

PROCEEDINGS OF THE BROWN COUNTY
ADMINISTRATION COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the Brown County Administration Committee was held on Wednesday, February 6, 2019 in Room 200, Northern Building, 305 E. Walnut Street, Green Bay, WI

Present: Chair Sieber, Supervisor Schadewald, Supervisor Kneiszel, Supervisor Deneys, Supervisor Vander Leest
Also Present: Supervisors Lefebvre, Borchardt, Corporation Counsel David Hemery, Director of Administration Chad Weininger, Corporation Counsel David Hemery, Health and Human Services Director Erik Pritzl, Deputy Executive Jeff Flynt, Child Support Director Maria Lasecki, Technology Services Director August Neverman, Treasurer Paul Zeller; and other interested parties.

I. Call to Order:

This meeting was called to order by Chair Tom Sieber at 6:04 pm.

II. Approve/Modify Agenda.

Motion made by Supervisor Deneys, seconded by Supervisor Vander Leest to approve the agenda.
Vote taken. **MOTION CARRIED UNANIMOUSLY.**

III. Approve/Modify Minutes of January 2, 2019.

Motion made by Supervisor Vander Leest, seconded by Supervisor Deneys to approve. Vote taken. **MOTION CARRIED UNANIMOUSLY.**

1. Review minutes of: None.

Comments from the Public: None.

Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to hold items 2 and 3. Vote taken.
MOTION CARRIED UNANIMOUSLY.

Communications

2. Communication from Supervisor Schadewald re: This is my request to review travel, conference and lodging policies related to County Board members. *Motion at January meeting: To hold for 30 days.*

Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to hold for 30 days. Vote taken.
MOTION CARRIED UNANIMOUSLY.

3. Communication from Supervisor Schadewald re: This late communication is my request for a review of the programs, services and/or county involvement for children (birth to age 4) that are in need of assistance. *Referred from January County Board.*

Supervisor Schadewald asked Director of Child Support Maria Lasecki regarding Child Support's role, specifically, in working with children birth to age 4.

Director Lasecki wished to clarify if he was asking regarding services rendered to these children.

Schadewald wondered if they direct where the checks go, if they cut the checks, do they follow the fathers of the kids etcetera.

Lasecki informed Schadewald that Child Support does not handle the money, the trust fund at the State of Wisconsin handles that, and that is for good reason as they are 3rd party handlers. She said that they do take

some payments at the local agency but they do their best to avoid that. What they are in charge of is enforcing the order and managing the account but not managing the money.

Schadewald wanted to know if they made sure it gets to the kids.

Lasecki stated that they make sure the money gets from the non-custodial parent to the custodial parent household where the children should be residing. This is done through a great deal of locate efforts to ensure that they have correct residences and households for those individuals. Sometimes this is a bit of a hiccup that they run into, not having current household information.

Schadewald summarized this by reiterating that they make sure that money is going from non-custodial to custodial households but they have no way of knowing if the money is being used on the kids.

Lasecki emphasized that the intent is to make sure the money gets to the household of the custodial parent but they don't have a mechanism to make sure that money is specifically used for the child. What she wanted to say though and what they say to the non-custodial parents all the time is that it costs a great deal of money to have a car, a home, to pay for childcare, and things of the like and the intent is to make sure they have the money allocated for those purposes as part of the order. But she cannot say with any certainty where that money is going to exactly.

Schadewald also asked the role of Child Support with respect to paternity.

Lasecki informed him that they do indeed assist in the establishment of paternity whether that's through volunteering paternity acknowledgement, or through DNA testing. She spoke to the fact that she provided the Board with some information regarding asking legislators to consider that they make administrative paternity establishment a much less court related procedure. There is a law in the State of Wisconsin that is commonly referred to as "A Father for Every Child" which makes one of their duties to be having a father on all birth certificates. She wanted to add a large part of what they do and what they are incentivized to do is to find third party health insurances that are available where children can be covered by the custodial parent, the non-custodial parent, or both. As the order reads, their job is to find that health insurance, get it into the system and they are incentivized through money from the State.

Schadewald asked if this was only for children in their system.

Lasecki replied that this was the case for the most part and they are usually referred these children from Economic Support. People can apply for services as they can help a great deal but they don't always get involved in all Brown County children's lives who are under the age of emancipation.

