

**SHEBOYGAN COUNTY    ORDINANCE NO. 08 (2019/20)**

Re:    **Amending Section 47.03 of the Sheboygan County Code Regarding Salaries**

**WHEREAS**, Chapter 47 of the Sheboygan County Code of Ordinances governs the compensation program for non-bargaining unit employees, and

**WHEREAS**, the Human Resources Department and County Administrator are responsible for annually proposing adjustments to the salary schedule, and

**WHEREAS**, the 2020 adopted budget includes a two percent (2%) salary range increase, and

**WHEREAS**, the Human Resources Committee recommends that the pay-for-performance compensation ranges be amended consistent with the adopted budget of two percent (2%), with a freeze being placed at the minimum of the ranges;

**NOW, THEREFORE**, the County Board of Supervisors of the County of Sheboygan does ordain as follows:

Section 1.    **Amending Section 47.03.** Section 47.03 of the Sheboygan County Code of Ordinances is hereby amended as follows (amendments indicated by redlining):

47.03 SALARIES.

(1)    The salary range for **2020** for positions governed by this Chapter is as follows:

	<b>MINIMUM</b>		<b>MIDPOINT</b>		<b>MAXIMUM</b>	
<b>DBM RATING</b>						
<b>A11</b>	\$23,284	\$11.19	<b>\$28,640</b>	<b>\$13.77</b>	<b>\$33,997</b>	<b>\$16.34</b>
<b>A12</b>	\$26,303	\$12.65	<b>\$32,354</b>	<b>\$15.55</b>	<b>\$38,405</b>	<b>\$18.46</b>
<b>A13</b>	\$29,321	\$14.10	<b>\$36,066</b>	<b>\$17.34</b>	<b>\$42,811</b>	<b>\$20.58</b>
<b>B21</b>	\$32,349	\$15.55	<b>\$39,791</b>	<b>\$19.13</b>	<b>\$47,233</b>	<b>\$22.71</b>
<b>B22</b>	\$35,369	\$17.00	<b>\$43,505</b>	<b>\$20.92</b>	<b>\$51,642</b>	<b>\$24.83</b>
<b>B23</b>	\$38,388	\$18.46	<b>\$47,218</b>	<b>\$22.70</b>	<b>\$56,049</b>	<b>\$26.95</b>
<b>B24/B31</b>	\$42,168	\$20.27	<b>\$51,869</b>	<b>\$24.94</b>	<b>\$61,570</b>	<b>\$29.60</b>
<b>B25/B32</b>	\$46,701	\$22.45	<b>\$57,444</b>	<b>\$27.62</b>	<b>\$68,188</b>	<b>\$32.78</b>
<b>C41</b>	\$48,462	\$23.30	<b>\$62,138</b>	<b>\$29.87</b>	<b>\$75,814</b>	<b>\$36.45</b>
<b>C42</b>	\$51,360	\$24.69	<b>\$65,854</b>	<b>\$31.66</b>	<b>\$80,348</b>	<b>\$38.63</b>
<b>C43</b>	\$54,259	\$26.09	<b>\$69,572</b>	<b>\$33.45</b>	<b>\$84,884</b>	<b>\$40.81</b>
<b>C44/C51</b>	\$57,887	\$27.83	<b>\$74,224</b>	<b>\$35.68</b>	<b>\$90,561</b>	<b>\$43.54</b>
<b>C45/C52</b>	\$62,238	\$29.92	<b>\$79,804</b>	<b>\$38.37</b>	<b>\$97,369</b>	<b>\$46.81</b>
<b>D61</b>	\$65,869	\$31.67	<b>\$84,457</b>	<b>\$40.60</b>	<b>\$103,046</b>	<b>\$49.54</b>

<b>D62</b>	\$68,767	\$33.06	\$88,174	\$42.39	\$107,580	\$51.72
<b>D63</b>	\$71,665	\$34.45	\$91,889	\$44.18	\$112,113	\$53.90
<b>D64/D71</b>	\$75,294	\$36.20	\$96,544	\$46.42	\$117,794	\$56.63
<b>D65/D72</b>	\$79,647	\$38.29	\$102,124	\$49.10	\$124,601	\$59.90
<b>E81</b>	\$80,073	\$38.50	\$106,847	\$51.37	\$133,620	\$64.24
<b>E82</b>	\$82,860	\$39.84	\$110,564	\$53.16	\$138,269	\$66.48
<b>E83</b>	\$85,645	\$41.18	\$114,282	\$54.94	\$142,919	\$68.71
<b>E91</b>	\$89,137	\$42.85	\$118,940	\$57.18	\$148,744	\$71.51
<b>E92</b>	\$93,321	\$44.87	\$124,523	\$59.87	\$155,725	\$74.87
<b>F101</b>	\$96,810	\$46.54	\$129,180	\$62.11	\$161,550	\$77.67

Section 2. **Effective Date.** The herein Ordinance shall take effect retroactively to January 1, 2020.

Respectfully submitted this 17th day of December, 2019.

**HUMAN RESOURCES COMMITTEE**

Edward J. Procek  
Edward J. Procek, Chairperson

Charles W. Conrardy  
Charles W. Conrardy, Vice-Chairperson

Roger Te Stroete  
Roger Te Stroete, Secretary

Fran Damp  
Fran Damp

Michael Ogea  
Michael Ogea

Opposed to Introduction:

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Enacted 01/21/2020

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