

OZAUKEE COUNTY POLICY AND PROCEDURE MANUAL

CHAPTER 3

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3.01 POSITIONS AND PAY GRADES					
	POSITION	GRADE	UNION	HOURS	#
1	<u>DEPARTMENT OF ADMINISTRATION</u>				
	County Administrator	117	SALARY	40	1
	Budget Manager (12-44)	112	NON REP	40	1
	Budget Analyst *eff. 3/1/14 (13-44)	108	NON REP	40	1
	FINANCE DEPARTMENT				
	Finance Director	115	SALARY	40	1
	Payroll Systems Manager	109	NON REP	40	1
	Financial Analyst CPA	109	NON REP	40	1
	Financial System Analyst *eff. 7/1/14 (13-44)	109	NON REP	40	1
	Financial Analyst *eff. 7/1/14 (13-44)	108	NON REP	40	3
	Purchasing Manager (12-44)	107	NON REP	20	1
	Accounts Payable Coordinator	105	NON REP	40	1
	Sheriff Account Clerk III	7	OPEIU	37.5	1
	Sheriff Account Clerk III	7	OPEIU	30	1
	Human Services Account Clerk II (12-44)	6	OPEIU	30	1
	Highway Account Clerk II	6	OPEIU	37.5	1
	HUMAN RESOURCES DEPARTMENT				
	Assistant County Administrator (12-44)	115	NON REP	40	1
	Benefits Manager	109	NON REP	40	1
	Administrative Interns	SPECIAL	TEMP	AS FUNDED	
	INFORMATION TECHNOLOGY DEPARTMENT (12-44), (12-56)				
	Information Technology Manager	112	NON REP	40	1
	Communications Services Manager	11	OPEIU	40	1
	Programmer/Analyst	11	OPEIU	37.5	1
	PC Technician	8	OPEIU	37.5	1
	Radio Technician	8	OPEIU	40	1
	TOTAL				23
2	<u>CORPORATION COUNSEL/CHILD SUPPORT</u>				
	Corp. Counsel	113	SALARY	40	1

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	Legal Services Manager	106	NON REP	40	1
	Office Assistant I	3	OPEIU	16	1
	CHILD SUPPORT DIVISION				
	Assistant Corp. Counsel *eff. 3/1/14 (13-44)	111	NON REP	40	1
	Child Support Specialist (Modifications)	8	OPEIU	40	1
	Child Support Specialist (Interstate)	8	OPEIU	40	1
	Paternity and Customer Service Support Specialist	8	OPEIU	40	1
	Account Clerk III	7	OPEIU	37.5	1
	Child Support Specialist (Assistant)	6	OPEIU	40	1
	TOTAL				9
3	<u>COUNTY CLERK</u>				
	County Clerk	2	ELECTED		1
	Chief Deputy County Clerk *eff. 7/1/14 (13-44)	107	NON REP	40	1
	Deputy County Clerk II *eff. 7/1/14 (13-44)	103	NON REP	40	1
	Deputy County Clerk I	102	NON REP	40	1
	TOTAL				4
4	<u>COUNTY BOARD</u>				
	Chairperson		ELECTED	1.00	
	Supervisor		ELECTED	25.00	
	TOTAL			26.00	
5	<u>COUNTY TREASURER</u>				
	County Treasurer	3	ELECTED		1
	Office Manager/Accountant	108	NON REP	40	1
	Account Clerk II	6	OPEIU	30	1
	Assistant Real Property Lister	6	OPEIU	40	1
	TOTAL				4

