

**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.

**Dane County Employee Group 65**  
**Classifications-Ranges-Steps-Hourly Rates**  
**Effective 12/19/21**

| <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:   | 22.78                 | 23.04                  | 23.47                   | 23.92                   | 24.29                   |
| Toll Booth Attendant  |                       |                        |                         |                         |                         |
| 09 Class:   | 23.92                 | 24.29                  | 24.76                   | 25.21                   | 25.72                   |
| Janitor I<br>Terminal Maintenance Worker  |                       |                        |                         |                         |                         |
| 10 Class:   | 24.29                 | 24.76                  | 25.21                   | 25.72                   | 26.17                   |
| 11 Class:   | 24.76                 | 25.21                  | 25.72                   | 26.17                   | 26.77                   |
| Lead Janitor<br>Lead Terminal Maintenance Worker<br>Parking Facility Worker<br>Terminal Facility Worker                                 |                       |                        |                         |                         |                         |
| 12 Class:   | 25.21                 | 25.72                  | 26.17                   | 26.77                   | 27.34                   |
| 13 Class:   | 25.72                 | 26.17                  | 26.77                   | 27.34                   | 27.94                   |
| Semi-Skilled Laborer - Zoo  |                       |                        |                         |                         |                         |
| 14 Class:   | 26.17                 | 26.77                  | 27.34                   | 27.94                   | 28.47                   |
| Airport Maintenance Worker*<br>Center Lead Worker*<br>Skilled Laborer-Airport*<br>Skilled Laborer-Highway*<br>Skilled Laborer-Landfill* |                       |                        |                         |                         |                         |

|           |  |       |       |       |       |
|-----------|--|-------|-------|-------|-------|
| 14 Class: | 26.17  | 26.77 | 27.34 | 27.94 | 28.47 |
|           | Skilled Laborer Trainer<br>Tire Repairer*<br>Veterinary Technician<br>Zoo Horticulture Specialist<br>Zoo Keeper  |       |       |       |       |
| 16 Class: | 27.34  | 27.94 | 28.47 | 29.14 | 29.94 |
|           | Body Repair Worker<br>Highway Stockroom Lead Worker*<br>Lead Veterinary Technician<br>Lead Zoo Keeper<br>Mechanic  |       |       |       |       |
| 17 Class: | 27.94  | 28.47 | 29.14 | 29.94 | 30.66 |
|           | Facilities & Animal Life Support Assistant   |       |       |       |       |
| 18 Class: | 28.47  | 29.14 | 29.94 | 30.66 | 31.39 |
|           | Airport Maintenance Crew Leader<br>Airport Maintenance Mechanic*<br>Airport Parking Crew Leader<br>Biogas Technician<br>Crew Leader<br>Facilities & Animal Life Support Technician<br>Heavy Equipment Machinist<br>Highway Crew Leader*<br>Parking Ramp Crew Leader<br>Shop Crew Leader* |       |       |       |       |
| 19 Class: | 29.14  | 29.94 | 30.66 | 31.39 | 32.27 |

| <u>RANGE<br/>NUMBER</u> | <u>1st<br/>Prob.<br/>RATE</u> | <u>2nd<br/>AFTER<br/>6.5LC</u> | <u>3rd<br/>AFTER<br/>19.5LC</u> | <u>4th<br/>AFTER<br/>32.5LC</u> | <u>5th<br/>AFTER<br/>45.5LC</u> | <u>6th<br/>AFTER<br/>58.5LC</u> |
|-------------------------|-------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| 11-12 Class:            | 24.76                         | 25.21                          | 25.72                           | 26.17                           | 26.77                           | 27.34                           |
| Center Worker           |                               |                                |                                 |                                 |                                 |                                 |
| 12-13 Class:            | 25.21                         | 25.72                          | 26.17                           | 26.77                           | 27.34                           | 27.94                           |

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 \$17.71 per hour up through minimum hourly rate of Range 9 (\$23.92)

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

**Dane County Employee Group 720 and 705**  
 Classifications-Ranges-Steps-Hourly Rates  
 Effective 12/19/21

| RANGE NUMBER | 1st Prob Rate  | 2nd after 6.5LC | 3rd after 19.5LC | 4th after 32.5LC | 5th after 45.5LC |
|--------------|--|-----------------|------------------|------------------|------------------|
| 03           | 19.49  | 20.24           | 21.03            | 21.76            |                  |
| 04           | 21.37  | 21.97           | 22.28            | 22.63            | 22.92            |
| 05           | 21.67  | 22.28           | 22.63            | 22.92            | 23.43            |
| 06           | 22.50  | 22.82           | 23.15            | 23.54            | 24.02            |
| 07           | 22.82  | 23.15           | 23.54            | 24.02            | 24.37            |
|              | Laundry Worker   |                 |                  |                  |                  |
| 08           | 23.15  | 23.54           | 24.02            | 24.37            | 24.82            |
|              | Lead Weapons Screening Attendant   |                 |                  |                  |                  |
| 09           | 23.54  | 24.02           | 24.37            | 24.82            | 25.31            |
|              | Food Service Helper/Driver<br>Janitor  |                 |                  |                  |                  |
| 10           | 24.02  | 24.37           | 24.82            | 25.31            | 25.85            |
|              | Court Aide<br>Equipment & Inventory Technician<br>Food Service Lead Worker***<br>Pretrial Services Assessor                            |                 |                  |                  |                  |
| 11           | 24.37  | 24.82           | 25.31            | 25.85            | 26.34            |
|              | Account Clerk I***<br>Activity Assistant<br>Cook<br>Hazardous Waste Technician<br>Janitor II***<br>Services Clerk***<br>Stock Clerk*** |                 |                  |                  |                  |

