

**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 6/5/22

<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:	23.81	24.07	24.50	24.95	25.32
Toll Booth Attendant					
09 Class:	24.95	25.32	25.79	26.24	26.75
Janitor I Terminal Maintenance Worker					
10 Class:	25.32	25.79	26.24	26.75	27.20
11 Class:	25.79	26.24	26.75	27.20	27.80
Lead Janitor Lead Terminal Maintenance Worker Parking Facility Worker Terminal Facility Worker					
12 Class:	26.24	26.75	27.20	27.80	28.37
Groundskeeper*					
13 Class:	26.75	27.20	27.80	28.37	28.97
Semi-Skilled Laborer - Zoo Semi-Skilled Laborer – Landfill					
14 Class:	27.20	27.80	28.37	28.97	29.50
Airport Maintenance Worker* Center Lead Worker* Skilled Laborer-Airport* Skilled Laborer-Highway* Skilled Laborer-Landfill*					

14 Class:	27.20	27.80	28.37	28.97	29.50
	Skilled Laborer Trainer Tire Repairer* Veterinary Technician Horticulture Specialist Zoo Keeper				
16 Class:	28.37	28.97	29.50	30.17	30.97
	Body Repair Worker Highway Stockroom Lead Worker* Lead Veterinary Technician Lead Zoo Keeper Mechanic Mechanical Repair Worker				
17 Class:	28.97	29.50	30.17	30.97	31.69
	Facilities & Animal Life Support Assistant				
18 Class:	29.50	30.17	30.97	31.69	32.42
	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:	30.17	30.97	31.69	32.42	33.30

<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:	25.79	26.24	26.75	27.20	27.80	28.37
Center Worker						
12-13 Class:	26.24	26.75	27.20	27.80	28.37	28.97

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 \$18.24 per hour up through minimum hourly rate of Range 9 (\$24.95)

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 6/5/22

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
03	20.52	21.27	22.06	22.79	
04	22.40	23.00	23.31	23.66	23.95
05	22.70	23.31	23.66	23.95	24.46
06	23.53	23.85	24.18	24.57	25.05
07	23.85	24.18	24.57	25.05	25.40
	Laundry Worker				
08	24.18	24.57	25.05	25.40	25.85
	Lead Weapons Screening Attendant				
09	24.57	25.05	25.40	25.85	26.34
	Food Service Helper/Driver Janitor				
10	25.05	25.40	25.85	26.34	26.88
	Court Aide Equipment & Inventory Technician Food Service Lead Worker*** Pretrial Services Assessor				
11	25.40	25.85	26.34	26.88	27.37
	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	25.85	26.34	26.88	27.37	27.91
	Certified Nursing Assistant Cosmetologist Driver-Certified Nursing Assistant*** Offset Press Operator Public Health Aide Transportation Aide/Driver				
12F	26.24	26.75	27.20	27.80	28.37
	Dredge Laborer Park Laborer				
13	26.34	26.88	27.37	27.91	28.46
	Clerk III*** Clerk Typist III*** Land Records Technician Lead Janitor*** Library Assistant Public Safety Communications Customer Service Specialist Register of Deeds Clerk Revenue Clerk*** Security Support Specialist Security Technician Scheduling Clerk I				
14	26.88	27.37	27.91	28.46	29.06
	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	27.20	27.80	28.37	28.97	29.50
	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	27.37	27.91	28.46	29.06	29.63
	Clerk IV*** Facilities Specialist Jail Clerk Land Records Specialist*** Lead Airport Security Technician Probate Clerk Real Estate Specialist*** Representative Payee Specialist				
16	27.91	28.46	29.06	29.63	30.37
	Account Clerk III Administrative Assistant I*** Administrative Legal Assistant*** Civil Process Coordinator Communicator Court Clerk*** Court Interpreter Humane Officer Juvenile Court Worker Medical Interpreter Park Ranger Range Repair Worker Risk Management Technician				
16F	28.37	28.97	29.50	30.17	30.97
	Mechanic Mechanical Repair Worker***				
17	28.46	29.06	29.63	30.37	31.02
	Administrative Assistant II*** Child Support Investigator Collections Specialist Court Services Clerk Economic Support Specialist Lead DA Worker Lead Representative Payee*** Paralegal I Public Safety Quality Control Technician				
18	29.06	29.63	30.37	31.02	31.84
	Accounting Assistant				

