

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY



Annette Mikula, HR Director
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

November 20, 2019
DATE DRAFTED

**APPROVING THE 2020 BASE WAGE RATES FOR ALL EMPLOYEES EXCEPT
REPRESENTED LAW ENFORCEMENT EMPLOYEES, AND AMENDING THE
PERSONNEL POLICY WAGE APPENDIXES**

- 1 **WHEREAS**, it is necessary to adjust the Employee Pay Plans periodically to ensure that they continue
- 2 to reflect salary rates which are competitive for those job classes covered by the Plans; and,
- 3
- 4 **WHEREAS**, the County has already settled with the Deputy Sheriff's Association, and the
- 5 Correctional Officers Association, where they have received 2020 salary increases of 3.00% effective
- 6 January 1, 2020; and,
- 7
- 8 **WHEREAS**, it is proposed to increase all employee Pay Plans by 3.00% effective January 1, 2020.
- 9
- 10 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly
- 11 assembled this 9th day of January, 2020 does hereby approve the County's 2020 Pay
- 12 Plans by increasing each step by 3.00% effective January 1, 2020.

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni
J. Russell Podzilni, Chair

Mary Mawhinney
Mary Mawhinney, Vice Chair

Richard Bostwick
Richard Bostwick

Henry Brill
Henry Brill

Betty Jo Bussie
Betty Jo Bussie

Bob Yeomans
Bob Yeomans

Louis Peer
Louis Peer

Alan Sweeney
Alan Sweeney

Terry Thomas
Terry Thomas

20-1A-392

APPROVING THE 2020 WAGE RATES FOR EMPLOYEES, EXCEPT REPRESENTED LAW
ENFORCEMENT EMPLOYEES, AND AMENDING THE PERSONNEL POLICY WAGE
APPENDIXES

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FISCAL NOTE:

	<u>Projected Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>
2020	\$63,455,320	\$1,903,660	3.00%



Sherry Oja
Finance Director

LEGAL NOTE:

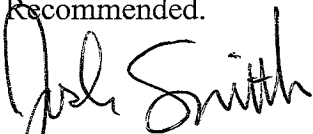
The County Board is authorized to take this action pursuant to § 59.22(2),
Wis. Stats.



Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith
County Administrator

APPROVING THE 2020 WAGE RATES FOR EMPLOYEES, EXCEPT REPRESENTED LAW ENFORCEMENT EMPLOYEES, AND AMENDING THE PERSONNEL POLICY WAGE APPENDIXES

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Executive Summary

The purpose of this resolution is to provide wage rate increases for County employees who are not represented by a law enforcement labor unit.

The County has already settled with the Deputy Sheriff's Association, and the Correctional Officers Association, where they have received 2020 salary increases of 3.00% effective January 1, 2020.

To keep employees on pace with cost of living, inflation, and external market factors this resolution provides for a 3.00% increase for wage rates effective January 1, 2020.

**APPENDIX A
UNILATERAL PAY PLAN
Salaries Effective January 1, 2020**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1					
Range 2					
Range 3					
Range 4					
Range 5					
Range 6	\$16.91 \$35,308.08	\$17.82 \$37,208.16	\$18.61 \$38,857.68	\$19.61 \$40,945.68	\$20.60 \$43,012.80
	Environmental Health Technician (A)		Vehicle Maintenance Technician (A)		
Range 7	\$17.50 \$36,540.00	\$18.39 \$38,398.32	\$19.38 \$40,465.44	\$20.28 \$42,344.64	\$21.32 \$44,516.16
	Secretary I (A)		Fleet Specialist (A)		
Range 8	\$18.23 \$38,064.24	\$19.03 \$39,734.64	\$20.04 \$41,843.52	\$20.99 \$43,827.12	\$22.06 \$46,061.28
Range 9	\$18.85 \$39,358.80	\$19.68 \$41,091.84	\$20.73 \$43,284.24	\$21.76 \$45,434.88	\$22.82 \$47,648.16
	Nursing Staff Coordinator (A)				
Range 10	\$19.46 \$40,632.48	\$20.37 \$42,532.56	\$21.42 \$44,724.96	\$22.50 \$46,980.00	\$23.63 \$49,339.44
	Court Attendant (A) Human Resources Secretary (A) Secretary II (A)		Judicial Assistant (A) Legal Assistant (A) Administrative Secretary (A) Payroll Specialist (A)		

