

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 12/10/17

<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:	20.43	20.68	21.08	21.50	21.85
Toll Booth Attendant					
09 Class:	21.50	21.85	22.29	22.71	23.19
Janitor I Terminal Maintenance Worker					
10 Class:	21.85	22.29	22.71	23.19	23.61
11 Class:	22.29	22.71	23.19	23.61	24.17
Assistant Groundskeeper Center Maintenance Worker Lead Janitor Lead Terminal Maintenance Worker Parking Facility Worker Terminal Facility Worker Utility Worker					
12 Class:	22.71	23.19	23.61	24.17	24.71
Groundskeeper *					

13 Class: 23.19 23.61 24.17 24.71 25.28

Semi-Skilled Laborer - Airport*

14 Class: 23.61 24.17 24.71 25.28 25.77

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: 24.71 25.28 25.77 26.40 27.15

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

17 Class: 25.28 25.77 26.40 27.15 27.83

Facilities & Animal Life Support Assistant
Maintenance Mechanic

18 Class: 25.77 26.40 27.15 27.83 28.50

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: 26.40 27.15 27.83 28.50 29.33

<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	22.29	22.71	23.19	23.61	24.17	24.71
12-13 Class: Highway Worker	22.71	23.19	23.61	24.17	24.71	25.28

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	\$19.76 per hour
Custodial Workers and General Labor	\$15.68 per hour up through minimum hourly rate of Range 9 (\$21.50)

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 12/10/17

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
03	17.34	18.05	18.79	19.48	
04	19.11	19.67	19.96	20.29	20.56
05	19.39	19.96	20.29	20.56	21.04
06	20.16	20.46	20.77	21.14	21.59
07	20.46	20.77	21.14	21.59	21.92
	Laundry Worker				
08	20.77	21.14	21.59	21.92	22.35
	Food Service Helper Lead Weapons Screening Attendant				
09	21.14	21.59	21.92	22.35	22.80
	Assistant Cook Food Service Helper/Driver Janitor Sewing/Alterations Worker				
10	21.59	21.92	22.35	22.80	23.31
	Court Aide Equipment & Inventory Technician Food Service Lead Worker PreTrial Services Assessor				

8/30/18

	1st	2nd	3rd	4th	5th
RANGE NUMBER	Prob Rate	after 6.5LC	after 19.5LC	after 32.5LC	after 45.5LC
11	21.92	22.35	22.80	23.31	23.77
	Account Clerk I*** Activity Assistant Cook Hazardous Waste Technician Janitor II*** Services Clerk*** Stock Clerk***				
12	22.35	22.80	23.31	23.77	24.28
	Certified Nursing Assistant Cosmetologist Driver-Certified Nursing Assistant*** Intake Coordinator*** Offset Press Operator Public Health Aide Transportation Aide/Driver				
12F	22.71	23.19	23.61	24.17	24.71
	Park Laborer				
13	22.80	23.31	23.77	24.28	24.79
	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 Vehicle and Equipment Coordinator				
14	23.31	23.77	24.28	24.79	25.35
	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	23.31	23.77	24.28	24.79	25.35
	Dietetic Specialist Disease Intervention Specialist Draftsperson Landfill Scale Attendant*** Lead Imaging Technician Recreation Therapy Aide Scheduling Clerk II Social Service Specialist				
14F	23.61	24.17	24.71	25.28	25.77
	Heavy Equipment Operator** Park Maintenance Technician***				
15	23.77	24.28	24.79	25.35	25.89
	Clerk IV*** Economic Support Specialist Jail Clerk Land Records Specialist*** Probate Clerk Real Estate Specialist Representative Payee Specialist				
16	24.28	24.79	25.35	25.89	26.58
	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	24.71	25.28	25.77	26.40	27.15
	Mechanic Mechanical Repair Worker***				
17	24.79	25.35	25.89	26.58	27.20
	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	25.35	25.89	26.58	27.20	27.96
	Accounting Assistant Assistant Veterans Service Officer Court Reporter Dental Hygienist Humane Officer Lead Worker Lead Juvenile Court Worker Licensed Practical Nurse Paralegal II				
18F	25.77	26.40	27.15	27.83	28.50
	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	25.89	26.58	27.20	27.96	28.70

Lead Child Support Investigator
Lead Mechanic
Resident Medical Service Coordinator

20	26.58	27.20	27.96	28.70	29.47
21	27.20	27.96	28.70	29.47	30.38
22	27.96	28.70	29.47	30.38	31.25

