

**EMPLOYEE BENEFIT HANDBOOK- WAGE APPENDIXES**

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

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

(Employee Group 65)

Dane County Employee Group 65

Classifications-Ranges-Steps-Hourly Rates

Effective 12/9/18

<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:	21.15	21.40	21.82	22.25	22.61
Toll Booth Attendant					
09 Class:	22.25	22.61	23.07	23.50	24.00
Janitor I Terminal Maintenance Worker					
10 Class:	22.61	23.07	23.50	24.00	24.44
11 Class:	23.07	23.50	24.00	24.44	25.02
Assistant Groundskeeper Center Maintenance Worker Lead Janitor Lead Terminal Maintenance Worker Parking Facility Worker Terminal Facility Worker Utility Worker					
12 Class:	23.50	24.00	24.44	25.02	25.57
Groundskeeper *					

13 Class:           24.00           24.44           25.02           25.57           26.16

Semi-Skilled Laborer - Airport\*

14 Class:           24.44           25.02           25.57           26.16           26.67

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

16 Class:           25.57           26.16           26.67           27.32           28.10

Body Repair Worker  
Highway Stockroom Lead Worker\*  
Lead Zoo Keeper  
Mechanic  
Mechanic-Landfill  
Mechanic (Power Generation)-Landfill  
Mechanical Repair Worker\*

17 Class:           26.16           26.67           27.32           28.10           28.80

Facilities & Animal Life Support Assistant  
Maintenance Mechanic

18 Class:           26.67           27.32           28.10           28.80           29.50

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

19 Class:           27.32           28.10           28.80           29.50           30.36

<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: Center Worker	23.07	23.50	24.00	24.44	25.02	25.571
12-13 Class: Highway Worker	23.50	24.00	24.44	25.02	25.57	26.16

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**

Highway Workers	\$20.45 per hour
Custodial Workers and General Labor	\$16.22 per hour up through minimum hourly rate of Range 9 (\$22.25)

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

(Employee Group 720 and 705)

APPENDIX A

Dane County Employee Group 720 and 705  
Classifications-Ranges-Steps-Hourly Rates  
Effective 12/9/18

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
03	17.95	18.68	19.45	20.16	
04	19.78	20.36	20.66	21.00	21.28
05	20.07	20.66	21.00	21.28	21.78
06	20.87	21.18	21.50	21.88	22.35
07	21.18	21.50	21.88	22.35	22.69
	Laundry Worker				
08	21.50	21.88	22.35	22.69	23.13
	Food Service Helper Lead Weapons Screening Attendant				
09	21.88	22.35	22.69	23.13	23.60
	Assistant Cook Food Service Helper/Driver Janitor Sewing/Alterations Worker				
10	22.35	22.69	23.13	23.60	24.13
	Court Aide Equipment & Inventory Technician Food Service Lead Worker PreTrial Services Assessor				

	1st	2nd	3rd	4th	5th
RANGE NUMBER	Prob Rate	after 6.5LC	after 19.5LC	after 32.5LC	after 45.5LC
11	22.69	23.13	23.60	24.13	24.60
	Account Clerk I*** Activity Assistant Cook Hazardous Waste Technician Janitor II*** Services Clerk*** Stock Clerk***				
12	23.13	23.60	24.13	24.60	25.13
	Certified Nursing Assistant Cosmetologist Driver-Certified Nursing Assistant*** Intake Coordinator*** Offset Press Operator Public Health Aide Transportation Aide/Driver				
12F	23.50	24.00	24.44	25.02	25.57
	Park Laborer				
13	23.60	24.13	24.60	25.13	25.66
	Clerk III*** Clerk Typist III*** Health Information & Coding Technician Lead Janitor*** Library Assistant Register of Deeds Clerk Revenue Clerk*** Security Support Specialist Security Technician Scheduling Clerk I				
14	24.13	24.60	25.13	25.66	26.24
	Account Clerk II***				