1st                      2nd                      3rd                      4th                      5th

| RANGE NUMBER | Prob Rate   | after 6.5LC | after 19.5LC | after 32.5LC | after 45.5LC |
|--------------|---|-------------|--------------|--------------|--------------|
| 12           | 24.82   | 25.31       | 25.85        | 26.34        | 26.88        |
|              | Certified Nursing Assistant<br>Cosmetologist<br>Driver-Certified Nursing Assistant***<br>Offset Press Operator<br>Public Health Aide<br>Transportation Aide/Driver  |             |              |              |              |
| 12F          | 25.21   | 25.72       | 26.17        | 26.77        | 27.34        |
|              | Dredge Laborer<br>Park Laborer  |             |              |              |              |
| 13           | 25.31   | 25.85       | 26.34        | 26.88        | 27.43        |
|              | Clerk III***<br>Clerk Typist III***<br>Land Records Technician<br>Lead Janitor***<br>Library Assistant<br>Register of Deeds Clerk<br>Revenue Clerk***<br>Security Support Specialist<br>Security Technician<br>Scheduling Clerk I                               |             |              |              |              |
| 14           | 25.85   | 26.34       | 26.88        | 27.43        | 28.03        |
|              | Account Clerk II***<br>Dietetic Specialist<br>Disease Intervention Specialist<br>Draftsperson<br>Event Booking Clerk<br>Landfill Scale Attendant***<br>Lead Imaging Technician<br>Procurement Specialist<br>Scheduling Clerk II***<br>Social Service Specialist |             |              |              |              |
| 14F          | 26.17   | 26.77       | 27.34        | 27.94        | 28.47        |
|              | Heavy Equipment Operator**<br>Park Maintenance Technician***  |             |              |              |              |

| RANGE NUMBER | 1st Prob Rate   | 2nd after 6.5LC | 3rd after 19.5LC | 4th after 32.5LC | 5th after 45.5LC |
|--------------|---|-----------------|------------------|------------------|------------------|
| 15           | 26.34   | 26.88           | 27.43            | 28.03            | 28.60            |
|              | Clerk IV***<br>Economic Support Specialist<br>Facilities Specialist<br>Jail Clerk<br>Land Records Specialist***<br>Lead Airport Security Technician<br>Probate Clerk<br>Real Estate Specialist***<br>Representative Payee Specialist  |                 |                  |                  |                  |
| 16           | 26.88   | 27.43           | 28.03            | 28.60            | 29.34            |
|              | Account Clerk III<br>Administrative Assistant I***<br>Administrative Legal Assistant***<br>Civil Process Coordinator<br>Communicator<br>Court Clerk***<br>Court Interpreter<br>Humane Officer<br>Juvenile Court Worker<br>Lead Vital Records Clerk<br>Medical Interpreter<br>Park Ranger<br>Range Repair Worker<br>Risk Management Technician |                 |                  |                  |                  |
| 16F          | 27.34   | 27.94           | 28.47            | 29.14            | 29.94            |
|              | Mechanic<br>Mechanical Repair Worker***   |                 |                  |                  |                  |
| 17           | 27.43   | 28.03           | 28.60            | 29.34            | 29.99            |
|              | Administrative Assistant II***<br>Child Support Investigator<br>Collections Specialist<br>Court Services Clerk<br>Lead DA Worker<br>Lead Representative Payee***<br>Paralegal I   |                 |                  |                  |                  |
| 18           | 28.03   | 28.60           | 29.34            | 29.99            | 30.81            |
|              | Accounting Assistant  |                 |                  |                  |                  |

| RANGE NUMBER | 1st Prob Rate | 2nd after 6.5LC | 3rd after 19.5LC | 4th after 32.5LC | 5th after 45.5LC |
|--------------|---------------|-----------------|------------------|------------------|------------------|
|--------------|---------------|-----------------|------------------|------------------|------------------|

|    |       |       |       |       |       |
|----|-------|-------|-------|-------|-------|
| 18 | 28.03 | 28.60 | 29.34 | 29.99 | 30.81 |
|----|-------|-------|-------|-------|-------|

Assistant Veterans Service Officer  
 Court Reporter  
 Humane Officer Lead Worker  
 Lead Juvenile Court Worker\*\*\*  
 Licensed Practical Nurse  
 Medical Coding & Health Information Specialist  
 Paralegal II

|     |       |       |       |       |       |
|-----|-------|-------|-------|-------|-------|
| 18F | 28.47 | 29.14 | 29.94 | 30.66 | 31.39 |
|-----|-------|-------|-------|-------|-------|

Lakes Management Crew Leader  
 Lead Dredge Operator  
 Lead Park Ranger  
 Park Crew Leader

|    |       |       |       |       |       |
|----|-------|-------|-------|-------|-------|
| 19 | 28.60 | 29.34 | 29.99 | 30.81 | 31.59 |
|----|-------|-------|-------|-------|-------|

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

|    |       |       |       |       |       |
|----|-------|-------|-------|-------|-------|
| 20 | 29.34 | 29.99 | 30.81 | 31.59 | 32.42 |
|----|-------|-------|-------|-------|-------|

|    |       |       |       |       |       |
|----|-------|-------|-------|-------|-------|
| 21 | 29.99 | 30.81 | 31.59 | 32.42 | 33.38 |
|----|-------|-------|-------|-------|-------|

|    |       |       |       |       |       |
|----|-------|-------|-------|-------|-------|
| 22 | 30.81 | 31.59 | 32.42 | 33.38 | 34.31 |
|----|-------|-------|-------|-------|-------|

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 |
|---------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
|---------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|

|       |       |       |       |       |       |       |       |       |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 19.49 | 20.24 | 21.03 | 21.76 | 22.50 | 22.82 | 23.15 | 23.54 | 24.02 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|

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 |
|---------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|
|---------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|

|       |       |       |       |       |       |       |       |
|-------|-------|-------|-------|-------|-------|-------|-------|
| 22.82 | 23.15 | 23.54 | 24.02 | 24.37 | 24.82 | 25.31 | 25.85 |
|-------|-------|-------|-------|-------|-------|-------|-------|

Clerk I-II

12/21/21

Clerk Typist I-II  
Diet Clerk  
Event & Exhibitor Services Specialist

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) | \$17.35 per hour up through minimum hourly rate of Range 10 (\$24.02) |
| LTE Clerical (general)  | \$16.27 per hour  |
| LTE Clerk III           | \$19.77 per hour up through minimum hourly rate of Range 13 (\$25.31) |
| General Laborer         | \$17.71 per hour up through minimum hourly rate of Range 9 (\$23.54)  |
| Juvenile Court Worker   | \$18.08 per hour up through minimum hourly rate of Range 16 (\$26.88) |
| Park Laborer            | \$17.73 per hour up through minimum hourly rate of Range 12 (\$24.82) |
| Public Works Laborer    | \$17.73 per hour up through minimum hourly rate of Range 12 (\$24.82) |



