

EMPLOYEE BENEFIT HANDBOOK- WAGE APPENDIXES

The wage rates included in these schedules shall be subject to annual modification, and any valid collective bargaining agreement shall supersede the applicable rates in these schedules.

If the County voluntarily provides an across the board wage increase to any Employee Group (including those classifications covered by the managerial pay schedule) greater than that provided in this schedule, said increase(s) shall be applied to all other Employees in the Employee Groups covered by the terms of this schedule on the same basis.

(Employee Group 65)

Dane County Employee Group 65
 Classifications-Ranges-Steps-Hourly Rates
 Effective 12/8/19

<u>RANGE NUMBER</u>	<u>1st Prob. RATE</u>	<u>2nd AFTER 6.5LC</u>	<u>3rd AFTER 19.5LC</u>	<u>4th AFTER 32.5LC</u>	<u>5th AFTER 45.5LC</u>
06 Class:	21.78	22.04	22.47	22.92	23.29
Toll Booth Attendant					
09 Class:	22.92	23.29	23.76	24.21	24.72
Janitor I Terminal Maintenance Worker					
10 Class:	23.29	23.76	24.21	24.72	25.17
11 Class:	23.76	24.21	24.72	25.17	25.77
Assistant Groundskeeper Center Maintenance Worker Lead Janitor Lead Terminal Maintenance Worker Parking Facility Worker Terminal Facility Worker Utility Worker					
12 Class:	24.21	24.72	25.17	25.77	26.34
Groundskeeper *					
13 Class:	24.72	25.17	25.77	26.34	26.94
Semi-Skilled Laborer - Zoo					

14 Class: 25.17 25.77 26.34 26.94 27.47

Airport Maintenance Worker*
Center Lead Worker*
Lead Sign Truck Operator*
Maintenance Technician
Skilled Laborer-Airport*
Skilled Laborer-Highway*
Skilled Laborer-Landfill*
Skilled Laborer Trainer
Tire Repairer*
Veterinary Technician
Zoo Keeper

16 Class: 26.34 26.94 27.47 28.14 28.94

Body Repair Worker
Highway Stockroom Lead Worker*
Lead Zoo Keeper
Mechanic
Mechanic-Landfill
Mechanic (Power Generation)-Landfill
Mechanical Repair Worker*
Veterinary Technician/Registrar

17 Class: 26.94 27.47 28.14 28.94 29.66

Facilities & Animal Life Support Assistant
Maintenance Mechanic

18 Class: 27.47 28.14 28.94 29.66 30.39

Airport Maintenance Crew Leader
Airport Maintenance Mechanic*
Airport Parking Crew Leader
Crew Leader (Alliant Energy Center)
Facilities & Animal Life Support Technician
Heavy Equipment Machinist
Highway Crew Leader*
Landfill Lead Worker

19 Class: 28.14 28.94 29.66 30.39 31.27

<u>RANGE NUMBER</u>	<u>1st Prob. RATE</u>	<u>2nd AFTER 6.5LC</u>	<u>3rd AFTER 19.5LC</u>	<u>4th AFTER 32.5LC</u>	<u>5th AFTER 45.5LC</u>	<u>6th AFTER 58.5LC</u>
11-12 Class:	23.76	24.21	24.72	25.17	25.77	26.34
Center Worker						
12-13 Class:	24.21	24.72	25.17	25.77	26.34	26.94

LC = Longevity Credits.

*Vacancies in these classifications may be filled through promotional recruitment only unless no qualified in-house candidates apply.

Employee Group includes all employees of the Dane County Highway Department, Alliant Energy Center of Dane County, Zoo, except casual employees, and all employees of the Dane County Regional Airport, excluding craft, supervisory, confidential, managerial, clerical and law enforcement employees.

Limited Term Employees

Custodial Workers and General Labor \$16.71 per hour up through minimum hourly rate of Range 9 (\$22.92)

LTE's to receive time and one-half their hourly rate for all work performed in excess of forty hours per week.

