

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY

County Board Staff Committee
SUBMITTED BY



Annette Mikula, HR Director
DRAFTED BY

January 15, 2018
DATE DRAFTED

**APPROVING THE 2018 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 Correctional Officers labor unit has received 2018 base wage increases of 1.00%
- 5 effective January 1, 2018; and, 1.00% effective July 2, 2018 for a total package of 2.05%; and,
- 6
- 7 **WHEREAS**, it is proposed to increase all employee Pay Plans by 2.00% effective January 1, 2018.
- 8
- 9 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly
- 10 assembled this 25th day of January, 2018 does hereby approve the County's 2018 Pay
- 11 Plans by increasing each step by 2.00% effective January 1, 2018.

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni
J. Russell Podzilni, Chair

Sandra Kraft
Sandra Kraft, Vice Chair

Absent
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

18-1B-441

APPROVING THE 2018 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>
2018	\$55,906,499.86	\$1,118,130	2.00%



Sherry Oja
Finance Director

LEGAL NOTE:

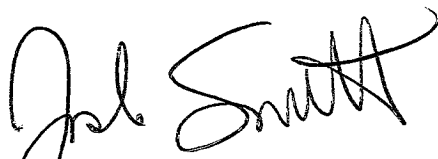
The County Board is authorized to take this action pursuant to §59.22(2), Wis. Stats.



Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith
County Administrator

APPROVING THE 2018 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 Correctional Officers Association for a contract with a total package increase of 2.05% to be split between January 1, 2018 and July 1, 2018.

To keep employees on pace with cost of living, inflation, and external market factors this resolution provides for a 2.00% increase for wage rates effective January 1, 2018.

APPENDIX A - 1
SHERIFF'S COMMAND STAFF
UNILATERAL PAY GRID
Salaries Effective January 1, 2018

Range 30A

\$37.53	\$39.39	\$41.41	\$43.50	\$45.60
\$78,362.64	\$82,246.32	\$86,464.08	\$90,828.00	\$95,212.80

Captain (C)

Range 32A

\$40.01	\$42.02	\$44.14	\$46.28	\$48.65
\$83,540.88	\$87,737.76	\$92,164.32	\$96,632.64	\$101,581.20

Commander (C)

Range 34A

\$42.69	\$44.81	\$47.03	\$49.39	\$51.83
\$89,136.72	\$93,563.28	\$98,198.64	\$103,126.32	\$108,221.04

Chief Deputy (C)

APPENDIX A - 2
SHERIFF'S NON-COMMAND STAFF
UNILATERAL PAY GRID
Salaries Effective January 1, 2018

Range 17A

\$23.80	\$24.95	\$26.18	\$27.49	\$28.85
\$49,694.40	\$52,095.60	\$54,663.84	\$57,399.12	\$60,238.80

Correctional Supervisor (C)

APPENDIX A
UNILATERAL PAY PLAN
Salaries Effective January 1, 2018

12.C.(5)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1					

Range 2					

Range 3					

Range 4					

Range 5					

Range 6	\$16.10	\$16.96	\$17.72	\$18.67	\$19.61
	\$33,616.80	\$35,412.48	\$36,999.36	\$38,982.96	\$40,945.68
	Environmental Health Technician (A)		Vehicle Maintenance Technician (A)		

Range 7	\$16.66	\$17.50	\$18.45	\$19.30	\$20.29
	\$34,786.08	\$36,540.00	\$38,523.60	\$40,298.40	\$42,365.52
	Secretary I (A)				

Range 8	\$17.35	\$18.12	\$19.08	\$19.98	\$21.00
	\$36,226.80	\$37,834.56	\$39,839.04	\$41,718.24	\$43,848.00
	Purchasing Specialist (A)				

Range 9	\$17.94	\$18.74	\$19.74	\$20.72	\$21.73
	\$37,458.72	\$39,129.12	\$41,217.12	\$43,263.36	\$45,372.24
	Nursing Staff Coordinator (A)				