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
17.34	18.05	18.79	19.48	20.16	20.46	20.77	21.14	21.59

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
20.46	20.77	21.14	21.59	21.92	22.35	22.80	23.31

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)	\$15.33 per hour up through minimum hourly rate of Range 10 (\$21.59)
LTE Clerical (general)	\$14.33 per hour
LTE Clerk III	\$17.60 per hour up through minimum hourly rate of Range 13 (\$22.80)
General Laborer	\$15.68 per hour up through minimum hourly rate of Range 9 (\$21.14)
Juvenile Court Worker	\$16.02 per hour up through minimum hourly rate of Range 16 (\$24.28)
Park Laborer	\$15.69 per hour up through minimum hourly rate of Range 12 (\$22.35)
Public Works Laborer	\$15.69 per hour up through minimum hourly rate of Range 12 (\$22.35)

(Employee Group 2634)

APPENDIX A

EMPLOYEE GROUP 2634 SALARY SCHEDULE - "SW"

Effective 12/10/17

<u>Classification</u>	<u>Range</u>	<u>Step</u>	<u>Hourly</u>	<u>Biweekly</u>
Case Manager	16-18	1 (entry)	\$23.24	\$1,859.20
Community Service Coordinator*		2/ 6.5 LC	24.39	1,951.20
Juvenile Court Counselor*	18	1/19.5 LC	25.45	2,036.00
Program Leader*		2/32.5 LC	26.62	2,129.60
Recreation Therapist		3/45.5 LC	27.92	2,233.60
Social Worker*		4/58.5 LC	29.18	2,334.40
		5/71.5 LC	30.53	2,442.40
Juvenile Court Counselor II	19	1/ (entry)	\$26.62	\$2,129.60
		2/ 6.5 LC	27.92	2,233.60
		3/19.5 LC	29.18	2,334.40
		4/32.5 LC	30.53	2,442.40
		5/45.5 LC	31.95	2,556.00
Community Court Coordinator	20	1/ (entry)	\$27.92	\$2,233.60
Crime Response Specialist		2/ 6.5 LC	29.18	2,334.40
Elder Abuse/Neglect Coordinator		3/19.5 LC	30.53	2,442.40
Deferred Prosecution Child Abuse Specialist		4/32.5 LC	31.95	2,556.00
Domestic Violence Specialist		5/45.5 LC	33.47	2,677.60

8/30/18

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)	\$29.27	\$2,341.60
Program Manager-Sheriff		2/ 6.5 LC	30.61	2,448.80
		3/19.5 LC	32.01	2,560.80
		4/32.5 LC	33.47	2,677.60
		5/45.5 LC	35.09	2,807.20

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)

APPENDIX A									
Employee Group 1871 (Professionals)									
Wage Schedule									
effective December 10, 2017									
	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	23.05	24.12	25.24	26.41	27.19	28.00	28.82	29.68
	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	24.26	25.40	26.57	27.79	28.63	29.48	30.34	31.24
	Event Coordinator								
07	AmeriCorps Coordinator	25.70	26.89	28.16	29.47	30.32	31.23	32.14	33.09
	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	25.70	26.89	28.16	29.47	30.32	31.23	32.14	33.09
	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	27.57	28.87	30.19	31.60	32.56	33.50	34.51	35.55
	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	Grants & Outreach Coordinator	27.57	28.87	30.19	31.60	32.56	33.50	34.51	35.55
	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	29.88	31.25	32.69	34.26	35.31	36.36	37.40	38.54
	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	Positions								
09	Information Management Specialist I	29.88	31.25	32.69	34.26	35.31	36.36	37.40	38.54
	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	32.31	33.81	35.40	37.07	38.15	39.30	40.49	41.74
	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	32.31	33.81	35.40	37.07	38.15	39.30	40.49	41.74
	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								
	Response Equipment Specialist								
	Sanitarian 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								
10	Senior Accountant	32.31	33.81	35.40	37.07	38.15	39.30	40.49	41.74
	Senior Food Program Specialist								
	Systems Accountant								
	Surveyor								
	Well Woman Program Coordinator								
11	ADA Coordinator	34.94	36.56	38.27	40.04	41.27	42.50	43.80	45.11
	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	34.94	36.56	38.27	40.04	41.27	42.50	43.80	45.11	
	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	37.50	39.25	41.11	43.03	44.36	45.66	47.03	48.45
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	Project Engineer Manager	37.50	39.25	41.11	43.03	44.36	45.66	47.03	48.45
	Recycling Manager								
	Special Projects & Materials Manager								
	Systems Administrator 2								
	Systems Coordinator								
	Urban Conservation Engineer								
13	Management Information Project Leader II	40.33	42.20	44.21	46.27	47.65	49.10	50.53	52.06
	Senior Security Administrator								
	Systems Administrator 3								
14	Deputy Division Administrator	43.09	45.20	47.35	49.63	51.13	52.73	54.30	55.94
	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	23.66	24.77	26.57	27.79	28.63	29.48	30.35	31.25	32.17
	Disability Benefit Specialist									
	Elder Benefit Specialist									
	Information & Assistance Specialist									
7A	Information & Assistance Lead Specialist	26.64	27.88	30.19	31.60	32.94	33.94	34.93	35.95	37.05