**EMPLOYEE GROUP 2634 SALARY SCHEDULE - "SW"**

Effective 12/19/21

| <u>Classification</u>                       | <u>Range</u> | <u>Step</u> | <u>Hourly</u> | <u>Biweekly</u> |
|---|--------------|-------------|---------------|-----------------|
| Case Manager                                | 16-18        | 1 (entry)   | \$25.77       | \$2,061.60      |
| Juvenile Court Counselor*                   |              | 2/ 6.5 LC   | 27.00         | 2,160.00        |
| Program Leader*                             | 18           | 1/19.5 LC   | 28.13         | 2,250.40        |
| Recreation Therapist                        |              | 2/32.5 LC   | 29.38         | 2,350.40        |
| Social Worker*                              |              | 3/45.5 LC   | 30.77         | 2,461.60        |
| Quality Assurance Specialist                |              | 4/58.5 LC   | 32.11         | 2,568.80        |
|   |              | 5/71.5 LC   | 33.55         | 2,684.00        |
| Juvenile Court Counselor II                 | 19           | 1/ (entry)  | \$29.38       | \$2,350.40      |
|   |              | 2/ 6.5 LC   | 30.77         | 2,461.60        |
|   |              | 3/19.5 LC   | 32.11         | 2,568.80        |
|   |              | 4/32.5 LC   | 33.55         | 2,684.00        |
|   |              | 5/45.5 LC   | 35.08         | 2,806.40        |
| Behavioral Health Resource Specialist       | 20           | 1/ (entry)  | \$30.77       | \$2,461.60      |
| Crime Response Specialist                   |              | 2/ 6.5 LC   | 32.11         | 2,568.80        |
| Deferred Prosecution Case Manager           |              | 3/19.5 LC   | 33.55         | 2,684.00        |
| Deferred Prosecution Child Abuse Specialist |              | 4/32.5 LC   | 35.08         | 2,806.40        |
| Family Court Counselor                      |              | 5/45.5 LC   | 36.75         | 2,940.00        |
| GAL Social Worker                           |              |             |               |                 |
| Senior Juvenile Court Counselor             |              |             |               |                 |
| Senior Social Worker                        |              |             |               |                 |

12/21/21

Substance Abuse Counselor

Victim/Witness Case Manager

Youth Justice Coordinator

|                                  |    |            |         |            |
|----------------------------------|----|------------|---------|------------|
| Lead Social Worker***            | 21 | 1/ (entry) | \$32.20 | \$2,576.00 |
| Program Manager                  |    | 2/ 6.5 LC  | 33.63   | 2,690.40   |
| Senior Substance Abuse Counselor |    | 3/19.5 LC  | 35.14   | 2,811.20   |
|                                  |    | 4/32.5 LC  | 36.75   | 2,940.00   |
|                                  |    | 5/45.5 LC  | 38.53   | 3,082.40   |

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.

Employee Group 1871  
Wage Appendix  
Effective 12/19/21

| Step                     | Step 2                                   | Step 3         | Step 4         | Step 5         | Step 6   | Step 7         | Step 8         | Step 9         |
|--------------------------|--|----------------|----------------|----------------|--|----------------|----------------|----------------|
| <b>Longevity Credits</b> | <b>Hire</b>                              | <b>13 Cr.</b>  | <b>26 Cr.</b>  | <b>39 Cr.</b>  | <b>52 Cr.</b>                                  | <b>117 Cr.</b> | <b>169 Cr.</b> | <b>208 Cr.</b> |
| <b>Pay Range</b>         |  |                |                |                |  |                |                |                |
| <b>P5</b>                | <b>\$25.58</b>                           | <b>\$26.71</b> | <b>\$27.90</b> | <b>\$29.15</b> | <b>\$29.98</b>                                 | <b>\$30.85</b> | <b>\$31.72</b> | <b>\$32.64</b> |
| <b>Positions</b>         | Arborist                                 |                |                |                | Immigrant Affairs Specialist                   |                |                |                |
|                          | Audio/Visual Coordinator                 |                |                |                | Mobility Program Specialist                    |                |                |                |
|                          | Chronic Disease Specialist               |                |                |                | Public Information and Education Officer       |                |                |                |
|                          | Educational Program Coordinator          |                |                |                | Sales Coordinator                              |                |                |                |
|                          | Energy & Climate Specialist              |                |                |                | Stormwater Education Coordinator               |                |                |                |
|                          | Grants & Billing Specialist              |                |                |                | Well woman Case Management Specialist          |                |                |                |
|                          | Human Services Program Specialist        |                |                |                |  |                |                |                |
|                          |  |                |                |                |  |                |                |                |
| <b>P5A*</b>              | See wages at end of schedule             |                |                |                |  |                |                |                |
|                          |  |                |                |                |  |                |                |                |
| <b>P6</b>                | <b>\$26.86</b>                           | <b>\$28.08</b> | <b>\$29.33</b> | <b>\$30.62</b> | <b>\$31.52</b>                                 | <b>\$32.43</b> | <b>\$33.34</b> | <b>\$34.30</b> |
| <b>Positions</b>         | Environmental Health Technician          |                |                |                |  |                |                |                |
|                          |  |                |                |                |  |                |                |                |
| <b>P7</b>                | <b>\$28.40</b>                           | <b>\$29.66</b> | <b>\$31.02</b> | <b>\$32.42</b> | <b>\$33.32</b>                                 | <b>\$34.29</b> | <b>\$35.29</b> | <b>\$36.34</b> |
| <b>Positions</b>         | Accounts Payable Specialist              |                |                |                | Human Services Community Programs Coord        |                |                |                |
|                          | AmeriCorps Coordinator                   |                |                |                | Legislative Mgmt Sys Specialist/Policy Analyst |                |                |                |
|                          | Adult Conservation Team Manager          |                |                |                | Morgue Technician                              |                |                |                |
|                          | Benefit Administration Specialist        |                |                |                | Payroll Specialist                             |                |                |                |
|                          | Caregiver Specialist                     |                |                |                | Public Health Specialist                       |                |                |                |
|                          | Classification and Hearing Specialist    |                |                |                | Re-Entry Coordinator                           |                |                |                |
|                          | Education Specialist                     |                |                |                | Strategic Engagement Coordinator               |                |                |                |
|                          | Environmental Health Specialist          |                |                |                | Volunteer Services Coordinator                 |                |                |                |
|                          | Forester Specialist                      |                |                |                | Well Woman Program Specialist                  |                |                |                |
|                          | Human Resources Analyst                  |                |                |                |  |                |                |                |
|                          |  |                |                |                |  |                |                |                |
| <b>P7A*</b>              | See wages at end of schedule             |                |                |                |  |                |                |                |
|                          |  |                |                |                |  |                |                |                |
| <b>P8</b>                | <b>\$30.39</b>                           | <b>\$31.78</b> | <b>\$33.19</b> | <b>\$34.70</b> | <b>\$35.75</b>                                 | <b>\$36.78</b> | <b>\$37.89</b> | <b>\$39.03</b> |
| <b>Positions</b>         | Assistant Zoning Administrator           |                |                |                | Human Resources Specialist                     |                |                |                |
|                          | Botanist/Naturalist                      |                |                |                | Hydrologic Technician                          |                |                |                |
|                          | Chemical Analyst I                       |                |                |                | Information Tech Specialist I (HS, Highway)    |                |                |                |
|                          | Clean Air Coalition Project Coordinator  |                |                |                | Land Records Review Analyst                    |                |                |                |
|                          | Conservation Technician                  |                |                |                | Microbiologist I                               |                |                |                |
|                          | Contract Compliance Specialist           |                |                |                | Park Facility Planner                          |                |                |                |
|                          | Courts Information Technology Specialist |                |                |                | Park Property Planner                          |                |                |                |
|                          | Diversity Recruitment Specialist         |                |                |                | State Incentive Grant Project Coordinator      |                |                |                |
|                          | Evidence Coordinator                     |                |                |                | Urban Erosion Control Analyst                  |                |                |                |
|                          | Fleet and Asset Coordinator              |                |                |                |  |                |                |                |
|                          | Grants & Outreach Coordinator            |                |                |                |  |                |                |                |