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6	<u>HUMAN SERVICES</u>				
	Human Services Interim Director	116	SALARY	40	1
	Psychiatrist	SPECIAL	NON REP	40	1
	Children & Family Manager (12-44)	113	NON REP	40	1
	Crisis Management Supervisor (12-44)	111	NON REP	40	1
	Case Management Supervisor (13-44)	110	NON REP	40	1
	Economic Support Manager	110	NON REP	40	1
	Lead Licensed Mental Health Professional (12-44)	110	NON REP	40	1
	Lead Social Worker II Child Protective Service (12-44)	110	NON REP	40	1
	Database Coordinator/ System Administrator	108	NON REP	40	1
	Licensed Mental Health Professional II	11	OPEIU	40	2
	Licensed Mental Health Professional II(12-44)	11	OPEIU	37.5	4
	Psychiatric Nurse Case Manager	11	OPEIU	40	1
	Psychiatric RN	11	OPEIU	40	1
	Licensed Mental Health Professional I (12-44)	10	OPEIU	37.5	4
	Birth to Three Coordinator	10	OPEIU	37.5	1
	Social Worker II Long Term Support	10	OPEIU	37.5	2
	Social Worker II Adult Protective Services	10	OPEIU	40	1
	Social Worker II Adult Protective Services	10	OPEIU	20	2
	Social Worker II Child Protect (13-44)	10	OPEIU	40	7
	Social Worker II Juvenile Justice (13-44)	10	OPEIU	40	3
	Chemical Dependency Counselor	10	OPEIU	40	1
	Office Services Supervisor	107	NON REP	37.5	1
	Lead Economic Support Specialist (12-44)	9	OPEIU	40	1
	Lead Economic Support Specialist (13-23)**	9	OPEIU	40	1
	Social Services Assistant	8	OPEIU	37.5	1
	Economic Support Specialist (12-44)	8	OPEIU	40	10
	Economic Support Specialist (13-23) **	8	OPEIU	40	3
	Medical Billing Clerk	6	OPEIU	40	1
	Family Support Worker (13-44)	6	OPEIU	37.5	3
	Office Assistant IV (13-44)	6	OPEIU	37.5	1
	Office Assistant III	5	OPEIU	40	1
	Office Assistant III (13-23)**	5	OPEIU	40	2

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	Office Assistant III (13-44)	5	OPEIU	37.5	4
	Support Care Worker	SPECIAL	TEMP	AS FUNDED	
	TOTAL				67.00
	AGING & DISABILITY RESOURCE CENTER				
	ADRC Director	112	NON REP	40	1
	Aging Services Manager (12-44)	108	NON REP	40	1
	Information & Assistance Spc ADRC	9	OPEIU	40	4
	Information & Assistance Spc ADRC	9	OPEIU	20	1
	Information & Assistance Spc*	9	OPEIU	20	1
	Benefit Specialist (12-44)	9	OPEIU	40	1
	ADRC Disability Benefits Spc	9	OPEIU	40	1
	Office Assistant III	5	OPEIU	40	1
	Office Assistant I	3	OPEIU	35	1
	Dining Center Coordinator	5	OPEIU	20	4
	Dining Center Coordinator	5	OPEIU	10.5	1
	Sub Meal Manager	SPECIAL	TEMP	AS FUNDED	
	Certified Nursing Assistant	5	OPEIU	18.75	4
	Homemaker Aide	3	OPEIU	37.5	1
	MA Personal Care RN	SPECIAL	NON REP	6	1
	Meal Program Staff Drivers	SPECIAL	OPEIU	10	3
	Temp Certified Nursing Assistant	SPECIAL	TEMP	AS FUNDED	
	TOTAL				26.00
	The following Grade 10 positions in the HS Dept.: Social Worker II, Licensed Mental Health Professional I, Long Term Support S				
	and Birth to Three Coordinator shall receive an additional \$1.00/hour more.				
	* Revenue Supported				
	**Positions are Limited Term and will terminate upon the elimination of the Food Share Program Bonus Revenue and				
	Implementation Funds				
7	<u>PUBLIC HEALTH</u>				
	Director/Health Officer	113	SALARY	40.00	1
	Nursing Supervisor/WIC Director* (12-54)	110	NON REP	40.00	1
	Business Manager	107	NON REP	40.00	1
	Health Educator*	104	NON REP	40.00	1

