

SHEBOYGAN COUNTY ORDINANCE NO. 01 (2021/22)

Re: **Amending Chapter 47 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 2022 proposed budget includes a three percent (3%) salary range increase, and

WHEREAS, the Human Resources Committee recommends that the pay-for-performance compensation ranges be amended consistent with the proposed budget increase of three percent (3%), and

WHEREAS, the Human Resources Committee also recommends that pay-for-performance ratings be modified to a five-point system with corresponding changes to the percentage of wage increases available to employees;

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

Section 1. **Amending Section 47.03(1), Salary Schedule.** Section 47.03(1) of the Sheboygan County Code of Ordinances is rescinded and re-created to read as follows:

47.03 SALARIES.

(1) The salary range for 2022 for positions governed by this Chapter is as follows:

| DBM RATING | MINIMUM | | MIDPOINT | | MAXIMUM | |
|-----------------------|----------------|---------|-----------------|---------|----------------|---------|
| A11 | \$24,342 | \$11.70 | \$29,942 | \$14.40 | \$35,542 | \$17.09 |
| A12 | \$27,499 | \$13.22 | \$33,825 | \$16.26 | \$40,150 | \$19.30 |
| A13 | \$30,654 | \$14.74 | \$37,705 | \$18.13 | \$44,757 | \$21.52 |
| B21 | \$33,819 | \$16.26 | \$41,599 | \$20.00 | \$49,379 | \$23.74 |
| B22 | \$36,977 | \$17.78 | \$45,483 | \$21.87 | \$53,990 | \$25.96 |
| B23 | \$40,133 | \$19.29 | \$49,365 | \$23.73 | \$58,597 | \$28.17 |
| B24/B31 | \$44,085 | \$21.19 | \$54,227 | \$26.07 | \$64,369 | \$30.95 |
| B25/B32 | \$48,824 | \$23.47 | \$60,056 | \$28.87 | \$71,287 | \$34.27 |
| C41 | \$50,665 | \$24.36 | \$64,962 | \$31.23 | \$79,260 | \$38.11 |
| C42 | \$53,694 | \$25.81 | \$68,847 | \$33.10 | \$84,000 | \$40.38 |
| C43 | \$56,725 | \$27.27 | \$72,733 | \$34.97 | \$88,742 | \$42.66 |
| C44/C51 | \$60,518 | \$29.10 | \$77,597 | \$37.31 | \$94,677 | \$45.52 |
| C45/C52 | \$65,067 | \$31.28 | \$83,431 | \$40.11 | \$101,795 | \$48.94 |

| | | | | | | |
|---------|-----------|---------|-----------|---------|-----------|---------|
| D61 | \$68,863 | \$33.11 | \$88,296 | \$42.45 | \$107,730 | \$51.79 |
| D62 | \$71,893 | \$34.56 | \$92,181 | \$44.32 | \$112,470 | \$54.07 |
| D63 | \$74,922 | \$36.02 | \$96,066 | \$46.19 | \$117,209 | \$56.35 |
| D64/D71 | \$78,716 | \$37.84 | \$100,932 | \$48.52 | \$123,148 | \$59.21 |
| D65/D72 | \$83,267 | \$40.03 | \$106,766 | \$51.33 | \$130,264 | \$62.63 |
| E81 | \$83,712 | \$40.25 | \$111,702 | \$53.70 | \$139,693 | \$67.16 |
| E82 | \$86,626 | \$41.65 | \$115,590 | \$55.57 | \$144,553 | \$69.50 |
| E83 | \$89,538 | \$43.05 | \$119,476 | \$57.44 | \$149,415 | \$71.83 |
| E91 | \$93,188 | \$44.80 | \$124,346 | \$59.78 | \$155,504 | \$74.76 |
| E92 | \$97,563 | \$46.91 | \$130,183 | \$62.59 | \$162,803 | \$78.27 |
| F101 | \$101,210 | \$48.66 | \$135,051 | \$64.93 | \$168,892 | \$81.20 |

The Human Resources Department and County Administrator shall annually propose adjustments to the salary schedule as part of the budget adopted by the County Board under Chapter 5 of the County Code. The annual adjustments shall be made effective January 1 of each following year. In making the proposed salary schedule adjustment to the County Board, the Human Resources Department and County Administrator shall consider the applicable 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.

Section 2. **Amending Section 47.03(5), Performance Evaluation Ratings.**

Section 47.03(5) of the County Code of Ordinances is amended to modify the performance evaluation rating from 10.0 points to 5.0 with the pay-for-performance percentage of wage increases to be adjusted as follows (deletions indicated by strikeouts; additions by shading):

- (5) No pay-for-performance increase may be granted except at the completion of the initial period (if applicable), 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~~^{2.5}. 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 ^{2.5} | 1.00% |
| 5.5 ^{3.0} | 1.25% ^{2.00%} |
| 6.0 ^{3.5} | 1.50% ^{2.50%} |
| 6.5 ^{4.0} | 1.75% ^{3.00%} |
| 7.0 ^{4.5} | 2.00% ^{3.25%} |
| 7.5 ^{5.0} | 2.25% ^{3.50%} |
| 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 2. **Effective Date.** The herein Ordinance shall take effect retroactively to January 1, 2022.

Respectfully submitted this 21st day of September, 2021.

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 10/19/2021