

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY



Alyx Brandenburg, HR Manager
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

June 28, 2017
DATE DRAFTED

APPROVING ADDITIONAL 2017 WAGE RATE CHANGES FOR EMPLOYEES BY THE SALARY STUDY, AND AMENDING THE PERSONNEL POLICY WAGE APPENDICES

- 1 **WHEREAS**, it is necessary to review the Classification Plan to ensure that the plan accurately reflects
- 2 existing position responsibilities and market conditions, as stated in the Rock County Personnel
- 3 Ordinance, 18.209.
- 4
- 5 **WHEREAS**, it is necessary to adjust the employees identified by the review of the Classification Plan,
- 6 now to be referred to as Salary Study, in order to accurately reflect the internal and external
- 7 marketability of the positions.
- 8
- 9 **WHEREAS**, the changes help ensure that positions continue to reflect salary rates which are
- 10 competitive for those job classes covered by the Plans.
- 11
- 12 **WHEREAS**, Rock County completed an audit of the 2016 Salary Study, and three classifications were
- 13 not included in the original resolution.
- 14
- 15 **WHEREAS**, it is proposed to increase those employees previously not included and adjust the Pay
- 16 Plan(s), in accordance with results of the Salary Study effective July 2, 2017, where retro will be
- 17 necessary.
- 18
- 19 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly
- 20 assembled this 13th day of JULY, 2017 does hereby approve the adjusted County's
- 21 2017 Pay Plans by increasing each step in accordance with the Salary Results effective July 2, 2017.
- 22

17-7A-318

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni
J. Russell Podzilni, Chair

Sandra Kraft
Sandra Kraft, Vice Chair

Eva Arnold
Eva Arnold

Henry Brill
Henry Brill

Betty Jo Bussie
Betty Jo Bussie

Mary Mawhinney
Mary Mawhinney

Louis Peer
Louis Peer

Alan Sweeney
Alan Sweeney

Terry Thomas
Terry Thomas

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FISCAL NOTE:

Projected Additional Base Compensation

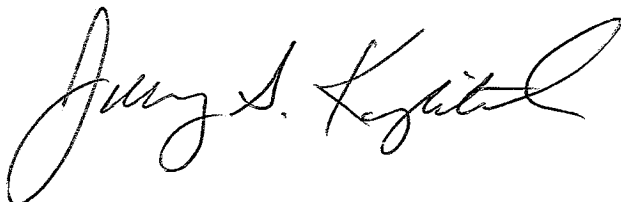
2017 \$7,563.45



Sherry Oja
Finance Director

LEGAL NOTE:

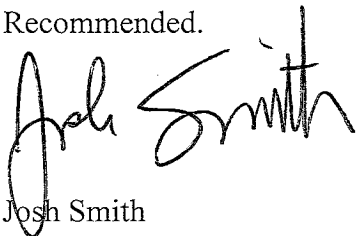
The County Board is authorized to take this action pursuant to §59.22(2), Wis. Stats.



Jeffrey S. Kuglitsch
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith
County Administrator

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Executive Summary

The purpose of this resolution is to provide information pertaining to the Salary Study, and to increase wage rates of those identified in the Salary Study to accurately reflect the internal and external marketability of the positions to remain competitive for those job classes covered by the Plans.

The following positions were overlooked, and are being affected in the following ways:

Job Title	Employee Group	Old Wage Range	New Wage Range
Controller	Unilateral C	25	26
Economic Support Supervisor	Unilateral C	17	18
Materials & Environmental Services Manager	Unilateral B	16	17

APPENDIX A
UNILATERAL PAY PLAN
Salaries Effective January 1, 2017
Updated July 2, 2017

