



**COUNTY BOARD STAFF COMMITTEE
TUESDAY – DECEMBER 12, 2017 – 4:00 P.M.
CONFERENCE ROOM N-1 – FIFTH FLOOR
ROCK COUNTY COURTHOUSE-EAST**

Agenda

1. Call to Order & Approval of Agenda
2. Citizen Participation, Communications and Announcements
3. Approval of Minutes – November 14, 2017
4. Transfers
5. Review of Payments
6. Resolution
 - A. Recognizing Sarah Hessian
 - B. Recognizing Jenny Dopkins
7. Review and Possible Action on Policy 5.45, Uniform/Equipment Allowance
8. Review and Possible Action on Policy and Procedures Manual – Appendix A – Unilateral Wage Scale
9. Adjournment

COMMITTEE REVIEW REPORT
FOR THE MONTH OF NOVEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
00-0000-0063-29863	W.C TRUST	P1700038	11/16/2017	MINUTE MEN HR MANAGEMENT OF WI	2,850.00
ISF-SELF INS PROG TOTAL					<u>2,850.00</u>

I have reviewed the preceding payments in the total \$2,850.00

Date:

Dept

Committee

COMMITTEE REVIEW REPORT
FOR THE MONTH OF NOVEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
01-1320-0000-63100	OFC SUPP & EXP	P1700320	11/09/2017	JP MORGAN CHASE BANK NA	174.88
01-1320-0000-64200	TRAINING EXP	P1700320	11/09/2017	JP MORGAN CHASE BANK NA	1,043.76
COUNTY ADMINISTRATOR PROG TOTAL					1,218.64

I have reviewed the preceding payments in the total \$1,218.64

Date: _____ Dept _____

Committee _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF NOVEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
03-1110-0000-63107	PUBL & LEGAL	P1700715	11/16/2017	BELOIT DAILY NEWS	1,153.47
03-1110-0000-64904	SUNDRY EXPENSE	P1700320	11/09/2017	JP MORGAN CHASE BANK NA	448.72
COUNTY BOARD PROG TOTAL					1,602.19

I have reviewed the preceding payments in the total **\$1,602.19**

Date: _____ Dept _____

Committee _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF NOVEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
06-1620-0000-63100	OFC SUPP & EXP	P1700026	11/02/2017	STAPLES BUSINESS ADVANTAGE	114.69
		P1700027	11/22/2017	OFFICE PRO INC	48.49
06-1620-0000-63202	LAW BOOKS	P1700022	11/30/2017	STATE BAR OF WISCONSIN	80.39
		P1700023	11/02/2017	THOMSON REUTERS WEST	320.00
CORPORATION COUNSEL PROG TOTAL					563.57

I have reviewed the preceding payments in the total **\$563.57**

Date: _____ Dept _____

Committee _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF NOVEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
08-1420-0000-62119	OTHER SERVICES				
		P1702734	11/02/2017	TK GROUP INC	35.00
08-1420-0000-63100	OFC SUPP & EXP				
		P1700309	11/16/2017	OFFICE PRO INC	13.86
08-1420-0000-63200	PUBL/SUBCR/DUES				
		P1700311	11/16/2017	JP MORGAN CHASE BANK NA	195.00
08-1420-0000-63300	TRAVEL				
		P1700311	11/16/2017	JP MORGAN CHASE BANK NA	1,301.36
08-1420-0000-64200	TRAINING EXP				
		P1700311	11/16/2017	JP MORGAN CHASE BANK NA	53.72
08-1420-0000-64215	RECRUITMENT				
		P1700311	11/16/2017	JP MORGAN CHASE BANK NA	19.38
		P1702799	11/16/2017	JAX CUSTOM PRINTING INC	110.00
		P1702800	11/16/2017	LEADINGAGE WISCONSIN	50.00
HUMAN RESOURCES PROG TOTAL					1,778.32

I have reviewed the preceding payments in the total **\$1,778.32**

Date: _____ Dept _____
Committee _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF NOVEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
19-1910-0000-65103	PUBLIC LIABILITY	P1702869	11/22/2017	BARKLEY,MICAL	500.00
		P1702899		PROFESSIONAL PROCESS SERVERS I	50.00
		PROPERTY & LIABILITY INSURANCE PROG TOTAL			
19-1932-0000-64904	SUNDRY EXPENSE	P1700310	11/16/2017	JP MORGAN CHASE BANK NA	107.59
		EMPLOYEE RECOGNITION ACTIVITY PROG TOTAL			