(Employee Group 720 and 705)

APPENDIX A

Dane County Employee Group 720 and 705
 Classifications-Ranges-Steps-Hourly Rates
 Effective 12/8/19

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
03	18.49	19.24	20.03	20.76	
04	20.37	20.97	21.28	21.63	21.92
05	20.67	21.28	21.63	21.92	22.43
06	21.50	21.82	22.15	22.54	23.02
07	21.82	22.15	22.54	23.02	23.37
	Laundry Worker				
08	22.15	22.54	23.02	23.37	23.82
	Food Service Helper Lead Weapons Screening Attendant				
09	22.54	23.02	23.37	23.82	24.31
	Assistant Cook Food Service Helper/Driver Janitor				
10	23.02	23.37	23.82	24.31	24.85
	Court Aide Equipment & Inventory Technician Food Service Lead Worker*** Pre-Trial Services Assessor				

	1st	2nd	3rd	4th	5th
RANGE NUMBER	Prob Rate	after 6.5LC	after 19.5LC	after 32.5LC	after 45.5LC
11	23.37	23.82	24.31	24.85	25.34
	Account Clerk I*** Activity Assistant Cook Hazardous Waste Technician Janitor II*** Services Clerk*** Stock Clerk***				
12	23.82	24.31	24.85	25.34	25.88
	Certified Nursing Assistant Cosmetologist Driver-Certified Nursing Assistant*** Intake Coordinator*** Offset Press Operator Public Health Aide Transportation Aide/Driver				
12F	24.21	24.72	25.17	25.77	26.34
	Park Laborer				
13	24.31	24.85	25.34	25.88	26.43
	Clerk III*** Clerk Typist III*** Health Information & Coding Technician Lead Janitor*** Library Assistant Register of Deeds Clerk Revenue Clerk*** Security Support Specialist Security Technician Scheduling Clerk I				
14	24.85	25.34	25.88	26.43	27.03
	Account Clerk II***				

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
14	24.85	25.34	25.88	26.43	27.03
	Dietetic Specialist Disease Intervention Specialist Draftsperson Landfill Scale Attendant*** Lead Imaging Technician Recreation Therapy Aide Scheduling Clerk II*** Social Service Specialist				
14F	25.17	25.77	26.34	26.94	27.47
	Heavy Equipment Operator** Park Maintenance Technician***				
15	25.34	25.88	26.43	27.03	27.60
	Clerk IV*** Economic Support Specialist Facilities Specialist Jail Clerk Land Records Specialist*** Probate Clerk Real Estate Specialist*** Representative Payee Specialist				
16	25.88	26.43	27.03	27.60	28.34
	Account Clerk III Administrative Assistant I*** Administrative Legal Assistant*** Civil Process Coordinator Communicator Court Clerk*** Court Interpreter Humane Officer Juvenile Court Worker Lead Vital Records Clerk Medical Interpreter Park Ranger Range Repair Worker Risk Management Technician				

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
16F	26.34	26.94	27.47	28.14	28.94
	Mechanic Mechanical Repair Worker***				
17	26.43	27.03	27.60	28.34	28.99
	Administrative Assistant II*** Child Support Investigator Collections Specialist Court Services Clerk Data Base Coordinator Economic Assistance Staff Specialist Lead DA Worker Lead Representative Payee*** Paralegal I				
18	27.03	27.60	28.34	28.99	29.81
	Accounting Assistant Assistant Veterans Service Officer Court Reporter Dental Hygienist Humane Officer Lead Worker Lead Juvenile Court Worker*** Licensed Practical Nurse Paralegal II				
18F	27.47	28.14	28.94	29.66	30.39
	Lakes Management Crew Leader Lead Park Ranger Park Crew Leader				

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
19	27.60	28.34	28.99	29.81	30.59

Lead Child Support Investigator
 Lead Economic Support Specialist***
 Lead Mechanic***
 Resident Medical Service Coordinator

20	28.34	28.99	29.81	30.59	31.42
21	28.99	29.81	30.59	31.42	32.38
22	29.81	30.59	31.42	32.38	33.31

RANGE 3-6

1st Prob Rate	2nd after 6.5LC	3rd after 13.0LC	4th after 19.5LC	5th after 26.0LC	6th after 32.5LC	7th after 45.5LC	8th after 58.5LC	9th after 71.5LC
18.49	19.24	20.03	20.76	21.50	21.82	22.15	22.54	23.02

Weapons Screening Attendants

RANGE 7-10

1st Prob Rate	2nd after 6.5LC	3rd after 13.0LC	4th after 19.5LC	5th after 32.5LC	6th after 45.5LC	7th after 58.5LC	8th after 71.5LC
21.82	22.15	22.54	23.02	23.37	23.82	24.31	24.85

Clerk I-II
 Clerk Typist I-II
 Diet Clerk

LC = Longevity Credits

*** Vacancies in these classifications may be filled through promotional recruitment only unless no qualified in-house candidates apply.