| Step                     | Step 2   | Step 3         | Step 4         | Step 5         | Step 6                                 | Step 7         | Step 8         | Step 9         |
|--------------------------|--|----------------|----------------|----------------|--|----------------|----------------|----------------|
| <b>Longevity Credits</b> | <b>Hire</b>  | <b>13 Cr.</b>  | <b>26 Cr.</b>  | <b>39 Cr.</b>  | <b>52 Cr.</b>                          | <b>117 Cr.</b> | <b>169 Cr.</b> | <b>208 Cr.</b> |
| <b>Pay Range</b>         |  |                |                |                |  |                |                |                |
| <b>P9</b>                | <b>\$32.86</b>                                     | <b>\$34.31</b> | <b>\$35.89</b> | <b>\$37.52</b> | <b>\$38.78</b>                         | <b>\$39.92</b> | <b>\$41.07</b> | <b>\$42.32</b> |
| <b>Positions</b>         | Chemical Analyst II                                |                |                |                | Information Technology Specialist II   |                |                |                |
|                          | Conservation Specialist Advanced                   |                |                |                | Marketing & Outreach Coordinator       |                |                |                |
|                          | Crime Analyst                                      |                |                |                | Microbiologist II                      |                |                |                |
|                          | Elections Management Specialist/Policy Analyst     |                |                |                | Noise Abatement/Environmental Officer  |                |                |                |
|                          | Enterprise IT Specialist I                         |                |                |                | Public Safety Information Tech Spec I  |                |                |                |
|                          | Environmental Planner                              |                |                |                | Purchasing Officer                     |                |                |                |
|                          | Grants Manager                                     |                |                |                | Sanitarian I                           |                |                |                |
|                          | Information Management Specialist I                |                |                |                |  |                |                |                |
|                          |  |                |                |                |  |                |                |                |
| <b>P10</b>               | <b>\$35.47</b>                                     | <b>\$37.12</b> | <b>\$38.87</b> | <b>\$40.71</b> | <b>\$41.89</b>                         | <b>\$43.16</b> | <b>\$44.47</b> | <b>\$45.84</b> |
| <b>Positions</b>         | Behavioral Health Program Specialist               |                |                |                | Microbiologist III                     |                |                |                |
|                          | Biogas Operations Coordinator                      |                |                |                | Population Protection Planner          |                |                |                |
|                          | Chemical Analyst III                               |                |                |                | Prevention Coordinator                 |                |                |                |
|                          | Community Dev Block Grant Prog Spec                |                |                |                | Project Manager                        |                |                |                |
|                          | Community Health Education Specialist              |                |                |                | Program Specialist/Aging               |                |                |                |
|                          | County Surveyor                                    |                |                |                | Public Health Analyst                  |                |                |                |
|                          | Criminal Justice Council Data & Evaluation Analyst |                |                |                | Public Health Preparedness Coordinator |                |                |                |
|                          | Data Analyst                                       |                |                |                | Public Health Program Coordinator      |                |                |                |
|                          | Developmental Disabilities Program Specialist      |                |                |                | Real Estate Coordinator                |                |                |                |
|                          | Environmental Protection Lead Worker               |                |                |                | Response Equipment Specialist          |                |                |                |
|                          | Hazardous Materials Planner                        |                |                |                | Sanitarian II                          |                |                |                |
|                          | Health Education Coordinator                       |                |                |                | Senior Food Program Specialist         |                |                |                |
|                          | Housing Program Specialist                         |                |                |                | Systems Accountant                     |                |                |                |
|                          | Housing Strategy Specialist                        |                |                |                | Well Woman Program Coordinator         |                |                |                |
|                          | Medicolegal Investigator                           |                |                |                |  |                |                |                |
|                          |  |                |                |                |  |                |                |                |
|                          |  |                |                |                |  |                |                |                |
| <b>P11</b>               | <b>\$38.36</b>                                     | <b>\$40.15</b> | <b>\$42.02</b> | <b>\$43.96</b> | <b>\$45.31</b>                         | <b>\$46.67</b> | <b>\$48.09</b> | <b>\$49.53</b> |
| <b>Positions</b>         | ADA Coordinator                                    |                |                |                | Lead Purchasing Officer                |                |                |                |
|                          | Biogas Engineer                                    |                |                |                | Neighborhood Resource Coordinator      |                |                |                |
|                          | Budget and Contract Analyst                        |                |                |                | Programmer/Analyst                     |                |                |                |
|                          | CDBG/RLF Administrative Specialist                 |                |                |                | Public Health Epidemiologist           |                |                |                |
|                          | Conservation Engineer                              |                |                |                | Public Health Planner                  |                |                |                |
|                          | Enterprise Accountant                              |                |                |                | Public Safety Information Tech Spec II |                |                |                |
|                          | Enterprise IT Specialist II                        |                |                |                | Quality Improvement/Perf Mgmt Coord    |                |                |                |
|                          |  |                |                |                |  |                |                |                |
|                          |  |                |                |                |  |                |                |                |