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	WIC Project Nutritionist* (12-54)	105	NON REP	24.00	1
	WIC Nutritionist*	104	NON REP	24.00	1
	WIC Nutritionist Assistant*	102	NON REP	24.00	1
	Public Health Nurse (12-44), (13-44)	10	OPEIU	37.50	2
	Public Health Nurse	10	OPEIU	22.50	2
	Environmental Health Specialist	10	OPEIU	37.50	1
	Bioterrorism Project Manager**	10	OPEIU	22.50	1
	Office Assistant II	4	OPEIU	37.50	1
	Office Assistant II	4	OPEIU	18.75	1
	TOTAL				15.00
	* Grant funded				
	** Temporary position eliminated upon Bioterrorism Grant funding termination				
8	<u>LASATA CAMPUS</u>				
	Lasata Care Center Administrator	116	SALARY	40	1
	LASATA CARE CENTER				
	Director of Nursing	113	SALARY	40	1
	Assistant Administrator (12-44)	111	SALARY	40	1
	Nursing Supervisor	110	NON REP	40	4.5
	Nurse Coordinator**	109	NON REP	40	3
	InService Director	109	NON REP	40	1
	Registered Nurse (Benefit) ** (11-23)	108	NON REP	40	16 FTE
	Registered Nurse (Non-Benefit) **(11-23)	SPECIAL	NON REP		8 FTE
	Infection Preventionist/RN	108		40	1 FTE
	Social Worker Department Head	108	NON REP	40	1
	Dietician	108	NON REP	18	1
	Maintenance Supervisor	108	NON REP	40	1
	Food Service Supervisor (12-44)	107	NON REP	40	1
	Activity Director	106	NON REP	40	1
	Fiscal Services Coordinator	106	NON REP	40	1
	Health Information Technician	105	NON REP	40	1
	Staff LPN (Benefit)	105	NON REP	40	12 FTE
	Staff LPN (Non-Benefit)	SPECIAL	NON REP		2 FTE

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Social Worker	105	NON REP	40	2.75
Administrative Assistant	103	NON REP	40	1
Custodian Maintenance Assistant	6	LAW	40	5
Nursing Scheduler	102	NON REP	40	1
Assistant Food Service Supervisor *eff. 7/1/14 (13-44)	103	NON REP	40	1
Supply Aide	4A	LAW	40	1
Medication Aide	6	LAW	40	1.5
Certified Nurse Assistant (Benefit)	4A	LAW	40	50 FTE
Certified Nuse Assistant (Non-Benefit)	SPECIAL	LAW	40	45 FTE
Health Unit Coordinator	4A	LAW	40	4
Activity Assistant	4	LAW	40	5.5 FTE
Receptionist	3	LAW	40	1.5 FTE
Cook	3	LAW	40	3.6 FTE
Dietary Aide	2	LAW	40	13.5 FTE
PT Summer Maintenance	SPECIAL	TEMP	AS FUNDED	
TOTAL				196.85
LASATA HEIGHTS				
Lasata Heights Housing Manager	107	NON REP	40	1
Custodian Maintenance Assistant	6	LAW	40	1
Administrative Assistant	103	NON REP	30	1
TOTAL				3
LASATA CROSSINGS				
Lasata Crossings Manager	108	NON REP	40	1
Registered Nurse	108	NON REP	40	1
Administrative Assistant (12-44)	103	NON REP	40	1
Maintenance Assistant	6	LAW	40	1
Personal Care Worker - Non-Benefit/Benefit	4	LAW	40	16 FTE
Cook	3		40	2.75 FTE
Dietary Aide	2	LAW	40	1 FTE
TOTAL				22
*RN's and LPN's shall receive weekend differential pay of \$1.00 and PM/Night				
differential pay of \$1.00 per hour worked, if required to work				