Range 10	\$18.52	\$19.39	\$20.39	\$21.41	\$22.49
	\$38,669.76	\$40,486.32	\$42,574.32	\$44,704.08	\$46,959.12
	Court Attendant (A)			Judicial Assistant (A)	
	Human Resources Secretary (A)			Legal Assistant (A)	
	Secretary II (A)			Administrative Secretary (A)	
				Payroll Specialist (A)	

Range 11

\$19.16	\$20.09	\$21.10	\$22.15	\$23.25
\$40,006.08	\$41,947.92	\$44,056.80	\$46,249.20	\$48,546.00

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

Range 12

\$19.83	\$20.82	\$21.86	\$22.97	\$24.10
\$41,405.04	\$43,472.16	\$45,643.68	\$47,961.36	\$50,320.80

Range 13

\$20.51	\$21.55	\$22.58	\$23.74	\$24.95
\$42,824.88	\$44,996.40	\$47,147.04	\$49,569.12	\$52,095.60

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

Range 14

\$21.22	\$22.26	\$23.40	\$24.58	\$25.82
\$44,307.36	\$46,478.88	\$48,859.20	\$51,323.04	\$53,912.16

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

Range 15

\$22.01	\$23.06	\$24.23	\$25.43	\$26.68
\$45,956.88	\$48,149.28	\$50,592.24	\$53,097.84	\$55,707.84

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

Range 16

\$22.71	\$23.89	\$25.06	\$26.34	\$27.69
\$47,418.48	\$49,882.32	\$52,325.28	\$54,997.92	\$57,816.72

Youth Services Center Supervisor (A)*

Range 17

\$23.56	\$24.70	\$25.92	\$27.22	\$28.57
\$49,193.28	\$51,573.60	\$54,120.96	\$56,835.36	\$59,654.16

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

Range 18

\$24.35	\$25.63	\$26.86	\$28.20	\$29.62
\$50,842.80	\$53,515.44	\$56,083.68	\$58,881.60	\$61,846.56

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

Range 19

\$25.22	\$26.48	\$27.80	\$29.19	\$30.61
\$52,659.36	\$55,290.24	\$58,046.40	\$60,948.72	\$63,913.68

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

Range 20

\$26.10	\$27.41	\$28.78	\$30.21	\$31.71
\$54,496.80	\$57,232.08	\$60,092.64	\$63,078.48	\$66,210.48

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

Range 21

\$27.03	\$28.35	\$29.81	\$31.24	\$32.85
\$56,438.64	\$59,194.80	\$62,243.28	\$65,229.12	\$68,590.80

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

Range 22

\$27.93	\$29.40	\$30.83	\$32.39	\$33.98
\$58,317.84	\$61,387.20	\$64,373.04	\$67,630.32	\$70,950.24

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

Range 23

\$28.93	\$30.41	\$31.92	\$33.51	\$35.16
\$60,405.84	\$63,496.08	\$66,648.96	\$69,968.88	\$73,414.08

Computer Programmer/Analyst I (B)	Network Technician (B)
Lead Medicolegal Investigator (C)	Parks Manager (C)

Range 24

\$29.96	\$31.46	\$33.00	\$34.64	\$36.41
\$62,556.48	\$65,688.48	\$68,904.00	\$72,328.32	\$76,024.08

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

Range 25

\$31.04	\$32.55	\$34.16	\$35.89	\$37.68
\$64,811.52	\$67,964.40	\$71,326.08	\$74,938.32	\$78,675.84

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

Range 26

\$32.45	\$33.65	\$35.40	\$37.12	\$39.00
\$67,755.60	\$70,261.20	\$73,915.20	\$77,506.56	\$81,432.00

Airport Manager (C)

Controller (C)

Assistant Human Resources Director

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)

Range 27

\$33.18	\$34.88	\$36.59	\$38.43	\$40.34
\$69,279.84	\$72,829.44	\$76,399.92	\$80,241.84	\$84,229.92

Assistant Public Works Director (C)

Communications Center Operations

Program Manager (C)

Manager (C)