APPENDIX A				
	Employee Group 1871			
	Multi Range Pay Scale			
	effective December 10, 2017			
Positions	Range	Step	Longevity Credits	Rate
Conservation Data Management Specialist	05-06	Hire	0 Cr	23.05
Conservation Specialist		3	13 Cr	24.12
Erosion Control Specialist		4	26 Cr	25.24
Nutrient Management Specialist		5	39 Cr	26.41
Zoning Inspector		6	52 Cr	26.57
		7	65 Cr	27.79
		8	78 Cr	28.63
		9	117 Cr	29.48
		10	169 Cr	30.34
		11	208 Cr	31.24
Planner	05-09	Step	Longevity Credits	Rate
Environmental Engineer		Hire	0 Cr	23.05
GIS Specialist		3	13 Cr	24.12
		4	26 Cr	25.24

		5	39 Cr	26.41
	05-09	6	52 Cr	26.57
		7	65 Cr	27.79
		8	78 Cr	28.16
		9	91 Cr	29.47
		10	104 Cr	30.19
		11	117 Cr	31.60
		12	130 Cr	32.69
		13	143 Cr	34.26
		14	156 Cr	35.31
		15	169 Cr	36.36
		16	182 Cr	37.40
		17	208 Cr	38.54

Administrative Services Manager	06-08	Step	Longevity Credits	Rate
		Hire	0 Cr	24.26
		3	13 Cr	25.40
		4	26 Cr	26.57
		5	39 Cr	27.79
		6	52 Cr	28.16
		7	65 Cr	29.47
		8	78 Cr	30.19
		9	91 Cr	31.60
		10	104 Cr	32.56

		11	117 Cr	33.50
	06-08	12	169 Cr	34.51
		13	208 Cr	35.55
PC Network Technician Apprentice	07-09	Step	Longevity Credits	Rate
Programmer Apprentice		Hire	0 Cr	25.70
		3	13 Cr	26.89
		4	26 Cr	28.16
		5	39 Cr	29.47
		6	52 Cr	30.19
		7	65 Cr	31.60
		8	78 Cr	32.69
		9	91 Cr	34.26
		10	104 Cr	35.31
		11	117 Cr	36.36
		12	169 Cr	37.40
		13	208 Cr	38.54

Accountant	08-09	Step	Longevity Credits	Rate
Public Health Lab Analyst		Hire	0 Cr	27.57
		3	13 Cr	28.87
		4	26 Cr	30.19
		5	39 Cr	31.60

		6	52 Cr	32.69
	08-09	7	65 Cr	34.26
		8	78 Cr	35.31
		9	117 Cr	36.36
		10	169 Cr	37.40
		11	208 Cr	38.54
GIS Analyst	08-10	Step	Longevity Credits	Rate
		Hire	0 Cr	27.57
		3	13 Cr	28.87
		4	26 Cr	30.19
		5	39 Cr	31.60
		6	52 Cr	32.69
		7	65 Cr	34.26
		8	78 Cr	35.40
		9	91 Cr	37.07
		10	104 Cr	38.15
		11	117 Cr	39.30
		12	169 Cr	40.49
		13	208 Cr	41.74