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| Step                     | Step 2                                   | Step 3         | Step 4         | Step 5         | Step 6                               | Step 7         | Step 8         | Step 9         |
|--------------------------|--|----------------|----------------|----------------|--------------------------------------|----------------|----------------|----------------|
| <b>Longevity Credits</b> | <b>Hire</b>                              | <b>13 Cr.</b>  | <b>26 Cr.</b>  | <b>39 Cr.</b>  | <b>52 Cr.</b>                        | <b>117 Cr.</b> | <b>169 Cr.</b> | <b>208 Cr.</b> |
| <b>Pay Range</b>         |  |                |                |                |                                      |                |                |                |
| <b>P11</b>               | <b>\$38.36</b>                           | <b>\$40.15</b> | <b>\$42.02</b> | <b>\$43.96</b> | <b>\$45.31</b>                       | <b>\$46.67</b> | <b>\$48.09</b> | <b>\$49.53</b> |
| <b>Positions</b>         | Health Equity Coordinator                |                |                |                | Safety Coordinator                   |                |                |                |
|                          | Human Services Program Analyst           |                |                |                | Sanitarian III                       |                |                |                |
|                          | Information Management Specialist II     |                |                |                | Senior Planner                       |                |                |                |
|                          | Information Technology Project Manager   |                |                |                | Solid Waste Engineer                 |                |                |                |
|                          | Lead Medicolegal Investigator            |                |                |                | Systems Administrator I              |                |                |                |
|                          |  |                |                |                |                                      |                |                |                |
| <b>P12</b>               | <b>\$41.17</b>                           | <b>\$43.10</b> | <b>\$45.14</b> | <b>\$47.26</b> | <b>\$48.71</b>                       | <b>\$50.14</b> | <b>\$51.64</b> | <b>\$53.20</b> |
| <b>Positions</b>         | Agricultural Engineer                    |                |                |                | Recycling Manager                    |                |                |                |
|                          | Conservation GIS Analyst                 |                |                |                | Senior Help Desk Analyst             |                |                |                |
|                          | Erosion Control Engineer                 |                |                |                | Special Projects & Materials Manager |                |                |                |
|                          | Land and Water Resources Scientist       |                |                |                | Stormwater Engineer                  |                |                |                |
|                          | Management Information Project Leader I  |                |                |                | Systems Administrator II             |                |                |                |
|                          | Lakes and Watershed Program Coordinator  |                |                |                | Systems Coordinator                  |                |                |                |
|                          | Project Engineer Manager                 |                |                |                | Urban Conservation Engineer          |                |                |                |
|                          |  |                |                |                |                                      |                |                |                |
| <b>P13</b>               | <b>\$44.28</b>                           | <b>\$46.34</b> | <b>\$48.54</b> | <b>\$50.81</b> | <b>\$52.32</b>                       | <b>\$53.91</b> | <b>\$55.49</b> | <b>\$57.17</b> |
| <b>Positions</b>         | Management Information Project Leader II |                |                |                |                                      |                |                |                |
|                          | Systems Administrator III                |                |                |                |                                      |                |                |                |
|                          |  |                |                |                |                                      |                |                |                |
| <b>P14</b>               | <b>\$47.32</b>                           | <b>\$49.63</b> | <b>\$51.99</b> | <b>\$54.50</b> | <b>\$56.15</b>                       | <b>\$57.91</b> | <b>\$59.63</b> | <b>\$61.43</b> |
| <b>Positions</b>         |  |                |                |                |                                      |                |                |                |

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        |
|--------------------------|--|----------------|----------------|----------------|-------------------------------------|----------------|----------------|----------------|----------------|
| <b>Longevity Credits</b> | <b>Hire</b>                              | <b>13 Cr.</b>  | <b>26 Cr.</b>  | <b>39 Cr.</b>  | <b>52 Cr.</b>                       | <b>104 Cr.</b> | <b>117 Cr.</b> | <b>169 Cr.</b> | <b>208 Cr.</b> |
| <b>5A</b>                | <b>\$26.22</b>                           | <b>\$27.41</b> | <b>\$29.33</b> | <b>\$30.62</b> | <b>\$31.52</b>                      | <b>\$32.43</b> | <b>\$33.35</b> | <b>\$34.31</b> | <b>\$35.33</b> |
| <b>Positions</b>         | Dementia Care Specialist                 |                |                |                | Elder Benefit Specialist            |                |                |                |                |
|                          | Disability Benefit Specialist            |                |                |                | Information & Assistance Specialist |                |                |                |                |
|                          |  |                |                |                |                                     |                |                |                |                |
| <b>7A</b>                | <b>\$29.40</b>                           | <b>\$30.73</b> | <b>\$33.19</b> | <b>\$34.70</b> | <b>\$36.16</b>                      | <b>\$37.27</b> | <b>\$38.35</b> | <b>\$39.48</b> | <b>\$40.69</b> |
| <b>Positions</b>         | Information & Assistance Lead Specialist |                |                |                |                                     |                |                |                |                |
|                          |  |                |                |                |                                     |                |                |                |                |
|                          |  |                |                |                |                                     |                |                |                |                |

