTAL TECHNICIAN II	19.05	22.14	25.23	28.32	31.40
	SOCIAL WORK SUPERVISOR II	19.05	22.14	25.23	28.32	31.40
	ADMINISTRATIVE OFFICER II	19.05	22.14	25.23	28.32	31.40
	DENTAL HYGIENIST II	19.05	22.14	25.23	28.32	31.40
	SOCIAL WORK INVESTIGATIVE/ASSESSMENT & TREAT	19.05	22.14	25.23	28.32	31.40
	EMERGENCY MANAGEMENT PLANNER	19.05	22.14	25.23	28.32	31.40
	COMPUTER SYSTEM ADMINISTRATOR II	19.05	22.14	25.23	28.32	31.40
	DEPUTY – CERTIFIED	19.05	22.14	25.23	28.32	31.40
	SRO – SCHOOL RESOURCE OFFICER	19.05	22.14	25.23	28.32	31.40
71	FINANCE OFFICER	19.77	23.03	26.28	29.54	32.79
	DEPUTY HUMAN RESOURCE OFFICER	19.77	23.03	26.28	29.54	32.79
	ENVIRONMENTAL HEALTH SPECIALIST/COORDINATOR	19.77	23.03	26.28	29.54	32.79
72	PUBLIC HEALTH NURSE II	20.51	23.95	27.38	30.18	34.24
	TRAVEL AND TOURISM EXEC DIRECTOR	20.51	23.95	27.38	30.18	34.24
	TRANSIT DIRECTOR	20.51	23.95	27.38	30.18	34.24
	COMPUTER SYSTEM ADMINISTRATOR III	20.51	23.95	27.38	30.18	34.24
	BLDG INSP. - CODE ENFORCEMENT - HOLDS ALL CERTS	20.51	23.95	27.38	30.18	34.24
	SRO – SUPERVISOR SCHOOL RESOURCE	20.51	23.95	27.38	30.18	34.24
73	COMMUNITY DEVELOPMENT PLANNER 1 - MPA MIN ED	21.32	24.34	28.55	32.17	35.78
	SOCIAL WORK SUPERVISOR III	21.32	24.34	28.55	32.17	35.78

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	DETECTIVE – SERGEANT		21.32	24.34	28.55	32.17	35.78
	SHERIFF ADMINISTRATIVE SECRETARY		21.32	24.34	28.55	32.17	35.78
74	HUMAN RESOURCES DIRECTOR		22.21	26.02	29.82	33.63	37.43
	PUBLIC HEALTH NURSE SUPERVISOR I		22.21	26.02	29.82	33.63	37.43
	SOCIAL WORK PROGRAM MANAGER		22.21	26.02	29.82	33.63	37.43
75	LIEUTENANT		23.17	27.16	31.15	35.14	39.13
76	PUBLIC HEALTH NURSE SUPERVISOR II		24.15	28.35	32.54	36.73	40.32
	CAPTAIN		24.15	28.35	32.54	36.73	40.32
77	INTERIM HEALTH DIRECTOR		25.18	29.56	33.93	38.30	42.04
	INTERIM DSS DIRECTOR		25.18	29.56	33.93	38.30	42.04
	ENVIRONMENTAL HEALTH SPECIALIST CERTIFIED		25.18	29.56	33.93	38.30	42.04
78	CHIEF DEPUTY		26.39	30.99	35.58	40.18	44.78
79	CAPITAL PROJECTS MANAGER		27.59	32.41	37.22	42.04	46.96
80	FINANCE DIRECTOR - HOLDS ALL CERTS		28.99	33.08	38.92	43.97	49.01
	DSS DIRECTOR		28.99	33.08	38.92	43.97	49.01
	PUBLIC HEALTH DIRECTOR		28.99	33.08	38.92	43.97	49.01
81	COUNTY MANAGER		30.14	35.43	40.71	45.99	51.27
82	SHERIFF		31.47	37.03	42.59	48.15	53.70

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83			32.95	38.70	44.61	50.45	56.28
84	DENTIST I		34.47	40.59	46.71	52.03	58.95
85			36.06	42.48	48.90	55.32	61.74
86			37.72	44.46	51.20	57.94	64.69
87			39.47	46.05	53.62	60.70	67.77
88			41.45	48.36	56.31	63.74	71.16
89	DENTIST II		43.53	50.78	59.13	66.93	74.72
90	PHYSICIAN EXTENDER I		45.71	53.32	62.09	70.28	77.20
91	PHYSICIAN EXTENDER II		48.00	55.99	65.20	73.80	81.06