**Motion by Supervisor Schadewald, seconded by Supervisor Deneys to receive and place on file. Vote Taken.
MOTION CARRIED UNANIMOUSLY.**

Technology Services

4. Technology Services Monthly Report.

Technology Services Director Neverman asked if there were any questions regarding the report that was included in the agenda packet. He highlighted that it does have the answers to the questions that were asked in the previous meeting specifically regarding funding and also the backlog which is included on page 6 of that report. He noted the answer to Supervisor Schadewald's question related to prioritization is located on page 13 and the answer to the question with respect to steering is on page 14. Also, the answers to the questions on how Brown County compares to other counties is located in there as well. He noted he is choosing staffing that would be appropriate and that the board would choose to select but if they are not awarded any additional staff they will do great work with the people they have, he ensured. Neverman also spoke to some of the differences between other counties and Brown. Other counties don't have the backlog in terms of a project perspective and they do have a focus in the bigger system, or more profile areas, so to speak, they have additional staff. He said that Waukesha is an outlier in terms of staff but they are a useful comparison from a

size perspective. From a funding and standardization level Outagamie County should be looked at as the comparison and those numbers are included as well in the agenda packet.

Supervisor Deneys wished to thank Director Neverman for putting this together as he asked for a lot of the information. It did show and does a good job of showing some of the concerns he had. He looked at Outagamie and noted that they have similar staffing yet fewer customers and fewer services provided. The backlog chart, for him, was pretty telling and it shows a sort of falling behind that concerns him.

**Motion by Supervisor Schadewald, seconded by Supervisor Deneys to receive and place on file. Vote Taken.
MOTION CARRIED UNANIMOUSLY.**

Neverman wanted to close by thanking the staff for putting in the long hours they did working on the securest project. There were 6 different people regularly involved in the project and 3 of which, Beth, Ryan and Francis put in significant hours trying to get this functional. One of them slept overnight he wanted to point out. Whatever system is selected they will be supporting.

Supervisor Vander Leest asked what the main problem was with the system itself.

Neverman responded that the problem with it is that there was not one specific problem, but rather, there were 20-30 different issues with it. If there would have been only 1 specific thing then it would have been a lot easier to handle.

Vander Leest wondered if this was taken from a different department that actually used the system before.

Neverman said that he is not sure how many other counties and municipalities have been using it. He stated that the implementation of it here does not match what they have seen in other locations. There were a lot of entities that gave a very positive response in favor of this communication system. The committee itself did thorough review of the options so he was confident in that review from a technology perspective after they had taken a review from a law enforcement perspective. He reiterated there was a multitude of individual problems rather than just one large overarching problem.

Although shown in the proper format here, the committee returned to items 2 and 3 at this time.

Child Support

5. Budget Status Financial Report for November 2018.

Chair Sieber asked if there was anything to highlight from the report.

Lasecki said there was not.

**Motion by Supervisor Schadewald, seconded by Supervisor Kneizel to receive and place on file. Vote Taken.
MOTION CARRIED UNANIMOUSLY.**

6. Departmental Opening Summary for January 2019.

Lasecki informed the committee that they have 2 offers going out to 2 strong candidates as they had interviewed the day before this meeting and the day of this meeting respectively.

**Motion by Supervisor Schadewald, seconded by Supervisor Deneys to receive and place on file. Vote Taken.
MOTION CARRIED UNANIMOUSLY.**

7. **Discussion and possible action regarding the attached draft *Resolution in Support of Increased County Child Support Funding* (seeking Administration Committee approval and referral: 1) to Corporation Counsel to review and amend Resolution by inserting 'Brown County' language; 2) to Administration to prepare Fiscal Note; and 3) to refer amended Resolution with Fiscal Note to Executive Committee for review and approval as this involves legislation).**