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
14	24.13	24.60	25.13	25.66	26.24
	Dietetic Specialist Disease Intervention Specialist Draftsperson Landfill Scale Attendant*** Lead Imaging Technician Recreation Therapy Aide Scheduling Clerk II Social Service Specialist				
14F	24.44	25.02	25.57	26.16	26.67
	Heavy Equipment Operator** Park Maintenance Technician***				
15	24.60	25.13	25.66	26.24	26.80
	Clerk IV*** Economic Support Specialist Jail Clerk Land Records Specialist*** Probate Clerk Real Estate Specialist Representative Payee Specialist				
16	25.13	25.66	26.24	26.80	27.51
	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 Park Ranger Range Repair Worker Medical Interpreter				

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
16F	25.57	26.16	26.67	27.32	28.10
	Mechanic Mechanical Repair Worker***				
17	25.66	26.24	26.80	27.51	28.15
	Administrative Assistant II*** Child Support Investigator Collections Specialist Court Services Clerk Data Base Coordinator Economic Assistance Staff Specialist Elections Support Specialist Lead DA Worker Lead Economic Support Specialist*** Lead Representative Payee*** Paralegal I				
18	26.24	26.80	27.51	28.15	28.94
	Accounting Assistant Assistant Veterans Service Officer Court Reporter Dental Hygienist Humane Officer Lead Worker Lead Juvenile Court Worker Licensed Practical Nurse Paralegal II				
18F	26.67	27.32	28.10	28.80	29.50
	Lakes Management Crew Leader Park Crew Leader				

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
19	26.80	27.51	28.15	28.94	29.70

Lead Child Support Investigator  
Lead Mechanic  
Resident Medical Service Coordinator

20	27.51	28.15	28.94	29.70	30.50
21	28.15	28.94	29.70	30.50	31.44
22	28.94	29.70	30.50	31.44	32.34

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
17.95	18.68	19.45	20.16	20.87	21.18	21.50	21.88	22.35

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
21.18	21.50	21.88	22.35	22.69	23.13	23.60	24.13

Clerk I-II  
Clerk Typist I-II  
Diet Clerk

LC = Longevity Credits

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

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



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

**Limited Term Employees**

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

Minimum rate of class in which employee works.

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

LTE Clerk I-II (Office)	\$15.87 per hour up through minimum hourly rate of Range 10 (\$22.35)
LTE Clerical (general)	\$14.83 per hour
LTE Clerk III	\$18.21 per hour up through minimum hourly rate of Range 13 (\$23.60)
General Laborer	\$16.22 per hour up through minimum hourly rate of Range 9 (\$21.88)
Juvenile Court Worker	\$16.24per hour up through minimum hourly rate of Range 16 (\$25.13)
Park Laborer	\$16.24 per hour up through minimum hourly rate of Range 12 (\$23.13)
Public Works Laborer	\$16.24per hour up through minimum hourly rate of Range 12 (\$23.13)

(Employee Group 2634)

APPENDIX A

EMPLOYEE GROUP 2634 SALARY SCHEDULE - "SW"

Effective 12/9/18

<u>Classification</u>	<u>Range</u>	<u>Step</u>	<u>Hourly</u>	<u>Biweekly</u>
Case Manager	16-18	1 (entry)	\$24.05	\$1,924.00
Community Service Coordinator*		2/ 6.5 LC	25.24	2,019.20
Juvenile Court Counselor*	18	1/19.5 LC	26.34	2,107.20
Program Leader*		2/32.5 LC	27.55	2,204.00
Recreation Therapist		3/45.5 LC	28.90	2,312.00
Social Worker*		4/58.5 LC	30.20	2,416.00
		5/71.5 LC	31.60	2,528.00
Juvenile Court Counselor II	19	1/ (entry)	\$27.55	\$2,204.00
		2/ 6.5 LC	28.90	2,312.00
		3/19.5 LC	30.20	2,416.00
		4/32.5 LC	31.60	2,528.00
		5/45.5 LC	33.07	2,645.60
Community Court Coordinator	20	1/ (entry)	\$28.90	\$2,312.00
Crime Response Specialist		2/ 6.5 LC	30.20	2,416.00
Elder Abuse/Neglect Coordinator		3/19.5 LC	31.60	2,528.00
Deferred Prosecution Child Abuse Specialist		4/32.5 LC	33.07	2,645.60
Domestic Violence Specialist		5/45.5 LC	34.64	2,771.20