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	**RN's acting as shift Supervisor, in the absence of the Nursing Supervisor, be paid a supervisory differential of \$3.00 an hour.				
9	<u>VETERANS' SERVICES</u>				
	Veterans' Services Officer	109	NON REP	40	1
	Veterans' Programs Assistant	7	OPEIU	22.5	1
	Veterans' Drivers	SPECIAL	TEMP	AS FUNDED	
	TOTAL				2
10	<u>LAND & WATER MANAGEMENT</u>				
	Land & Water Management Director *eff. 7/1/14 (13-44)	113	SALARY	40	1
	Land & Water Coordinator	11	OPEIU	40	1
	Sanitation & Zoning Coordinator	11	OPEIU	40	1
	Sanitation & Zoning Specialist	10	OPEIU	40	1
	Soil & Water Conservationist	10	OPEIU	40	1
	Office Services Specialist *eff. 7/1/14 (13-44)	7	OPEIU	40	1
	Intern*	SPECIAL	TEMP	AS FUNDED	
	TOTAL				6
	* Revenue-supported				
11	<u>PLANNING & PARKS</u>				
	Planning & Parks Director *eff. 7/1/14 (13-44)	113	SALARY	40	1
	Parks Superintendent	109	NON REP	40	1
	Fish Passage Program Manager*	109	NON REP	40	1
	Golf Course Superintendent (12-44)	111	NON REP	40	1
	Fish Passage Program Assistant II*	107	NON REP	40	2
	Planning & Parks Specialist	9	OPEIU	30	1
	Planning & GIS Specialist (13-44)	8	OPEIU	40	1
	Mechanic	8	OPEIU	40	2
	Assistant Golf Course Superintendent (12-44)	8	OPEIU	40	2
	Office Assistant IV	6	OPEIU	40	1

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	Parks Maintenance Temporary	SPECIAL	TEMP	AS FUNDED	
	Caretaker Virmond Park (special)	SPECIAL	NON REP	AS FUNDED	
	Caretaker Waubedonia Park (special)	SPECIAL	NON REP	AS FUNDED	
	Caretaker Mee-Kwon Park (special) (12-44)	SPECIAL	NON REP	AS FUNDED	
	Planning & GIS Interns	SPECIAL	TEMP	AS FUNDED	
	Pro Shop Manager MeeKwon GC	SPECIAL	NON REP	AS FUNDED	
	Pro Shop Manager Hawthorne Hills GC	SPECIAL	NON REP	AS FUNDED	
	Virmond Park Maintenance (Temp)	SPECIAL	TEMP	AS FUNDED	
	Fish Passage Intern*	SPECIAL	TEMP	AS FUNDED	
	Temporary Pro Shop	SPECIAL	TEMP	AS FUNDED	
	Temporary Maintenance	SPECIAL	TEMP	AS FUNDED	
	TOTAL				13
	* Revenue-supported				
12	<u>REGISTER OF DEEDS/LAND INFORMATION</u>				
	Register of Deeds	3	ELECTED		1
	Land Information Coordinator	109	NON REP	40	1
	Deputy Register of Deeds	8	OPEIU	37.5	1
	Tax Lister Assistant	6	OPEIU	37.5	1
	Office Assistant IV	6	OPEIU	37.5	2
	Webmaster	SPECIAL			
	Intern	SPECIAL	TEMP	AS FUNDED	
	TOTAL				6
13	<u>UW EXTENSION</u>				
	Agricultural Agent/Department Head	110	SALARY	40	1
	4-H Youth Development Educator	109	NON REP	40	1
	Community Development Educator	108	NON REP	40	1
	Office Assistant III	5	OPEIU	20	1
	TOTAL				4
14	<u>CLERK OF COURTS</u>				

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	Circuit Court Commissioner	113	NON REP	40	1
	Clerk of Circuit Court	4	ELECTED		1
	Register in Probate/Clerk of Juvenile Court	SPECIAL			
	Chief Deputy Clerk of Circuit Court	108	NON REP	40	1
	Deputy Clerk IV	8	OPEIU	40	3
	Deputy Clerk IV *eff. 7/1/14 (13-44)	8	OPEIU	20	1
	Deputy Clerk IV	8	OPEIU	37.5	3
	Controller *eff. 7/1/14 (13-44)	106	NON REP	40	1
	Deputy Register in Probate	105	NON REP	40	1
	Deputy Clerk III	7	OPEIU	40	1
	Deputy Clerk III	7	OPEIU	37.5	1
	Deputy Clerk III *eff. 7/1/14 (13-44)	7	OPEIU	20	1
	Deputy Clerk II	6	OPEIU	20	2
	Deputy Clerk I	5	OPEIU	37.5	1
	Deputy Clerk I	5	OPEIU	20	3
	Bailiff	SPECIAL	TEMP	AS FUNDED	
	TOTAL				21
15	<u>CORONER</u>				
	County Coroner	1	ELECTED		1
	Chief Deputy Coroner*	SPECIAL	TEMP	AS FUNDED	1
	Deputy Coroners*	SPECIAL	TEMP	AS FUNDED	
	Office Assistant II	4	OPEIU	AS FUNDED	1
	TOTAL				3
	* To be paid \$3.00 per hour of stand-by duty, but stand-by pay will not be paid				
	when an individual is eligible for per diem payment				
16	<u>DISTRICT ATTORNEY</u>				
	Victim/Witness Coordinator	10	OPEIU	37.5	1
	Office Services Supervisor	107	NON REP	37.5	1
	Legal Assistant II *eff. 7/1/14 (13-44)	8	OPEIU	37.5	3