Lasecki passed out a handout that had just recently been issued to her as part of the Wisconsin Child Support Enforcement Association Legislative Committee that she is a part of. She said that they have been instrumental in meeting with legislators in Madison recently as there was a group that went down the week of this meeting. The request as laid out in the Legislative Priority sheet, that she included, references an increase in Child Support funding of \$1.5 million at the State level and a primary reason for that being that they haven't seen an increase in funding since 2007 as funding has been flat. She spoke to the fact that a lot has changed within the agency and a lot has fallen to Child Support as well. She cited a statistic that 1/3 of children in the nation are living in single parent households which would indicate a change in society as well. What the WCSEA asked all counties to approach their boards and ask if they would be supportive of a resolution where they ask the State to include this in their budget and this is a sort of program where for every \$1 the State puts in they can put \$2 down from the federal government. What this would mean in logistical terms for Brown County would be about \$189,000 additional dollars in the next budget which would go a long way, she ensured. She noted that she is aware that supporting expenditures is never an easy decision but she informed the committee that they need it and it is needed across the State as well. She said this money would make sure that staff had enough time and also would get enough staff on board to have the time to handle the complexity of the cases that are being brought forth.

Supervisor Deneys had a question regarding the graphic which Lasecki had passed out, that had showed support of this increased funding. He was wondering what the other counties that are not on record in support of it yet were thinking.

Director Lasecki stated that it wasn't her understanding that the other counties would be turning it down but she couldn't say she could speak to each one individually. What she can say though is that the hope is for a clean sweep. By and large the support exists but she was not positive on how many individual wards were being approached to do so. It is still relatively early in the process, she informed the committee, but it is later than earlier in said process. It is important that this gets done as they continue to go to Madison to talk to people who are decision makers.

Motion by Supervisor Schadewald, seconded by Supervisor Vander Leest to approve the changes requested and forward to Executive Committee. Vote Taken. MOTION CARRIED UNANIMOUSLY.

8. **Director Summary for December 2018 & January 2019.**

She noted that she tries to lay out the best she can what is going on in the department so in the event there are any specific questions they can be addressed. The transition to Elevate is complete, Lasecki stated, there is an Employment Specialist on board and he's seeing individuals and so far it has been a very good move. They are moving some folks around and specializing and are therefore maximizing the efficiency and effectiveness of the staff because they are attending to just one type of action. This was done not just in a vacuum but by a work group and included a staff vet who would have knowledge of what might work and what might not. Nobody was exactly sure so a number of different things were tried. The staff liked this and informed her it was less stressful to not have to know a lot about everything. They are going to move some cases around so individuals can get closer to the people who are doing similar work. This is the best way they can look at capitalizing the capacity and to the credit of the staff they are willing to try anything to make it a doable thing.

Supervisor Vander Leest asked Lasecki how many work in her office.

Lasecki replied that 39 work there, plus 1 Facilitator who is actually a Family Services employee.

Motion by Supervisor Schadewald, seconded by Supervisor Kneiszel to receive and place on file. Vote Taken. MOTION CARRIED UNANIMOUSLY.

Treasurer

9. Discussion and possible action on the sale of the following tax deed parcel (review of any Realtor received offers as of February 6, 2019 to be presented to Supervisors at meeting): Parcel 5-1707 at 1338 Bond Street 54303 in the City of Green Bay – Best Offer(s).

Treasurer Zeller went back to December and they attempted to sell this back then. They then marketed this parcel through the County Realtor Jason Gerhard. He was there to present the offers that had been received prior to the deadline of February 5th at 5pm.

Gerhard presented 2 offers. He cited a big issue to be the title issue. As far as what they put out there as far as provision, no contingencies, it must be cash, etcetera the two offers are not comparable as far as price. One offer was for \$25,000 and the other offer was for exactly what it was marketed at, or \$100,000. A lot of people were very cautious in pursuing the property without having clear title to the property. It was going to take a certain buyer to feel comfortable moving forward with that and to have the funds available.

Schadewald asked if Treasurer Zeller recommends this.

Zeller said they set a minimum bid and it was met so he did indeed the committee accept that bid. Supervisor Kneiszel asked what for the assessed value of this property.

The assessed value on the 2018 property tax bill was \$149,100.

Supervisor Deneys wanted to know if this was going to get the County satisfied. He wanted him to run through the numbers.

Zeller said that the total delinquencies due to Brown County are \$15,208.32. Over and about that, the Treasurers Department maintenance costs for the year such as, snow removal, public service bills and so forth will come out of the proceeds of this sale, by far.

Gerhard said that the closing date on the offer would be relatively quick and occur on February 20th.