I have reviewed the preceding payments in the total \$657.59

Date: _____ Dept _____
Committee _____

RESOLUTION NO. _____

AGENDA NO. _____

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Kathren Sukus
INITIATED BY



Kathren Sukus, Director
DRAFTED BY

Public Safety and Justice
SUBMITTED BY

November 30, 2017
DATE DRAFTED

RECOGNIZING SARAH HESSIAN

- 1 **WHEREAS**, Sarah Hessian has served the citizens of Rock County for the past fifteen years, six months
- 2 as an employee of the Rock County Communications Center; and,
- 3
- 4 **WHEREAS**, Sarah began her career as a Telecommunicator on May 13, 2002; and,
- 5
- 6 **WHEREAS**, Sarah worked diligently in that position until her resignation on November 29, 2017; and,
- 7
- 8 **WHEREAS**, the Rock County Board of Supervisors, representing the citizens of Rock County, wishes to
- 9 commend Sarah Hessian for her service to the citizens of Rock County.
- 10
- 11 **NOW, THEREFORE, BE IT RESOLVED** by the Rock County Board of Supervisors duly assembled
- 12 this _____ day of _____, 2017, does hereby recognize Sarah Hessian for her fifteen years,
- 13 six months of service and extend their best wishes to her in her future endeavors.

Respectfully submitted,

PUBLIC SAFETY AND JUSTICE COMMITTEE

COUNTY BOARD STAFF COMMITTEE

Mary Beaver, Chair

J. Russell Podzilni, Chair

Henry Brill, Vice Chair

Sandra Kraft, Vice Chair

Terry Fell

Betty Jo Bussie

Brian Knudson

Eva Arnold

Phillip Owens

Mary Mawhinney

Alan Sweeney

Henry Brill

Louis Peer

Terry Thomas

RESOLUTION NO. ____

AGENDA NO. ____

**RESOLUTION
ROCK COUNTY BOARD OF
SUPERVISORS**

Katherine Luster
INITIATED BY



Jennifer Thompson
DRAFTED BY

Human Service Board
SUBMITTED BY

December 6, 2017
DATE DRAFTED

TO RECOGNIZE JENNY DOPKINS

1 **WHEREAS**, Jenny Dopkins has served the citizens of Rock County for over eighteen (18) years as a
2 dedicated and valued employee of Rock County; and,
3

4 **WHEREAS**, Ms. Dopkins began her career on June 1, 1999 in the Child Protective Services (CPS)
5 Division of the Human Services Department. In this position, Ms. Dopkins served in the Intake and
6 Assessment unit conducting investigations of child abuse and/or neglect. In 2004, Ms. Dopkins
7 continued to use her social work skills in the CPS unit and began working on a grant focusing on
8 children who were taken into custody due to substantiated abuse or neglect. Ms. Dopkins conducted
9 home studies with families with the hope the child could be placed with the biological family as
10 opposed to foster homes. In addition, she worked with the biological fathers of these children, again,
11 with the goal of keeping a family together; and,
12

13 **WHEREAS**, when the CPS grant ended in 2005, Ms. Dopkins transitioned into the Long Term
14 Support (LTS) Division on January 16, 2006, where she assisted elderly and disabled adults by
15 coordinating services to keep them independently living in the community. Her case management
16 skills kept people safely living in their own homes and prevented hundreds of people from moving into
17 nursing homes. In the summer of 2010, Ms. Dopkins took on an additional role in LTS as the sole
18 Adult Protective Services worker investigating allegations of abuse and neglect of vulnerable adults;
19 and,
20