|   |                             |      |                   |       |
|---|-----------------------------|------|-------------------|-------|
|   | <b>Employee Group 1871</b>  |      |                   |       |
|   | Multi Range Pay Scale       |      |                   |       |
|   | effective December 19, 2021 |      |                   |       |
|   |                             |      |                   |       |
| Positions                               | Range                       | Step | Longevity Credits | Rate  |
| Conservation Data Management Specialist | 05-06                       | Hire | 0 Cr              | 25.58 |
| Conservation Specialist I               |                             | 3    | 13 Cr             | 26.71 |
| Erosion Control Specialist              |                             | 4    | 26 Cr             | 27.90 |
| Land Restoration Specialist             |                             | 5    | 39 Cr             | 29.15 |
| Zoning Inspector                        |                             | 6    | 52 Cr             | 29.33 |
|   |                             | 7    | 65 Cr             | 30.62 |
|   |                             | 8    | 78 Cr             | 31.52 |
|   |                             | 9    | 117 Cr            | 32.43 |
|   |                             | 10   | 169 Cr            | 33.34 |
|   |                             | 11   | 208 Cr            | 34.30 |
|   |                             |      |                   |       |
| GIS Specialist                          | 05-09                       | Step | Longevity Credits | Rate  |
|   |                             | Hire | 0 Cr              | 25.58 |
|   |                             | 3    | 13 Cr             | 26.71 |
|   |                             | 4    | 26 Cr             | 27.90 |
|   |                             | 5    | 39 Cr             | 29.15 |
|   |                             | 6    | 52 Cr             | 29.33 |
|   |                             | 7    | 65 Cr             | 30.62 |
|   |                             | 8    | 78 Cr             | 31.02 |

|  |       |    |        |       |
|--|-------|----|--------|-------|
|  | 05-09 | 9  | 91 Cr  | 32.42 |
|  |       | 10 | 104 Cr | 33.19 |
|  |       | 11 | 117 Cr | 34.70 |
|  |       | 12 | 130 Cr | 35.89 |
|  |       | 13 | 143 Cr | 37.62 |
|  |       | 14 | 156 Cr | 38.78 |
|  |       | 15 | 169 Cr | 39.92 |
|  |       | 16 | 182 Cr | 41.07 |
|  |       | 17 | 208 Cr | 42.32 |

|  |       |      |                   |       |
|--|-------|------|-------------------|-------|
|  | 06-08 | Step | Longevity Credits | Rate  |
|  |       | Hire | 0 Cr              | 26.86 |
|  |       | 3    | 13 Cr             | 28.08 |
|  |       | 4    | 26 Cr             | 29.33 |
|  |       | 5    | 39 Cr             | 30.62 |
|  |       | 6    | 52 Cr             | 31.02 |
|  |       | 7    | 65 Cr             | 32.42 |
|  |       | 8    | 78 Cr             | 33.19 |
|  |       | 9    | 91 Cr             | 34.70 |
|  |       | 10   | 104 Cr            | 35.75 |
|  |       | 11   | 117 Cr            | 36.78 |
|  |       | 12   | 169 Cr            | 37.89 |
|  |       | 13   | 208 Cr            | 39.03 |
|  |       |      |                   |       |
|  |       |      |                   |       |

|  | 07-09 | Step | Longevity Credits | Rate  |
|--|-------|------|-------------------|-------|
|  |       | Hire | 0 Cr              | 28.40 |
|  |       | 3    | 13 Cr             | 29.66 |
|  |       | 4    | 26 Cr             | 31.02 |
|  |       | 5    | 39 Cr             | 32.42 |
|  |       | 6    | 52 Cr             | 33.19 |
|  |       | 7    | 65 Cr             | 34.70 |
|  |       | 8    | 78 Cr             | 35.89 |
|  |       | 9    | 91 Cr             | 37.62 |
|  |       | 10   | 104 Cr            | 38.78 |
|  |       | 11   | 117 Cr            | 39.92 |
|  |       | 12   | 169 Cr            | 41.07 |
|  |       | 13   | 208 Cr            | 42.32 |

| Accountant | 08-09 | Step | Longevity Credits | Rate  |
|------------|-------|------|-------------------|-------|
|            |       | Hire | 0 Cr              | 30.39 |
|            |       | 3    | 13 Cr             | 31.78 |
|            |       | 4    | 26 Cr             | 33.19 |
|            |       | 5    | 39 Cr             | 34.70 |
|            |       | 6    | 52 Cr             | 35.89 |
|            |       | 7    | 65 Cr             | 37.62 |
|            |       | 8    | 78 Cr             | 38.78 |
|            |       | 9    | 117 Cr            | 39.92 |
|            |       | 10   | 169 Cr            | 41.07 |
|            |       | 11   | 208 Cr            | 42.32 |

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|  | 08-10 | Step | Longevity Credits | Rate  |
|--|-------|------|-------------------|-------|
|  |       | Hire | 0 Cr              | 30.39 |
|  |       | 3    | 13 Cr             | 31.78 |
|  |       | 4    | 26 Cr             | 33.19 |
|  |       | 5    | 39 Cr             | 34.70 |
|  |       | 6    | 52 Cr             | 35.89 |
|  |       | 7    | 65 Cr             | 37.62 |
|  |       | 8    | 78 Cr             | 38.87 |
|  |       | 9    | 91 Cr             | 40.71 |
|  |       | 10   | 104 Cr            | 41.89 |
|  |       | 11   | 117 Cr            | 43.16 |
|  |       | 12   | 169 Cr            | 44.47 |
|  |       | 13   | 208 Cr            | 45.84 |

|  | 09-10 | Step | Longevity Credits | Rate  |
|--|-------|------|-------------------|-------|
|  |       | Hire | 0 Cr              | 32.86 |
|  |       | 3    | 13 Cr             | 34.31 |
|  |       | 4    | 26 Cr             | 35.89 |
|  |       | 5    | 39 Cr             | 37.62 |
|  |       | 6    | 52 Cr             | 38.87 |
|  |       | 7    | 65 Cr             | 40.71 |
|  |       | 8    | 78 Cr             | 41.89 |
|  |       | 9    | 117 Cr            | 43.16 |
|  |       | 10   | 156 Cr            | 44.47 |

|                               |       |      |                   |       |
|-------------------------------|-------|------|-------------------|-------|
|                               | 09-10 | 11   | 208 Cr            | 45.84 |
|                               |       |      |                   |       |
| Electronic Systems Specialist | 09-11 | Step | Longevity Credits | Rate  |
| Network Systems Programmer    |       | Hire | 0 Cr              | 32.86 |
|                               |       | 3    | 13 Cr             | 34.31 |
|                               |       | 4    | 26 Cr             | 35.89 |
|                               |       | 5    | 39 Cr             | 37.62 |
|                               |       | 6    | 52 Cr             | 38.87 |
|                               |       | 7    | 65 Cr             | 40.71 |
|                               |       | 8    | 78 Cr             | 42.02 |
|                               |       | 9    | 91 Cr             | 43.96 |
|                               |       | 10   | 104 Cr            | 45.31 |
|                               |       | 11   | 117 Cr            | 46.67 |
|                               |       | 12   | 169 Cr            | 48.09 |
|                               |       | 13   | 208 Cr            | 49.53 |