Kneiszel wondered whether this was a homestead. Zeller responded that there is a homestead claim and that the former owner through her personal representative has completed the form which has been notarized and it's proper. So there is a homestead claim on the balance at a roughly 50/50 split. Zeller highlighted that, by statute, they will pay out that homestead claim.

Deneys spoke to the fact that there were some concerns regarding the taxes for the year. He emphasized that on a 50/50 split on a homestead the loss from the taxes is most likely being made up for.

Zeller clarified that because the County is the owner of record on January 1, 2019 the entire tax year is considered exempt. There is no tax revenue derived from any of the taxing jurisdictions. So, the new owner will not pay property taxes until December 2020. But, out of the \$100,000 sale the County is recovering all 2018 taxes and all other delinquent taxes.

Deneys clarified that what he was getting at asking was that, on a \$140,000 house what would the County have incurred from that.

Zeller informed him that the County's share of the 2018 tax bill is \$683, which the 50/50 split more than covers. What essentially happens is that the City of Green Bay's levy is spread out across all the other taxpayers, therefore everyone else carries a slightly larger load when something comes off the tax rolls.

Vander Leest then asked whether the City of Green Bay will get anything from their tax portion. Zeller said that they will not get anything from the tax year 2019. He wondered if all the taxes from other years, such as 2018 for example, are being satisfied as well. Zeller said from years such as 2014 and 2015 the County has already paid out to the City of Green Bay, to the Green Bay Public Schools and NWTC as those entities are already whole and a part of statutory distribution. These taxing jurisdictions get their tax in delinquent years and the County is left holding the delinquency. The County's recourse is to be able to sell the house and possibly make some money. Vander Leest believed if there wasn't so many judgements on this property, as far as the deed

and so forth, then he felt the County could have done better. But after hearing the circumstances, such as timeframe and the market, he thought that they did well. Zeller and Gerhard agreed with this and Gerhard believed, considering the circumstances, he didn't have any concerns with this offer.

Motion by Supervisor Schadewald, seconded by Supervisor Vander Leest to accept the bid of Richard J. Detiege at \$100,000 for Parcel 5-1707 at 1338 Bond Street 54303 in the City of Green Bay. Vote Taken. MOTION CARRIED UNANIMOUSLY.

10. Review of 2018 Tax Rate Detail Sheet.

Zeller passed out copies of the Tax Rate Detail Sheet to the Committee that is attached to these minutes. He highlighted that this is prepared at this time every year. He included it for interest and review and there is no action necessary. It's an enlightening comparison as you can see how the different school districts within the municipality alter the big picture.

A conversation ensued regarding the tax rate in Howard between Schadewald and Zeller. Schadewald mentioned his constituents' tax rate going up. They talked about tax rate versus assessment costs and their synonymy. Schadewald mentioned passing a County budget where the rate went down but taxes went up in Howard and his constituents wondered how this could be. Zeller spoke to the fact that other taxing entities all enter into the equation. The County is roughly only 25% of the total tax bill and what you see on that bill reflects all of the factors possible. So, the County may pass a budget lowering taxes but the rest may not do the same.

Motion by Supervisor Vander Leest, seconded by Supervisor Kneiszel to receive and place on file. Vote Taken. MOTION CARRIED UNANIMOUSLY.

11. Review of Treasurer's Dept. Preliminary Budget Performance Report for 2018 – unaudited.

Zeller wanted to highlight that they are still realizing some expenses and revenue. To aid them in reading the budget there is a top number that is considered property taxes and that is the amount that the County Executive is asking the Treasurer's office return to the County budget each year. The Treasurer expected to generate \$1,154,418 over and above their expenses. The bottom line for 2018 is that they will cover that amount and bring in an additional 1.25 million dollars to the general fund. In his tenure as Treasurer there have not been so many good things happen in the last 2 months of the year. Even though the Federal Reserve raised the interest rates on December 19th, this did not result in a devaluation of their portfolio.

No action taken.

12. Treasurer's Report.

Zeller noted that January 31st was the deadline for property tax collection. There were some significant issues as the mail was not picked up or delivered for 2 days. He spoke to the statutory 5 day grace period, so payments were still coming in and were timely by February 7th. They collected \$318 million dollars as of a day before this meeting, 2 days before the grace period ended, as opposed to \$312 million the year before.

