

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 12/19/20

<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
Lead Janitor Lead Terminal Maintenance Worker Parking Facility Worker Terminal Facility Worker					
12 Class:	24.21	24.72	25.17	25.77	26.34
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* Skilled Laborer-Airport* Skilled Laborer-Highway* Skilled Laborer-Landfill*					

14 Class:	25.17	25.77	26.34	26.94	27.47
	Skilled Laborer Trainer Tire Repairer* Veterinary Technician Zoo Horticulture Specialist Zoo Keeper				
16 Class:	26.34	26.94	27.47	28.14	28.94
	Body Repair Worker Highway Stockroom Lead Worker* Lead Veterinary Technician Lead Zoo Keeper Mechanic				
17 Class:	26.94	27.47	28.14	28.94	29.66
	Facilities & Animal Life Support Assistant				
18 Class:	27.47	28.14	28.94	29.66	30.39
	Airport Maintenance Crew Leader Airport Maintenance Mechanic* Airport Parking Crew Leader Biogas Technician Crew Leader Facilities & Animal Life Support Technician Heavy Equipment Machinist Highway Crew Leader* Parking Ramp Crew Leader Shop Crew Leader*				
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.

Dane County Employee Group 720 and 705
 Classifications-Ranges-Steps-Hourly Rates
 Effective 12/19/20

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
	Lead Weapons Screening Attendant				
09	22.54	23.02	23.37	23.82	24.31
	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*** Pretrial Services Assessor				
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***				

	1st	2nd	3rd	4th	5th
RANGE NUMBER	Prob Rate	after 6.5LC	after 19.5LC	after 32.5LC	after 45.5LC
12	23.82	24.31	24.85	25.34	25.88
	Certified Nursing Assistant Cosmetologist Driver-Certified Nursing Assistant*** Offset Press Operator Public Health Aide Transportation Aide/Driver				
12F	24.21	24.72	25.17	25.77	26.34
	Dredge Laborer Park Laborer				
13	24.31	24.85	25.34	25.88	26.43
	Clerk III*** Clerk Typist III*** Land Records 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*** Dietetic Specialist Disease Intervention Specialist Draftsperson Event Booking Clerk Landfill Scale Attendant*** Lead Imaging Technician Procurement Specialist Scheduling Clerk II*** Social Service Specialist				
14F	25.17	25.77	26.34	26.94	27.47
	Heavy Equipment Operator** 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	25.34	25.88	26.43	27.03	27.60
	Clerk IV*** Economic Support Specialist Facilities Specialist Jail Clerk Land Records Specialist*** Lead Airport Security Technician 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				
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 Lead DA Worker Lead Representative Payee*** Paralegal I				
18	27.03	27.60	28.34	28.99	29.81
	Accounting Assistant				

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

18	27.03	27.60	28.34	28.99	29.81
----	-------	-------	-------	-------	-------

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	27.47	28.14	28.94	29.66	30.39
-----	-------	-------	-------	-------	-------

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

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

11/17/21

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)	\$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 SALARY SCHEDULE - "SW"

Effective 12/19/20

<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
Family Court Counselor		5/45.5 LC	35.68	2,854.40
GAL Social Worker				
Senior Juvenile Court Counselor				

11/17/21

Senior Social Worker
 Substance Abuse Counselor
 Victim/Witness Case Manager
 Youth Justice Coordinator

Lead Social Worker***	21	1/ (entry)	\$31.20	\$2,496.00
Program Manager		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.

Employee Group 1871
Wage Appendix
Effective 12/19/20

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								
P5	\$24.58	\$25.71	\$26.90	\$28.15	\$28.98	\$29.85	\$30.72	\$31.64
Positions	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							
P5A*	See wages at end of schedule							
P6	\$25.86	\$27.08	\$28.33	\$29.62	\$30.52	\$31.43	\$32.34	\$33.30
Positions	Environmental Health Technician							
P7	\$27.40	\$28.66	\$30.02	\$31.42	\$32.32	\$33.29	\$34.26	\$35.28
Positions	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							
P7A*	See wages at end of schedule							
P8	\$29.39	\$30.78	\$32.19	\$33.69	\$34.71	\$35.71	\$36.79	\$37.89
Positions	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
Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range								
P9	\$31.86	\$33.31	\$34.84	\$36.52	\$37.65	\$38.76	\$39.87	\$41.09
Positions	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							
P10	\$34.44	\$36.04	\$37.74	\$39.52	\$40.67	\$41.90	\$43.17	\$44.50
Positions	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							
P11	\$37.24	\$38.98	\$40.80	\$42.68	\$43.99	\$45.31	\$46.69	\$48.09
Positions	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			