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
18	29.06	29.63	30.37	31.02	31.84

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	29.50	30.17	30.97	31.69	32.42
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Lakes Management Crew Leader  
 Lead Dredge Operator  
 Lead Park Ranger  
 Park Crew Leader

19	29.63	30.37	31.02	31.84	32.62
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Lead Child Support Investigator  
 Lead Economic Support Specialist\*\*\*  
 Lead Mechanic\*\*\*  
 Resident Medical Service Coordinator

20	30.37	31.02	31.84	32.62	33.45
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21	31.02	31.84	32.62	33.45	34.41
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22	31.84	32.62	33.45	34.41	35.34
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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
20.52	21.27	22.06	22.79	23.53	23.85	24.18	24.57	25.05

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
23.85	24.18	24.57	25.05	25.40	25.85	26.34	26.88

Clerk I-II  
 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)	\$18.38 per hour up through minimum hourly rate of Range 10 (\$25.05)
LTE Clerical (general)	\$17.30 per hour
LTE Clerk III	\$20.80 per hour up through minimum hourly rate of Range 13 (\$26.34)
General Laborer	\$18.74 per hour up through minimum hourly rate of Range 9 (\$24.57)
Juvenile Court Worker	\$19.11 per hour up through minimum hourly rate of Range 16 (\$27.91)
Park Laborer	\$18.76 per hour up through minimum hourly rate of Range 12 (\$25.85)
Public Works Laborer	\$18.76 per hour up through minimum hourly rate of Range 12 (\$25.85)



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

Effective 6/5/22

<u>Classification</u>	<u>Range</u>	<u>Step</u>	<u>Hourly</u>	<u>Biweekly</u>
Case Manager	16-18	1 (entry)	\$26.80	\$2,144.00
Juvenile Court Counselor*		2/ 6.5 LC	28.03	2,242.40
Program Leader*	18	1/19.5 LC	29.16	2,332.80
Recreation Therapist		2/32.5 LC	30.41	2,432.80
Social Worker*		3/45.5 LC	31.80	2,544.00
Quality Assurance Specialist		4/58.5 LC	33.14	2,651.20
		5/71.5 LC	34.58	2,766.40
Juvenile Court Counselor II	19	1/ (entry)	\$30.41	\$2,432.80
		2/ 6.5 LC	31.80	2,544.00
		3/19.5 LC	33.14	2,651.20
		4/32.5 LC	34.58	2,766.40
		5/45.5 LC	36.13	2,890.40
Behavioral Health Resource Specialist	20	1/ (entry)	\$31.80	\$2,544.00
Crime Response Specialist		2/ 6.5 LC	33.14	2,651.20
Deferred Prosecution Case Manager		3/19.5 LC	34.58	2,766.40
Deferred Prosecution Child Abuse Specialist		4/32.5 LC	36.13	2,890.40
Family Court Counselor		5/45.5 LC	37.85	3,028.00
GAL Social Worker				
Senior Juvenile Court Counselor				
Senior Social Worker				

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Substance Abuse Counselor

Victim/Witness Case Manager

Youth Justice Coordinator

Behavioral Health Lead***	21	1/ (entry)	\$33.23	\$2,658.40
Lead Social Worker***		2/ 6.5 LC	34.66	2,772.80
Program Manager		3/19.5 LC	36.19	2,895.20
Senior Substance Abuse Counselor		4/32.5 LC	37.85	3,028.00
		5/45.5 LC	39.69	3,175.20