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	Paralegal	7	OPEIU	18.75	1
	Victim/Witness Specialist *eff. 7/1/14 (13-44)	8	OPEIU	18.75	1
	Office Assistant IV Legal	6	OPEIU	37.5	1
	Law Clerk	SPECIAL	TEMP	AS FUNDED	
	TOTAL				8
17	<u>SHERIFF</u>				
	Sheriff	5	ELECTED		1
	Undersheriff/Captain of Administration	113	NON REP	40	1
	Captain of Operations	113	NON REP	40	1
	Lieutenant	112	NON REP	40	4
	Jail Division Sergeant	NA	LAW-1/07	40	3
	Detective (13-44)	NA	LAW 1-07	40	6
	Patrol Sergeant	NA	LAW 1-07	40	5
	Under Cover Officer	NA	LAW 1-07	37.5	1
	Business Services Manager (12-44)	109	NON REP	40	1
	Dispatch Supervisor	108	NON REP	40	1
	Secretary II	104	NON REP	20	1
	Licensed Mental Health Professional	11	OPEIU	37.5	1
	Lead Health Services Nurse	11	OPEIU	40	1
	Health Services Nurse	10	OPEIU	40	1
	Health Services Nurse (13-44)	10	OPEIU	20	1
	Patrol Officer *eff. 9/1/14 (13-44)	NA	LAW 1-07	40	21
	Jailor	NA	LAW 1-07	40	34
	Dispatcher	8	OPEIU	40	10
	Crime Analyst (13-44)	8	OPEIU	40	1
	Office Assistant IV	6	OPEIU	37.5	1
	Court Services Deputy/Jailor	SPECIAL	NON REP	AS FUNDED	
	CSU Special Deputy	SPECIAL	NON REP	AS FUNDED	
	Office Assistant III (12-44)	5	OPEIU	37.5	3
	Office Assistant III (12-44)	5	OPEIU	27.5	2
	Health Screening Technician	5	OPEIU	37.5	1
	Patrol Division Special Deputy	SPECIAL	NON REP	AS FUNDED	0.5

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	Tactical Emergency Medical Support Operator (13-34)	SPECIAL	NON REP	AS FUNDED	
	EMERGENCY MANAGEMENT DIVISION				
	Emergency Management Director (13-44)	110	NON REP	40	1
	Emergency Management Coordinator (12-44)	107	NON REP	20	1
	Haz Mat Captain	SPECIAL	NON REP	AS FUNDED	
	Haz Mat Lieutenant	SPECIAL	NON REP	AS FUNDED	
	Haz Mat Technician	SPECIAL	NON REP	AS FUNDED	
	Haz Mat Operations	SPECIAL	NON REP	AS FUNDED	
	WSP Crew Person - Entry Level	SPECIAL	TEMP	AS FUNDED	
	WSP Crew Person - With Experience	SPECIAL	TEMP	AS FUNDED	
	Water Safety Patrol Crew Leader	SPECIAL	TEMP	AS FUNDED	
	Water Safety Patrol Captain	SPECIAL	TEMP	14	
	Water Safety Patrol Lieutenant	SPECIAL	TEMP	AS FUNDED	
	TOTAL				104.5
18	<u>PUBLIC WORKS</u>				
	Public Works Director/Highway Commissioner	116	SALARY	40	1
	HIGHWAY				
	Assistant Public Works Director (12-44)	112	NON REP	40	1
	Patrol Superintendent	110	NON REP	40	1
	Shop Manager (12-44)	109	NON REP	40	1
	Foreman		OPEIU	40	3
	Equipment Operators (12-44), (13-44)		OPEIU	40	37
	Highway Laborer (13-44)		OPEIU	40	0
	Highway Laborer (12-44), (13-44)		OPEIU	20	1
	Part-Time Summer Help	SPECIAL	TEMP	AS FUNDED	
	Part-Time Winter Help	SPECIAL	TEMP	AS FUNDED	
	TOTAL				45
	TRANSIT				
	Transit Superintendent *eff. 7/1/14 (13-44)	110	NON REP	40	1
	TOTAL				1
	FACILITIES-JUSTICE CENTER				
	Building Superintendent *eff. 7/1/14 (13-44)	110	NON REP	40	1