++ Pay range equivalent to Range 14 in Local 65 bargaining agreement.

Employee Group includes all employees as hereinafter defined except the following: supervisory employees; law enforcement employees of the Sheriff's Department; non-clerical employees of the Highway, Alliant Energy Center of Dane County, Airport and Zoo Departments, confidential employees; professional employees and craft employees.

Limited Term Employees

FOR EMPLOYEES OF PUBLIC SAFETY COMMUNICATIONS DEPARTMENT AND HUMAN SERVICES DEPARTMENT:

Minimum rate of class in which employee works.

Limited to 1,200 hours of continuous or regularly scheduled work in a payroll year (excludes on-call LTE work)

LTE Clerk I-II (Office)	\$16.35 per hour up through minimum hourly rate of Range 10 (\$23.02)
LTE Clerical (general)	\$15.27 per hour
LTE Clerk III	\$18.77 per hour up through minimum hourly rate of Range 13 (\$24.31)
General Laborer	\$16.71 per hour up through minimum hourly rate of Range 9 (\$22.54)
Juvenile Court Worker	\$17.08 per hour up through minimum hourly rate of Range 16 (\$25.88)
Park Laborer	\$16.73 per hour up through minimum hourly rate of Range 12 (\$23.82)
Public Works Laborer	\$16.73 per hour up through minimum hourly rate of Range 12 (\$23.82)

(Employee Group 2634)

APPENDIX A

EMPLOYEE GROUP 2634 SALARY SCHEDULE - "SW"

Effective 12/8/19

<u>Classification</u>	<u>Range</u>	<u>Step</u>	<u>Hourly</u>	<u>Biweekly</u>
Case Manager	16-18	1 (entry)	\$24.77	\$1,981.60
Juvenile Court Counselor*		2/ 6.5 LC	26.00	2,080.00
Program Leader*	18	1/19.5 LC	27.13	2,170.40
Recreation Therapist		2/32.5 LC	28.38	2,270.40
Social Worker*		3/45.5 LC	29.77	2,381.60
Quality Assurance Specialist		4/58.5 LC	31.11	2,488.80
		5/71.5 LC	32.55	2,604.00
Juvenile Court Counselor II	19	1/ (entry)	\$28.38	\$2,270.40
		2/ 6.5 LC	29.77	2,381.60
		3/19.5 LC	31.11	2,488.80
		4/32.5 LC	32.55	2,604.00
		5/45.5 LC	34.06	2,724.80
Behavioral Health Resource Specialist	20	1/ (entry)	\$29.77	\$2,381.60
Community Court Coordinator				
Crime Response Specialist		2/ 6.5 LC	31.11	2,488.80
Deferred Prosecution Case Manager		3/19.5 LC	32.55	2,604.00
Deferred Prosecution Child Abuse Specialist		4/32.5 LC	34.06	2,724.80

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Domestic Violence Specialist		5/45.5 LC	35.68	2,854.40
Elder Abuse/Neglect Coordinator				
Family Court Counselor				
GAL Social Worker				
Senior Juvenile Court Counselor				
Senior Social Worker				
Sensitive Crimes Specialist				
Trauma Informed Care Coordinator				
Substance Abuse Counselor				
Victim/Witness Case Manager				
Youth Justice Coordinator				
Lead Social Worker***	21	1/ (entry)	\$31.20	\$2,496.00
Program Manager-Sheriff		2/ 6.5 LC	32.63	2,610.40
Senior Substance Abuse Counselor		3/19.5 LC	34.12	2,729.60
		4/32.5 LC	35.68	2,854.40
		5/45.5 LC	37.41	2,992.80

NOTE: "LC" = Longevity Credits as defined in the Longevity Policy in the Employee Benefit Handbook. Next step progression occurs on pay period following achieving required longevity credits.

*Advancement to Range 18, Step 1, and beyond is dependent upon prior accumulation of 120 hours of in-service credits. If the 120 hours are accumulated after earning more than 19.5 longevity credits, the employee shall be placed on Step appropriate to the number of longevity credits, with no retroactivity.

***Vacancies in these classifications may be filled through promotional recruitment only unless no qualified in-house candidates apply.

Biweekly rate based on 80 hours.