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 6/5/22

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>\$26.61</b>	<b>\$27.74</b>	<b>\$28.93</b>	<b>\$30.18</b>	<b>\$31.01</b>	<b>\$31.88</b>	<b>\$32.75</b>	<b>\$33.67</b>
<b>Positions</b>	Arborist				Immigrant Affairs Specialist			
	Chronic Disease Specialist				Mobility Program Specialist			
	Educational Program Coordinator				Public Information and Education Officer			
	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>\$27.89</b>	<b>\$29.11</b>	<b>\$30.36</b>	<b>\$31.65</b>	<b>\$32.55</b>	<b>\$33.46</b>	<b>\$34.37</b>	<b>\$35.33</b>
<b>Positions</b>	Environmental Health Technician							
	Event Coordinator							
<b>P7</b>	<b>\$29.43</b>	<b>\$30.69</b>	<b>\$32.05</b>	<b>\$33.45</b>	<b>\$34.35</b>	<b>\$35.32</b>	<b>\$36.35</b>	<b>\$37.43</b>
<b>Positions</b>	Accounts Payable Specialist				Human Resources Analyst			
	AmeriCorps Coordinator				Human Services Community Programs Coord			
	Adult Conservation Team Manager				Legislative Mgmt Sys Specialist/Policy Analyst			
	Benefit Administration Specialist				Morgue Technician			
	Caregiver Specialist				Outreach and Response Specialist			
	Classification and Hearing Specialist				Payroll Specialist			
	Education Specialist				Public Health Specialist			
	Environmental Health Specialist				Re-Entry Coordinator			
	Forester Specialist				Strategic Engagement Coordinator			
	Guest Service Coordinator				Volunteer Services Coordinator			
					Well Woman Program Specialist			
<b>P7A*</b>	See wages at end of schedule							
<b>P8</b>	<b>\$31.42</b>	<b>\$32.81</b>	<b>\$34.22</b>	<b>\$35.74</b>	<b>\$36.82</b>	<b>\$37.88</b>	<b>\$39.03</b>	<b>\$40.20</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								
<b>Step</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	
<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>\$33.89</b>	<b>\$35.34</b>	<b>\$36.97</b>	<b>\$38.75</b>	<b>\$39.94</b>	<b>\$41.12</b>	<b>\$42.30</b>	<b>\$43.59</b>	
<b>Positions</b>	Beyond the Page Manager				Information Management Specialist I				
	Chemical Analyst II				Information Technology Specialist II				
	Conservation Specialist Advanced				Librarian				
	Crime Analyst				Marketing & Outreach Coordinator				
	Elections Management Specialist/Policy Analyst				Microbiologist II				
	Enterprise IT Specialist I				Noise Abatement/Environmental Officer				
	Environmental Planner				Public Safety Information Tech Spec I				
	Grant and Fiscal Analyst				Purchasing Officer				
	Grants Manager				Sanitarian I				
<b>P10</b>	<b>\$36.53</b>	<b>\$38.23</b>	<b>\$40.04</b>	<b>\$41.93</b>	<b>\$43.15</b>	<b>\$44.45</b>	<b>\$45.80</b>	<b>\$47.22</b>	
<b>Positions</b>	Behavioral Health Program Specialist				Microbiologist III				
	Biogas Operations Coordinator				Out of Home Care Program Specialist				
	Chemical Analyst III				Population Protection Planner				
	Community Dev Block Grant Prog Spec				Prevention Coordinator				
	Community Health Education Specialist				Project Manager				
	County Surveyor				Program Specialist/Aging				
	Criminal Justice Council Data & Evaluation Analyst				Public Health Analyst				
	Data Analyst				Public Health Preparedness Coordinator				
	Developmental Disabilities Program Specialist				Public Health Program Coordinator				
	Environmental Protection Lead Worker				Real Estate Coordinator				
	Hazardous Materials Planner				Response Equipment Specialist				
	Health Education Coordinator				Sanitarian II				
	Housing Program Specialist				Senior Food Program Specialist				
	Housing Strategy Specialist				Systems Accountant				
	Land and Water Scientist				Well Woman Program Coordinator				
	Medicolegal Investigator								
<b>P11</b>	<b>\$39.51</b>	<b>\$41.35</b>	<b>\$43.28</b>	<b>\$45.28</b>	<b>\$46.67</b>	<b>\$48.07</b>	<b>\$49.53</b>	<b>\$51.02</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>	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.
<b>Pay Range</b>								
<b>P11</b>	\$39.51	\$41.35	\$43.28	\$45.28	\$46.67	\$48.07	\$49.53	\$51.02
<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				Sustainability Engagement Coordinator			
					Systems Administrator I			
<b>P12</b>	\$42.41	\$44.39	\$46.49	\$48.68	\$50.17	\$51.64	\$53.19	\$54.80
<b>Positions</b>	Agricultural Engineer				Public Safety Information Tech Spec III			
	Conservation GIS Analyst				Recycling Manager			
	Erosion Control Engineer				Senior Help Desk Analyst			
	Management Information Project Leader I				Special Projects & Materials Manager			
	Lakes and Watershed Program Coordinator				Stormwater Engineer			
	Project Engineer Manager				Systems Administrator II			
					Systems Coordinator			
					Urban Conservation Engineer			
<b>P13</b>	\$45.61	\$47.73	\$50.00	\$52.33	\$53.89	\$55.53	\$57.15	\$58.89
<b>Positions</b>	Management Information Project Leader II							
	Systems Administrator III							
<b>P14</b>	\$48.74	\$51.12	\$53.55	\$56.14	\$57.83	\$59.65	\$61.42	\$63.27
<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>	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	104 Cr.	117 Cr.	169 Cr.	208 Cr.
<b>5A</b>	\$27.25	\$28.44	\$30.36	\$31.65	\$32.55	\$33.46	\$34.38	\$35.34	\$36.39
<b>Positions</b>	Dementia Care Specialist				Elder Benefit Specialist				
	Disability Benefit Specialist				Information & Assistance Specialist				
<b>7A</b>	\$30.43	\$31.76	\$34.22	\$35.74	\$37.24	\$38.39	\$39.50	\$40.66	\$41.91
<b>Positions</b>	Information & Assistance Lead Specialist								

