

SHEBOYGAN COUNTY ORDINANCE NO. 10 (2013/14)

Re: **Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel for 2014**

**Printed as amended*

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, the 2014 Budget as adopted by the County Board was premised on a two percent (2.0%) across-the-board pay increase, and

WHEREAS, after study of relevant factors, including cost of living increases and labor market conditions, 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 2014 effective retroactively to January 1, 2014, and

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

Section 1. **Amending Salary Schedule for 2014.** The salary schedule provisions of Section 47.03 of the County Code of Ordinances are hereby rescinded and re-created effective January 1, 2014, to read as follows:

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Third Quartile	Maximum
20	\$100,453	\$103,941	\$107,430	\$109,757	\$112,084	\$114,409	\$116,736	\$124,878	\$133,018
19	\$93,472	\$96,717	\$99,963	\$102,126	\$104,290	\$106,453	\$108,618	\$116,191	\$123,765
18	\$86,902	\$89,919	\$92,935	\$94,947	\$96,957	\$98,969	\$100,979	\$108,017	\$115,057
17	\$80,944	\$83,752	\$86,561	\$88,433	\$90,306	\$92,178	\$94,051	\$100,605	\$107,158
16	\$75,329	\$77,941	\$80,555	\$82,297	\$84,040	\$85,780	\$87,522	\$93,620	\$99,715
15	\$70,101	\$72,530	\$74,961	\$76,581	\$78,201	\$79,821	\$81,443	\$87,113	\$92,784
14	\$65,267	\$67,528	\$69,790	\$71,299	\$72,807	\$74,315	\$75,823	\$81,100	\$86,377
13	\$60,995	\$63,107	\$65,221	\$66,629	\$68,038	\$69,446	\$70,854	\$75,785	\$80,716
12	\$57,037	\$59,012	\$60,987	\$62,305	\$63,621	\$64,936	\$66,254	\$70,862	\$75,470
11	\$53,332	\$55,178	\$57,022	\$58,252	\$59,483	\$60,713	\$61,945	\$66,251	\$70,555
10	\$49,874	\$51,600	\$53,324	\$54,474	\$55,624	\$56,773	\$57,925	\$61,949	\$65,974
9	\$46,856	\$48,476	\$50,094	\$51,174	\$52,253	\$53,334	\$54,413	\$58,193	\$61,970
8	\$44,020	\$45,541	\$47,062	\$48,076	\$49,090	\$50,103	\$51,117	\$54,665	\$58,214
7	\$39,175	\$40,528	\$41,879	\$42,780	\$43,682	\$44,582	\$45,483	\$48,638	\$51,793
6	\$36,391	\$37,645	\$38,900	\$39,735	\$40,572	\$41,408	\$42,244	\$45,172	\$48,099
5	\$33,802	\$34,966	\$36,130	\$36,906	\$37,682	\$38,458	\$39,234	\$41,951	\$44,668
4	\$31,405	\$32,485	\$33,566	\$34,286	\$35,006	\$35,728	\$36,449	\$38,969	\$41,491
3	\$29,249	\$30,255	\$31,260	\$31,931	\$32,601	\$33,271	\$33,941	\$36,288	\$38,634
2	\$27,249	\$28,185	\$29,121	\$29,743	\$30,367	\$30,992	\$31,615	\$33,799	\$35,982
1	\$25,361	\$26,231	\$27,100	\$27,680	\$28,260	\$28,841	\$29,421	\$31,451	\$33,480

Section 2. **Clarifying Resolution 18 (2013/14).** Resolution No. 18 (2013/14) adopted by the Board on November 5, 2013, is clarified to reflect that the two percent (2.0%) across-the-board pay increases effective and retroactive to October 1, 2013, shall only apply to the non-elected, non-bargaining "sworn" employees formerly represented by the Sheboygan County Sheriff's Supervisors Association, WPPA-LEER and not to all employees formerly so represented.

Section 3. **Sheriff's Supervisory Employees.** In addition to the pay schedule adjustments for the general employees as set forth in Section 1, those non-elected, non-bargaining employees formerly represented by the Sheboygan County Sheriff's Supervisors Association, WPPA-LEER (whether "sworn" or non-sworn"), **and to similar employees formerly represented by collective bargaining units and employees represented by collective bargaining units who are not entering into new collective bargaining agreements in 2014* who have not yet been placed in the classification system set forth at Section 47.02, of the County Code shall receive a two percent (2%) pay increase effective January 1, 2014.

Section 4. **Effective Date.** The herein Ordinance shall take effect upon enactment, but the salary adjustments provided for herein shall be retroactive to January 1, 2014.

Respectfully submitted this 17th day of December, 2013.

HUMAN RESOURCES COMMITTEE

Devin LeMahieu
Devin LeMahieu, Chairperson

Fran Damp
Fran Damp, Vice-Chairperson

Edward J. Procek
Edward J. Procek, Secretary

Keith Abler
Keith Abler

Fay Uraynar
Fay Uraynar

Opposed to Introduction:

ENACTED 01.21.2014

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