12.E.(4)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1					
Range 2					
Range 3					
Range 4					
Range 5					
Range 6	\$15.78	\$16.63	\$17.37	\$18.30	\$19.23
	\$32,948.64	\$34,723.44	\$36,268.56	\$38,210.40	\$40,152.24
	Environmental Health Technician (A)		Vehicle Maintenance Technician (A)		
Range 7	\$16.33	\$17.16	\$18.09	\$18.92	\$19.89
	\$34,097.04	\$35,830.08	\$37,771.92	\$39,504.96	\$41,530.32
	Secretary I (A)				
Range 8	\$17.01	\$17.76	\$18.71	\$19.59	\$20.59
	\$35,516.88	\$37,082.88	\$39,066.48	\$40,903.92	\$42,991.92
	Purchasing Specialist (A)				
Range 9	\$17.59	\$18.37	\$19.35	\$20.31	\$21.30
	\$36,727.92	\$38,356.56	\$40,402.80	\$42,407.28	\$44,474.40
	Nursing Staff Coordinator (A)				
Range 10	\$18.16	\$19.01	\$19.99	\$20.99	\$22.05
	\$37,918.08	\$39,692.88	\$41,739.12	\$43,827.12	\$46,040.40
	Court Attendant (A)			Judicial Assistant (A)	
	Human Resources Secretary (A)			Legal Assistant (A)	
	Secretary II (A)			Administrative Secretary (A)	
				Payroll Specialist (A)	

Range 11

\$18.78	\$19.70	\$20.69	\$21.72	\$22.79
\$39,212.64	\$41,133.60	\$43,200.72	\$45,351.36	\$47,585.52

Community Coordinator (A) Health Promotion Coordinator (A)
 Confidential Administrative Assistant (A) Victim Witness Specialist (B)
 Conservationist I (A) Vehicle Maintenance Supervisor (A)

Range 12

\$19.44	\$20.41	\$21.43	\$22.52	\$23.63
\$40,590.72	\$42,616.08	\$44,745.84	\$47,021.76	\$49,339.44

Range 13

\$20.11	\$21.13	\$22.14	\$23.27	\$24.46
\$41,989.68	\$44,119.44	\$46,228.32	\$48,587.76	\$51,072.48

Division Leader Deputy Clerk (A) RECAP Site Supervisor (A)
 Help Desk/Operations Technician (A) Sanitarian I (B)
 Mobility Manager (B) Storekeeper (A)
 Planning Services Coordinator (A) Nutrition Program Supervisor (C)
 Transportation Program Supervisor (C)

Range 14

\$20.80	\$21.82	\$22.94	\$24.10	\$25.31
\$43,430.40	\$45,560.16	\$47,898.72	\$50,320.80	\$52,847.28

Assistant Food Services Manager (A)* Human Resources Office Coordinator (A)
 Cartographer I (A) Investigator (A)

Range 15

\$21.58	\$22.61	\$23.75	\$24.93	\$26.16
\$45,059.04	\$47,209.68	\$49,590.00	\$52,053.84	\$54,622.08

Application Support Specialist (A)
 Support Services Supervisor (C)

Range 16

\$22.26	\$23.42	\$24.57	\$25.82	\$27.15
\$46,478.88	\$48,900.96	\$51,302.16	\$53,912.16	\$56,689.20

Materials & Environmental Services Manager (B) Youth Services Center Supervisor (C)

Range 17

\$23.10	\$24.22	\$25.41	\$26.69	\$28.01
\$48,232.80	\$50,571.36	\$53,056.08	\$55,728.72	\$58,484.88

Accountant (C) Economic Support Supervisor (C)
 Certified Sanitarian I (B) GEO Application Specialist (B)
 Conservation Specialist II (A) Human Resources Analyst (C)
 Materials & Environmental Services Manager (B)^ Victim/Witness Coordinator (B)

Range 18

\$23.87	\$25.13	\$26.33	\$27.65	\$29.04
\$49,840.56	\$52,471.44	\$54,977.04	\$57,733.20	\$60,635.52

Activity Director (C) Economic Support Supervisor (C)^
 Chief Deputy Clerk of Circuit Court (C) Financial Supervisor (C)
 Circuit Court Office Manager (C) Planner III (B)
 DA Office Manager (C) User Support Specialist (A)
 Child Support Supervisor (C)

Range 19

\$24.73	\$25.96	\$27.25	\$28.62	\$30.01
\$51,636.24	\$54,204.48	\$56,898.00	\$59,758.56	\$62,660.88

Communication Center Shift Supervisor (B)	Medicolegal Investigator (A)
Court Reporter (A)	Payroll Manager (B)
Deputy Superintendent (C)	Public Works Accounting Supervisor (B)
Food Service Manager (A)*	Public Works Superintendent (B)
Health Educator (A)	Senior Conservation Specialist (B)
Instructor/Support Specialist (A)	Shop Superintendent (B)
Lead Economic Support Supervisor (C)	Telecom/Network Specialist (A)