	<b>Employee Group 1871</b>			
	Multi Range Pay Scale			
	effective June 5, 2022			
Positions	Range	Step	Longevity Credits	Rate
Conservation Data Management Specialist	05-06	Hire	0 Cr	26.61
Conservation Specialist I		3	13 Cr	27.74
Erosion Control Specialist		4	26 Cr	28.93
Land Restoration Specialist		5	39 Cr	30.18
Zoning Inspector		6	52 Cr	30.36
		7	65 Cr	31.65
		8	78 Cr	32.55
		9	117 Cr	33.46
		10	169 Cr	34.37
		11	208 Cr	35.33
GIS Specialist	05-09	Step	Longevity Credits	Rate
		Hire	0 Cr	26.61
		3	13 Cr	27.74
		4	26 Cr	28.93
		5	39 Cr	30.18
		6	52 Cr	30.36
		7	65 Cr	31.65
		8	78 Cr	32.05

	05-09	9	91 Cr	33.45
		10	104 Cr	34.22
		11	117 Cr	35.74
		12	130 Cr	36.97
		13	143 Cr	38.75
		14	156 Cr	39.94
		15	169 Cr	41.12
		16	182 Cr	42.30
		17	208 Cr	43.59

	06-08	Step	Longevity Credits	Rate
		Hire	0 Cr	27.89
		3	13 Cr	29.11
		4	26 Cr	30.36
		5	39 Cr	31.65
		6	52 Cr	32.05
		7	65 Cr	33.45
		8	78 Cr	34.22
		9	91 Cr	35.74
		10	104 Cr	36.82
		11	117 Cr	37.88
		12	169 Cr	39.03
		13	208 Cr	40.20

	07-09	Step	Longevity Credits	Rate
		Hire	0 Cr	29.43
		3	13 Cr	30.69
		4	26 Cr	32.05
		5	39 Cr	33.45
		6	52 Cr	34.22
		7	65 Cr	35.74
		8	78 Cr	36.97
		9	91 Cr	38.75
		10	104 Cr	39.94
		11	117 Cr	41.12
		12	169 Cr	42.30
		13	208 Cr	43.59

