

SHEBOYGAN COUNTY ORDINANCE NO. 03 (2022/23)

Re: **Amending Section 47.03 of the Sheboygan County Code Wage Ranges **and Providing an Across the Board Pay Increase for Year 2023***

**Printed as amended*

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

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 2022 2023 for positions governed by this Chapter is as follows:

DBM Rating	Minimum		Midpoint				Maximum			
A11	24,342	11.70	29,942	14.40	30,616	14.72	35,542	17.09	37,141	17.86
A12	27,499	13.22	33,825	16.26	34,586	16.63	40,150	19.30	41,957	20.17
A13	30,654	14.74	37,705	18.13	38,553	18.54	44,757	21.52	46,771	22.49
A13-ESW	35,360	17.00	42,141	20.26	43,089	20.72	48,922	23.52	51,123	24.58
A13-C N A	39,520	19.00	44,218	21.26	45,213	21.74	48,917	23.52	51,118	24.58
B21	33,819	16.26	41,599	20.00	42,535	20.45	49,379	23.74	51,601	24.81
B21-BKG CLK	43,680	21.00	48,610	23.37	49,704	23.90	53,539	25.74	55,948	26.90
B22	36,977	17.78	45,483	21.87	46,506	22.36	53,990	25.96	56,420	27.12
B22-RK/MWII	41,142	19.78	49,650	23.87	50,767	24.41	58,157	27.96	60,774	29.22
B23	40,133	19.29	49,365	23.73	50,476	24.27	58,597	28.17	61,234	29.44
B24/B31	44,085	21.19	54,227	26.07	55,447	26.66	64,369	30.95	67,266	32.34
B24-RK SR MW	48,235	23.19	58,387	28.07	59,701	28.70	68,536	32.95	71,620	34.43
B24-CO	52,000	25.00	60,264	28.97	61,620	29.62	68,529	32.95	71,613	34.43
B25/B32	48,824	23.47	60,056	28.87	61,407	29.52	71,287	34.27	74,495	35.81
C41	50,665	24.36	64,962	31.23	66,424	31.93	79,260	38.11	82,827	39.82
C41-CO SUP	64,480	31.00	69,122	33.23	70,677	33.98	83,429	40.11	87,183	41.92
C42	53,694	25.81	68,847	33.10	70,396	33.84	84,000	40.38	87,780	42.20
C42-CO SHFT COM	70,720	34.00	73,008	35.10	74,651	35.89	88,150	42.38	92,117	44.29
C43	56,725	27.27	72,733	34.97	74,369	35.75	88,742	42.66	92,735	44.58
C44/C51	60,518	29.10	77,597	37.31	79,343	38.15	94,677	45.52	98,937	47.57
C45/C52	65,067	31.28	83,431	40.11	85,308	41.01	101,795	48.94	106,376	51.14
D61	68,863	33.11	88,296	42.45	90,283	43.41	107,730	51.79	112,578	54.12
D62	71,893	34.56	92,181	44.32	94,255	45.31	112,470	54.07	117,531	56.51
D63	74,922	36.02	96,066	46.19	98,227	47.22	117,209	56.35	122,483	58.89
D64/D71	78,716	37.84	100,932	48.53	103,203	49.62	123,148	59.21	128,690	61.87
D65/D72	83,267	40.03	106,766	51.33	109,168	52.48	130,264	62.63	136,126	65.45
E81	83,712	40.25	111,702	53.70	114,215	54.91	139,693	67.16	145,979	70.18
E82	86,626	41.65	115,590	55.57	118,191	56.82	144,553	69.50	151,058	72.62
E83	89,538	43.05	119,476	57.44	122,164	58.73	149,415	71.83	156,139	75.07
E91	93,188	44.80	124,346	59.78	127,144	61.13	155,504	74.76	162,502	78.13
E92	97,563	46.91	130,183	62.59	133,112	64.00	162,803	78.27	170,129	81.79
F101	101,210	48.66	135,051	64.93	138,090	66.39	168,892	81.20	176,492	84.85

*(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 2.5. The following ratings shall be used in determining the amount of the employee's pay-for-performance increase:

<i>Rating</i>	<i>Pay-for-Performance Increase</i>
2.5	1.00%
3.0	2.00%
3.5	2.50%
4.0	3.00%
4.5	3.25%
5.0	3.50%

**In addition to the pay for performance increases outlined above, for the year 2023, all employees employed as of January 1, 2023 will receive an increase of 1.5%.*

Section 2. **Effective Date.** The herein Ordinance shall take effect on January 1, 2023.

Respectfully submitted this 18th day of October, 2022.

HUMAN RESOURCES COMMITTEE

Edward J. Procek
Edward J. Procek, Chairperson

Thomas Wegner
Thomas Wegner, Vice-Chairperson

Christian Ellis
Christian Ellis, Secretary

Kathleen Donovan
Kathleen Donovan

Carl Nonhof
Carl Nonhof

Opposed to Introduction:

Countersigned by:

Vernon Koch, Chairperson

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Enacted 11/01/2022