

**SHEBOYGAN COUNTY    ORDINANCE NO. 02 (2015/16)**

Re:    **Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel for 2015 and Amending Merit Pay Ordinance**

**WHEREAS**, pursuant to Sections 2.12(5) and 47.03(8) of the County Code of Ordinances as currently in effect, 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 Wisconsin Employment Relations Commission issued its Consumer Price Index – Urban cost of living calculations for the maximum base salary increases for collective bargaining agreements commencing January 1, 2015, in the amount of 1.57%, and

**WHEREAS**, the 2015 Budget as adopted by the County Board included funding which would accommodate a 1.57% across-the-board increase, together with applicable step and merit pay modifications, 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 one and fifty-seven hundredths percent (1.57%) across-the-board pay increase be granted for calendar year 2015 effective retroactively to January 1, 2015;

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

Section 1.    **Amending Salary Schedule for 2015.** The salary schedule provisions of Section 47.03 of the County Code of Ordinances are hereby rescinded and re-created effective January 1, 2015, to read as follows:

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Midpoint</b>	<b>Third Quartile</b>	<b>Maximum</b>
<b>20</b>	\$102,030	\$105,573	\$109,117	\$111,480	\$113,844	\$116,205	\$118,569	\$126,839	\$135,106
<b>19</b>	\$94,940	\$98,235	\$101,532	\$103,729	\$105,927	\$108,124	\$110,323	\$118,015	\$125,708
<b>18</b>	\$88,266	\$91,331	\$94,394	\$96,438	\$98,479	\$100,523	\$102,564	\$109,713	\$116,863
<b>17</b>	\$82,215	\$85,067	\$87,920	\$89,821	\$91,724	\$93,625	\$95,528	\$102,184	\$108,840
<b>16</b>	\$76,512	\$79,165	\$81,820	\$83,589	\$85,359	\$87,127	\$88,896	\$95,090	\$101,281
<b>15</b>	\$71,202	\$73,669	\$76,138	\$77,783	\$79,429	\$81,074	\$82,722	\$88,481	\$94,241
<b>14</b>	\$66,292	\$68,588	\$70,886	\$72,418	\$73,950	\$75,482	\$77,013	\$82,373	\$87,733
<b>13</b>	\$61,953	\$64,098	\$66,245	\$67,675	\$69,106	\$70,536	\$71,966	\$76,975	\$81,983

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Quartile	Maximum
12	\$57,932	\$59,938	\$61,944	\$63,283	\$64,620	\$65,955	\$67,294	\$71,975	\$76,655
11	\$54,169	\$56,044	\$57,917	\$59,167	\$60,417	\$61,666	\$62,918	\$67,291	\$71,663
10	\$50,657	\$52,410	\$54,161	\$55,329	\$56,497	\$57,664	\$58,834	\$62,922	\$67,010
9	\$47,592	\$49,237	\$50,880	\$51,977	\$53,073	\$54,171	\$55,267	\$59,107	\$62,943
8	\$44,711	\$46,256	\$47,801	\$48,831	\$49,861	\$50,890	\$51,920	\$55,523	\$59,128
7	\$39,790	\$41,164	\$42,537	\$43,452	\$44,368	\$45,282	\$46,197	\$49,402	\$52,606
6	\$36,962	\$38,236	\$39,511	\$40,359	\$41,209	\$42,058	\$42,907	\$45,881	\$48,854
5	\$34,333	\$35,515	\$36,697	\$37,485	\$38,274	\$39,062	\$39,850	\$42,610	\$45,369
4	\$31,898	\$32,995	\$34,093	\$34,824	\$35,556	\$36,289	\$37,021	\$39,581	\$42,142
3	\$29,708	\$30,730	\$31,751	\$32,432	\$33,113	\$33,793	\$34,474	\$36,858	\$39,241
2	\$27,677	\$28,628	\$29,578	\$30,210	\$30,844	\$31,479	\$32,111	\$34,330	\$36,547
1	\$25,759	\$26,643	\$27,525	\$28,115	\$28,704	\$29,294	\$29,883	\$31,945	\$34,006

Section 2. **Amending Merit Pay Ordinance**. Sections 47.03(6) through (8) are amended to read as follows (additions indicated by highlighting; deletions by strikeouts):

- (6) No Step increase may be granted unless the employee has received a performance evaluation rating of at least 5.0. No merit may be granted that is higher than the percentage increase corresponding to the employee's performance evaluation rating as follows:

<u>Rating</u>	<u>Merit Increase</u>
7.0	<del>1.00%</del> 0.50%
7.5	<del>1.25%</del> 0.75%
8.0	<del>1.50%</del> 1.00%
8.5	<del>1.75%</del> 1.25%
9.0	<del>2.00%</del> 1.50%

- (7) In the event that a salary adjustment other than the changes otherwise provided for in this Chapter is necessary because of internal or equitable comparables, market conditions, salary compression, or other unusual circumstances, the Department Head involved and the Human Resources Director shall make recommendations to the County Administrator, who shall make such recommendation as he or she may deem appropriate to the Human Resources Committee which shall further evaluate and review the matter and make a recommendation to the County Board for approval.
- (8) The County Board may make changes to the salary schedule from time to time as the Board may determine. If the salary schedule is revised across-the-board by a percentage or by a dollar amount, all current employees subject to this Chapter as of the effective date of such change will receive a corresponding adjustment in salary provided they have received a performance evaluation rating of at least 5.0.

Section 3. **Effective Date.** The herein Ordinance shall take effect upon enactment, but the salary adjustments provided for herein shall be retroactive to January 1, 2015. For those non-elected, non-bargaining employees formerly represented by the Sheboygan County Sheriff's Supervisors Association, WPPA-LEER (whether "sworn" or non-sworn"), who have not yet been placed in the classification system set forth at Section 47.02 of the County Code, together with any similar County employees formerly represented by a collective bargaining unit or whose positions have not yet been added to the grade grid, the salary increase shall be based on their previously-established wages and the step increase of Sections 47.03(6) through (8) shall be applied retroactive to January 1, 2015, to any grade grid formerly in place for those employees as part of a former collective bargaining unit agreement, but the merit pay provisions shall not be applicable to them.

Respectfully submitted this 19th day of May, 2015.

**HUMAN RESOURCES COMMITTEE**

Fran Damp  
Fran Damp, Chairperson

Keith Abler  
Keith Abler, Vice-Chairperson

Edward J. Procek  
Edward J. Procek, Secretary

Greg Weggeman  
Greg Weggeman

Opposed to Introduction:

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Countersigned by:

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Roger L. Te Stroete, Chairperson

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ENACTED 05.19.2015