Accountant	08-09	Step	Longevity Credits	Rate
		Hire	0 Cr	31.42
		3	13 Cr	32.81
		4	26 Cr	34.22
		5	39 Cr	35.74
		6	52 Cr	36.97
		7	65 Cr	38.75
		8	78 Cr	39.94
		9	117 Cr	41.12
		10	169 Cr	42.30
		11	208 Cr	43.59

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	08-10	Step	Longevity Credits	Rate
		Hire	0 Cr	31.42
		3	13 Cr	32.81
		4	26 Cr	34.22
		5	39 Cr	35.74
		6	52 Cr	36.97
		7	65 Cr	38.75
		8	78 Cr	40.04
		9	91 Cr	41.93
		10	104 Cr	43.15
		11	117 Cr	44.45
		12	169 Cr	45.80
		13	208 Cr	47.22

	09-10	Step	Longevity Credits	Rate
		Hire	0 Cr	33.89
		3	13 Cr	35.34
		4	26 Cr	36.97
		5	39 Cr	38.75
		6	52 Cr	40.04
		7	65 Cr	41.93
		8	78 Cr	43.15
		9	117 Cr	44.45
		10	156 Cr	45.80

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	09-10	11	208 Cr	47.22
Electronic Systems Specialist	09-11	Step	Longevity Credits	Rate
Network Systems Programmer		Hire	0 Cr	33.89
		3	13 Cr	35.34
		4	26 Cr	36.97
		5	39 Cr	38.75
		6	52 Cr	40.04
		7	65 Cr	41.93
		8	78 Cr	43.28
		9	91 Cr	45.28
		10	104 Cr	46.67
		11	117 Cr	48.07
		12	169 Cr	49.53
		13	208 Cr	51.02

	10-11	Step	Longevity Credits	Rate
		Hire	0 Cr	36.53
		3	13 Cr	38.23
		4	26 Cr	40.04
		5	39 Cr	41.93
		6	52 Cr	43.28
		7	65 Cr	45.28
		8	78 Cr	46.67
		9	117 Cr	48.07

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		10	169 Cr	49.53
		11	208 Cr	51.02
	11-12	Step	Longevity Credits	Rate
		Hire	0 Cr	39.51
		3	13 Cr	41.35
		4	26 Cr	43.28
		5	39 Cr	45.28
		6	52 Cr	46.49
		7	65 Cr	48.68
		8	78 Cr	50.17
		9	117 Cr	51.64
		10	169 Cr	53.19
		11	208 Cr	54.80

		Step	Longevity Credits	Rate
Senior GIS Analyst	12-13	Hire	0 Cr	42.41
Senior Programmer Analyst		3	13 Cr	44.39
		4	26 Cr	46.49
		5	39 Cr	48.68
		6	52 Cr	50.00
		7	65 Cr	52.33
		8	78 Cr	53.89
		9	117 Cr	55.53
		10	169 Cr	57.15

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		11	208 Cr	58.89
	13-15	Step	Longevity Credits	Rate
		Hire	0 Cr	45.61
		3	13 Cr	47.73
		4	26 Cr	50.00
		5	39 Cr	52.33
		6	52 Cr	53.55
		7	65 Cr	56.14
		8	78 Cr	57.22
		9	91 Cr	60.00
		10	104 Cr	61.81
		11	117 Cr	63.70
		12	169 Cr	65.65
		13	208 Cr	67.63

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 6/5/22

		<u>Step</u>	<u>Hourly Rate</u>	<u>Annual Rate</u>
PROB RATE		22	35.62	74,090
After	6.5 LC	23	37.04	77,043
		23.5	37.84	78,707
After	19.5 LC	24	38.57	80,226
		24.5	39.40	81,952
After	32.5 LC	25	40.20	83,616
		25.5	40.95	85,176
After	45.5 LC	26	41.80	86,944
		26.5	42.65	88,712
After	58.5 LC	27	43.38	90,230
		27.5	44.37	92,290
After	71.5 LC	28	45.20	94,016
		28.5	45.96	95,597
After	84.5 LC	29	46.89	97,531
		29.5	47.80	99,424
After	97.5 LC	30	48.70	101,296
		30.5	49.60	103,168
After	110.5 LC	31	50.62	105,290
		31.5	51.60	107,328
After	123.5 LC	32	52.65	109,512
		32.5	53.58	111,446
After	136.5 LC	33	54.65	113,672
		33.5	55.77	116,002
After	149.5 LC	34	56.87	118,290
		34.5	57.94	120,515
After	162.5 LC	35	59.02	122,762
		35.5	60.38	125,590
After	175.5 LC	36	61.53	127,982
		36.5	62.87	130,770
After	188.5 LC	37	64.15	133,432