Range 11

\$20.13	\$21.10	\$22.17	\$23.27	\$24.43
\$42,031.44	\$44,056.80	\$46,290.96	\$48,587.76	\$51,009.84

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

Range 12

\$20.84	\$21.88	\$22.97	\$24.13	\$25.32
\$43,513.92	\$45,685.44	\$47,961.36	\$50,383.44	\$52,868.16

Range 13

\$21.55	\$22.64	\$23.72	\$24.94	\$26.21
\$44,996.40	\$47,272.32	\$49,527.36	\$52,074.72	\$54,726.48

Administrative Services Supervisor (C) RECAP Site Supervisor (A)
 Division Leader Deputy Clerk (A) Environmental Health Specialist I (B)
 Mobility Manager (C) Storekeeper (A)
 Office Coordinator (A) Nutrition Program Supervisor (C)
 Transportation Program Supervisor (C)

Range 14

\$22.29	\$23.39	\$24.59	\$25.82	\$27.13
\$46,541.52	\$48,838.32	\$51,343.92	\$53,912.16	\$56,647.44

Assistant Food Services Manager (A)* Employee Benefits Specialist (A)
 GIS Specialist (A) Investigator (A)

Range 15

\$23.12	\$24.23	\$25.45	\$26.72	\$28.03
\$48,274.56	\$50,592.24	\$53,139.60	\$55,791.36	\$58,526.64

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

Range 16

\$23.85	\$25.10	\$26.33	\$27.68	\$29.09
\$49,798.80	\$52,408.80	\$54,977.04	\$57,795.84	\$60,739.92

Youth Services Center Supervisor (A)*

Range 17

\$24.75	\$25.95	\$27.23	\$28.59	\$30.01
\$51,678.00	\$54,183.60	\$56,856.24	\$59,695.92	\$62,660.88

Accountant (C) GEO Application Specialist (B)
 Environmental Health Specialist II (B) Human Resources Analyst (C)
 Conservation Specialist II (C) Materials & Environmental Services
 Manager (C)

Range 18

\$25.59	\$26.92	\$28.22	\$29.62	\$31.12
\$53,431.92	\$56,208.96	\$58,923.36	\$61,846.56	\$64,978.56

Activity Director (C) Economic Support Supervisor (C)
 DA Office Manager (C) Financial Supervisor (C)
 Child Support Supervisor (C) Planner III (B)
 Conservation Specialist III (C) User Support Specialist (A)

Range 19

\$26.49	\$27.82	\$29.21	\$30.66	\$32.16
\$55,311.12	\$58,088.16	\$60,990.48	\$64,018.08	\$67,150.08

Chief Deputy Clerk of Circuit Court (C)	Health Educator (A)
Circuit Court Office Manager (C)	Instructor/Support Specialist (A)
Communication Center Shift Supervisor (B)	Lead Economic Support Supervisor (C)
Court Reporter (A)	Medicolegal Investigator (A)
Food Service Manager (C)	Payroll Manager (C)
	Senior Conservation Specialist (C)

Range 20

\$27.42	\$28.80	\$30.24	\$31.73	\$33.31
\$57,252.96	\$60,134.40	\$63,141.12	\$66,252.24	\$69,551.28

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

Range 21

\$28.40	\$29.79	\$31.32	\$32.82	\$34.52
\$59,299.20	\$62,201.52	\$65,396.16	\$68,528.16	\$72,077.76

Deferred Prosecution Director (C)	Real Property Lister (C)
Mediation & Fam Court Services Manager (C)	Shop Superintendent (B)
Master Electrician (A)	Surveyor (C)
Public Works Accounting Supervisor (C)	Veterans Service Officer (C)
Public Works Superintendent (B)	Victim Witness Coordinator (C)

Range 22

\$29.34	\$30.89	\$32.39	\$34.03	\$35.70
\$61,261.92	\$64,498.32	\$67,630.32	\$71,054.64	\$74,541.60