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	Maintenance Mechanic	8	OPEIU	40	2
	Custodial Maintenance Assistant	6	OPEIU	40	2
	Janitor	2	OPEIU	18.75	1
	Janitor	2	OPEIU	7.50	2
	Janitor	2	OPEIU	17.50	1
	Maintenance Lead Worker	101	NON REP	8.75	2
	FACILITIES-ADMINISTRATION CENTER				
	Building Superintendent *eff. 7/1/14 (13-44)	110	NON REP	40	1
	Maintenance Mechanic	8	OPEIU	40	1
	Custodial Maintenance Assistant (12-44)	6	OPEIU	40	1
	Custodial Maintenance Assistant (12-44)	6	OPEIU	20	1
	Janitor	2	OPEIU	20	2
	Janitor	2	OPEIU	6.00	2
	Janitor	2	OPEIU	12.00	1
	Janitor	2	OPEIU	15.00	1
	Janitor	2	OPEIU	23.50	1
	Janitor	2	OPEIU	17.50	1
	Janitor - Highway	2	OPEIU	18.75	1
	Maintenance Lead Worker	101	NON REP	15	1
	TOTAL				25
19	<u>CRIMINAL JUSTICE COLLABORATING COUNCIL</u>				
	CJCC Coordinator (13-44)	103	NON REP	20	1

3.02 COUNTY WAGE SCALES

(1) Non Represented Wage Scale (13-45)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
Grade 100	\$11.82	\$12.17	\$12.53	\$12.89	\$13.25	\$13.62	\$13.98	\$14.29	\$14.64	\$15.01	\$15.35
Grade 101	\$12.90	\$13.29	\$13.68	\$14.06	\$14.45	\$14.87	\$15.25	\$15.64	\$16.03	\$16.42	\$16.78
Grade 102	\$14.07	\$14.49	\$14.90	\$15.32	\$15.74	\$16.15	\$16.59	\$17.01	\$17.43	\$17.84	\$18.26
Grade 103	\$15.35	\$15.81	\$16.28	\$16.74	\$17.20	\$17.65	\$18.11	\$18.56	\$19.03	\$19.49	\$19.97
Grade 104	\$16.69	\$17.19	\$17.68	\$18.18	\$18.69	\$19.20	\$19.70	\$20.20	\$20.71	\$21.21	\$21.72
Grade 105	\$18.18	\$18.75	\$19.31	\$19.84	\$20.39	\$20.92	\$21.47	\$22.03	\$22.56	\$23.11	\$23.66
Grade 106	\$19.84	\$20.45	\$21.03	\$21.63	\$22.22	\$22.82	\$23.43	\$23.99	\$24.61	\$25.18	\$25.80
Grade 107	\$21.47	\$22.09	\$22.74	\$23.39	\$24.02	\$24.67	\$25.32	\$25.95	\$26.60	\$27.23	\$27.87
Grade 108	\$23.18	\$23.87	\$24.56	\$25.25	\$25.94	\$26.63	\$27.34	\$28.00	\$28.71	\$29.40	\$30.06
Grade 109	\$24.46	\$25.32	\$26.18	\$27.04	\$27.90	\$28.76	\$29.63	\$30.50	\$31.36	\$32.22	\$33.07
Grade 110	\$26.40	\$27.36	\$28.28	\$29.22	\$30.15	\$31.07	\$32.00	\$32.95	\$33.86	\$34.81	\$35.74
Grade 111	\$28.53	\$29.52	\$30.52	\$31.51	\$32.54	\$33.55	\$34.56	\$35.55	\$36.56	\$37.58	\$38.56
Grade 112	\$30.79	\$31.88	\$32.98	\$34.08	\$35.14	\$36.24	\$37.31	\$38.42	\$39.50	\$40.60	\$41.67
Grade 113	\$33.29	\$34.45	\$35.62	\$36.80	\$37.98	\$39.15	\$40.32	\$41.51	\$42.67	\$43.86	\$44.98
Grade 114	\$35.91	\$37.21	\$38.48	\$39.72	\$41.02	\$42.28	\$43.54	\$44.81	\$46.08	\$47.35	\$48.63
Grade 115	\$38.82	\$40.21	\$41.57	\$42.95	\$44.32	\$45.69	\$47.06	\$48.42	\$49.79	\$51.16	\$52.52
Grade 116	\$41.95	\$43.42	\$44.90	\$46.38	\$47.86	\$49.34	\$50.83	\$52.29	\$53.77	\$55.26	\$56.73
Grade 117	\$45.30	\$46.89	\$48.48	\$50.09	\$51.70	\$53.27	\$54.89	\$56.48	\$58.09	\$59.69	\$61.27