Motion by Supervisor Schadewald, seconded by Supervisor Vander Leest to receive and place on file. Vote Taken. MOTION CARRIED UNANIMOUSLY.

Administration

13. Budget Adjustment Request (19-011): Reallocation of up to 10% of the originally appropriated funds between any levels of appropriation (based on lessor of originally appropriated amounts).

Director of Administration Weininger spoke to the fact that this is coming from a reduction of a half time FTE.

Sieber wondered if anyone would be losing their job because of this.

Pritzl said that this wasn't the case; it is just a vacant position that is getting reduced to half time and using for a different purpose and using the additional dollars for the new software model.

Sieber highlighted the fact that they're replacing staff with a software model. Is this expected to be more efficient?

Pritzl replied that this is the case as the software will automate the process of taking spreadsheets and transferring them to different systems. This Rev Connect package takes the files and automates them from Avatar system to another system. This will save time and simplify some things for other staff as well.

Sieber asked if TS would have time helping in the installation of the system considering the time they have invested in the CAD system at the moment.

Pritzl said that they have somebody currently on site at the Community Treatment Center that is through the department that supports this Avatar, which is the vendor, actually works with the modules with this directly. It's really a part of the system but the product, or added module itself, has to be purchased.

Motion by Supervisor Schadewald, seconded by Supervisor Deneys to approve. Vote Taken. MOTION CARRIED UNANIMOUSLY.

14. **Budget Adjustment Log.**

Weininger noted that the only thing he wanted to speak to was the creation of a new tracking fund for the Expo Center so they are trying to extend the funds for there. Kaylor Slater is the architect and those bills will be running through a specific account so they can track everything that is going through it. In addition what they will be doing with this account is the room tax study. He stated that he talked about this in the past and he shared his concerns then about the percentage growth. This will provide a better level of certainty that those levels are all right.

Schadewald emphasized that the understanding is that they are kind of like the grandfather giving the grandkids money for the Expo Center but they expect to be paid back that money.

Weininger said that he will spend more time on that when they get a bit closer to the financing model. He also stated that his concern with all the projects is that the economy is due to go down at some point. The problem would occur if there was a downturn in the beginning as you are compounding right off the bat. If you're compounding a certain amount, it is almost impossible to make up. Creating a separate account is necessary to keep it transparent and keep track of all those dollars.

Vander Leest wondered if where they are constructing the engineering center if that is being kept track of also.

Weininger said that they are keeping track of this and if there are any overages they must be approved by PD&T but at the moment they are still within the budget. If there are any changes as long as they don't exceed budget they just to the committee for approval. Also, he wanted to add that the ME and the jail will be at March's Public Safety committee. The Health Department move that is happening in 3 weeks is also an update, although the parking piece is yet to be figured out. The ME and the jail will be tracked separately, he ensured every penny is being tracked in these processes. The cash flow is working well he noted also as there was some money moved from 2018 to 2019 because it wasn't spent.

Motion by Supervisor Schadewald, seconded by Supervisor Vander Leest to receive and place on file. Vote Taken. MOTION CARRIED UNANIMOUSLY.

15. **Director's Report.**

Weininger wished to highlight a couple of items. Specifically at the next Executive Committee meeting they will take up a resolution regarding Public Financing Authority (PFA). This is a statutorily created organization which will be proposing financing for Hotel Northland. With PFA bonding the County will participate indirectly, they don't actually guarantee the PFA bonds or financing, the local municipalities just need to sign off as it is part of the state statute. The PFA is going to be directly involved in financing the energy savings pieces of Hotel Northland.

In terms of the New Expo hall, Weininger told the Committee that he can present them a packet of presentation from that if they were interested. He said that if any of them wanted to attend a meeting to let him know, just a majority of them cannot attend. He noted that he talked about the room tax study previously and that will cost around \$28,000 and that will come out of that specific account talked about. To put things in perspective, Shopko Hall has been asked to liquidate as they paid about \$886,000 in property taxes and the Counties portion was roughly \$200,000 of that.

Weininger also talked about the County declaring inclement weather 3 times in the week prior to this meeting. The 24 hour operations were never shut down, but the non-essential services were given the ability to come in on 2 occasions but it was not required and one day was completely shut down due to safety concerns for the employees. The employees have to either use PTO or unpaid time, an employee may flex their time as well as long as they don't exceed 40 hours.

