

**SHEBOYGAN COUNTY    ORDINANCE NO. 13 (2013/14)**

*\*Printed as amended*

Re:    **Salary Adjustments for Certain Non-bargaining Unit Personnel for 2014 \*and Authorizing Professional Compensation Evaluation**

**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**, Section 47.03(7) of the County Code of Ordinances provides for circumstances where salary adjustments become necessary because of internal or equitable comparables, market conditions, salary compression, or other unusual circumstances where the Human Resources Director may make recommendations for adjustments, and

**WHEREAS**, pursuant to such provisions, the Human Resources Director has studied those equitable factors as applied to certain positions and has made recommendations for certain adjustments as necessary, and two of these recommendations are endorsed by the Human Resources Committee as set forth below, and

**WHEREAS**, the Human Resources Committee believes that a thorough professional evaluation of Sheboygan County's employee compensation program, including but not limited to longevity, merit pay, compression, and internal and external comparables along with a thorough revision of the grade classification system needs to be undertaken, particularly in light of the unfolding implications of the "Act 10" reforms;

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

Section 1.    **Position Title**. Section 47.07 of the Sheboygan County Code of Ordinances is hereby amended so that the position title for the following be amended:

<b>Position (Title)</b>	<b>Department</b>	<b>Grade</b>	<b>Employees Affected</b>
Law Clerk – now to be known as Assistant Court Commissioner	Court Commissioner	11	1

Section 2.    **Equity Increases**. The following positions shall receive the following equity increases:

<b>Grade</b>	<b>Position/Department</b>	<b>Department</b>	<b>Increase</b>
11	Assistant Court Commissioner	Court Commissioner	8%
9	Director, Emergency Management/ EPCRA Planning	Sheriff	8%

(The rest of this page intentionally left blank.)

Section 3. **Contingency Fund.** The Human Resources Department is authorized to draw from the Contingency Fund such sums as are deemed necessary by the Human Resources Committee to finance the professional evaluation referred to above pursuant to Section 5.07(a)(3) of the County Code to the extent such necessary funds exceed the Human Resources Department's appropriations unit 2014 budget amount for this purpose.

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

Respectfully submitted this 18th day of February, 2014.

**HUMAN RESOURCES COMMITTEE**

Devin LeMahieu

Devin LeMahieu, Chairperson

Fran Damp

Fran Damp, Vice-Chairperson

Edward J. Procek

Edward J. Procek, Secretary

Keith Ablter

Keith Ablter

Fay Uraynar

Fay Uraynar

Opposed to Introduction:

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ENACTED 03.18.2014

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