11/17/21

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								
P11	\$37.24	\$38.98	\$40.80	\$42.68	\$43.99	\$45.31	\$46.69	\$48.09
Positions	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			
P12	\$39.97	\$41.84	\$43.83	\$45.88	\$47.29	\$48.68	\$50.14	\$51.65
Positions	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			
P13	\$42.99	\$44.99	\$47.13	\$49.33	\$50.8	\$52.34	\$53.87	\$55.50
Positions	Management Information Project Leader II							
	Systems Administrator III							
P14	\$45.94	\$48.18	\$50.48	\$52.91	\$54.51	\$56.22	\$57.89	\$59.64
Positions								

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.
5A	\$25.22	\$26.41	\$28.33	\$29.62	\$30.52	\$31.43	\$32.35	\$33.31	\$34.30
Positions	Dementia Care Specialist				Elder Benefit Specialist				
	Disability Benefit Specialist				Information & Assistance Specialist				
7A	\$28.40	\$29.73	\$32.19	\$33.69	\$35.11	\$36.18	\$37.23	\$38.33	\$39.50
Positions	Information & Assistance Lead Specialist								

	Employee Group 1871			
	Multi Range Pay Scale			
	effective December 19, 2020			
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
Land Restoration 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
GIS Specialist	05-09	Step	Longevity Credits	Rate
		Hire	0 Cr	24.58
		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
	07-09	Step	Longevity Credits	Rate

		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
		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

	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
Network Systems Programmer		Hire	0 Cr	31.86
		3	13 Cr	33.31
		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 Programmer Analyst		3	13 Cr	41.84
		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 SALARY SCHEDULE

Effective 12/19/20

		<u>Step</u>	<u>Hourly Rate</u>	<u>Biweekly Rate</u>	<u>Monthly Rate</u>	<u>Annual 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

11/17/21

		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
Effective 12/19/20

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 12/19/20
Carpenters			32.84
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
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 12/19/20

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	Hourly		Bi-Weekly(K)	Monthly(J)	Annual(J)
			Rate	Rate	Rate	Rate	
		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	

Classification Title	Range	Step	Hourly		Bi-Weekly(K)	Monthly(J)	Annual(J)
			Rate	Rate	Rate	Rate	
Dental Health Coordinator	18	1	33.74	2,699.30	5,849	70,182	
Public Health Nurse		2	34.81	2,785.66	6,036	72,427	
		3	35.94	2,874.60	6,229	74,739	
		4	37.04	2,962.67	6,419	77,029	
		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	

Classification Title	Range	Step	Hourly		Bi-Weekly(K)	Monthly(J)	Annual(J)
			Rate	Rate	Rate	Rate	
Communicable Disease Coordinator	18A	1	35.43	2,834.87	6,142	73,707	
Immunization Coordinator		2	36.54	2,923.81	6,335	76,019	
Nurse Family Partnership Coordinator		3	37.69	3,014.48	6,532	78,376	
Registered Dietician		4	38.85	3,107.74	6,734	80,801	
Registered Nurse							
Tuberculosis Coordinator		5	40.07	3,205.32	6,945	83,338	
WIC Lead worker		*6	41.28	3,302.03	7,155	85,853	
	**7	42.48	3,398.74	7,364	88,367		

Classification Title	Range	Step	Hourly		Bi-Weekly(K)	Monthly(J)	Annual(J)
			Rate	Rate	Rate	Rate	
Clinical Care Coordinator	19	1	41.14	3,291.20	7,131	85,571	
		2	42.32	3,385.60	7,336	88,026	
		3	43.55	3,484.00	7,549	90,584	
		4	44.75	3,580.00	7,757	93,080	
		5	45.98	3,678.40	7,970	95,638	
		*6	47.38	3,790.40	8,213	98,550	
		**7	48.67	3,893.60	8,436	101,234	

^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, 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.