Admissions Registered Nurse (C)	MDS Nurse (A*)
Community Health Education Coordinator (C)	Environmental Health Specialist III (C)
Epidemiologist (C)	Purchasing Manager (C)
Human Resources Manager (C)	Senior Planner/GIS Manager (C)
Lead Floor Supervisor (C)	Senior Planner (C)

Range 23

\$30.40	\$31.95	\$33.54	\$35.21	\$36.94
\$63,475.20	\$66,711.60	\$70,031.52	\$73,518.48	\$77,130.72

Computer Programmer/Analyst I (B)	Network Technician (B)
Coordinator of Quality Improvement (C)	Parks Manager (C)
	Systems Analyst (B)

Range 24

\$31.48	\$33.05	\$34.67	\$36.39	\$38.25
\$65,730.24	\$69,008.40	\$72,390.96	\$75,982.32	\$79,866.00

Human Services Supervisor I (C)	Facilities Superintendent (C)
Director of Council on Aging (C)	

Range 25

\$32.61	\$34.20	\$35.89	\$37.71	\$39.58
\$68,089.68	\$71,409.60	\$74,938.32	\$78,738.48	\$82,643.04

Environmental Health Supervisor (C)	Nursing Supervisor (A)*
Human Services Supervisor II (C)	Public Health Supervisor (C)
Coordinator of Prevention and Community Engagement (C)	Medicolegal Investigations Manager (C)
	Operations Manager (C)

Range 26

\$34.09	\$35.35	\$37.19	\$39.00	\$40.97
\$71,179.92	\$73,810.80	\$77,652.72	\$81,432.00	\$85,545.36

Airport Director (C)	Business Manager (C)
Assistant Human Resources Director (C)	County Conservationist (C)
Assistant to Information Technology Director (B)	Environmental Protection Director (C)
Computer Programmer/Analyst II (B)	Network Support Administrator (B)
Child Support Director (C)	Justice System Manager (C)
Information Technology Project Manager (B)	

Range 27

\$34.86	\$36.65	\$38.44	\$40.38	\$42.38
\$72,787.68	\$76,525.20	\$80,262.72	\$84,313.44	\$88,489.44

Assistant Public Works Director (C)	Communications Center Operations Manager (C)
Assistant Director of Nursing (C)	Risk Manager (C)
Assistant Director (C)	IT Service Operations Manager (C)
Program Manager (C)	
Public Safety Systems Manager (B)	

Range 28

\$36.13	\$37.91	\$39.82	\$41.79	\$43.88
\$75,439.44	\$79,156.08	\$83,144.16	\$87,257.52	\$91,621.44

Assistant to County Administrator (C)	Assistant Finance Director (C)
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Range 29

\$37.36	\$39.22	\$41.21	\$43.27	\$45.41
\$78,007.68	\$81,891.36	\$86,046.48	\$90,347.76	\$94,816.08

Economic Support Division Manager (C)	ADRC/Adult Protective Services Division Manager (C)
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Range 30

\$38.64	\$40.57	\$42.66	\$44.81	\$46.95
\$80,680.32	\$84,710.16	\$89,074.08	\$93,563.28	\$98,031.60

Computer Network Engineer (C)	IT Security Officer (C)
Data Services Manager (C)	

Range 31

\$39.90	\$41.90	\$44.01	\$46.17	\$48.43
\$83,311.20	\$87,487.20	\$91,892.88	\$96,402.96	\$101,121.84

Economic Development Manager (C)	Director of Nursing (C)
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Range 32

\$41.21	\$43.27	\$45.44	\$47.66	\$50.10
\$86,046.48	\$90,347.76	\$94,878.72	\$99,514.08	\$104,608.80

Administrative Services Division Manager (C)	Court Commissioner (C)
	Communication Center Director (C)

Range 33

\$42.56	\$44.67	\$46.91	\$49.28	\$51.76
\$88,865.28	\$93,270.96	\$97,948.08	\$102,896.64	\$108,074.88

Deputy Corporation Counsel (C)	Information Technology Deputy Director (C)
Health Officer (C)	
HSD Deputy Director (C)	

Range 34

\$43.96	\$46.14	\$48.42	\$50.86	\$53.41
\$91,788.48	\$96,340.32	\$101,100.96	\$106,195.68	\$111,520.08