Assistant Director (C)

Youth Services Center Superintendent (C)

Public Safety Systems Manager (B)

Range 28

\$34.39	\$36.09	\$37.90	\$39.77	\$41.76
\$71,806.32	\$75,355.92	\$79,135.20	\$83,039.76	\$87,194.88

Assistant to County Administrator (C)

Assistant Finance Director (C)

Range 29

\$35.56	\$37.33	\$39.23	\$41.19	\$43.23
\$74,249.28	\$77,945.04	\$81,912.24	\$86,004.72	\$90,264.24

Administrative Services Division Manager (C)

ADRC/Adult Protective Services

Economic Support Division Manager (C)

Division Manager (C)

Practice & Service Coordinator (C)

Range 30

\$36.77	\$38.62	\$40.61	\$42.65	\$44.69
\$76,775.76	\$80,638.56	\$84,793.68	\$89,053.20	\$93,312.72

Computer Network Engineer (C)

Range 31

\$37.98	\$39.88	\$41.89	\$43.95	\$46.10
\$79,302.24	\$83,269.44	\$87,466.32	\$91,767.60	\$96,256.80

Economic Development Manager (C)

Director of Nursing (C)

Range 32

\$39.23	\$41.19	\$43.25	\$45.36	\$47.69
\$81,912.24	\$86,004.72	\$90,306.00	\$94,711.68	\$99,576.72

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

\$40.51	\$42.52	\$44.65	\$46.90	\$49.26
\$84,584.88	\$88,781.76	\$93,229.20	\$97,927.20	\$102,854.88

Deputy Corporation Counsel (C)

Programming & Technical Services

Health Officer (C)

Manager (C)

Range 34

\$41.84	\$43.92	\$46.09	\$48.41	\$50.83
\$87,361.92	\$91,704.96	\$96,235.92	\$101,080.08	\$106,133.04

Director of Planning and Development (C)

Public Works Director (C)

Range 35

\$43.19	\$45.31	\$47.59	\$49.97	\$52.51
\$90,180.72	\$94,607.28	\$99,367.92	\$104,337.36	\$109,640.88

Nursing Home Administrator (C)

Range 36

\$44.57	\$46.82	\$49.14	\$51.61	\$54.20
\$93,062.16	\$97,760.16	\$102,604.32	\$107,761.68	\$113,169.60

Human Resources Director (C)

Range 37

\$46.03	\$48.31	\$50.72	\$53.27	\$55.96
\$96,110.64	\$100,871.28	\$105,903.36	\$111,227.76	\$116,844.48

Director of Information Technology (C)

Range 38

\$47.53	\$49.91	\$52.43	\$54.98	\$57.73
\$99,242.64	\$104,212.08	\$109,473.84	\$114,798.24	\$120,540.24

Finance Director (C)

Range 39

\$49.06	\$51.57	\$54.15	\$56.80	\$59.64
\$102,437.28	\$107,678.16	\$113,065.20	\$118,598.40	\$124,528.32

Range 40

\$50.64	\$53.16	\$55.87	\$58.61	\$61.56
\$105,736.32	\$110,998.08	\$116,656.56	\$122,377.68	\$128,537.28

Range 41

\$52.30	\$54.91	\$57.64	\$60.54	\$63.61
\$109,202.40	\$114,652.08	\$120,352.32	\$126,407.52	\$132,817.68

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.

