

SHEBOYGAN COUNTY ORDINANCE NO. 04 (2020/21)

Re: **Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel and Implementing Across-the-Board Wage Increases for 2021**

WHEREAS, pursuant to Sections 2.12(5) and 47.03(8) of the County Code of Ordinances as currently in effect, it is the responsibility of the Human Resources Committee to recommend to the County Board adjustments in compensation for non-elected non-bargaining unit employees, and

WHEREAS, Sections 47.03(1) of the County Code of Ordinances direct that pay ranges be updated periodically including by means of the Consumer Price Index-U as determined by the Wisconsin Department of Revenue and posted by the Wisconsin Employment Relations Commission pursuant to Wis. Stat. §§ 111.70(1)(cm) and 66.0506, and

WHEREAS, an across-the-board revision to provide an appropriate salary structure which will permit the County to recruit and retain competent employees, to provide incentive for job performance, and to provide an effective means of controlling salary expenditures, and

WHEREAS, the Wisconsin Employment Relations Commission issued its Consumer Price Index – Urban cost of living calculations for the maximum base salary increases for collective bargaining agreements commencing January 1, 2021, in the amount of 1.56%, and

WHEREAS, the 2021 Budget as proposed to the County Board includes funding which would accommodate a 1.5% across-the-board increase, and

WHEREAS, notwithstanding Sections 47.03(4) and (5) of the County Code, all employees eligible for an annual increase shall receive a wage increase of 1.5% for 2021, and employees remain eligible for such 1.5% increases at the completion of their initial period, at 12 months, and annually, and

WHEREAS, after study of relevant factors including cost of living increases and labor market conditions and the budget limits, it is the recommendation of the Human Resources Committee that the annual pay-for-performance increases be placed on hiatus and a one and one-half percent (1.5%) across-the-board pay increase be granted for calendar year 2021 effective January 1, 2021;

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

Section 1. **Amending Salary Schedule for 2021**. The salary schedule provisions of Section 47.03(1) of the County Code of Ordinances are hereby rescinded and re-created effective January 1, 2021, to read as follows:

DBM RATING	MINIMUM		MIDPOINT		MAXIMUM	
A11	\$23,633	\$11.36	\$29,070	\$13.98	\$34,507	\$16.59
A12	\$26,698	\$12.84	\$32,839	\$15.79	\$38,981	\$18.74
A13	\$29,761	\$14.31	\$36,607	\$17.60	\$43,453	\$20.89
B21	\$32,834	\$15.79	\$40,388	\$19.42	\$47,941	\$23.05
B22	\$35,900	\$17.26	\$44,158	\$21.23	\$52,417	\$25.20
B23	\$38,964	\$18.73	\$47,927	\$23.04	\$56,890	\$27.35
B24/B31	\$42,801	\$20.58	\$52,647	\$25.31	\$62,494	\$30.04
B25/B32	\$47,402	\$22.79	\$58,306	\$28.03	\$69,211	\$33.27
C41	\$49,189	\$23.65	\$63,070	\$30.32	\$76,951	\$37.00
C42	\$52,130	\$25.06	\$66,842	\$32.14	\$81,553	\$39.21
C43	\$55,073	\$26.48	\$70,615	\$33.95	\$86,157	\$41.42
C44/C51	\$58,755	\$28.25	\$75,337	\$36.22	\$91,919	\$44.19
C45/C52	\$63,172	\$30.37	\$81,001	\$38.94	\$98,830	\$47.51
D61	\$66,857	\$32.14	\$85,724	\$41.21	\$104,592	\$50.28
D62	\$69,799	\$33.56	\$89,496	\$43.03	\$109,194	\$52.50
D63	\$72,740	\$34.97	\$93,267	\$44.84	\$113,795	\$54.71
D64/D71	\$76,423	\$36.74	\$97,992	\$47.11	\$119,561	\$57.48
D65/D72	\$80,842	\$38.87	\$103,656	\$49.83	\$126,470	\$60.80
E81	\$81,274	\$39.07	\$108,449	\$52.14	\$135,624	\$65.20
E82	\$84,103	\$40.43	\$112,223	\$53.95	\$140,343	\$67.47
E83	\$86,930	\$41.79	\$115,996	\$55.77	\$145,063	\$69.74
E91	\$90,474	\$43.50	\$120,725	\$58.04	\$150,975	\$72.58
E92	\$94,721	\$45.54	\$126,391	\$60.76	\$158,061	\$75.99
F101	\$98,262	\$47.24	\$131,118	\$63.04	\$163,973	\$78.83

Section 2. **Amending Section 47.03(5).** Section 47.03(5) of the County Code is amended as follows (addition indicated by shading):

- (5) No pay-for-performance increase may be granted except at the completion of the initial period, at twelve (12) months, and annually thereafter. To receive a pay-for-performance increase, the employee must receive a performance evaluation rating of at least 5.0. The following ratings shall be used in determining the amount of the employee's pay-for-performance increase:

Rating	Pay-for-Performance Increase
5.0	1.00%
5.5	1.25%
6.0	1.50%
6.5	1.75%
7.0	2.00%
7.5	2.25%
8.0	2.50%
8.5	2.75%

9.0	3.00%
9.5	3.25%
10.0	3.50%

Notwithstanding the above, all employees eligible for an annual increase shall receive a wage increase of 1.5% for 2021. Employees remain eligible for such 1.5% increases at the completion of the initial period, at 12 months, and annually.

Section 3. **Effective Date.** The herein Ordinance shall take effect upon enactment.

Respectfully submitted this 20th day of October, 2020.

HUMAN RESOURCES COMMITTEE

Fran Damp
Fran Damp, Chairperson

Roger Te Stroete
Roger Te Stroete, Vice-Chairperson

Edward J. Procek
Edward J. Procek, Secretary

Charlette Nennig
Charlette Nennig

Vicky Schneider
Vicky Schneider

Opposed to Introduction:

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Enacted 11/03/2020