|  |       |      |                   |       |
|--|-------|------|-------------------|-------|
|  | 10-11 | Step | Longevity Credits | Rate  |
|  |       | Hire | 0 Cr              | 35.47 |
|  |       | 3    | 13 Cr             | 37.12 |
|  |       | 4    | 26 Cr             | 38.87 |
|  |       | 5    | 39 Cr             | 40.71 |
|  |       | 6    | 52 Cr             | 42.02 |
|  |       | 7    | 65 Cr             | 43.96 |
|  |       | 8    | 78 Cr             | 45.31 |
|  |       | 9    | 117 Cr            | 46.67 |

|  |       |      |                   |       |
|--|-------|------|-------------------|-------|
|  |       | 10   | 169 Cr            | 48.09 |
|  |       | 11   | 208 Cr            | 49.53 |
|  |       |      |                   |       |
|  | 11-12 | Step | Longevity Credits | Rate  |
|  |       | Hire | 0 Cr              | 38.36 |
|  |       | 3    | 13 Cr             | 40.15 |
|  |       | 4    | 26 Cr             | 42.02 |
|  |       | 5    | 39 Cr             | 43.96 |
|  |       | 6    | 52 Cr             | 45.14 |
|  |       | 7    | 65 Cr             | 47.26 |
|  |       | 8    | 78 Cr             | 48.71 |
|  |       | 9    | 117 Cr            | 50.14 |
|  |       | 10   | 169 Cr            | 51.64 |
|  |       | 11   | 208 Cr            | 53.20 |

|                           |       |      |                   |       |
|---------------------------|-------|------|-------------------|-------|
|                           |       | Step | Longevity Credits | Rate  |
| Senior GIS Analyst        | 12-13 | Hire | 0 Cr              | 41.17 |
| Senior Programmer Analyst |       | 3    | 13 Cr             | 43.10 |
|                           |       | 4    | 26 Cr             | 45.14 |
|                           |       | 5    | 39 Cr             | 47.26 |
|                           |       | 6    | 52 Cr             | 48.54 |
|                           |       | 7    | 65 Cr             | 50.81 |
|                           |       | 8    | 78 Cr             | 52.32 |
|                           |       | 9    | 117 Cr            | 53.91 |
|                           |       | 10   | 169 Cr            | 55.49 |

|  |       |      |                   |       |
|--|-------|------|-------------------|-------|
|  |       | 11   | 208 Cr            | 57.17 |
|  |       |      |                   |       |
|  | 13-15 | Step | Longevity Credits | Rate  |
|  |       | Hire | 0 Cr              | 44.28 |
|  |       | 3    | 13 Cr             | 46.34 |
|  |       | 4    | 26 Cr             | 48.54 |
|  |       | 5    | 39 Cr             | 50.81 |
|  |       | 6    | 52 Cr             | 51.99 |
|  |       | 7    | 65 Cr             | 54.50 |
|  |       | 8    | 78 Cr             | 55.55 |
|  |       | 9    | 91 Cr             | 58.25 |
|  |       | 10   | 104 Cr            | 60.01 |
|  |       | 11   | 117 Cr            | 61.84 |
|  |       | 12   | 169 Cr            | 63.74 |
|  |       | 13   | 208 Cr            | 65.66 |

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 SALARY SCHEDULE**

Effective 12/19/21

|           |          | <u>Step</u> | <u>Hourly<br/>Rate</u> | <u>Annual<br/>Rate</u> |
|-----------|----------|-------------|------------------------|------------------------|
| PROB RATE |          | 22          | 34.58                  | 71,926                 |
| After     | 6.5 LC   | 23          | 35.96                  | 74,797                 |
|           |          | 23.5        | 36.74                  | 76,419                 |
| After     | 19.5 LC  | 24          | 37.45                  | 77,896                 |
|           |          | 24.5        | 38.25                  | 79,560                 |
| After     | 32.5 LC  | 25          | 39.03                  | 81,182                 |
|           |          | 25.5        | 39.76                  | 82,701                 |
| After     | 45.5 LC  | 26          | 40.58                  | 84,406                 |
|           |          | 26.5        | 41.41                  | 86,133                 |
| After     | 58.5 LC  | 27          | 42.12                  | 87,610                 |
|           |          | 27.5        | 43.08                  | 89,606                 |
| After     | 71.5 LC  | 28          | 43.88                  | 91,270                 |
|           |          | 28.5        | 44.62                  | 92,810                 |
| After     | 84.5 LC  | 29          | 45.52                  | 94,682                 |
|           |          | 29.5        | 46.41                  | 96,533                 |
| After     | 97.5 LC  | 30          | 47.28                  | 98,342                 |
|           |          | 30.5        | 48.16                  | 100,173                |
| After     | 110.5 LC | 31          | 49.15                  | 102,232                |
|           |          | 31.5        | 50.10                  | 104,208                |
| After     | 123.5 LC | 32          | 51.12                  | 106,330                |
|           |          | 32.5        | 52.02                  | 108,202                |
| After     | 136.5 LC | 33          | 53.06                  | 110,365                |
|           |          | 33.5        | 54.15                  | 112,632                |
| After     | 149.5 LC | 34          | 55.21                  | 114,837                |
|           |          | 34.5        | 56.25                  | 117,000                |
| After     | 162.5 LC | 35          | 57.30                  | 119,184                |
|           |          | 35.5        | 58.62                  | 121,930                |
| After     | 175.5 LC | 36          | 59.74                  | 124,259                |
|           |          | 36.5        | 61.04                  | 126,963                |
| After     | 188.5 LC | 37          | 62.28                  | 129,542                |

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|       |          |      |       |         |
|-------|----------|------|-------|---------|
|       |          | 37.5 | 63.66 | 132,413 |
| After | 201.5 LC | 38   | 65.02 | 135,242 |
|       |          | 38.5 | 66.47 | 138,258 |
| After | 214.5 LC | 39   | 67.89 | 141,211 |
|       |          | 39.5 | 69.57 | 144,706 |
| After | 227.5 LC | 40   | 71.23 | 148,158 |

