

GRANT COUNTY - Orchard Manor			2020 GRADE ORDER LIST: STEP PLAN								
07/01/2020 - 1% ATB; Revised 01/21/2020											Control Point
GRADE	JOB TITLE	FLSA	Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Control Point
K		Hourly	\$28.54	\$29.20	\$29.86	\$30.53	\$31.20	\$31.85	\$32.52	\$33.19	
		Bi-Weekly	\$2,283.28	\$2,335.73	\$2,388.99	\$2,442.26	\$2,495.54	\$2,547.99	\$2,601.26	\$2,654.52	
	Quality Assurance Manager	Exempt									
	RN Nurse Manager	Exempt									
	Social Services Manager	Exempt									
	Therapy Department Manager	Exempt									
J		Hourly	\$26.10	\$26.69	\$27.30	\$27.92	\$28.52	\$29.13	\$29.73	\$30.34	
		Bi-Weekly	\$2,087.67	\$2,135.95	\$2,184.22	\$2,233.33	\$2,281.62	\$2,329.89	\$2,379.00	\$2,427.28	
	MDS Coordinator	Not Exempt									
	RN	Not Exempt									
I		Hourly	\$23.65	\$24.22	\$24.77	\$25.31	\$25.86	\$26.41	\$26.96	\$27.51	
		Bi-Weekly	\$1,892.88	\$1,937.00	\$1,981.12	\$2,024.40	\$2,068.52	\$2,112.64	\$2,156.75	\$2,200.87	
	Activities Manager	Exempt									
H		Hourly	\$21.23	\$21.72	\$22.22	\$22.70	\$23.21	\$23.69	\$24.20	\$24.67	
		Bi-Weekly	\$1,698.10	\$1,737.22	\$1,777.18	\$1,816.30	\$1,856.26	\$1,895.38	\$1,935.33	\$1,974.46	
		Dietary Manager	Exempt								
		Facilities Maintenance Supervisor	Not Exempt								
		Medical Records Coordinator	Not Exempt								
		Music Therapist	Exempt								
		Occupational Therapy Assistant	Not Exempt								
		Office Manager	Exempt								
		Physical Therapy Assistant	Not Exempt								
		Social Worker	Exempt								
G		Hourly	\$18.79	\$19.23	\$19.66	\$20.11	\$20.53	\$20.98	\$21.41	\$21.85	
		Admission Specialist	Not Exempt								
		HR/Payroll Assistant	Not Exempt								
		LPN	Not Exempt								
		Maintenance Technician	Not Exempt								
F		Hourly	\$16.34	\$16.73	\$17.11	\$17.49	\$17.87	\$18.25	\$18.62	\$19.02	
		Administrative Assistant II	Not Exempt								
		Dietary Head Cook ⁽¹⁾	Not Exempt								
		Housekeeping Supervisor	Not Exempt								
E		Hourly	\$14.52	\$14.87	\$15.20	\$15.53	\$15.89	\$16.21	\$16.55	\$16.89	
		Administrative Assistant I	Not Exempt								
		CNA ⁽²⁾	Not Exempt								
		CNA -Transport Appts ⁽²⁾	Not Exempt								
		Dietary Cook ⁽¹⁾	Not Exempt								
		Maintenance Worker	Not Exempt								
D		Hourly	\$13.31	\$13.61	\$13.93	\$14.23	\$14.54	\$14.87	\$15.16	\$15.47	
		Activity Aide ⁽¹⁾	Not Exempt								
C		Hourly	\$12.32	\$12.60	\$12.90	\$13.18	\$13.46	\$13.75	\$14.04	\$14.33	
		Dietary Aide ⁽¹⁾	Not Exempt								
		Housekeeping Aide ⁽¹⁾	Not Exempt								
		Housekeeping/Laundry Aide ⁽¹⁾	Not Exempt								
B	VACANT GRADE	Hourly	\$11.41	\$11.67	\$11.95	\$12.20	\$12.47	\$12.73	\$13.01	\$13.27	
A	VACANT GRADE	Hourly	\$10.56	\$10.82	\$11.06	\$11.31	\$11.54	\$11.81	\$12.04	\$12.29	
Notes:											
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											
⁽¹⁾ Working Shift Differential for above noted positions and Activity Aide (CNA): PM shift \$0.75; Night shift \$1.50											
⁽²⁾ Working Shift Differential for above noted positions and Non-managerial RN's and LPN's: PM shift \$2.50; Night shift \$1.50											