Employee Group includes all professional employees of Dane County who are engaged in providing social and related services, but excluding all other professional employees, law enforcement personnel, supervisory, confidential and managerial/executive employees, craft employees and employees in other Employee Groups.

3/27/20

(Employee Group 1871)

APPENDIX A
 Employee Group 1871 (Professionals)
 Wage Schedule
 effective December 8, 2019

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
05	Chronic Disease Specialist	24.58	25.71	26.90	28.15	28.98	29.85	30.72	31.64
	Educational Program Coordinator								
	Energy & Climate Specialist								
	Grants & Billing Specialist								
	Human Services Program Specialist								
	Immigrant Affairs Specialist								
	Mobility Program Specialist								
	Public Health Preparedness Specialist								
	Public Information and Education Officer								
	Stormwater Education Coordinator								
	Strategic Engagement Coordinator								
	Well Woman Case Management Specialist								

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
05A*	See wages at end of schedule								
06	Environmental Health Technician	25.86	27.08	28.33	29.62	30.52	31.43	32.34	33.30
	Event Coordinator								
07	AmeriCorps Coordinator	27.40	28.66	30.02	31.42	32.32	33.29	34.26	35.28
	Adult Conservation Team Mgr.								
	Benefit Administration Specialist								
	Classification and Hearing Specialist								
	Environmental Health Specialist								
	Forester Specialist								
	Human Resources Analyst								
	Human Services Community Programs Coordinator								
	Legislative Management System Specialist								

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Pay Range	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
	Positions								
07	Morgue Technician	27.40	28.66	30.02	31.42	32.32	33.29	34.26	35.28
	Payroll Specialist								
	Public Health Communications Officer								
	Public Health Specialist								
	Re-Entry Coordinator								
	Volunteer Services Coordinator								
	Well Woman Program Specialist								
07A*	See wages at end of schedule								
08	Assistant Zoning Administrator	29.39	30.78	32.19	33.69	34.71	35.71	36.79	37.89
	Botanist/Naturalist								
	Chemical Analyst I								
	Clean Air Coalition Project Coordinator								
	Conservation Specialist II								
	Conservation Technician								
	Contract Compliance Specialist								
	Courts IT Specialist								

		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
08	Diversity Recruitment Specialist	29.39	30.78	32.19	33.69	34.71	35.71	36.79	37.89
	Evidence Coordinator								
	Fleet and Asset Coordinator								
	Grants & Outreach Coordinator								
	Guardianship Administrator								
	Human Resources Specialist								
	Information Technology Specialist I (HS, Highway)								
	Land Records Review Analyst								
	Microbiologist I								
	Park Facility Planner								
	Park Property Planner								
	Public Health Nutritionist								
	Radio Systems Administrator								
	State Incentive Grant Project Coordinator								
Urban Erosion Control Analyst									
Work Experience Coordinator									

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
09	Chemical Analyst II	31.86	33.31	34.84	36.52	37.65	38.76	39.87	41.09
	Conservation Specialist Advanced								
	Crime Analyst								
	Enterprise IT Specialist I								
	Environmental Planner								
	Information Management Specialist I								
	Information Technology Specialist II								
	Marketing & Outreach Coordinator								
	Microbiologist II								
	Noise Abatement / Environmental Officer								
	Public Safety Information Technology Specialist I								
	Purchasing Officer								
	Sanitarian I								
	Water Quality Specialist								
10	Behavioral Health Program Specialist	34.44	36.04	37.74	39.52	40.67	41.90	43.17	44.50
	Business Analyst/Programmer								

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
10	Chemical Analyst III	34.44	36.04	37.74	39.52	40.67	41.90	43.17	44.50
	Community Dev Block Grant Program Specialist								
	Community Health Education Specialist								
	Community Resources Coordinator								
	Comprehensive Community Services Program Specialist								
	County Surveyor								
	Developmental Disabilities Program Specialist								
	Environmental Protection Lead Worker								
	Health Education Coordinator								
	Medicolegal Investigator								
	Microbiologist III								
	Ombudsman								
	Population Protection Planner								
	Prevention Coordinator								
	Private Sewage Program Specialist								
	Project Manager								

