

# Lake County Job Architecture

Job Level Annual (Hourly x 2080) Hourly	Support, Trades, Administration, Representatives, Service (STARS)	Knowledge Workers	Managers
<b>16</b> \$192,000 - \$240,000 - \$288,000 \$92.31 - \$115.38 - \$138.46			<b>Head of multi-organization Enterprise</b>
<b>15</b> \$167,000 - \$208,700 - \$250,400 \$80.29 - \$100.34 - \$120.38			<b>Head of an Independent Organization</b>
<b>14</b> \$145,200 - \$181,500 - \$217,800 \$69.81 - \$87.26 - \$104.71			<b>Head of an Organization</b>
<b>13</b> \$126,200 - \$157,800 - \$189,400 \$60.67 - \$75.87 - \$91.06			<b>Head of an Enterprise Function</b>
<b>12</b> \$109,800 - \$137,200 - \$164,600 \$52.79 - \$65.96 - \$79.13		<b>Enterprise Strategist</b> THE top technical authority for an Enterprise Function	<b>Head of an Organization Function</b>
<b>11</b> \$95,400 - \$119,300 - \$143,200 \$45.87 - \$57.36 - \$68.85		<b>Function Strategist</b> THE top technical authority for an Enterprise discipline or process	<b>Operational Executive</b> Manager of a <i>primary division</i> of a function or a discipline
<b>10</b> \$83,000 - \$103,700 - \$124,400 \$39.90 - \$49.86 - \$59.81		Strategist positions above are staffed on an exception basis	<b>Third Level Manager</b> Manager of Managers
<b>9</b> \$72,800 - \$91,000 - \$109,200 \$35.00 - \$43.75 - \$52.50		<b>Consultant Professional</b> A highest level expert in a sub-discipline	<b>Second Level Manager</b> Supervisor of Managers or 3+ Teams of Specialist Knowledge Workers
<b>8</b> \$63,800 - \$79,800 - \$95,800 \$30.67 - \$38.37 - \$46.06		<b>Expert Professional</b> Advanced capabilities & credentials Entry level for required doctorate	<b>First Level Manager</b> Supervisor of Professionals (exempt staff and/or Supervisors)
		Typically < 10% of employees above this line	
<b>7</b> \$56,000 - \$70,000 - \$84,000 \$26.92 - \$33.65 - \$40.38		<b>Career Professional</b> Independently carries out all assignments typical of the profession	<b>Supervisor</b> <i>Large</i> Unit and/or <i>Complex</i> work Typically ≥ 7 non-exempt staff with Service Area or Agencywide scope
<b>6</b> \$49,500 - \$61,900 - \$74,300 \$23.80 - \$29.76 - \$35.72	<b>Lead STARS Program Lead</b> Typically a single incumbent in a unique role to the program	<b>Experienced Professional</b> Work requires BOTH seasoned technical skills AND understanding of County processes, policies, programs	<b>Supervisor</b> <i>Mid-Size</i> Unit. Directly supervise non-exempt workers in a relatively defined technical or administrative process typically with program scope
<b>5</b> \$43,800 - \$54,800 - \$65,800 \$21.06 - \$26.35 - \$31.63	<b>Highly Experienced</b>	<b>Novice/Entry Professional</b> Relevant BA + < 2 years experience A professional trainee	<b>Supervisor</b> <i>Small</i> Unit and/or <i>Simple</i> Work Typically <5 non-exempt staff
<b>4</b> \$38,800 - \$48,500 - \$58,200 \$18.65 - \$23.32 - \$27.98	<b>Trained AND Experienced</b> Novice degreed technician/paraprofessional		
<b>3</b> \$34,300 - \$42,900 - \$51,500 \$16.49 - \$20.63 - \$24.76	<b>Trained OR Experienced</b> Typically vocational program, certificate or equivalent required		
<b>2</b> \$30,900 - \$38,600 - \$46,300 \$14.86 - \$18.56 - \$22.26	<b>Selective Entry</b> Processing, service, clerical, or support work according to specific procedures or instructions		
<b>1</b> \$24,400 - \$34,800 - \$41,800 \$11.73 - 16.73 - \$20.10	<b>Entry</b> Little to no experience requirement		