11/3/18

Family Court Counselor  
 GAL Social Worker  
 Senior Community Service  
 Coordinator  
 Senior Juvenile Court Counselor  
 Senior Social Worker  
 Sensitive Crimes Specialist  
 Substance Abuse Counselor  
 Victim/Witness Case Manager

Lead Social Worker***	21	1/ (entry)	\$30.29	\$2,423.20
Program Manager-Sheriff		2/ 6.5 LC	31.68	2,534.40
		3/19.5 LC	33.13	2,650.40
		4/32.5 LC	34.64	2,771.20
		5/45.5 LC	36.32	2,905.60

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)

APPENDIX A									
Employee Group 1871 (Professionals)									
Wage Schedule									
effective December 9, 2018									
	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
05	Chronic Disease Specialist	23.86	24.96	26.12	27.33	28.14	28.98	29.83	30.72
	Cultural Affairs Specialist								
	Grants & Billing Specialist								
	Human Services Program Specialist								
	Immigrant Affairs Specialist								
	Maternal Child Health Navigator								
	Mobility Program Specialist								
	Public Health Preparedness Specialist								
	Public Information and Education Officer								
	Stormwater Education Coordinator								
	Strategic Engagement Coordinator								
	Well Woman Case Management Specialist								

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
05A*	See wages at end of schedule								
06	Environmental Health Technician	25.11	26.29	27.50	28.76	29.63	30.51	31.40	32.33
	Event Coordinator								
07	AmeriCorps Coordinator	26.60	27.83	29.15	30.50	31.38	32.32	33.26	34.25
	Adult Conservation Team Mgr.								
	Benefit Administration Specialist								
	Classification and Hearing Specialist								
	Conservation Analyst								
	Environmental Health Specialist								
	Forester Specialist								
	Human Resources Analyst								
	Human Services Community Programs Coordinator								
	Legislative Management System Specialist								
	Morgue Technician								
	Payroll Specialist								

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Pay Range	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
	Positions								
07	Public Health Communications Officer	26.60	27.83	29.15	30.50	31.38	32.32	33.26	34.25
	Public Health Specialist								
	Re-Entry Coordinator								
	Volunteer Services Coordinator								
	Well Woman Program Specialist								
07A*	See wages at end of schedule								
08	Administrative Analyst/Grants Coordinator	28.53	29.88	31.25	32.71	33.70	34.67	35.72	36.79
	Assistant Zoning Administrator								
	Botanist/Naturalist								
	Chemical Analyst I								
	Clean Air Coalition Project Coordinator								
	Contract Compliance Specialist								
	Courts IT Specialist								
	Diversity Recruitment Specialist								
	Evidence Coordinator								

		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
08	Fleet and Asset Coordinator	28.53	29.88	31.25	32.71	33.70	34.67	35.72	36.79
	Grants & Outreach Coordinator								
	Guardianship Administrator								
	Human Resources Specialist								
	Information Technology Specialist I (HS, Highway)								
	Land Records Review Analyst								
	Microbiologist I								
	Park Facility Planner								
	Park Property Planner								
	Public Health Nutritionist								
	Radio Systems Administrator								
	State Incentive Grant Project Coordinator								
	Urban Erosion Control Analyst								
Work Experience Coordinator									
09	Chemical Analyst II	30.93	32.34	33.83	35.46	36.55	37.63	38.71	39.89
	Crime Analyst								
	Enterprise IT Specialist I								
	Environmental Planner								

	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  09	Positions								
	Information Management Specialist I	30.93	32.34	33.83	35.46	36.55	37.63	38.71	39.89
	Information Services Technology Specialist II								
	Marketing & Outreach Coordinator								
	Microbiologist II								
	Noise Abatement / Environmental Officer								
	Public Safety Information Technology Specialist								
	Purchasing Officer								
	Sanitarian I								
	10	Behavioral Health Program Specialist	33.44	34.99	36.64	38.37	39.49	40.68	41.91
Business Analyst/Programmer									
Chemical Analyst III									
Community Dev Block Grant Program Specialist									
Community Health Education Specialist									
Community Resources Coordinator									