APPENDIX B
AFSCME LOCAL 1077 PAY GRID

		Start	6 Mos	5 Years	10 Years	15 Years	20 Years
Classification I	1/1/2018	19.78	20.80	21.10	21.40	22.27	22.49
Stock Clerk							
Classification II	1/1/2018	20.27	21.32	21.64	21.93	22.84	23.10
Building Maintenance Worker II							
Classification III	1/1/2018	20.66	21.75	22.06	22.38	23.32	23.51
Highway Worker							
Classification III(A)	1/1/2018	20.66	21.75	22.06	22.38	23.32	23.51
Classification III(B)	1/1/2018	20.66	21.75	22.06	22.38	23.32	23.51
Classification III(C)	1/1/2018	20.81	21.92	22.23	22.53	23.49	23.69
Heavy Truck Driver							
Classification IV	1/1/2018	21.27	22.38	22.70	23.08	23.99	24.25
Bridge Crew Crusher Operator Heavy Equipment Operator Machnist Maintenance Worker IV Mechanic Welder							
Classification IV(A)	1/1/2018	21.27	22.38	22.70	23.08	23.99	24.25
Airport Maintenance Worker							
Classification V	1/1/2018	22.13	23.28	23.62	23.98	24.95	25.20
Crew Leader							
Classification V(A)	1/1/2018	22.75	23.89	24.24	24.59	25.67	25.80
Airport Crew Leader							
Seasonal Employees	1/1/2018	13.44					

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

RANGE AND JOB CLASSIFICATION	STEP:	mos							
		A	B	C	D	E	F	G	H
Range 12	1/1/2018	\$15.48	\$16.46	\$17.05	\$17.73	\$18.27	\$18.83	\$19.56	\$19.94
Administrative Assistant									
Range 12A	1/1/2018	\$16.14	\$16.65	\$17.17	\$17.67	\$18.19	\$18.67	\$19.44	\$19.84
Account Clerk II									
Range 13	1/1/2018	\$15.79	\$16.74	\$17.04	\$17.49	\$17.97	\$18.49	\$19.24	\$19.64
Release of Information Coordinator									
Range 14	1/1/2018	\$15.45	\$16.39	\$16.82	\$17.35	\$17.84	\$18.36	\$19.11	\$19.49
Range 15	1/1/2018	\$14.86	\$15.83	\$16.47	\$17.10	\$17.65	\$18.19	\$18.96	\$19.28
Range 16	1/1/2018	\$15.19	\$16.07	\$16.62	\$17.07	\$17.57	\$18.05	\$18.78	\$19.18
Range 17	1/1/2018	\$14.88	\$15.97	\$16.53	\$17.04	\$17.49	\$17.99	\$18.72	\$19.11
Range 18	1/1/2018	\$15.11	\$16.00	\$16.42	\$16.78	\$17.23	\$17.77	\$18.46	\$18.80
Clerk Receptionist									
Range 19	1/1/2018	\$14.18	\$15.19	\$15.66	\$16.17	\$16.69	\$17.17	\$17.82	\$18.21
Clerk Typist II									
Range 20	1/1/2018	\$14.48	\$15.48	\$16.04	\$16.78	\$17.26	\$17.79	\$18.49	\$18.85
Food Service Supervisor									
Range 21	1/1/2018	\$14.29	\$15.29	\$15.69	\$16.02	\$16.56	\$17.04	\$17.75	\$18.11
Range 22	1/1/2018	\$13.87	\$14.86	\$15.32	\$15.81	\$16.33	\$16.78	\$17.44	\$17.82
Central Supply Clerk									
Range 23	1/1/2018	\$13.96	\$14.91	\$15.19	\$15.61	\$16.09	\$16.60	\$17.28	\$17.63
Range 24	1/1/2018	\$13.56	\$14.54	\$15.01	\$15.50	\$15.97	\$16.46	\$17.14	\$17.44
Cook									
Range 25	1/1/2018	\$13.27	\$14.23	\$14.68	\$15.19	\$15.69	\$16.13	\$16.78	\$17.17
Activity Therapy Assitant Beautician Medical Record Clerk Certified Nursing Assistant									
Range 26	1/1/2018	\$13.25	\$14.22	\$14.67	\$15.18	\$15.67	\$16.09	\$16.77	\$17.16

