

SHEBOYGAN COUNTY ORDINANCE NO. 07 (2010/11)

Re: **Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel for 2011 and 2012**

WHEREAS, pursuant to Section 47.02 of the County Code of Ordinances, 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, Section 47.02 of the County Code of Ordinances direct that pay ranges be updated periodically to maintain compensation at fair and competitive levels, and

WHEREAS, it is also the responsibility of the Human Resources Committee pursuant to Sections 2.18(5)(h) of the County Code, to have charge of the medical and dental coverage benefits provided for non-bargaining unit employees, and

WHEREAS, it is desirable that the pay increases given to non-bargaining employees be comparable with those negotiated with bargaining unit employees, in order to avoid undue wage compression and to treat employees fairly; and

WHEREAS, it is the recommendation of the Human Resources Committee that a one percent (1%) plus \$404.00 across-the-board pay increase be granted for calendar year 2011, with an additional across-the-board pay increase of one and one-half percent (1.5%) for calendar year 2012; and

WHEREAS, these pay increases are being proposed in conjunction with changes in the health plan for non-bargaining employees, as determined by the Human Resources Committee, which will require during calendar year 2011 a full-time non-bargaining unit employees to contribute twelve and one-half percent (12.5%) of the applicable premium of family or single coverage, and which will further require in calendar year 2012, full-time bargaining unit employees to contribute fifteen percent (15%) of the applicable premium for family or single coverage except that those employees who participated in the County's health risk assessment program the previous year will contribute twelve and one-half percent (12.5%) of the applicable premium; and

WHEREAS, the current state of the economy and the resulting hardships being experienced by Sheboygan County taxpayers require that additional measures be taken to reduce expense when reasonably practicable and accordingly it is the recommendation of the Human Resources Committee that merit pay increases for non-union employees which otherwise would be available under Chapter 47.03 of the County Code of Ordinances be suspended for an additional year; calendar year 2011; and

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

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

<u>2011</u>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Maximum
Grade								
20	\$95,125	\$98,429	\$101,733	\$103,936	\$106,139	\$108,342	\$110,545	\$125,964
19	\$88,514	\$91,588	\$94,661	\$96,710	\$98,759	\$100,808	\$102,857	\$117,201
18	\$82,293	\$85,150	\$88,006	\$89,911	\$91,815	\$93,719	\$95,624	\$108,955
17	\$76,651	\$79,310	\$81,970	\$83,743	\$85,516	\$87,290	\$89,063	\$101,475
16	\$71,334	\$73,808	\$76,282	\$77,932	\$79,582	\$81,231	\$82,881	\$94,427
15	\$66,382	\$68,684	\$70,985	\$72,519	\$74,054	\$75,588	\$77,123	\$87,863
14	\$61,805	\$63,947	\$66,089	\$67,517	\$68,945	\$70,373	\$71,801	\$81,796
13	\$57,760	\$59,761	\$61,762	\$63,096	\$64,430	\$65,763	\$67,097	\$76,434
12	\$54,013	\$55,883	\$57,753	\$59,000	\$60,247	\$61,493	\$62,740	\$71,467
11	\$50,503	\$52,251	\$53,998	\$55,163	\$56,329	\$57,494	\$58,659	\$66,814
10	\$47,229	\$48,863	\$50,496	\$51,585	\$52,674	\$53,763	\$54,852	\$62,475
9	\$44,370	\$45,904	\$47,437	\$48,460	\$49,482	\$50,505	\$51,527	\$58,684
8	\$41,686	\$43,126	\$44,566	\$45,526	\$46,486	\$47,446	\$48,406	\$55,127
7	\$37,098	\$38,378	\$39,658	\$40,511	\$41,365	\$42,218	\$43,071	\$49,045
6	\$34,460	\$35,648	\$36,836	\$37,628	\$38,420	\$39,212	\$40,004	\$45,548
5	\$32,009	\$33,111	\$34,214	\$34,949	\$35,684	\$36,419	\$37,154	\$42,299
4	\$29,739	\$30,763	\$31,786	\$32,468	\$33,150	\$33,833	\$34,515	\$39,290
3	\$27,698	\$28,650	\$29,602	\$30,237	\$30,872	\$31,506	\$32,141	\$36,584
2	\$25,804	\$26,690	\$27,576	\$28,166	\$28,757	\$29,348	\$29,938	\$34,073
1	\$24,016	\$24,840	\$25,663	\$26,212	\$26,762	\$27,311	\$27,860	\$31,704