	09-10	Step	Longevity Credits	Rate
		Hire	0 Cr	29.88

		3	13 Cr	31.25
	09-10	4	26 Cr	32.69
		5	39 Cr	34.26
		6	52 Cr	35.40
		7	65 Cr	37.07
		8	78 Cr	38.15
		9	117 Cr	39.30
		10	156 Cr	40.49
		11	208 Cr	41.74
Help Desk Analyst	09-11	Step	Longevity Credits	Rate
Management Information Specialist		Hire	0 Cr	29.88
Network Systems Programmer		3	13 Cr	31.25
		4	26 Cr	32.69
		5	39 Cr	34.26
		6	52 Cr	35.40
		7	65 Cr	37.07
		8	78 Cr	38.27
		9	91 Cr	40.04
		10	104 Cr	41.27
		11	117 Cr	42.50
		12	169 Cr	43.80
		13	208 Cr	45.11

	10-11	Step	Longevity Credits	Rate
	10-11	Hire	0 Cr	32.31
		3	13 Cr	33.81
		4	26 Cr	35.40
		5	39 Cr	37.07
		6	52 Cr	38.27
		7	65 Cr	40.04
		8	78 Cr	41.27
		9	117 Cr	42.50
		10	169 Cr	43.80
		11	208 Cr	45.11
	11-12	Step	Longevity Credits	Rate
		Hire	0 Cr	34.94
		3	13 Cr	36.56
		4	26 Cr	38.27
		5	39 Cr	40.04
		6	52 Cr	41.11
		7	65 Cr	43.03
		8	78 Cr	44.36
		9	117 Cr	45.66
		10	169 Cr	47.03
		11	208 Cr	48.45

		Step	Longevity Credits	Rate
Senior GIS Analyst	12-13	Hire	0 Cr	37.50
Senior Land Information Analyst		3	13 Cr	39.25
Senior Programmer Analyst		4	26 Cr	41.11
		5	39 Cr	43.03
		6	52 Cr	44.21
		7	65 Cr	46.27
		8	78 Cr	47.65
		9	117 Cr	49.10
		10	169 Cr	50.53
		11	208 Cr	52.06
	13-15	Step	Longevity Credits	Rate
		Hire	0 Cr	40.33
		3	13 Cr	42.20
		4	26 Cr	44.21
		5	39 Cr	46.27
		6	52 Cr	47.35
		7	65 Cr	49.63
		8	78 Cr	50.59
		9	91 Cr	53.04
		10	104 Cr	54.65
		11	117 Cr	56.32

		12	169 Cr	58.05
	13-15	13	208 Cr	59.80

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 12/10/17

		<u>Step</u>	<u>Hourly Rate</u>	<u>Biweekly Rate</u>	<u>Monthly Rate</u>	<u>Annual Rate</u>
PROB RATE		22	31.49	2,519.20	5,458	65,499
After	6.5 LC	23	32.74	2,619.20	5,675	68,099
		23.5	33.46	2,676.80	5,799	69,597
After	19.5 LC	24	34.11	2,728.80	5,912	70,949
		24.5	34.84	2,787.20	6,038	72,467
After	32.5 LC	25	35.55	2,844.00	6,162	73,944
		25.5	36.21	2,896.80	6,276	75,317
After	45.5 LC	26	36.96	2,956.80	6,406	76,877
		26.5	37.71	3,016.80	6,536	78,437
After	58.5 LC	27	38.36	3,068.80	6,649	79,789
		27.5	39.24	3,139.20	6,801	81,619
After	71.5 LC	28	39.96	3,196.80	6,926	83,117
		28.5	40.64	3,251.20	7,044	84,531
After	84.5 LC	29	41.45	3,316.00	7,184	86,216
		29.5	42.27	3,381.60	7,326	87,922
After	97.5 LC	30	43.05	3,444.00	7,461	89,544
		30.5	43.86	3,508.80	7,602	91,229
After	110.5 LC	31	44.76	3,580.80	7,758	93,101
		31.5	45.62	3,649.60	7,907	94,890
After	123.5 LC	32	46.55	3,724.00	8,068	96,824
		32.5	47.37	3,749.60	8,210	98,530
After	136.5 LC	33	48.32	3,865.60	8,375	100,506
		33.5	49.31	3,944.80	8,546	102,565
After	149.5 LC	34	50.28	4,022.40	8,715	104,582
		34.5	51.23	4,098.40	8,879	106,558