Director of Planning and Development (C)	Public Works Director (C)
Facilities Management Director (C)	

Range 35

\$45.37	\$47.61	\$50.00	\$52.50	\$55.17
\$94,732.56	\$99,409.68	\$104,400.00	\$109,620.00	\$115,194.96

Range 36

\$46.82	\$49.19	\$51.62	\$54.22	\$56.94
\$97,760.16	\$102,708.72	\$107,782.56	\$113,211.36	\$118,890.72

Human Resources Director (C)

Range 37

\$48.36	\$50.76	\$53.28	\$55.97	\$58.79
\$100,975.68	\$105,986.88	\$111,248.64	\$116,865.36	\$122,753.52

Director of Information Technology (C)

Range 38

\$49.93	\$52.44	\$55.08	\$57.76	\$60.65
\$104,253.84	\$109,494.72	\$115,007.04	\$120,602.88	\$126,637.20

Finance Director (C)

Range 39

\$51.54	\$54.18	\$56.89	\$59.68	\$62.65
\$107,615.52	\$113,127.84	\$118,786.32	\$124,611.84	\$130,813.20

Nursing Home Administrator (C)

Range 40

\$53.20	\$55.85	\$58.70	\$61.57	\$64.67
\$111,081.60	\$116,614.80	\$122,565.60	\$128,558.16	\$135,030.96

Range 41

\$54.95	\$57.69	\$60.55	\$63.60	\$66.83
\$114,735.60	\$120,456.72	\$126,428.40	\$132,796.80	\$139,541.04

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.

APPENDIX J
OTHER RATES
1/1/2020

Wage rates contained in Appendix J will be increased by any across the board increases that Unilateral Staff receive as approved by the County Board of Supervisors.

SEASONAL RATES	Start	After 1,000 hours	After 4,000 hours
CLERICAL (Accounting, Secretarial, etc.)	\$10.59	\$10.91	\$11.24
PARA-PROFESSIONAL	\$13.84	\$14.26	\$14.69
PROFESSIONAL (Degreed Positions)	\$17.30	\$17.82	\$18.34

Note: Current employees get credit for hours worked when establishing placement on the seasonal pay scales.

TEMPORARY RATES	
Temporary employees are paid at a step in the wage scale for the position they are temporarily occupying because, unlike season, they have to meet all the requirements of the job.	Refer to the scale associated with temporary job title.

NON-UNION POOL STAFF RATES	Start	After 1,000 hours	After 5,200 hours
Rock Haven Pool RNs	\$33.39	\$34.18	\$34.92
Rock Haven Nursing Supervisors.	\$42.11	\$42.94	\$43.79
HSD Pool Crisis Workers	\$21.19	\$21.67	\$22.15

APPENDIX J
OTHER RATES
1/1/2020

HSD RELIEF STAFF RATES	Start	After 1,000 hours	After 5,200 hours
YSC/CYF Relief Staff	\$16.78	\$17.71	\$19.61
YSC Relief Supervisors	\$23.85	\$25.10	\$26.33

OTHERS	Start	After 1,000 hours	After 4,000 hours
Sheriff's Clerk, Child Support Clerical Worker, and Council on Aging Clerical Worker	\$10.59	\$10.91	\$11.24
Sheriff's Office Investigative Assistant	\$17.30	\$17.82	\$18.34

MEDICAL EXAMINER'S OFFICE	Start	After 1,000 hours	After 5,200 hours
Medical Examiner Pool Staff- Overtime for these positions will be paid after 40 hours per week. The hours used for overtime calculation will be actual hours paid.	\$26.49	\$27.82	\$29.21

STUDENT RATES	
Co-Op Student and Youth Apprenticeship	Wisconsin Minimum Wage
Note: Student rates will increase based on changes in minimum wage, not changes to Unilateral Pay Plan	