RANGE AND JOB CLASSIFICATION	STEP:	<table style="display: inline-table; border: none;"> <tr> <td style="text-align: center;">6</td> <td style="text-align: center;">18</td> <td style="text-align: center;">30</td> <td style="text-align: center;">60</td> <td style="text-align: center;">120</td> <td style="text-align: center;">180</td> <td style="text-align: center;">240</td> </tr> <tr> <td style="text-align: center;">mos</td> <td style="text-align: center;">mos</td> <td style="text-align: center;">mos</td> <td style="text-align: center;">mos</td> <td style="text-align: center;">mos</td> <td style="text-align: center;">mos</td> <td style="text-align: center;">mos</td> </tr> </table>								6	18	30	60	120	180	240	mos	mos	mos	mos	mos	mos	mos
		6	18	30	60	120	180	240															
mos	mos	mos	mos	mos	mos	mos																	
		A	B	C	D	E	F	G	H														
Range 27	1/1/2018	\$12.91	\$13.92	\$14.40	\$14.91	\$15.37	\$15.85	\$16.51	\$16.78														
Range 28	1/1/2018	\$13.13	\$14.10	\$14.56	\$15.08	\$15.54	\$15.98	\$16.62	\$16.97														
Environmental Service Worker Food Service Worker																							
Range 29	1/1/2018	\$13.01	\$14.03	\$14.46	\$14.93	\$15.41	\$15.88	\$16.54	\$16.82														
Range 30	1/1/2018	\$12.73	\$13.72	\$14.08	\$14.44	\$14.89	\$15.33	\$15.96	\$16.25														
Clerk Steno II																							
Range 31	1/1/2018	\$12.69	\$13.67	\$14.04	\$14.40	\$14.86	\$15.30	\$15.92	\$16.21														
Range 32	1/1/2018	\$12.59	\$13.58	\$13.96	\$14.29	\$14.76	\$15.18	\$15.79	\$16.09														
Range 33	1/1/2018	\$12.22	\$13.21	\$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.

**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	1/1/2018	18.89	20.21	21.43	22.41	22.52	23.40	23.63

Telecommunicator

Range 0.5	1/1/2018	18.54	19.61	20.57	21.55	21.66	22.54	22.78
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Accountant

Deputy County Clerk

Deputy County Treasurer

Collections/Accounts Specialist

Deputy Register of Deeds

Information Technology

Support Specialist

Range 1	1/1/2018	17.50	18.71	20.25	21.23	21.43	22.31	22.48
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Printing Services Coordinator

Range 1a	1/1/2018	18.11	19.09	20.03	21.03	21.24	22.09	22.34
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Medical Record Technician

Lead Child Support Specialist

Lead Economic Support Specialist

Range 2	1/1/2018	17.16	18.16	19.16	20.12	20.31	21.11	21.32
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Deputy Veterans Service

Officer II

Range 3	1/1/2018	17.77	18.28	18.89	19.75	19.92	20.74	20.94
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County Clerk Specialist

Child Support

Reimbursement Specialist

Range 4	1/1/2018	17.65	17.97	18.46	19.40	19.54	20.33	20.53
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Call Taker

Deputy Register in Probate II

Consumer Financial Support Specialist

Deputy Clerk of Court

Deputy Surveyor

Family Skills Specialist

Economic Support Specialist

Family Care Giver Support/Outreach

Specialist

HSD Support Specialist

Legal Stenographer

PW Cost Allocation Specialist

Register of Deeds Specialist

Range 4a	1/1/2018	17.23	17.62	18.08	18.96	19.10	19.92	20.07
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Child Support Financial

Worker

Range 5	1/1/2018	16.81	17.23	17.67	18.52	18.68	19.45	19.64
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Account Clerk III

Deputy Veterans Service Officer I

Range 6	1/1/2018	16.71	17.07	17.53	18.37	18.51	19.26	19.47
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Account Clerk - HSD

Administrative Assistant/

Stenographer

Real Property Specialist

			6	18	60	120	180	240
RANGE AND JOB CLASSIFICATION	STEP:	Start	mos	mos	mos	mos	mos	mos
Range 7	1/1/2018	16.39	16.85	17.36	18.20	18.36	19.10	19.27

Account Clerk II
 Administrative Assistant
 Airport Specialist
 Optical Imaging Specialist