	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
10	Comprehensive Community Services Program Specialist	33.44	34.99	36.64	38.37	39.49	40.68	41.91	43.20
	County Surveyor								
	Developmental Disabilities Program Specialist								
	Environmental Protection Lead Worker								
	Health Education Coordinator								
	Medicolegal Investigator								
	Microbiologist III								
	Ombudsman								
	Public Health Analyst								
	Population Protection Planner								
	Prevention Coordinator								
	Private Sewage Program Specialist								
	Project Manager								
	Public Health Preparedness Coordinator								
	Public Health Program Coordinator								
	Real Estate Coordinator								

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
10	Response Equipment Specialist	33.44	34.99	36.64	38.37	39.49	40.68	41.91	43.20
	Sanitarian II								
	Senior Accountant								
	Senior Food Program Specialist								
	Systems Accountant								
	Well Woman Program Coordinator								
11	ADA Coordinator	36.16	37.84	39.61	41.44	42.71	43.99	45.33	46.69
	Bio-Terrorism Preparedness & Assessment Readiness Coordinator								
	Budget and Contract Analyst								
	CDBG/RLF Administrative Specialist								
	Conservation Engineer								
	Enterprise Accountant								
	Enterprise IT Specialist II								
	Health Equity Coordinator								
	Programmer/Analyst								
	Information Management Specialist II								

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.	
Pay Range	Positions									
11	Lead Medicolegal Investigator	36.16	37.84	39.61	41.44	42.71	43.99	45.33	46.69	
	Lead Purchasing Officer									
	Neighborhood Resource Coordinator									
	Plat Review Officer									
	Public Health Planner									
	Quality Improvement/Performance Management Coordinator									
	Safety Coordinator									
	Sanitarian III									
	Senior Environmental Resources Planner									
	Senior Planner									
	Solid Waste Engineer									
	Systems Administrator 1									
	12	Conservation GIS Analyst	38.81	40.62	42.55	44.54	45.91	47.26	48.68	50.15
Erosion Control Engineer										
Land and Water Resources Scientist										
Management Information Project Leader I										

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions								
12	Lakes and Watershed Coordinator	38.81	40.62	42.55	44.54	45.91	47.26	48.68	50.15
	Project Engineer Manager								
	Recycling Manager								
	Special Projects & Materials Manager								
	Systems Administrator 2								
	Systems Coordinator								
	Urban Conservation Engineer								
13	Management Information Project Leader II	41.74	43.68	45.76	47.89	49.32	50.82	52.30	53.88
	Senior Security Administrator								
	Systems Administrator 3								
14	Deputy Division Administrator	44.60	46.78	49.01	51.37	52.92	54.58	56.20	57.90
	Facilities Project Manager								

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

	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	Longevity Credits	Hire	13 Cr.	26 Cr	39 Cr.	52 Cr.	104 Cr.	117 Cr.	169 Cr.	208 Cr.
Pay Range	Positions									
5A	Dementia Care Specialist	24.49	25.64	27.50	28.76	29.63	30.51	31.41	32.34	33.30
	Disability Benefit Specialist									
	Elder Benefit Specialist									
	Information & Assistance Specialist									
7A	Information & Assistance Lead Specialist	27.57	28.86	31.25	32.71	34.09	35.13	36.15	37.21	38.35

APPENDIX A				
	Employee Group 1871			
	Multi Range Pay Scale			
	effective December 9, 2018			
Positions	Range	Step	Longevity Credits	Rate
Conservation Data Management Specialist	05-06	Hire	0 Cr	23.86
Conservation Specialist		3	13 Cr	24.96
Erosion Control Specialist		4	26 Cr	26.12
Nutrient Management Specialist		5	39 Cr	27.33
Zoning Inspector		6	52 Cr	27.50
		7	65 Cr	28.76
		8	78 Cr	29.63
		9	117 Cr	30.51
		10	169 Cr	31.40
		11	208 Cr	32.33
Planner	05-09	Step	Longevity Credits	Rate
Environmental Engineer		Hire	0 Cr	23.86
GIS Specialist		3	13 Cr	24.96
		4	26 Cr	26.12

