

GRANT COUNTY - Orchard Manor			2019 GRADE ORDER LIST: STEP PLAN								
January 2019 - 2% ATB (Revised 12/20/2018)											Control Point
GRADE	JOB TITLE	FLSA	Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 8
<b>K</b>		Hourly	\$27.98	\$28.62	\$29.27	\$29.93	\$30.58	\$31.22	\$31.88	\$32.53	
		Bi-Weekly	\$2,238.29	\$2,289.70	\$2,341.92	\$2,394.14	\$2,446.37	\$2,497.78	\$2,550.00	\$2,602.22	
	Quality Assurance Manager	Exempt									
	RN Nurse Manager	Exempt									
	Social Services Manager	Exempt									
<b>J</b>		Hourly	\$25.58	\$26.17	\$26.76	\$27.37	\$27.96	\$28.55	\$29.15	\$29.74	
		Bi-Weekly	\$2,046.53	\$2,093.86	\$2,141.18	\$2,189.33	\$2,236.66	\$2,283.98	\$2,332.13	\$2,379.46	
	MDS Coordinator	Not Exempt									
	Occupational Therapist/QIDP	Exempt									
	RN	Not Exempt									
<b>I</b>		Hourly	\$23.19	\$23.74	\$24.28	\$24.81	\$25.35	\$25.89	\$26.43	\$26.97	
		Bi-Weekly	\$1,855.58	\$1,898.83	\$1,942.08	\$1,984.51	\$2,027.76	\$2,071.01	\$2,114.26	\$2,157.50	
	Activities Manager	Exempt									
<b>H</b>		Hourly	\$20.81	\$21.29	\$21.78	\$22.26	\$22.75	\$23.23	\$23.72	\$24.19	
		Bi-Weekly	\$1,664.64	\$1,702.99	\$1,742.16	\$1,780.51	\$1,819.68	\$1,858.03	\$1,897.20	\$1,935.55	
	Dietary Manager	Exempt									
	Facilities Maintenance Supervisor	Not Exempt									
	Music Therapist	Exempt									
	Office Manager	Exempt									
	Medical Records Coordinator	Not Exempt									
	Social Worker	Exempt									
<b>G</b>		Hourly	\$18.42	\$18.85	\$19.28	\$19.71	\$20.13	\$20.56	\$20.99	\$21.42	
	Admission Specialist	Not Exempt									
	HR/Payroll Assistant	Not Exempt									
	LPN	Not Exempt									
	Maintenance Technician	Not Exempt									
<b>F</b>		Hourly	\$16.02	\$16.40	\$16.77	\$17.15	\$17.51	\$17.89	\$18.26	\$18.64	
	Administrative Assistant II	Not Exempt									
	Dietary Head Cook <sup>(1)</sup>	Not Exempt									
	Housekeeping Supervisor	Not Exempt									
<b>E</b>		Hourly	\$14.24	\$14.57	\$14.90	\$15.23	\$15.57	\$15.89	\$16.23	\$16.55	
	Administrative Assistant I	Not Exempt									
	CNA <sup>(2)</sup>	Not Exempt									
	CNA -Transport Appts <sup>(2)</sup>	Not Exempt									
	Dietary Cook <sup>(1)</sup>	Not Exempt									
	Maintenance Worker	Not Exempt									
<b>D</b>		Hourly	\$13.05	\$13.35	\$13.65	\$13.95	\$14.26	\$14.57	\$14.86	\$15.17	
	Activity Aide <sup>(1)</sup>	Not Exempt									
<b>C</b>		Hourly	\$12.08	\$12.36	\$12.64	\$12.92	\$13.20	\$13.48	\$13.76	\$14.05	
	Dietary Aide <sup>(1)</sup>	Not Exempt									
	Housekeeping Aide <sup>(1)</sup>	Not Exempt									
	Housekeeping/Laundry Aide <sup>(1)</sup>	Not Exempt									
<b>B</b>	VACANT GRADE	Hourly	\$11.19	\$11.44	\$11.71	\$11.96	\$12.23	\$12.48	\$12.75	\$13.01	
<b>A</b>	VACANT GRADE	Hourly	\$10.36	\$10.60	\$10.84	\$11.09	\$11.32	\$11.57	\$11.80	\$12.05	
<b>Notes:</b>											
Exempt employees will be paid a bi-weekly salary, not hourly.											
Plan progression based upon documented performance at least meeting expectations.											
1-year step increments from plan minimum to control point											
<sup>(1)</sup> Working Shift Differential for above noted positions and Activity Aide (CNA): PM shift \$0.75; Night shift \$1.50											
<sup>(2)</sup> Working Shift Differential for above noted positions and Non-managerial RN's and LPN's: PM shift \$2.50; Night shift \$1.50											