21 **WHEREAS**, in 2012 Ms. Dopkins transitioned into the Chapter 54/55 Court Services role within the
22 LTS Division. While in this position, Ms. Dopkins worked closely with the Rock County Corporation
23 Council office assisting individuals who no longer had the ability to make decisions for themselves,
24 through guardianship proceedings. In this role, Ms. Dopkins had to make difficult decisions regarding
25 individual's rights; always cognizant of what was the least restrictive while maintaining the
26 individual's safety. Ms. Dopkins also conducted WATT's reviews for individuals placed in facilities,
27 again assuring the courts these placements were the least restrictive. Lastly, Ms. Dopkins was
28 responsible for assisting individuals who were detained on a Chapter 51 and converted to a Chapter 55
29 by working with local facilities and programs for community placement - often under strict time
30 frames; and,
31

32 **WHEREAS**, Ms. Dopkins has decided to move on to her next career endeavor and leave Rock County
33 employment on January 5th, 2018; and,
34

35 **WHEREAS**, Ms. Dopkins has shown a variety of skill, knowledge and compassion for the clients she
36 has served in Rock County. She has given of herself in many ways; protecting children from
37 abuse/neglect, maintaining independence for our elderly and disabled adults, and assisted in legal
38 protection of many of Rock County's most vulnerable adults. Her advocacy for Rock County residents
39 is admired and will be missed; and,
40

41 **WHEREAS**, the Rock County Board of Supervisors, representing the citizens of Rock County, wishes
42 to recognize Jenny Dopkins for her achievements and significant contributions to the citizens of Rock
43 County and her many dedicated years of service.
44

45 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors, duly
46 assembled this ____ day of _____ does hereby recognize Jenny Dopkins for her 18 years
47 of service and extend best wishes to her in her future endeavors.

HUMAN SERVICES BOARD

Brian Knudson, Chair

Sally Jean Weaver-Landers, Vice Chair

Terry Fell

Linda Garrett

Karl Dommershausen

Ashley Kleven

Kathy Schulz

Terry Thomas

Shirley Williams

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Sandra Kraft, Vice Chair

Eva Arnold

Henry Brill

Betty Jo Bussie

Mary Mawhinney

Louis Peer

Alan Sweeney

Terry Thomas

Administrative Policy & Procedure Manual
Section: Human Resources
Policy: Uniform/Equipment Allowance
Policy No: 5.45
Effective: 1/1/2018
Revising: 1/1/2017

Some departments in Rock County require their employees to wear uniforms, logo wear, or personal protective equipment. If a Department Head determines that this requirement is in the best interest of the County for operational purposes, the County will provide the uniforms or logo wear attire to staff. Department Heads will order the attire through central purchasing from the County's authorized clothing vendor.

The exceptions to this policy are for those employees that have negotiated agreements through current collective bargaining and those listed below:

~~The Employer will pay a yearly uniform allowance in a separate check in the following amounts to the Unilateral Non-Command Staff in the Rock County Sheriff's Office: Vehicle Maintenance Staff will get \$130.00, RECAP Supervisor and Correctional Supervisor - yearly allowance in a separate check of will get \$635.00, Office Staff will get \$520.00.~~

The Employer will pay to each Public Works Superintendent, Shop Superintendent, or Store Keeper, a one-time annual payment of \$250.00, in return for which each Employee shall be required to wear approved safety glasses and safety shoes during all working hours in accordance with posted work rules.

The following language only applies to employees who are in job classes that were covered by the following collective bargaining agreements on December 31, 2011.

(AFSCME 1258)

The Employer will pay a yearly uniform allowance of \$50 to each LPN, CNA, ESW, ATA and to each employee working in the food service department, at Rock Haven. \$25 will be paid to materials supply clerks.

All employees will receive the uniform allowance on the first paycheck of the year.

Newly hired employees will receive the uniform allowance on their first paycheck after date of hire.

(AFSCME 1077)

The Employer will provide and clean all uniforms it requires for Employees of the

Department of Facilities Management ~~General Services~~, and those Employees of the Department of Public Works assigned to Parks and Airport, Public Works – Shop Crew Leader, Maintenance Worker, Parks/Highway Patrol Worker, Machinists, Mechanics and Welders at no cost to the Employee.

The Employer will pay to each Employee a one-time annual payment of \$250.00, in return for which each Employee shall be required to wear approved safety glasses and safety shoes during all working hours in accordance with posted work rules.