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.	
	Positions									
Pay Range 10	Program Specialist/Aging	34.44	36.04	37.74	39.52	40.67	41.90	43.17	44.50	
	Public Health Analyst									
	Public Health Preparedness Coordinator									
	Public Health Program Coordinator									
	Real Estate Coordinator									
	Response Equipment Specialist									
	Sanitarian II									
	Senior Accountant									
	Senior Food Program Specialist									
	Systems Accountant									
	Well Woman Program Coordinator									
	11	ADA Coordinator	37.24	38.98	40.80	42.68	43.99	45.31	46.69	48.09
		Biogas Operations Coordinator								
Bio-Terrorism Preparedness & Assessment Readiness Coordinator										
Budget and Contract Analyst										
CDBG/RLF Administrative Specialist										
Conservation Engineer										

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
11	Enterprise Accountant	37.24	38.98	40.80	42.68	43.99	45.31	46.69	48.09
	Enterprise IT Specialist II								
	Health Equity Coordinator								
	Information Management Specialist II								
	Lead Medicolegal Investigator								
	Lead Purchasing Officer								
	Neighborhood Resource Coordinator								
	Plat Review Officer								
	Programmer/Analyst								
	Public Health Epidemiologist								
	Public Health Planner								
	Public Safety Information Technology Specialist II								
	Quality Improvement/Performance Management Coordinator								
	Safety Coordinator								
	Sanitarian III								
	Senior Environmental Resources Planner								

Pay Range									
	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
	Positions								
11	Senior Planner	37.24	38.98	40.80	42.68	43.99	45.31	46.69	48.09
	Solid Waste Engineer								
	Systems Administrator 1								
12	Agricultural Engineer	39.97	41.84	43.83	45.88	47.29	48.68	50.14	51.65
	Conservation GIS Analyst								
	Erosion Control Engineer								
	Land and Water Resources Scientist								
	Management Information Project Leader I								
	Lakes and Watershed Coordinator								
	Project Engineer Manager								
	Recycling Manager								
	Senior Help Desk Analyst								
	Special Projects & Materials Manager								
	Systems Administrator 2								
	Systems Coordinator								
	Urban Conservation Engineer								
13	Management Information Project Leader II	42.99	44.99	47.13	49.33	50.80	52.34	53.87	55.50

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
13	Senior Security Administrator	42.99	44.99	47.13	49.33	50.80	52.34	53.87	55.50
	Systems Administrator 3								
14	Deputy Division Administrator	45.94	48.18	50.48	52.91	54.51	56.22	57.89	59.64

Special Wage Scales (5A and 7A): These scales have been created as a settlement to an arbitration. These scales are not to be used for any other classifications and the positions placed in these scales shall not be used in any analysis when determining the appropriate classification of any newly created position(s).

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	Longevity Credits	Hire	13 Cr.	26 Cr	39 Cr.	52 Cr.	104 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions									
5A	Dementia Care Specialist	25.22	26.41	28.33	29.62	30.52	31.43	32.35	33.31	34.30
	Disability Benefit Specialist									
	Elder Benefit Specialist									
	Information & Assistance Specialist									
7A	Information & Assistance Lead Specialist	28.40	29.73	32.19	33.69	35.11	36.18	37.23	38.33	39.50

	APPENDIX A				
	Employee Group 1871				
	Multi Range Pay Scale				
	effective December 8, 2019				
Positions	Range	Step	Longevity Credits	Rate	
Conservation Data Management Specialist	05-06	Hire	0 Cr	24.58	
Conservation Specialist I		3	13 Cr	25.71	
Erosion Control Specialist		4	26 Cr	26.90	
Nutrient Management Specialist		5	39 Cr	28.15	
Zoning Inspector		6	52 Cr	28.33	
		7	65 Cr	29.62	
		8	78 Cr	30.52	
		9	117 Cr	31.43	
		10	169 Cr	32.34	
		11	208 Cr	33.30	
Planner	05-09	Step	Longevity Credits	Rate	
Environmental Engineer		Hire	0 Cr	24.58	
GIS Specialist		3	13 Cr	25.71	
		4	26 Cr	26.90	

		5	39 Cr	28.15
	05-09	6	52 Cr	28.33
		7	65 Cr	29.62
		8	78 Cr	30.02
		9	91 Cr	31.42
		10	104 Cr	32.19
		11	117 Cr	33.69
		12	130 Cr	34.84
		13	143 Cr	36.52
		14	156 Cr	37.65
		15	169 Cr	38.76
		16	182 Cr	39.87
		17	208 Cr	41.09