Motion by Supervisor Schadewald, seconded by Supervisor Vander Leest to receive and place on file. Vote Taken. MOTION CARRIED UNANIMOUSLY.

Human Resources

16. Director's Report.

Weininger stated that he wanted to focus on comp and class mainly as he distributed an updated draft version of the classifications and he also distributed a draft compensation adjustment policy.

He started out with the classification as this is the one that caused the larger issues in the past. What they did was they broke it down into 2 groups, salary versus non-salary, and they broke salary down into 19 grades and non-salary down into 16 grades respectively. They started with PayScale as the framework foundation and then from there they started looking at counties within our area and then from there they started even looking at secondary counties. This is different from what was done in the past. What would happen is they would look at counties that have a similar type of position to the one that Brown County possesses to get a more accurate description than if a position was compared to one that isn't much alike. He pointed out that they worked with department heads for a long time on this and asked them multiple times if they were okay with this. The nice thing about this is that it is a schedule and it can be changed and updated according to need. One other thing they looked at was internal equity.

He wanted to walk through the compensation adjustment policy in its entirety. He reiterated that this is still a draft form so changes can be made. He met with a few department heads and other individuals and they sort of fine-tuned the draft itself. He wished to get straight to the procedural pieces of it the main purpose is to create a compensation strategy to help Brown County remain competitive in the labor market. When the labor market was stagnant everything was fine and the wages were decent. Now there is a lot more competition and the County needs to have more agility in that compensation piece.

Weininger reiterated that they have \$800,000 to work with for levy funded departments. What they want to do is take \$300,000 and bring the employees that are below minimum for their classification up to minimum. Then they want to take \$200,000 and set that aside for market based adjustments to allow flexibility throughout the year. The goal here is to pay within market, so, they don't want to pay below minimum but not above maximum. Trying to get people between min and max but the midpoint would be ideal. They are not shooting to get everyone at market, and they don't want to pay anyone over what the max market is nor do they want to pay a person below that either because this is where turnover occurs.

What they're going to do is hire positions at the lowest compensation rate of either the midpoint compensation rate or the budgeted rate unless a different rate is approved by administration. If the position is budgeted at below min they would be allowed to bring them up to min because they don't want to hire anyone below min and cause the same problem that they've had.

Schadewald noted that the biggest problem in the past was that people were being hired for more than others who had been there for a while, he wondered if this would prevent that.

Weininger said that this indeed allows for the flexibility to prevent some of those issues and address some of those issues.

Schadewald wondered why anyone would get hired for more than what current employees are making.

Weininger told Schadewald that market conditions change. He spoke of, for instance, trying to hire an engineer at \$50,000 when they've had another engineer in place for some time making that amount. This didn't happen because the market demands for that particular position are towards the \$60,000 range. They went out 3 times putting out applications for this position, the second time listing a pretty large pay range and they still didn't get any qualified applicants. Having a good engineer is necessary because bad engineers cost a lot of money. Under the current system if you don't hire anyone, they would have to get a consultant which would cost even more money or hire someone that doesn't meet specifications and getting paid the same but not as qualified. So if you have a person apply for this position this would allow for them to be brought up to what the market dictates and brought in at a higher level than the person already in there. Then HR could look at the position itself and allow the individual that is already in that position to be bumped up to a higher payment scale. This allows for the flexibility to fix that issue. Out of that \$200,000 figure, this would allow for the ability to get them closer together. Every year there will be enough money to allow for some type of goal and also some type of market adjustment funds.

Schadewald states that hopefully this puts the County in better position when people come to them with complaints to make them aware of the overall plan in place.

Weininger reiterated that there are 27 overall departments and they're all very unique and this policy considers that uniqueness and allows for flexibility. For existing positions especially this presents some flexibility. The other thing to note is pay equity and if you bring in someone higher you can move them up a bit. This also doesn't allow for compression issues as you have to make it worthwhile to take on extra job duties. The big issue that they are concerned with is number 3 and that speaks to redlining. If there is someone that is paid over max what they would like to do is redline that position as they are already paid over what market says. Then, that money that would go to them in COLA would be put in the market adjustment fund and then other people could be brought up to scale. The only thing is that, say a person has been in the county for 10 years and had all favorable reviews; it's sort of a disincentive when they max out their pay if they've been doing a good job. What would happen here is that they would be allowed to take the COLA as a one-time bonus so it would be built into their base to allow them to get closer to their midpoint or below their max.

