

SHEBOYGAN COUNTY ORDINANCE NO. 07 (2023/2024)

Re: **Amending Section 47.03 of the Sheboygan County Code Related to Wage Ranges**

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 proposed adjustments raise the minimum wages for each pay scale by 2%, the maximum by 3%, and adjust the midpoint accordingly

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 shown through redlining):

47.03 SALARIES.

(1) The salary range for 202~~3~~⁴ for positions governed by this Chapter is as follows:

Note: due to market conditions, certain positions, shown below, have their own DBM classifications:

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DBM Rating	Minimum				Midpoint				Maximum			
A11	\$24,342	\$11,70	\$24,829	\$11.94	\$30,616	\$14,72	\$31,542	\$15.16	\$37,141	\$17.86	\$38,255	\$18.39
A12	\$27,499	\$13.22	\$28,049	\$13.49	\$34,586	\$16.63	\$35,632	\$17.13	\$41,957	\$20.17	\$43,216	\$20.78
A13	\$30,654	\$14.74	\$31,267	\$15.03	\$38,553	\$18.54	\$39,721	\$19.10	\$46,771	\$22.49	\$48,174	\$23.16
A13-ESW	\$35,360	\$17.00	\$36,067	\$17.34	\$43,089	\$20.72	\$44,362	\$21.33	\$51,123	\$24.58	\$52,657	\$25.32
A13-CNA	\$39,520	\$19.00	\$40,310	\$19.38	\$45,213	\$21.74	\$46,481	\$22.35	\$51,118	\$24.58	\$52,652	\$25.31
B21	\$33,819	\$16.26	\$34,495	\$16.58	\$42,535	\$20.45	\$43,822	\$21.07	\$51,601	\$24.81	\$53,149	\$25.55
B21-BKG CLK	\$43,680	\$21.00	\$44,554	\$21.42	\$49,704	\$23.90	\$51,090	\$24.56	\$55,948	\$26.90	\$57,626	\$27.71
B22	\$36,977	\$17.78	\$37,717	\$18.13	\$46,506	\$22.36	\$47,915	\$23.04	\$56,420	\$27.12	\$58,113	\$27.94
B22-RK/MWII	\$41,142	\$19.78	\$41,965	\$20.18	\$50,767	\$24.41	\$52,281	\$25.14	\$60,774	\$29.22	\$62,597	\$30.09
B23	\$40,133	\$19.29	\$40,936	\$19.68	\$50,476	\$24.27	\$52,003	\$25.00	\$61,234	\$29.44	\$63,071	\$30.32
B23-DISP			\$50,918	\$24.48			\$59,909	\$28.80			\$68,900	\$33.12
B24/B31	\$44,085	\$21.19	\$44,967	\$21.62	\$55,447	\$26.66	\$57,125	\$27.46	\$67,266	\$32.34	\$69,284	\$33.31
B24-RK SR MW	\$48,235	\$23.19	\$49,200	\$23.65	\$59,701	\$28.70	\$61,484	\$29.56	\$71,620	\$34.43	\$73,769	\$35.47
B24-CO	\$52,000	\$25.00	\$53,040	\$25.50	\$61,620	\$29.62	\$63,401	\$30.48	\$71,613	\$34.43	\$73,761	\$35.46
B25/B32	\$48,824	\$23.47	\$49,800	\$23.94	\$61,407	\$29.52	\$63,265	\$30.42	\$74,495	\$35.81	\$76,730	\$36.89
C41	\$50,665	\$24.36	\$51,678	\$24.85	\$66,424	\$31.93	\$68,495	\$32.93	\$82,827	\$39.82	\$85,312	\$41.02
C41-CO SUP	\$64,480	\$31.00	\$65,770	\$31.62	\$70,677	\$33.98	\$77,784	\$37.40	\$87,183	\$41.92	\$89,798	\$43.17
C42	\$53,694	\$25.81	\$54,768	\$26.33	\$70,396	\$33.84	\$72,591	\$34.90	\$87,780	\$42.20	\$90,413	\$43.47
C42-CO SHIFT COM	\$70,720	\$34.00	\$72,134	\$34.68	\$74,651	\$35.89	\$83,507	\$40.15	92,117	\$44.29	\$94,881	\$45.62