	06-08	Step	Longevity Credits	Rate
		Hire	0 Cr	25.86
		3	13 Cr	27.08
		4	26 Cr	28.33
		5	39 Cr	29.62
		6	52 Cr	30.02
		7	65 Cr	31.42
		8	78 Cr	32.19
		9	91 Cr	33.69
		10	104 Cr	34.71

		11	117 Cr	35.71
	06-08	12	169 Cr	36.79
		13	208 Cr	37.89
PC Network Technician Apprentice	07-09	Step	Longevity Credits	Rate
Programmer Apprentice		Hire	0 Cr	27.40
		3	13 Cr	28.66
		4	26 Cr	30.02
		5	39 Cr	31.42
		6	52 Cr	32.19
		7	65 Cr	33.69
		8	78 Cr	34.84
		9	91 Cr	36.52
		10	104 Cr	37.65
		11	117 Cr	38.76
		12	169 Cr	39.87
		13	208 Cr	41.09

Accountant	08-09	Step	Longevity Credits	Rate
Public Health Lab Analyst		Hire	0 Cr	29.39
		3	13 Cr	30.78
		4	26 Cr	32.19
		5	39 Cr	33.69

		6	52 Cr	34.84
	08-09	7	65 Cr	36.52
		8	78 Cr	37.65
		9	117 Cr	38.76
		10	169 Cr	39.87
		11	208 Cr	41.09
GIS Analyst	08-10	Step	Longevity Credits	Rate
		Hire	0 Cr	29.39
		3	13 Cr	30.78
		4	26 Cr	32.19
		5	39 Cr	33.69
		6	52 Cr	34.84
		7	65 Cr	36.52
		8	78 Cr	37.74
		9	91 Cr	39.52
		10	104 Cr	40.67
		11	117 Cr	41.90
		12	169 Cr	43.17
		13	208 Cr	44.50

	09-10	Step	Longevity Credits	Rate
		Hire	0 Cr	31.86

		3	13 Cr	33.31
	09-10	4	26 Cr	34.84
		5	39 Cr	36.52
		6	52 Cr	37.74
		7	65 Cr	39.52
		8	78 Cr	40.67
		9	117 Cr	41.90
		10	156 Cr	43.17
		11	208 Cr	44.50
Electronic Systems Specialist	09-11	Step	Longevity Credits	Rate
Help Desk Analyst		Hire	0 Cr	31.86
Management Information Specialist		3	13 Cr	33.31
Network Systems Programmer		4	26 Cr	34.84
		5	39 Cr	36.52
		6	52 Cr	37.74
		7	65 Cr	39.52
		8	78 Cr	40.80
		9	91 Cr	42.68
		10	104 Cr	43.99
		11	117 Cr	45.31
		12	169 Cr	46.69
		13	208 Cr	48.09

	10-11	Step	Longevity Credits	Rate
		Hire	0 Cr	34.44
		3	13 Cr	36.04
		4	26 Cr	37.74
		5	39 Cr	39.52
		6	52 Cr	40.80
		7	65 Cr	42.68
		8	78 Cr	43.99
		9	117 Cr	45.31
		10	169 Cr	46.69
		11	208 Cr	48.09
	11-12	Step	Longevity Credits	Rate
		Hire	0 Cr	37.24
		3	13 Cr	38.98
		4	26 Cr	40.80
		5	39 Cr	42.68
		6	52 Cr	43.83
		7	65 Cr	45.88
		8	78 Cr	47.29
		9	117 Cr	48.68
		10	169 Cr	50.14
		11	208 Cr	51.65

		Step	Longevity Credits	Rate
Senior GIS Analyst	12-13	Hire	0 Cr	39.97
Senior Land Information Analyst		3	13 Cr	41.84
Senior Programmer Analyst		4	26 Cr	43.83
		5	39 Cr	45.88
		6	52 Cr	47.13
		7	65 Cr	49.33
		8	78 Cr	50.80
		9	117 Cr	52.34
		10	169 Cr	53.87
		11	208 Cr	55.50
	13-15	Step	Longevity Credits	Rate
		Hire	0 Cr	42.99
		3	13 Cr	44.99
		4	26 Cr	47.13
		5	39 Cr	49.33
		6	52 Cr	50.48
		7	65 Cr	52.91
		8	78 Cr	53.93
		9	91 Cr	56.55
		10	104 Cr	58.26
		11	117 Cr	60.04

		12	169 Cr	61.88
	13-15	13	208 Cr	63.75

Employee Group includes all regular full-time and regular part-time professional employees of Dane County, excluding supervisors, managerial, confidential and executive employees and all employees in other Employee Groups.