Range 20

\$25.59	\$26.87	\$28.22	\$29.62	\$31.09
\$53,431.92	\$56,104.56	\$58,923.36	\$61,846.56	\$64,915.92

AODA Coordinator (C)	Medical Records Manager (C)
HSD Analyst (C)	Purchasing Manager (C)
Financial Office Manager (C)	

Range 21

\$26.50	\$27.79	\$29.23	\$30.63	\$32.21
\$55,332.00	\$58,025.52	\$61,032.24	\$63,955.44	\$67,254.48

Deferred Prosecution Director (C)	Surveyor (C)
Director of Mediation & Fam Court Services (C)	Veterans Service Officer (C)
Real Property Lister (C)	

Range 22

\$27.38	\$28.82	\$30.23	\$31.75	\$33.31
\$57,169.44	\$60,176.16	\$63,120.24	\$66,294.00	\$69,551.28

Admissions Registered Nurse (A)*	MDS Nurse (A)*
Community Health Education Coordinator (C)	Sanitarian II (C)
Senior Planner (C)	Senior Planner/GIS Manager (C)
Human Resources Manager (C)	

Range 23

\$28.36	\$29.81	\$31.29	\$32.85	\$34.47
\$59,215.68	\$62,243.28	\$65,333.52	\$68,590.80	\$71,973.36

Computer Programmer/Analyst I (B)	Lead Medicolegal Investigator (C)
Criminal Justice System Planner/Analyst (C)	Parks Director (C)
	Network Technician (B)

Range 24

\$29.37	\$30.84	\$32.35	\$33.96	\$35.70
\$61,324.56	\$64,393.92	\$67,546.80	\$70,908.48	\$74,541.60

Human Services Supervisor I (C)	Technology, Records, & Quality Management Supervisor (C)
Director of Council on Aging (C)	
Facilities Superintendent (C)	

Range 25

\$30.43	\$31.91	\$33.49	\$35.19	\$36.94
\$63,537.84	\$66,628.08	\$69,927.12	\$73,476.72	\$77,130.72

Controller (C)	Human Services Supervisor II (C)
Environmental Health Supervisor (C)	Nursing Supervisor (A)*
	Public Health Nursing Supervisor (B)

Range 35

\$42.34	\$44.42	\$46.66	\$48.99	\$51.48
\$88,405.92	\$92,748.96	\$97,426.08	\$102,291.12	\$107,490.24

Nursing Home Administrator (C)

Range 36

\$43.70	\$45.90	\$48.18	\$50.60	\$53.14
\$91,245.60	\$95,839.20	\$100,599.84	\$105,652.80	\$110,956.32

Human Resources Director (C)

Range 37

\$45.13	\$47.36	\$49.73	\$52.23	\$54.86
\$94,231.44	\$98,887.68	\$103,836.24	\$109,056.24	\$114,547.68

Director of Information Technology (C)

Range 38

\$46.60	\$48.93	\$51.40	\$53.90	\$56.60
\$97,300.80	\$102,165.84	\$107,323.20	\$112,543.20	\$118,180.80

Finance Director (C)

Range 39

\$48.10	\$50.56	\$53.09	\$55.69	\$58.47
\$100,432.80	\$105,569.28	\$110,851.92	\$116,280.72	\$122,085.36

Range 40

\$49.65	\$52.12	\$54.77	\$57.46	\$60.35
\$103,669.20	\$108,826.56	\$114,359.76	\$119,976.48	\$126,010.80

Range 41

\$51.27	\$53.83	\$56.51	\$59.35	\$62.36
\$107,051.76	\$112,397.04	\$117,992.88	\$123,922.80	\$130,207.68

Corporation Counsel (C)

Director of Human Services (C)

Unilateral (A) employees are non-exempt FLSA covered employees, which means they are eligible for overtime compensation on a time and one-half basis over 40 hours per week.

Unilateral (B) employees are exempt employees for purposes of the FLSA, but we have decided that they are eligible for overtime compensation on a straight time basis over 40 hours per week.

Unilateral (C) employees are exempt employees for purposes of FLSA and we have decided that they are not eligible for overtime, but may utilize "flex" hours.

An * indicates that the position is exempt for the purposes of FLSA, but we have decided to pay them overtime on a time and one half basis over 40 hours per week.