(2) Office Employee Non-Management Staff (12-48), (13-45)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Grade 1	\$10.53	\$10.83	\$11.14	\$11.45	\$11.72	
Grade 2	\$11.17	\$11.75	\$12.36	\$12.96	\$13.57	
Grade 3	\$11.75	\$12.35	\$12.95	\$13.53	\$14.13	
Grade 4	\$12.90	\$13.50	\$14.10	\$14.71	\$15.31	
Grade 5	\$14.08	\$14.67	\$15.26	\$15.87	\$16.45	
Grade 6	\$15.28	\$15.95	\$16.63	\$17.31	\$18.00	
Grade 7	\$17.60	\$18.17	\$18.77	\$19.34	\$19.93	
Grade 8	\$19.08	\$20.02	\$20.99	\$21.95	\$22.90	\$23.86
Grade 9	\$21.59	\$22.52	\$23.49	\$24.45	\$25.38	\$26.33
Grade 10	\$24.34	\$25.31	\$26.27	\$27.23	\$28.21	\$29.16
Grade 11	\$26.98	\$27.92	\$28.87	\$29.81	\$30.78	\$31.73

(3) Highway Employee Wage Scale (11-68), (13-45), (13-70)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Highway Laborer	\$16.00	\$16.55	\$17.10	\$17.65	\$18.20	\$18.75
Equipment Operator*	\$19.49	\$20.30	\$21.11	\$21.92	\$22.73	\$23.53
Foreman	\$24.83	\$25.58	\$26.36			

*Any employee scheduled to work in the Shop shall receive a one dollar (\$1.00) per hour premium while working under such circumstances.

Any employee scheduled to work on the night shift shall receive a one dollar (\$1.00) per hour premium while working under such conditions.

Employees designated by the Highway Commissioner to act as temporary foremen shall receive a one dollar (\$1.00) per hour premium.

Temporary foremen receive premium for actual hours worked as temporary foremen.

(4) Labor Association of Wisconsin Deputies Union Wage Scale -Hired Before January 1, 2005

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Jailor	\$21.00	\$23.82	\$25.02	\$26.29	\$27.60	\$28.97
Patrol Officer	\$22.74	\$25.76	\$27.08	\$28.43	\$29.83	\$31.30
Detective/Sergeant	\$24.83	\$28.06	\$29.50	\$30.97	\$32.53	\$34.17

(5) Labor Association of Wisconsin Deputies Union Wage Scale - Hired After January 1, 2005

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
Jailor	\$21.00	\$22.15	\$23.28	\$24.42	\$25.55	\$26.69	\$27.85	\$28.97
Patrol Officer	\$22.74	\$23.95	\$25.17	\$26.39	\$27.61	\$28.84	\$30.07	\$31.30
Detective/Sergeant	\$24.83	\$26.17	\$27.51	\$28.83	\$30.18	\$31.50	\$32.84	\$34.17