(Attorneys)

APPENDIX A
ATTORNEYS SALARY SCHEDULE
Effective 12/8/19

		<u>Step</u>	<u>Hourly</u> <u>Rate</u>	<u>Biweekly</u> <u>Rate</u>	<u>Monthly</u> <u>Rate</u>	<u>Annual</u> <u>Rate</u>
PROB RATE		22	33.57	2,686	5,814	69,826
After	6.5 LC	23	34.91	2,793	6,046	72,613
		23.5	35.67	2,854	6,178	74,194
After	19.5 LC	24	36.36	2,909	6,298	75,629
		24.5	37.14	2,971	6,433	77,251
After	32.5 LC	25	37.89	3,031	6,563	78,811
		25.5	38.60	3,088	6,686	80,288
After	45.5 LC	26	39.40	3,152	6,824	81,952
		26.5	40.20	3,216	6,963	83,616
After	58.5 LC	27	40.89	3,271	7,082	85,051
		27.5	41.83	3,346	7,245	87,006
After	71.5 LC	28	42.60	3,408	7,378	88,608
		28.5	43.32	3,466	7,503	90,106
After	84.5 LC	29	44.19	3,535	7,654	91,915
		29.5	45.06	3,605	7,804	93,725
After	97.5 LC	30	45.90	3,672	7,950	95,472
		30.5	46.76	3,741	8,099	97,261
After	110.5 LC	31	47.72	3,818	8,265	99,258
		31.5	48.64	3,891	8,424	101,171
After	123.5 LC	32	49.63	3,970	8,596	103,230
		32.5	50.50	4,040	8,747	105,040
After	136.5 LC	33	51.51	4,121	8,922	107,141
		33.5	52.57	4,206	9,105	109,346
After	149.5 LC	34	53.60	4,288	9,284	111,488
		34.5	54.61	4,369	9,458	113,589
After	162.5 LC	35	55.63	4,450	9,635	115,710

		35.5	56.91	4,553	9,857	118,373
After	175.5 LC	36	58.00	4,640	10,046	120,640
		36.5	59.26	4,741	10,264	123,261
After	188.5 LC	37	60.47	4,838	10,473	125,778
		37.5	61.81	4,945	10,705	128,565
After	201.5 LC	38	63.13	5,050	10,934	131,310
		38.5	64.53	5,162	11,177	134,222
After	214.5 LC	39	65.91	5,273	11,416	137,093
		39.5	67.54	5,403	11,698	140,483
After	227.5 LC	40	69.16	5,533	11,979	143,853

Job classifications on this schedule start at different probationary step levels. The probationary or entry step levels are as follows:

Assistant Corporation Counsel - Step 22

Circuit Court Commissioner - Step 30

Second step of each respective salary range is reached after six and one-half (6.50) longevity credits and all remaining steps after each additional thirteen (13) longevity credits.

Actual pay based on hourly rates: biweekly, monthly and annual rates based on hourly conversions.

* Based on two thousand eighty (2,080) hours per year.

NOTE: "LC" means "Longevity Credits" as defined in Longevity Policy in the Employee Benefit Handbook. The longevity schedule, as presented, assumes that an employee is hired at step 22 and moves straight through the schedule without receiving half steps.

(Building & Construction Trades Council of South Central WI)

Rates of Pay.

The following hourly wage rates will be payable effective as noted for employees in each of the following crafts:

Job Classifications			Effective 12/8/19
Carpenters			32.84
Lead Electrician			39.95
Electricians			38.19
Apprentice Electrician			
% of Electrician	40%		15.86
	45%		17.73
	55%		21.44
	65%		25.16
	75%		28.90
	80%		30.77
	100%		38.19
Painters			31.59
Apprentice Painter			
% of Painter	45%		14.75
	55%		17.80
	65%		20.88
	75%		23.94
	85%		27.01
Lead Building Trades			43.31

Steamfitters			40.19
Apprentice Steamfitter			
% of Steamfitter	40%		16.66
	45%		18.60
	50%		20.60
	55%		22.54
	60%		24.49
	65%		26.47
	70%		28.42
	75%		30.37
	80%		32.34
	85%		34.32

Employee Group includes all full-time and regular part-time carpenters, electricians, painters and steamfitters employed by the County. Employees excluded from this employee group are all office, blue collar, technical, security and public safety, clerical, professional, confidential, managerial and supervisory employees.