		5	39 Cr	27.33
	05-09	6	52 Cr	27.50
		7	65 Cr	28.76
		8	78 Cr	29.15
		9	91 Cr	30.50
		10	104 Cr	31.25
		11	117 Cr	32.71
		12	130 Cr	33.83
		13	143 Cr	35.46
		14	156 Cr	36.55
		15	169 Cr	37.63
		16	182 Cr	38.71
		17	208 Cr	39.89

Administrative Services Manager	06-08	Step	Longevity Credits	Rate
		Hire	0 Cr	25.11
		3	13 Cr	26.29
		4	26 Cr	27.50
		5	39 Cr	28.76
		6	52 Cr	29.15
		7	65 Cr	30.50
		8	78 Cr	31.25
		9	91 Cr	32.71
		10	104 Cr	33.70

		11	117 Cr	34.67
	06-08	12	169 Cr	35.72
		13	208 Cr	36.79
PC Network Technician Apprentice	07-09	Step	Longevity Credits	Rate
Programmer Apprentice		Hire	0 Cr	26.60
		3	13 Cr	27.83
		4	26 Cr	29.15
		5	39 Cr	30.50
		6	52 Cr	31.25
		7	65 Cr	32.71
		8	78 Cr	33.83
		9	91 Cr	35.46
		10	104 Cr	36.55
		11	117 Cr	37.63
		12	169 Cr	38.71
		13	208 Cr	39.89

Accountant	08-09	Step	Longevity Credits	Rate
Public Health Lab Analyst		Hire	0 Cr	28.53
		3	13 Cr	29.88
		4	26 Cr	31.25
		5	39 Cr	32.71



		6	52 Cr	33.83
	08-09	7	65 Cr	35.46
		8	78 Cr	36.55
		9	117 Cr	37.63
		10	169 Cr	38.71
		11	208 Cr	39.89
GIS Analyst	08-10	Step	Longevity Credits	Rate
		Hire	0 Cr	28.53
		3	13 Cr	29.88
		4	26 Cr	31.25
		5	39 Cr	32.71
		6	52 Cr	33.83
		7	65 Cr	35.46
		8	78 Cr	36.64
		9	91 Cr	38.37
		10	104 Cr	39.49
		11	117 Cr	40.68
		12	169 Cr	41.91
		13	208 Cr	43.20

	09-10	Step	Longevity Credits	Rate
		Hire	0 Cr	30.93

		3	13 Cr	32.34
	09-10	4	26 Cr	33.83
		5	39 Cr	35.46
		6	52 Cr	36.64
		7	65 Cr	38.37
		8	78 Cr	39.49
		9	117 Cr	40.68
		10	156 Cr	41.91
		11	208 Cr	43.20
Electronic Systems Specialist	09-11	Step	Longevity Credits	Rate
Help Desk Analyst		Hire	0 Cr	30.93
Management Information Specialist		3	13 Cr	32.34
Network Systems Programmer		4	26 Cr	33.83
		5	39 Cr	35.46
		6	52 Cr	36.64
		7	65 Cr	38.37
		8	78 Cr	39.61
		9	91 Cr	41.44
		10	104 Cr	42.71
		11	117 Cr	43.99
		12	169 Cr	45.33
		13	208 Cr	46.69

	10-11	Step	Longevity Credits	Rate
	10-11	Hire	0 Cr	33.44
		3	13 Cr	34.99
		4	26 Cr	36.64
		5	39 Cr	38.37
		6	52 Cr	39.61
		7	65 Cr	41.44
		8	78 Cr	42.71
		9	117 Cr	43.99
		10	169 Cr	45.33
		11	208 Cr	46.69
	11-12	Step	Longevity Credits	Rate
		Hire	0 Cr	36.16
		3	13 Cr	37.84
		4	26 Cr	39.61
		5	39 Cr	41.44
		6	52 Cr	42.55
		7	65 Cr	44.54
		8	78 Cr	45.91
		9	117 Cr	47.26
		10	169 Cr	48.68
		11	208 Cr	50.15