<u>2012</u>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Maximum
Grade								
20	\$96,552	\$99,905	\$103,259	\$105,495	\$107,731	\$109,967	\$112,203	\$127,853
19	\$89,842	\$92,962	\$96,081	\$98,161	\$100,240	\$102,320	\$104,400	\$118,959
18	\$83,527	\$86,427	\$89,326	\$91,260	\$93,192	\$95,125	\$97,058	\$110,589
17	\$77,801	\$80,500	\$83,200	\$84,999	\$86,799	\$88,599	\$90,399	\$102,997
16	\$72,404	\$74,915	\$77,426	\$79,101	\$80,776	\$82,449	\$84,124	\$95,843
15	\$67,378	\$69,714	\$72,050	\$73,607	\$75,165	\$76,722	\$78,280	\$89,181
14	\$62,732	\$64,906	\$67,080	\$68,530	\$69,979	\$71,429	\$72,878	\$83,023
13	\$58,626	\$60,657	\$62,688	\$64,042	\$65,396	\$66,749	\$68,103	\$77,581
12	\$54,823	\$56,721	\$58,619	\$59,885	\$61,151	\$62,415	\$63,681	\$72,539
11	\$51,261	\$53,035	\$54,808	\$55,990	\$57,174	\$58,356	\$59,539	\$67,816
10	\$47,937	\$49,596	\$51,253	\$52,359	\$53,464	\$54,569	\$55,675	\$63,412
9	\$45,036	\$46,593	\$48,149	\$49,187	\$50,224	\$51,263	\$52,300	\$59,564
8	\$42,311	\$43,773	\$45,234	\$46,209	\$47,183	\$48,158	\$49,132	\$55,954
7	\$37,654	\$38,954	\$40,253	\$41,119	\$41,985	\$42,851	\$43,717	\$49,781
6	\$34,977	\$36,183	\$37,389	\$38,192	\$38,996	\$39,800	\$40,604	\$46,231

Grade								
5	\$32,489	\$33,608	\$34,727	\$35,473	\$36,219	\$36,965	\$37,711	\$42,933
4	\$30,185	\$31,224	\$32,263	\$32,955	\$33,647	\$34,340	\$35,033	\$39,879
3	\$28,113	\$29,080	\$30,046	\$30,691	\$31,335	\$31,979	\$32,623	\$37,133
2	\$26,191	\$27,090	\$27,990	\$28,588	\$29,188	\$29,788	\$30,387	\$34,584
1	\$24,376	\$25,213	\$26,048	\$26,605	\$27,163	\$27,721	\$28,278	\$32,180

Section 2. **Suspension of Merit Pay.** Section 47.03(10) is created to read as follows:

47.03(10) No merit pay increases under this Section shall be given from January 1, 2011, through December 31, 2011. This provision does not apply to step increases up to the midpoint of each pay grade.

Section 3. **Effective Date.** The 2011 salary schedule of the herein Ordinance shall take effect as of January 1, 2011, and the 2012 salary schedule of the herein Ordinance shall take effect as of January 1, 2012.

Respectfully submitted this 2nd day of November, 2010.

HUMAN RESOURCES COMMITTEE

Devin LeMahieu
Devin LeMahieu, Chairperson

Roger L. Te Stroete
Roger L. Te Stroete, Vice-Chairperson

Fran Damp
Fran Damp, Secretary

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