HEALTHCARE PROFESSIONALS
SALARY SCHEDULE
For Positions Coded with "N" in the Salary Schedule

Effective 12/8/19

Classification Title	Range	Step	Hourly Bi-Weekly(K) Monthly(J) Annual(J)			
			Rate	Rate	Rate	Rate
Communicable Disease Outreach Specialist	16	1	28.88	2,310.34	5,006	60,069
		2	29.77	2,381.54	5,160	61,920
		3	30.72	2,457.52	5,325	63,896
		4	31.65	2,531.78	5,486	65,826
		5	32.64	2,611.23	5,658	67,892
		*6	33.65	2,692.40	5,834	70,002
		**7	34.71	2,777.01	6,017	72,202

Classification Title	Range	Step	Rate	Rate	Rate	Rate
Graduate Nurse	17	1	33.10	2,648.36	5,738	68,857
		2	34.13	2,730.39	5,916	70,990
		3	35.21	2,815.88	6,101	73,213
		4	36.29	2,903.09	6,290	75,480
		5	37.41	2,992.89	6,485	77,815
		*6	38.58	3,086.15	6,687	80,240
		**7	39.79	3,182.86	6,896	82,754

<u>Classification Title</u>	<u>Range</u>	<u>Step</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>
Dental Health Coordinator	18	1	33.74	2,699.30	5,849	70,182
Health Education Coordinator		2	34.81	2,785.66	6,036	72,427
Public Health Dietician		3	35.94	2,874.60	6,229	74,739
PH Communications Coordinator		4	37.04	2,962.67	6,419	77,029
Public Health Nurse		5	38.14	3,051.61	6,612	79,342
		*6	39.42	3,153.50	6,833	81,991
		**7	40.58	3,246.77	7,035	84,416

<u>Classification Title</u>	<u>Range</u>	<u>Step</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>
Breastfeeding Coordinator	18A	1	35.43	2,834.87	6,142	73,707
Chronic Disease Prevention Coordinator		2	36.54	2,923.81	6,335	76,019
HIV/Aids Coordinator		3	37.69	3,014.48	6,532	78,376
Immunization Coordinator		4	38.85	3,107.74	6,734	80,801
Nurse Family Partnership Coordinator		5	40.07	3,205.32	6,945	83,338
Perinatal Coordinator		*6	41.28	3,302.03	7,155	85,853
Registered Dietician		**7	42.48	3,398.74	7,364	88,367
Registered Nurse						
Tuberculosis Coordinator						
WIC Lead worker						

<u>Classification Title</u>	<u>Range</u>	<u>Step</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>
Clinical Care Coordinator	19	1	37.14	2,971.30	6,438	77,254
		2	38.32	3,065.42	6,642	79,701
		3	39.55	3,163.86	6,855	82,261
		4	40.75	3,259.71	7,063	84,753
		5	41.98	3,358.15	7,276	87,312
		*6	43.38	3,471.28	7,521	90,253
		**7	44.67	3,573.16	7,742	92,902

^K Biweekly rate based on 80 hours.

^J Monthly and Annual rates based on 2,080 hours per year.

*Employees are eligible for step 6 on the following basis:

If the employee is an RN or PHN position and possesses a bachelors degree in nursing; or if the employee possesses a bachelors degree required by the County for the position occupied by the employee.

**Employees are eligible for step 7 on the following basis:

If the employee group employee:

- a) Possesses a master's degree in nursing, or
- b) Possesses a master's degree in another related health care field related to the position occupied by the employee (each unit - Public Health and Badger Prairie Health Care Center - shall designate a listing of master's degrees in related health care fields that are job related for purposes of this step. Such listing is subject to periodic review and modification), or
- c) Possesses a master's degree required by the County for the position occupied by the employee.
- d) Possesses a DNP or PHD degree.

Employee Group includes all persons employed by the County in the classifications of Communicable Disease Outreach Specialist, Health Education Coordinator, Registered Nurse, Public Health Nurse, Public Health Dietician, Public Health Information Officer, HIV/AIDS Coordinator, Inservice Education Coordinator, Registered Dietician, Occupational Therapist, WIC Leadworker and Dental Health Coordinator, but excluding supervisors, craft employees, managerial and confidential employees.