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: 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**  
Effective 12/19/21

**Rates of Pay.**

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

| <b>Job Classifications</b> |      |  | <b>Effective 12/19/21</b> |
|----------------------------|------|--|---------------------------|
| Carpenters                 |      |  | 33.84                     |
| Electricians               |      |  | 39.34                     |
| Apprentice Electrician     |      |  |                           |
| % of Electrician           | 40%  |  | 16.86                     |
|                            | 45%  |  | 18.73                     |
|                            | 55%  |  | 22.44                     |
|                            | 65%  |  | 26.16                     |
|                            | 75%  |  | 29.90                     |
|                            | 80%  |  | 31.77                     |
|                            | 100% |  | 39.34                     |
| Painters                   |      |  | 32.59                     |
| Apprentice Painter         |      |  |                           |
| % of Painter               | 45%  |  | 15.75                     |
|                            | 55%  |  | 18.80                     |
|                            | 65%  |  | 21.88                     |
|                            | 75%  |  | 24.94                     |
|                            | 85%  |  | 28.01                     |
| Steamfitters               |      |  | 41.40                     |

|                        |     |  |       |
|------------------------|-----|--|-------|
| Apprentice Steamfitter |     |  |       |
| % of Steamfitter       | 40% |  | 17.66 |
|                        | 45% |  | 19.60 |
|                        | 50% |  | 21.60 |
|                        | 55% |  | 23.54 |
|                        | 60% |  | 25.49 |
|                        | 65% |  | 27.47 |
|                        | 70% |  | 29.42 |
|                        | 75% |  | 31.37 |
|                        | 80% |  | 33.34 |
|                        | 85% |  | 35.35 |

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 12/19/21

| Classification Title                     | Range | Step | Hourly Bi-Weekly(K) |          | Monthly(J) Annual(J) |        |
|--|-------|------|---------------------|----------|----------------------|--------|
|  |       |      | Rate                | Rate     | Rate                 | Rate   |
| Communicable Disease Outreach Specialist | 16    | 1    | 29.88               | 2,390.40 | 5,179                | 62,150 |
|  |       | 2    | 30.77               | 2,461.60 | 5,334                | 64,002 |
|  |       | 3    | 31.72               | 2,537.60 | 5,498                | 65,978 |
|  |       | 4    | 32.65               | 2,612.00 | 5,660                | 67,912 |
|  |       | 5    | 33.64               | 2,691.20 | 5,831                | 69,971 |
|  |       | *6   | 34.66               | 2,773.17 | 6,009                | 72,102 |
|  |       | **7  | 35.75               | 2,860.32 | 6,198                | 74,369 |

| Classification Title | Range | Step | Rate  | Rate     | Rate     | Rate   |        |
|----------------------|-------|------|-------|----------|----------|--------|--------|
|                      |       | 17   | 1     | 34.10    | 2,728.00 | 5,911  | 70,928 |
|                      |       | 2    | 35.13 | 2,810.40 | 6,089    | 73,070 |        |
|                      |       | 3    | 36.27 | 2,900.36 | 6,284    | 75,409 |        |
|                      |       | 4    | 37.38 | 2,990.18 | 6,479    | 77,745 |        |
|                      |       | 5    | 38.53 | 3,082.68 | 6,679    | 80,150 |        |
|                      |       | *6   | 39.74 | 3,178.73 | 6,888    | 82,647 |        |
|                      |       | **7  | 40.98 | 3,278.35 | 7,103    | 85,237 |        |

| Classification Title      | Range | Step | Rate  | Rate     | Rate  | Rate   |
|---------------------------|-------|------|-------|----------|-------|--------|
| Dental Health Coordinator | 18    | 1    | 34.75 | 2,780.28 | 6,024 | 72,287 |
| Public Health Nurse       |       | 2    | 35.85 | 2,869.23 | 6,217 | 74,600 |
|                           |       | 3    | 37.02 | 2,960.84 | 6,415 | 76,982 |
|                           |       | 4    | 38.15 | 3,051.55 | 6,612 | 79,340 |
|                           |       | 5    | 39.28 | 3,143.16 | 6,810 | 81,722 |
|                           |       | *6   | 40.60 | 3,248.11 | 7,038 | 84,451 |
|                           |       | **7  | 41.80 | 3,344.17 | 7,246 | 86,948 |

| Classification Title                 | Range | Step | Rate  | Rate     | Rate  | Rate   |
|--------------------------------------|-------|------|-------|----------|-------|--------|
| Communicable Disease Coordinator     | 18A   | 1    | 36.49 | 2,919.92 | 6,327 | 75,918 |
| Immunization Coordinator             |       | 2    | 37.64 | 3,011.52 | 6,525 | 78,300 |
| Nurse Family Partnership Coordinator |       | 3    | 38.82 | 3,104.91 | 6,728 | 80,728 |
| Registered Dietician                 |       | 4    | 40.02 | 3,200.97 | 6,936 | 83,225 |
| Registered Nurse                     |       | 5    | 41.27 | 3,301.48 | 7,153 | 85,838 |
| Tuberculosis Coordinator             |       | *6   | 42.52 | 3,401.09 | 7,369 | 88,428 |
| WIC Lead worker                      |       | **7  | 43.75 | 3,500.70 | 7,585 | 91,018 |

| Classification Title      | Range | Step | Rate  | Rate     | Rate  | Rate    |
|---------------------------|-------|------|-------|----------|-------|---------|
| Clinical Care Coordinator | 19    | 1    | 42.37 | 3,389.94 | 7,345 | 88,138  |
|                           |       | 2    | 43.59 | 3,487.17 | 7,556 | 90,667  |
|                           |       | 3    | 44.86 | 3,588.52 | 7,775 | 93,302  |
|                           |       | 4    | 46.09 | 3,687.40 | 7,990 | 95,872  |
|                           |       | 5    | 47.36 | 3,778.75 | 8,209 | 98,507  |
|                           |       | *6   | 48.80 | 3,904.11 | 8,459 | 101,507 |
|                           |       | **7  | 50.13 | 4,010.41 | 8,689 | 104,271 |

<sup>K</sup> Biweekly rate based on 80 hours.

<sup>J</sup> 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, 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.