		Step	Longevity Credits	Rate
Senior GIS Analyst	12-13	Hire	0 Cr	38.81
Senior Land Information Analyst		3	13 Cr	40.62
Senior Programmer Analyst		4	26 Cr	42.55
		5	39 Cr	44.54
		6	52 Cr	45.76
		7	65 Cr	47.89
		8	78 Cr	49.32
		9	117 Cr	50.82
		10	169 Cr	52.30
		11	208 Cr	53.88
	13-15	Step	Longevity Credits	Rate
		Hire	0 Cr	41.74
		3	13 Cr	43.68
		4	26 Cr	45.76
		5	39 Cr	47.89
		6	52 Cr	49.01
		7	65 Cr	51.37
		8	78 Cr	52.36
		9	91 Cr	54.90
		10	104 Cr	56.56
		11	117 Cr	58.29

		12	169 Cr	60.08
	13-15	13	208 Cr	61.89

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

(Attorneys)

APPENDIX A  
ATTORNEYS SALARY SCHEDULE  
Effective 12/9/18

		<u>Step</u>	<u>Hourly Rate</u>	<u>Biweekly Rate</u>	<u>Monthly Rate</u>	<u>Annual Rate</u>
PROB RATE		22	32.59	2,607.20	5,649	67,787
After	6.5 LC	23	33.89	2,711.20	5,874	70,491
		23.5	34.63	2,770.40	6,002	72,030
After	19.5 LC	24	35.30	2,824.00	6,118	73,424
		24.5	36.06	2,884.80	6,250	75,005
After	32.5 LC	25	36.79	2,943.20	6,376	76,523
		25.5	37.48	2,998.40	6,496	77,958
After	45.5 LC	26	38.25	3,060.00	6,629	79,560
		26.5	39.03	3,122.40	6,765	81,182
After	58.5 LC	27	39.70	3,176.00	6,881	82,576
		27.5	40.61	3,248.80	7,039	84,469
After	71.5 LC	28	41.36	3,308.80	7,169	86,029
		28.5	42.06	3,364.80	7,290	87,485
After	84.5 LC	29	42.90	3,432.00	7,435	89,232
		29.5	43.75	3,500.00	7,583	91,000
After	97.5 LC	30	44.56	3,564.80	7,723	92,685
		30.5	45.40	3,632.00	7,869	94,432
After	110.5 LC	31	46.33	3,706.40	8,030	96,366
		31.5	47.22	3,777.60	8,184	98,218
After	123.5 LC	32	48.18	3,854.40	8,351	100,214
		32.5	49.03	3,922.40	8,498	101,982
After	136.5 LC	33	50.01	4,000.80	8,668	104,021
		33.5	51.04	4,083.20	8,846	106,163
After	149.5 LC	34	52.04	4,163.20	9,020	108,243
		34.5	53.02	4,241.60	9,189	110,282

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After	162.5 LC	35	54.01	4,320.80	9,361	112,341
		35.5	55.25	4,420.00	9,576	114,920
After	175.5 LC	36	56.31	4,504.80	9,760	117,125
		36.5	57.53	4,602.40	9,971	119,662
After	188.5 LC	37	58.71	4,696.80	10,176	122,117
		37.5	60.01	4,800.80	10,401	124,821
After	201.5 LC	38	61.29	4,903.20	10,623	127,483
		38.5	62.65	5,012.00	10,858	130,312
After	214.5 LC	39	63.99	5,119.20	11,091	133,099
		39.5	65.57	5,245.60	11,365	136,386
After	227.5 LC	40	67.15	5,372.00	11,638	139,672

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 Article VIII, Section 2 of this Agreement. The longevity schedule, as presented, assumes that an employee is hired at step 22 and moves straight through the schedule without receiving half steps.

(Building & Construction Trades Council of South Central WI)

**Rates of Pay.**

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

<b>Job Classifications</b>			<b>Effective 12/9/18</b>
Carpenters			31.88
Lead Electrician			38.79
Electricians			37.08
Apprentice Electrician			
% of Electrician	40%		15.40
	45%		17.21
	55%		20.82
	65%		24.43
	75%		28.06
	80%		29.87
	100%		37.08
Painters			30.67
Apprentice Painter			
% of Painter	45%		14.32
	55%		17.28
	65%		20.27
	75%		23.24
	85%		26.22
Lead Steamfitter			42.05



Steamfitters			39.02
Apprentice Steamfitter			
% of Steamfitter	40%		16.17
	45%		18.06
	50%		20.00
	55%		21.88
	60%		23.78
	65%		25.70
	70%		27.59
	75%		29.49
	80%		31.40
	85%		33.32

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.