Range 8	1/1/2018	16.46	16.72	17.19	18.02	18.18	18.90	19.08
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Range 9	1/1/2018	15.72	16.26	16.72	17.52	17.69	18.39	18.55
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Job Center Support Specialist

Range 10	1/1/2018	15.76	16.05	16.48	17.25	17.43	18.13	18.34
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Word Processing Operator

Range 11	1/1/2018	15.30	15.56	* 15.93	16.74	16.88	17.55	17.77
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Clerk Typist III

Range 12	1/1/2018	15.05	15.38	15.79	16.56	16.70	17.37	17.54
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Specialized Transit
 Scheduler/Clerk

Range 13	1/1/2018	14.85	15.24	15.53	16.25	16.42	17.04	17.22
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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.

**AFSCME 2489-Y
YOUTH SERVICES CENTER PAY
GRID**

Classifications: Youth Specialists and Community Youth Specialists	STEP	1/1/2018
Start	A	\$15.97
After 12 months	B	\$16.85
After 24 months	C	\$18.67
After 36 months	D	\$19.36
After 48 months	E	\$19.68
After 60 months	F	\$20.28
After 120 months	G	\$20.61
After 180 months	H	\$20.86
After 240 months	I	\$21.27

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

APPENDIX F
AMHS - HUMAN SERVICES

Range A

Disability Benefits Specialist, CST Service Coordinator, Elder Benefits Specialist

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years	20 Years
1/1/2018	17.24	18.07	18.91	19.70	20.51	21.30	22.09	22.92	23.73	24.53	25.29	25.86

Range I

I&A Specialist-Not Certified; Case Manager I; Juvenile Justice Specialist-Not Certified

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years	20 Years
1/1/2018	18.12	18.98	19.87	20.70	21.55	22.40	23.24	24.11	24.95	25.80	26.60	27.13

Range II

I&A Specialist-Certified; Juvenile Justice Specialist-Certified; Case Manager II; Social Worker-Certified; Alcohol and Drug Counselor-Certified

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years	20 Years
1/1/2018	19.99	20.51	20.82	21.78	22.75	23.67	24.66	25.64	26.57	27.55	28.39	28.94

Range III

Behavioral Health Clinician (Social Worker- MA, MSW, MSSW with certification; Therapists, Counselors, Family Therapists- MA, MS, MSW, MSSW with cert.)

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years	20 Years
1/1/2018	23.44	24.32	25.22	26.10	27.02	27.88	28.77	29.68	30.60	31.48	32.41	33.06

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
1/1/2018	27.12	28.00	28.92	29.77	30.68	31.54	32.42	33.29	34.16	35.07	36.10	36.83

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

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
1/1/2018	\$19.99	\$20.51	\$20.82	\$21.78	\$22.75	\$23.67	\$24.66	\$25.64	\$26.57	\$27.55	\$28.39	\$28.94

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
1/1/2018	\$23.44	\$24.32	\$25.22	\$26.10	\$27.02	\$27.88	\$28.77	\$29.68	\$30.60	\$31.48	\$32.41	\$33.06

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
1/1/2018	\$27.12	\$28.00	\$28.92	\$29.77	\$30.68	\$31.54	\$32.42	\$33.29	\$34.16	\$35.07	\$36.10	\$36.83

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

APPENDIX H SEIU PUBLIC HEALTH NURSES

	1/1/2018
Length of Service	
Start	\$28.00
6 Months	\$29.45
18 Months	\$30.44
30 Months	\$30.83
54 Months	\$31.44
78 Months	\$32.08
144 Months	\$32.73
180 Months	\$33.06

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

APPENDIX I
ROCK COUNTY ATTORNEYS'
ASSOCIATION PAY GRID

	1/1/2018
Entry	\$ 51,986.37
Step A	\$ 55,237.52
Step B	\$ 58,431.48
Step C	\$ 66,228.91
Step D	\$ 74,035.67
Step E	\$ 80,661.58
Step F	\$ 86,572.15
Step G	\$ 92,696.79
Step H	\$ 94,551.76
Step I	\$ 96,442.80

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