

SHEBOYGAN COUNTY ORDINANCE NO. 14 (2012/13)

Re: **Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel for 2013**

WHEREAS, pursuant to Sections 2.12(5) and 47.03(8) 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, Sections 47.01(2) and 47.03(8) of the County Code of Ordinances direct that pay ranges be updated periodically including by means of across-the-board revisions to provide an appropriate salary structure which will permit the County to recruit and retain competent employees, to provide appropriate pay incentives for satisfactory and meritorious job performance, to promote internal equity and consistency within and among County Departments and to provide an effective means of controlling salary expenditures, and

WHEREAS, after study of relevant factors, including cost of living increases and labor market conditions, and after considering such factors as well as the impact to non-union employees of increases in employee share of retirement system payments and health premiums, it is the recommendation of the Human Resources Committee that a two percent (2.0%) across-the-board pay increase be granted for calendar year 2013 effective retroactively to January 1, 2013; and

WHEREAS, the 2013 Budget as adopted by the County Board was premised on a two percent (2.0%) across-the-board pay increase;

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

Section 1. **Amending Salary Schedule for 2013.** The salary schedule provisions of Section 47.08 of the County Code of Ordinances are hereby rescinded and re-created effective January 1, 2013, to read as follows:

2013 Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Maximum
20	\$98,483	\$101,903	\$105,324	\$107,605	\$109,886	\$112,166	\$114,447	\$130,410
19	\$91,639	\$94,821	\$98,003	\$100,124	\$102,245	\$104,366	\$106,488	\$121,338
18	\$85,198	\$88,156	\$91,113	\$93,085	\$95,056	\$97,028	\$98,999	\$112,801
17	\$79,357	\$82,110	\$84,864	\$86,699	\$88,535	\$90,371	\$92,207	\$105,057
16	\$73,852	\$76,413	\$78,975	\$80,683	\$82,392	\$84,098	\$85,806	\$97,760
15	\$68,726	\$71,108	\$73,491	\$75,079	\$76,668	\$78,256	\$79,846	\$90,965
14	\$63,987	\$66,204	\$68,422	\$69,901	\$71,379	\$72,858	\$74,336	\$84,683
13	\$59,799	\$61,870	\$63,942	\$65,323	\$66,704	\$68,084	\$69,465	\$79,133
12	\$55,919	\$57,855	\$59,791	\$61,083	\$62,374	\$63,663	\$64,955	\$73,990
11	\$52,286	\$54,096	\$55,904	\$57,110	\$58,317	\$59,523	\$60,730	\$69,172
10	\$48,896	\$50,588	\$52,278	\$53,406	\$54,533	\$55,660	\$56,789	\$64,680
9	\$45,937	\$47,525	\$49,112	\$50,171	\$51,228	\$52,288	\$53,346	\$60,755
8	\$43,157	\$44,648	\$46,139	\$47,133	\$48,127	\$49,121	\$50,115	\$57,073

7	\$38,407	\$39,733	\$41,058	\$41,941	\$42,825	\$43,708	\$44,591	\$50,777
6	\$35,677	\$36,907	\$38,137	\$38,956	\$39,776	\$40,596	\$41,416	\$47,156
5	\$33,139	\$34,280	\$35,422	\$36,182	\$36,943	\$37,704	\$38,465	\$43,792
4	\$30,789	\$31,848	\$32,908	\$33,614	\$34,320	\$35,027	\$35,734	\$40,677
3	\$28,675	\$29,662	\$30,647	\$31,305	\$31,962	\$32,619	\$33,275	\$37,876
2	\$26,715	\$27,632	\$28,550	\$29,160	\$29,772	\$30,384	\$30,995	\$35,276
1	\$24,864	\$25,717	\$26,569	\$27,137	\$27,706	\$28,275	\$28,844	\$32,824

Section 2. **Effective Date.** The herein Ordinance shall take effect as of January 1, 2013.

Respectfully submitted this 18th day of December, 2012.

HUMAN RESOURCES COMMITTEE

Devin LeMahieu
Devin LeMahieu, Chairperson

Fran Damp
Fran Damp, Vice-Chairperson

George Marthenze
George Marthenze, Secretary

Keith Abler
Keith Abler

Edward J. Procek
Edward J. Procek

Opposed to Introduction:

ENACTED 01.15.2013

UNOFFICIAL TEXT: Information in this document may have been changed by subsequent actions. Only printed volumes are official text.