APPENDIX B AFSCME LOCAL 1077 PAY GRID
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		Start	6 Mos	5 Years*	10 Years*	15 Years*	20 Years*
Classification I	1/1/2020	20.79	21.86	22.17	22.48	23.40	23.63
Stock Clerk							
Classification II	1/1/2020	21.30	22.40	22.73	23.04	24.00	24.27
Building Maintenance Worker II							
Classification III	1/1/2020	21.70	22.86	23.18	23.51	24.50	24.70
Highway Worker							
Classification III(A)	1/1/2020	21.70	22.86	23.18	23.51	24.50	24.70
Classification III(B)	1/1/2020	21.70	22.86	23.18	23.51	24.50	24.70
Classification III(C)	1/1/2020	21.87	23.03	23.35	23.67	24.68	24.88
Heavy Truck Driver							
Classification IV	1/1/2020	22.35	23.51	23.84	24.25	25.20	25.48
Bridge Crew Crusher Operator Heavy Equipment Operator Machnist Maintenance Worker IV Mechanic Welder							
Classification IV(A)	1/1/2020	22.35	23.51	23.84	24.25	25.20	25.48
Airport Maintenance Worker							
Classification V	1/1/2020	23.25	24.46	24.81	25.19	26.21	26.47
Crew Leader							
Classification V(A)	1/1/2020	23.91	25.10	25.46	25.83	26.97	27.11
Airport Crew Leader							
Seasonal Employees	1/1/2020	14.12					

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

RANGE AND JOB CLASSIFICATION	STEP:	6		18		30		60		120		180		240	
		A	B	C	D	E	F	G	H	mos	mos*	mos*	mos*	mos*	
Range 12	1/1/2020	\$16.26	\$17.29	\$17.91	\$18.62	\$19.20	\$19.79	\$20.55	\$20.95	Administrative Assistant					
Range 12A	1/1/2020	\$16.95	\$17.49	\$18.04	\$18.56	\$19.10	\$19.61	\$20.42	\$20.85	Account Clerk II					
Range 13	1/1/2020	\$16.59	\$17.58	\$17.90	\$18.38	\$18.88	\$19.43	\$20.21	\$20.63	Release of Information Coordinator					
Range 14	1/1/2020	\$16.23	\$17.22	\$17.67	\$18.23	\$18.75	\$19.29	\$20.07	\$20.48						
Range 15	1/1/2020	\$15.61	\$16.63	\$17.30	\$17.96	\$18.54	\$19.11	\$19.92	\$20.26						
Range 16	1/1/2020	\$15.95	\$16.88	\$17.46	\$17.93	\$18.46	\$18.96	\$19.73	\$20.15						
Range 17	1/1/2020	\$15.64	\$16.78	\$17.37	\$17.90	\$18.38	\$18.90	\$19.66	\$20.07						
Range 18	1/1/2020	\$15.87	\$16.81	\$17.25	\$17.63	\$18.10	\$18.67	\$19.39	\$19.76						
Range 19	1/1/2020	\$14.89	\$15.95	\$16.45	\$16.98	\$17.53	\$18.04	\$18.73	\$19.13	Clerk Typist II					
Range 20	1/1/2020	\$15.21	\$16.26	\$16.85	\$17.63	\$18.14	\$18.69	\$19.43	\$19.81	Food Service Supervisor					
Range 21	1/1/2020	\$15.02	\$16.07	\$16.48	\$16.83	\$17.40	\$17.90	\$18.65	\$19.02						
Range 22	1/1/2020	\$14.57	\$15.61	\$16.10	\$16.61	\$17.16	\$17.63	\$18.32	\$18.73	Central Supply Clerk					
Range 23	1/1/2020	\$14.67	\$15.67	\$15.95	\$16.40	\$16.90	\$17.44	\$18.16	\$18.52						
Range 24	1/1/2020	\$14.24	\$15.27	\$15.77	\$16.28	\$16.78	\$17.29	\$18.00	\$18.32	Cook					
Range 25	1/1/2020	\$13.95	\$14.95	\$15.42	\$15.95	\$16.48	\$16.94	\$17.63	\$18.04	Activity Therapy Assitant Beautician Medical Record Clerk Certified Nursing Assistant					
Range 26	1/1/2020	\$13.93	\$14.94	\$15.41	\$15.94	\$16.46	\$16.90	\$17.62	\$18.03						
Range 27	1/1/2020	\$13.57	\$14.63	\$15.13	\$15.67	\$16.15	\$16.66	\$17.35	\$17.63						