C43	\$56,725	\$27.27	\$57,860	\$27.82	\$74,369	\$35.75	\$76,688	\$36.87	\$92,735	\$44.58	\$95,517	\$45.92
C44/C51	\$60,518	\$29.10	\$61,728	\$29.68	\$79,343	\$38.15	\$81,817	\$39.33	\$98,937	\$47.57	\$101,905	\$48.99
C45/C52	\$65,067	\$31.28	\$66,368	\$31.91	\$85,308	\$41.01	\$87,968	\$42.29	\$106,376	\$51.14	\$109,567	\$52.68
D61	\$68,863	\$33.11	\$70,240	\$33.77	\$90,283	\$43.41	\$93,098	\$44.76	\$112,578	\$54.12	\$115,955	\$55.75
D62	\$71,893	\$34.56	\$73,331	\$35.26	\$94,255	\$45.31	\$97,194	\$46.73	\$117,531	\$56.51	\$121,057	\$58.20
D63	\$74,922	\$36.02	\$76,420	\$36.74	\$98,227	\$47.22	\$101,289	\$48.70	\$122,483	\$58.89	\$126,157	\$60.65
D64/D71	\$78,716	\$37.84	\$80,290	\$38.60	\$103,203	\$49.62	\$106,421	\$51.16	\$128,690	\$61.87	\$132,551	\$63.73
D65/D72	\$83,267	\$40.03	\$84,932	\$40.83	\$109,168	\$52.48	\$112,571	\$54.12	\$136,126	\$65.45	\$140,210	\$67.41
E81	\$83,712	\$40.25	\$85,386	\$41.05	\$114,215	\$54.91	\$117,872	\$56.67	\$145,979	\$70.18	\$150,358	\$72.29
E82	\$86,626	\$41.65	\$88,359	\$42.48	\$118,191	\$56.82	\$121,974	\$58.64	\$151,058	\$72.62	\$155,590	\$74.80
E83	\$89,538	\$43.05	\$91,329	\$43.91	\$122,164	\$58.73	\$126,076	\$60.61	\$156,139	\$75.07	\$160,823	\$77.32
E91	\$93,188	\$44.80	\$95,052	\$45.70	\$127,144	\$61.13	\$131,214	\$63.08	\$162,502	\$78.13	\$167,377	\$80.47
E92	\$97,563	\$46.91	\$99,606	\$47.89	\$133,112	\$64.00	\$137,419	\$66.07	\$170,129	\$81.79	\$175,233	\$84.25
F101	\$101,210	\$48.66	\$103,234	\$49.63	\$138,090	\$66.39	\$142,510	\$68.51	\$176,492	\$84.85	\$181,787	\$87.40

- (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:

Rating	Pay-for-Performance Increase
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%~~

- (6) Notwithstanding Subsection (5) above, the maximum pay-for-performance increase shall be the amount that would put the employee at the maximum in the salary schedule for that employee's position. ~~For those employees who have been identified as being paid more than the maximum amount for their assigned DBM pay range effective January 1, 2016, although their salary will not be decreased, no additional salary increases will be given as long as they remain above the maximum amount of their assigned DBM Rating. However, if such an employee~~

~~receives an overall rating of 5.0 or higher on the annual performance evaluation, the employee will receive a pay-for-performance increase that will be exclusive of the employee's base pay in an amount equal to one percent (1.0%) of the base salary or regular hours.~~

Section 2. **Effective Date.** The herein Ordinance shall take effect on January 1, 2024.

Respectfully submitted this 7th day of November, 2023.

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:

Enacted 12/19/2023