INTERESTED STAKEHOLDERS 1199  
**SALARY SCHEDULE**  
 For Positions Coded with "N" in the Salary Schedule

Effective 12/9/18

Classification Title	Range	Step	Hourly Bi-Weekly(K) Monthly(J) Annual(J)			
			Rate	Rate	Rate	Rate
Communicable Disease Outreach Specialist	16	1	28.04	2,243.05	4,860.13	58,319.35
		2	28.90	2,312.17	5,009.90	60,116.40
		3	29.83	2,385.94	5,169.75	62,034.55
		4	30.73	2,458.04	5,325.97	63,909.10
		5	31.69	2,535.17	5,493.08	65,914.43
		*6	32.67	2,613.98	5,663.83	67,963.36
		**7	33.70	2,696.13	5,841.84	70,099.47

Classification Title	Range	Step	Rate	Rate	Rate	Rate
Graduate Nurse	17	1	32.14	2,571.22	5,571.19	66,851.71
		2	33.14	2,650.86	5,743.75	68,922.43
		3	34.18	2,733.86	5,923.59	71,080.34
		4	35.23	2,818.53	6,107.06	73,281.85
		5	36.32	2,905.72	6,295.97	75,548.75
		*6	37.46	2,996.26	6,492.15	77,902.84
		**7	38.63	3,090.16	6,695.60	80,344.11

Classification Title	Range	Step	Rate	Rate	Rate	Rate
Dental Health Coordinator	18	1	32.76	2,620.68	5,678.36	68,137.73
Health Education Coordinator		2	33.80	2,704.52	5,860.01	70,317.44
Public Health Dietician		3	34.89	2,790.87	6,047.11	72,562.55
PH Communications Coordinator		4	35.96	2,876.38	6,232.40	74,785.85
Public Health Nurse		5	37.03	2,962.73	6,419.49	77,030.95
		*6	38.27	3,061.65	6,633.84	79,603.01
		**7	39.40	3,152.20	6,830.02	81,957.10

Classification Title	Range	Step	Rate	Rate	Rate	Rate
Breastfeeding Coordinator	18A	1	34.40	2,752.30	5,963.55	71,559.88
Chronic Disease Prevention Coordinator		2	35.48	2,838.65	6,150.65	73,804.98
HIV/Aids Coordinator		3	36.59	2,926.68	6,341.38	76,093.68
Immunization Coordinator		4	37.72	3,017.22	6,537.57	78,447.76
Nurse Family Partnership Coordinator		5	38.90	3,111.96	6,742.83	80,910.84
Perinatal Coordinator		*6	40.08	3,205.85	6,946.28	83,352.11
Public Health Epidemiologist		**7	41.24	3,299.75	7,149.72	85,793.39
Registered Dietician						
Registered Nurse						
Tuberculosis Coordinator						
WIC Lead worker						

<u>Classification Title</u>	<u>Range</u>	<u>Step</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>
Clinical Care Coordinator	19	1	36.06	2,884.76	6,250.56	75,003.82
		2	37.20	2,976.14	6,448.56	77,379.11
		3	38.40	3,071.71	6,655.64	79,864.57
		4	39.56	3,164.77	6,857.27	82,284.05
		5	40.76	3,260.34	7,064.34	84,768.92
		*6	42.12	3,370.17	7,302.31	87,624.34
		**7	43.37	3,469.09	7,516.66	90,196.40

<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, Health Education Coordinator, Registered Nurse, Public Health Nurse, Public Health Dietician, Public Health Information Officer, HIV/AIDS Coordinator, Inservice Education Coordinator, Public Health Epidemiologist, Registered Dietician, Occupational Therapist, WIC Leadworker and Dental Health Coordinator, but excluding supervisors, craft employees, managerial and confidential employees.