RANGE AND JOB CLASSIFICATION	STEP:	6 mos		18 mos		30 mos		60 mos*		120 mos*		180 mos*		240 mos*	
		A	B	C	D	E	F	G	H						
Range 28	1/1/2020	\$13.79	\$14.81	\$15.30	\$15.84	\$16.33	\$16.79	\$17.46	\$17.83						
Environmental Service Worker Food Service Worker															
Range 29	1/1/2020	\$13.67	\$14.74	\$15.19	\$15.69	\$16.19	\$16.69	\$17.38	\$17.67						
Range 30	1/1/2020	\$13.37	\$14.41	\$14.79	\$15.17	\$15.65	\$16.11	\$16.77	\$17.08						
Clerk Steno II															
Range 31	1/1/2020	\$13.33	\$14.36	\$14.75	\$15.13	\$15.61	\$16.08	\$16.73	\$17.03						
Range 32	1/1/2020	\$13.23	\$14.27	\$14.67	\$15.02	\$15.51	\$15.94	\$16.59	\$16.90						
Range 33	1/1/2020	\$12.83	\$13.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00						

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

APPENDIX D
AFSCME LOCAL 2489 PAY GRID

			6	18	60	120	180	240
RANGE AND JOB CLASSIFICATION	STEP:	Start	mos	mos	mos*	mos*	mos*	mos*
Range 0	1/1/2020	19.85	21.23	22.52	23.55	23.66	24.59	24.82

Telecommunicator

Range 0.5	1/1/2020	19.48	20.60	21.61	22.64	22.75	23.68	23.94
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Accountant

Deputy County Clerk

Deputy County Treasurer

Collections/Accounts Specialist

Deputy Register of Deeds

Information Technology

Support Specialist

Range 1	1/1/2020	18.49	19.65	21.28	22.30	22.52	23.44	23.62
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Printing Services Coordinator

Range 1a	1/1/2020	19.02	20.05	21.04	22.09	22.31	23.21	23.47
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Accounting Specialist

Lead Child Support Specialist

Lead Economic Support Specialist

Lead Legal Support Specialist

Medical Record Technician

Lead Worker

Range 2	1/1/2020	18.03	19.08	20.13	21.14	21.34	22.18	22.40
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Deputy Veterans Service

Officer II

Range 3	1/1/2020	18.67	19.21	19.85	20.75	20.93	21.78	22.00
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County Clerk Specialist

Child Support

Reimbursement Specialist

Deputy Clerk of Court

Deputy Register in Probate II

Range 4	1/1/2020	18.54	18.88	19.39	20.38	20.53	21.36	21.57
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Call Taker

Consumer Financial Support Specialist

Deputy Surveyor

Economic Support Specialist

Family Care Giver Support/Outreach

Specialist

HSD Support Specialist

Legal Stenographer

Legal Support Specialist

Register of Deeds Specialist

Skill Development Specialist

Range 4a	1/1/2020	18.10	18.51	18.99	19.92	20.06	20.93	21.08
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Child Support Financial

Worker

Range 5	1/1/2020	17.66	18.10	18.56	19.46	19.62	20.44	20.63
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Account Clerk III

Deputy Veterans Service Officer I

Range 6	1/1/2020	17.55	17.93	18.42	19.30	19.45	20.24	20.46
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AcCount Clerk - HSD

Administrative Assistant/

Stenographer

			6	18	60	120	180	240
RANGE AND JOB CLASSIFICATION	STEP:	Start	mos	mos	mos*	mos*	mos*	mos*
Range 7	1/1/2020	17.22	17.71	18.24	19.12	19.29	20.06	20.25

Account Clerk II

Optical Imaging Specialist

Administrative Assistant

Range 8	1/1/2020	17.29	17.56	18.06	18.93	19.10	19.86	20.04
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Range 9	1/1/2020	16.51	17.09	17.56	18.41	18.58	19.32	19.49
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Job Center Support Specialist

Range 10	1/1/2020	16.56	16.86	17.31	18.13	18.31	19.04	19.27
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Word Processing Operator

Range 11	1/1/2020	16.08	16.35	16.74	17.58	17.74	18.44	18.67
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Clerk Typist III

Range 12	1/1/2020	15.81	16.16	16.59	17.40	17.54	18.25	18.43
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Specialized Transit