(AFSCME 2489)

~~Sheriff Department Uniform Allowance. Each employee in this unit in the Rock County Sheriff's Department shall be granted a one-time annual uniform allowance of \$320.00 and a laundry and dry cleaning expenses of \$95.00.~~

~~Uniform Allowance – 911 Center. The County shall grant an annual uniform allowance of \$200.00.~~

Damage to Personal Articles & Clothing. In the event that personal clothing/articles of an employee are damaged in the employee's normal course of duties and as a result of the actions of a third party, the County will replace the clothing or articles by payment to the employee of a sum that represents a fair market value of clothing or articles at the time of damage. Employees receiving a clothing allowance shall be ineligible for reimbursement for items damaged that are eligible for purchase under the allowance. The amount of reimbursement shall not exceed \$150 per employee per incident.

The incident causing such damage and the value of the clothing or articles damaged, may be subject to verification by a competent witness at the request of the Employer. It will be the sole judgment of the Employer what market value is attached to the particular article or piece of clothing, which shall not be arbitrary, capricious or discriminatory.

(YSC)

Employees will be reimbursed up to \$50 for damage to personal articles and clothing; and up to \$150 for damage to corrective lens replacement by acts occurring while acting within their official capacity.

APPENDIX A
UNILATERAL PAY PLAN
Salaries Effective January 1, 2018

	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)
 Administrative Services Supervisor (C)

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)
 Administrative Services 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

Youth Services Center Supervisor A*

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

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

Range 26

\$31.81	\$32.99	\$34.71	\$36.39	\$38.24
\$66,419.28	\$68,883.12	\$72,474.48	\$75,982.32	\$79,845.12
Airport Director (C)			Controller (C)	
Assistant to Information Technology Director (B)			County Conservationist (C)	
Computer Programmer/Analyst II (B)			Environmental Protection Director (C)	
Child Support Director (C)			Network Support Administrator (B)	

Range 27

\$32.53	\$34.20	\$35.87	\$37.68	\$39.55
\$67,922.64	\$71,409.60	\$74,896.56	\$78,675.84	\$82,580.40
Assistant Public Works Director (C)			Communications Center Operations Manager (C)	
Program Manager (C)			Youth Services Center Superintendent (C)	
Assistant Director (C)				
Public Safety Systems Manager (B)				

Range 28

\$33.72	\$35.38	\$37.16	\$38.99	\$40.94
\$70,407.36	\$73,873.44	\$77,590.08	\$81,411.12	\$85,482.72
Assistant to County Administrator (C)			Assistant Finance Director (C)	

Range 29

\$34.86	\$36.60	\$38.46	\$40.38	\$42.38
\$72,787.68	\$76,420.80	\$80,304.48	\$84,313.44	\$88,489.44
Administrative Services Division Manager (C)			Long Term Support and ADRC Division Manager (C)	
Economic Support Division Manager (C)				

Range 30

\$36.05	\$37.86	\$39.81	\$41.81	\$43.81
\$75,272.40	\$79,051.68	\$83,123.28	\$87,299.28	\$91,475.28
Computer Network Engineer (C)				

Range 31

\$37.24	\$39.10	\$41.07	\$43.09	\$45.20
\$77,757.12	\$81,640.80	\$85,754.16	\$89,971.92	\$94,377.60
Economic Development Manager (C)			Director of Nursing (C)	

Range 32

\$38.46	\$40.38	\$42.40	\$44.47	\$46.75
\$80,304.48	\$84,313.44	\$88,531.20	\$92,853.36	\$97,614.00
Children, Youth & Families Division Manager (C)			HSD Deputy Director (C)	
Communication Center Director (C)			Facilities Management Director (C)	
Court Commissioner (C)			Behavioral Health Division Mgr (C)	

Range 33

\$39.72	\$41.69	\$43.77	\$45.98	\$48.29
\$82,935.36	\$87,048.72	\$91,391.76	\$96,006.24	\$100,829.52
Deputy Corporation Counsel (C)			Programming & Technical Services Manager (C)	
Health Officer (C)				

Range 34

\$41.02	\$43.06	\$45.19	\$47.46	\$49.83
\$85,649.76	\$89,909.28	\$94,356.72	\$99,096.48	\$104,045.04
Director of Planning and Development (C)			Public Works Director (C)	

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.