8/30/18

After	162.5 LC	35	52.18	4,174.40	9,044	108,534
		35.5	53.38	4,270.40	9,252	111,030
After	175.5 LC	36	54.41	4,352.80	9,430	113,173
		36.5	55.58	4,446.40	9,633	115,606
After	188.5 LC	37	56.72	4,537.60	9,831	117,978
		37.5	57.98	4,638.40	10,049	120,598
After	201.5 LC	38	59.22	4,737.60	10,264	123,178
		38.5	60.53	4,842.40	10,491	125,902
After	214.5 LC	39	61.83	4,946.40	10,716	128,606
		39.5	63.35	5,068.00	10,980	131,768
After	227.5 LC	40	64.88	5,190.40	11,245	134,950

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:

Job Classifications			Effective 12/10/17
Carpenters			30.80
Lead Electrician			37.48
Electricians			35.83
Apprentice Electrician			
% of Electrician	40%		14.88
	45%		16.63
	55%		20.12
	65%		23.60
	75%		27.11
	80%		28.86
	100%		35.83
Painters			29.63
Apprentice Painter			
% of Painter	45%		13.84
	55%		16.70
	65%		19.58
	75%		22.45
	85%		25.33
Lead Steamfitter			40.63

Steamfitters			37.70
Apprentice Steamfitter			
% of Steamfitter	40%		15.62
	45%		17.45
	50%		19.32
	55%		21.14
	60%		22.98
	65%		24.83
	70%		26.66
	75%		28.49
	80%		30.34
	85%		32.19

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.

(Nurses Association SEIU)
 SEIU HEALTHCARE WISCONSIN, CTW, CLC (EG 1199)
SALARY SCHEDULE
 For Positions Coded with "N" in the Salary Schedule

Effective 12/10/17

Classification Title	Range	Step	Hourly		Bi-Weekly(K)	Monthly(J)	Annual(J)
			Rate	Rate	Rate	Rate	
Communicable Disease Outreach Specialist	16	1	27.09	2,167.20	4,696.00	56,347.00	
		2	27.92	2,233.98	4,840.48	58,083.48	
		3	28.82	2,305.26	4,994.93	59,936.76	
		4	29.69	2,374.92	5,145.86	61,747.92	
		5	30.62	2,449.44	5,307.32	63,685.44	
		6	31.57	2,525.58	5,472.30	65,665.08	
		7	32.56	2,604.96	5,644.29	67,728.96	

Classification Title	Range	Step	Rate	Rate	Rate	Rate
Graduate Nurse	17	1	31.05	2,484.27	5,382.79	64,591.02
		2	32.02	2,561.22	5,549.52	66,591.72
		3	33.02	2,641.41	5,723.28	68,676.66
		4	34.04	2,723.22	5,900.54	70,803.72
		5	35.09	2,807.46	6,083.06	72,993.96
		6	36.19	2,894.94	6,272.61	75,268.44
		7	37.32	2,985.66	6,469.18	77,627.16

Classification Title	Range	Step	Rate	Rate	Rate	Rate
Dental Health Coordinator	18	1	31.65	2,532.06	5,486.34	65,833.56
Health Education Coordinator		2	32.66	2,613.06	5,661.85	67,939.56
Public Health Dietician		3	33.71	2,696.49	5,842.62	70,108.74
PH Communications Coordinator		4	34.74	2,779.11	6,021.64	72,256.86
Public Health Nurse		5	35.78	2,862.54	6,202.41	74,426.04
		6	36.98	2,958.12	6,409.51	76,911.12
		7	38.07	3,045.60	6,599.05	79,185.60

Classification Title	Range	Step	Rate	Rate	Rate	Rate
Breastfeeding Coordinator	18A	1	33.24	2,659.23	5,761.88	69,139.98
Chronic Disease Prevention Coordinator		2	34.28	2,742.66	5,942.66	71,309.16
HIV/Aids Coordinator		3	35.35	2,827.71	6,126.94	73,520.46
Immunization Coordinator		4	36.44	2,915.19	6,316.49	75,794.94
Nurse Family Partnership Coordinator		5	37.58	3,006.72	6,514.81	78,174.72
Perinatal Coordinator		6	38.72	3,097.44	6,711.38	80,533.44
Public Health Epidemiologist		7	39.85	3,188.16	6,907.94	82,892.16
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	34.84	2,787.21	6,039.19	72,467.46
		2	35.94	2,875.50	6,230.49	74,763.00
		3	37.10	2,967.84	6,430.57	77,163.84
		4	38.22	3,057.75	6,625.38	79,501.50
		5	39.38	3,150.09	6,825.45	81,902.34
		6	40.70	3,256.20	7,055.37	84,661.20
		7	41.90	3,351.78	7,262.47	87,146.28

^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 bargaining unit 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.