Scheduler/Clerk

Range 13	1/1/2020	15.60	16.01	16.32	17.08	17.25	17.90	18.09
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Clerk II

Clerk Typist II

Public Safety Utility Clerk

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

AFSCME 2489-Y YOUTH SERVICES CENTER PAY GRID

Youth Specialists	STEP	1/1/2020
Start	A	\$16.78
After 12 months	B	\$17.71
After 24 months	C	\$19.61
After 36 months	D	\$20.34
After 48 months	E	\$20.67
After 60 months*	F	\$21.31
After 120 months*	G	\$21.65
After 180 months*	H	\$21.92
After 240 months*	I	\$22.35

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

**APPENDIX F
AMHS - HUMAN SERVICES**

Range 1

Human Services Professional I

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2020	18.12	18.98	19.87	20.69	21.55	22.38	23.21	24.08	24.93	25.77	26.57	27.17

Range 2

Human Services Professional II

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2020	19.22	20.14	21.07	21.96	22.87	23.76	24.65	25.59	26.46	27.37	28.22	28.79

Range 3

Human Services Professional III

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2020	21.21	21.75	22.08	23.10	24.13	25.12	26.17	27.20	28.19	29.23	30.11	30.69

Range 4

Human Services Professional IV; Lead Worker

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2020	22.18	22.73	23.09	24.15	25.22	26.27	27.36	28.44	29.47	30.55	31.48	32.08

Range 5

Human Services Professional V; Lead Worker

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2020	22.96	23.54	23.91	25.01	26.11	27.19	28.31	29.44	30.50	31.62	32.58	33.21

Range 6

Human Services Professional VI

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2020	24.63	25.55	26.49	27.42	28.39	29.29	30.23	31.18	32.15	33.07	34.05	34.73

Range 7

Human Services Professional VII

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2020	25.72	26.69	27.69	28.65	29.65	30.59	31.58	32.57	33.58	34.55	35.57	36.27

Range 8

Human Services Professional VIII

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2020	26.70	27.71	28.75	29.75	30.80	31.75	32.78	33.81	34.86	35.86	36.93	37.67

Range 9

Human Services Professional IX; Lead Worker; Registered Nurse

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2020	28.49	29.42	30.39	31.28	32.23	33.14	34.06	34.98	35.89	36.84	37.92	38.70

Wage scales are maintained in the Rock County Policy and Procedure Manual under Appendices.

*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

APPENDIX G
AMHS - ROCK HAVEN

Range II

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years*	20 Years*
1/1/2020	\$21.00	\$21.55	\$21.88	\$22.89	\$23.91	\$24.86	\$25.90	\$26.93	\$27.91	\$28.94	\$29.83	\$30.41

Range III

Social Worker- MA, MSW, MSSW with certification, Master Case Manager Therapists, Counselors, Family Therapists- MA, MS, MSW, MSSW with certification

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years*	20 Years*
1/1/2020	\$24.63	\$25.55	\$26.49	\$27.42	\$28.39	\$29.29	\$30.23	\$31.18	\$32.15	\$33.07	\$34.05	\$34.73

Range IV

Registered Nurse

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years*	20 Years*
1/1/2020	\$28.49	\$29.42	\$30.39	\$31.28	\$32.23	\$33.14	\$34.06	\$34.98	\$35.89	\$36.84	\$37.92	\$38.70

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

APPENDIX I
ROCK COUNTY ATTORNEYS'
ASSOCIATION PAY GRID

	1/1/2020
Entry	\$ 54,616.88
Step A	\$ 58,032.54
Step B	\$ 61,388.11
Step C	\$ 69,580.09
Step D	\$ 77,781.87
Step E	\$ 84,743.05
Step F	\$ 90,952.70
Step G	\$ 97,387.25
Step H*	\$ 99,336.08
Step I*	\$ 101,322.81

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

APPENDIX H SEIU PUBLIC HEALTH NURSES

	1/1/2020
Length of Service	
Start	\$29.42
6 Months	\$30.94
18 Months	\$31.98
30 Months	\$32.39
54 Months	\$33.03
78 Months	\$33.70
144 Months	\$34.38
180 Months*	\$34.73

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.