(6) Labor Association of Wisconsin Deputies Union Wage Scale - Jailers Hired After January 1, 2005

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Jailor	\$22.22	\$22.83	\$23.43	\$24.04	\$24.64	\$25.25

(7)Lasata Non-Management Employees Wage Scale (11-81), (13-45)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
Grade 1	\$7.83	\$8.08	\$8.33	\$8.59	\$8.84	\$9.09	\$9.34	\$9.60
Grade 2	\$11.11	\$11.51	\$11.92	\$12.32	\$12.73	\$13.13	\$13.53	\$13.94
Grade 3	\$11.31	\$11.82	\$12.32	\$12.83	\$13.33	\$13.84	\$14.34	\$14.85
Grade 4	\$11.77	\$12.27	\$12.78	\$13.28	\$13.79	\$14.29	\$14.80	\$15.30
Grade 4A	\$12.38	\$12.89	\$13.39	\$13.90	\$14.40	\$14.91	\$15.41	\$15.92
Grade 5	\$13.21	\$13.66	\$14.10	\$14.54	\$14.99	\$15.43	\$15.88	\$16.32
Grade 6	\$14.85	\$15.31	\$15.78	\$16.24	\$16.71	\$17.17	\$17.63	\$18.10

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Non Benefit CNA	\$14.65	\$15.15	\$15.66	\$16.16	\$16.67	\$17.07

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
LPN (Non-Benefit) (11-23)	\$21.21	\$21.72	\$22.22	\$22.73	\$23.23	\$23.74				

RN (Non-Benefit) (11-23)	\$27.27	\$27.78	\$28.28	\$28.79	\$29.29	\$29.80	\$30.30	\$30.81	\$31.31	\$31.51
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(8) Special Wage Rates (13-45)

<u>Employee Classification</u>	<u>Hourly Wage</u>
County Home/County Jail Medical Director	\$88.21
Hazmat Team Leader	\$25.01
Special Deputy Sergeant	\$22.00
Special Deputy Sheriff (completion of 40 hours)	\$21.00
Drug Unit Investigator	\$20.09
Court Services Deputy (after 1040 hours)	\$19.31
Court Services Deputy (no change in start rate)	\$18.74
Hazmat Technicians	\$18.21
Rescue Boat Team Leader	\$18.21
Veterans Drivers per trip	\$16.07 plus, \$7.80 for each additional passenger
Mee Kwon/Hawthorne Pro Shop Manager	\$15.68
Highway Dept. Part time winter help	\$14.94
Law Clerk	\$13.74
Rescue Boat Pilot	\$13.01
Hazmat Operators	\$13.01
Bailiffs over 1 year	\$12.30
Bailiffs less than 1 year	\$11.96
Water Safety Patrol Crew Person with experience	\$11.89
Supportive Care Workers	\$11.64
Substitute Janitor Over 1 year	\$11.49
Tax Collection Clerk	\$11.47
Substitute Janitor Under 1 year	\$10.32
Substitute Meal Site Manager/Drivers	\$9.89
Water Safety Patrol Crew Person entry level	\$9.63
Highway Dept. Part time summer help	\$9.59
Golf Course Part Time Employees	\$7.25 - \$9.34

3.03 PAY GRADES POINT RANGES

(10-73)

(1) Employees shall be placed in the following job classification structure and a salary structure and schedule shall be adopted in accordance with this classification structure.

(a) Employees covered by a Collective Bargaining Agreement:

GRADE	POINT RANGE
11	385 - 431
10	343 - 384
9	305 - 342
8	271 - 304
7	240 - 270
6	214 - 239
5	190 - 213
4	165 - 189
4A	
3	150 - 164
2	133 - 149
1	132 - Below

(b) Employees not covered by a Collective Bargaining Agreement:

GRADE	POINT RANGE
117	911 - 975
116	850 - 910
115	791 - 849
114	736 - 790
113	685 - 735
112	637 - 684
111	593 - 636
110	552 - 592
109	514 - 551
108	478 - 513
107	445 - 477
106	414 - 444
105	385 - 413
104	358 - 384
103	333 - 357
102	310 - 332
101	288 - 309