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		37.5	65.57	136,386
After	201.5 LC	38	66.97	139,298
		38.5	68.46	142,397
After	214.5 LC	39	69.93	145,454
		39.5	71.66	149,053
After	227.5 LC	40	73.37	152,610

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 6/5/22

**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			34.87
Electricians			40.52
Apprentice Electrician			
% of Electrician	40%		17.89
	45%		19.76
	55%		23.47
	65%		27.19
	75%		30.93
	80%		32.80
	100%		40.52
Painters			33.62
Apprentice Painter			
% of Painter	45%		16.78
	55%		19.83
	65%		22.91
	75%		25.97
	85%		29.04
Steamfitters			42.64

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Apprentice Steamfitter			
% of Steamfitter	40%		18.69
	45%		20.63
	50%		22.63
	55%		24.57
	60%		26.52
	65%		28.50
	70%		30.45
	75%		32.40
	80%		34.37
	85%		36.41
Lead Building Trades			45.95

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 6/5/22

Classification Title	Range	Step	Hourly Bi-Weekly(K)		Monthly(J) Annual(J)	
			Rate	Rate	Rate	Rate
Communicable Disease Outreach Specialist	16	1	30.91	2,472.80	5,358	64,293
		2	31.80	2,544.00	5,512	66,144
		3	32.75	2,620.00	5,677	68,120
		4	33.68	2,694.40	5,838	70,054
		5	34.67	2,773.60	6,010	72,114
		*6	35.70	2,856.37	6,189	74,265
		**7	36.82	2,946.13	6,384	76,600

Classification Title	Range	Step	Rate	Rate	Rate	Rate	
		17	1	35.13	2,810.40	6,089	73,070
		2	36.18	2,894.40	6,271	75,254	
		3	37.36	2,987.37	6,473	77,671	
		4	38.50	3,079.89	6,673	80,077	
		5	39.69	3,175.16	6,880	82,554	
		*6	40.93	3,274.09	7,094	85,127	
		**7	42.21	3,376.70	7,316	87,794	

Classification Title	Range	Step	Rate	Rate	Rate	Rate
Dental Health Coordinator	18	1	35.79	2,863.69	6,205	74,456
Public Health Nurse		2	36.93	2,955.31	6,403	76,838
Public Health Infection Preventionist		3	38.13	3,049.67	6,608	79,291
		4	39.29	3,143.10	6,810	81,721
		5	40.46	3,237.45	7,015	84,174
		*6	41.82	3,345.55	7,249	86,984
		**7	43.05	3,444.50	7,463	89,557

Classification Title	Range	Step	Rate	Rate	Rate	Rate
Communicable Disease Coordinator	18A	1	37.58	3,007.52	6,517	78,195
Immunization Coordinator		2	38.77	3,101.87	6,721	80,649
Nurse Family Partnership Coordinator		3	39.98	3,198.06	6,929	83,150
Registered Dietician		4	41.22	3,297.00	7,144	85,722
Registered Nurse		5	42.51	3,400.52	7,368	88,413
Tuberculosis Coordinator		*6	43.80	3,503.12	7,590	91,081
WIC Lead worker		**7	45.06	3,605.72	7,813	93,749

Classification Title	Range	Step	Rate	Rate	Rate	Rate
Clinical Care Coordinator	19	1	43.64	3,491.64	7,565	90,782
		2	44.90	3,591.79	7,783	93,387
		3	46.21	3,696.18	8,009	96,101
		4	47.47	3,798.02	8,229	98,749
		5	48.78	3,902.41	8,455	101,462
		*6	50.26	4,021.23	8,713	104,552
		**7	51.63	4,130.72	8,950	107,399

<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.