Sieber asked if this bonus would be on a bi-weekly paycheck or if it would be a lump sum yearly.

Weininger stated that it would be rolled into pay but it would not go over to the following year.

Schadewald doesn't understand why there isn't any longevity pay. He wanted this to be considered at some point.

Weininger said that it is very limited in terms of what they have to work with. He then referenced the concept of internal steps and made it aware that the only people in the organization that have steps are the jailers. Meaning after certain years you get a certain amount and 2 years later there's an escalator in pay and so on. Internal steps are different from this concept of just steps; the idea is that if you have individuals getting paid \$10, \$20, \$30, and \$40 that when the person getting paid \$40 leaves, then the person that's getting paid \$30 can apply for that position and bumps up, subsequently the \$20 bumps up to the \$30 position and so on. Then what happens is you hire someone new in the \$10 position who needs the experience, this type of concept allows for the longevity piece without having specific steps and without having to budget for additional dollars also. It would create a worse environment if steps were created and something were to happen where those steps weren't able to be met like being wiped out by health insurance or something to that effect.

Schadewald asked for some examples where this would work.

Weininger stressed that this wouldn't work in his department, for instance, because the accountants there are hired for specific skillsets and so forth. He stated that in Health and Human Services Director Erik Pritzl's department this would be ideal because you hire people that are fresh and you also have people that are retiring which allows for those individuals that were once fresh to move up. This is an incentive for continued hard work within a department.

Health and Human Services Director Erik Pritzl came up and gave a description of a Case Worker in his department. He spoke to what happens when someone is hired in Child Protective Services as this is the division that people talk about the most. If you have no training in this area, you have up to 2 years to complete foundation training, they try to compress that as much as possible but this is the timeframe set by the state. Therefore, it takes 2 years to be efficient and competent at your job. The person may come in and make \$21 per hour and there are other workers making \$29 per hour as they have been there for an extended period of time. If someone that is making \$24 per hour leaves the agency, they let everyone that is below that pay level go through that process and they decide where people can get placed so they can move up as many as possible. Then they go out and hire the next position at the rate that's available at the bottom. They somewhat currently do what Weininger is proposing and it seems to be working, answering Schadewald's question, but they don't have bands or levels for positions as they are using existing wages. If they did have certain positions that would benefit from having a certain degree they would place those as a different class or set and say that only certain people are qualified for those positions. Trying to look at how to categorize higher end positions as it hasn't been done yet.

Weininger also wanted to talk about classification rate adjustments. The plan would be for HR to take six different departments each year and look at the market rates for each position and in addition they would be looking at high turnover rates and incorporating that as well. The reason they want to do that is in case they find their classification to be off then that can be adjusted for. If someone believes they are not being classed right, they may ask HR for a reclassification or even an adjustment and then they look at 3 different factors to see if an adjustment would be warranted.

Schadewald hoped that there would be a policy that talks to people about the potential grievances about their wages versus many showing up at a meeting or going to County Board members.

Weininger answered that an email was sent out with the draft and policy to get feedback and that they would be going through Admin, Executive and the County Board and the thought was to get it done the first pay period after it was approved. He then spoke to the concept of wage banking and this allows them to bring in someone at a lower level and give them an increase after a year. So you bring in someone at a lower wage than what is budgeted for you may want to take a chance on, then after 6 months they get a pay increase and again after a year upon favorable reviews. This is usually done after 6 months but they want to stretch it out to a year to allow for a bit more flexibility.

Deneys used account clerk as an example and pointed out the minimum is \$14.05 and the maximum is \$17.77, he wondered if there was someone making \$13.50 whether they would be brought up to the minimum or the middle.

Weininger clarified that first they would be brought up to the minimum as this is the first step in the process if you are below minimum. They would take the extra \$300,000 in the budget and bring everyone that is at the minimum closer to the midpoint, he stated that they won't get there but they would give everyone a bit of an increase above the minimum.

Deneys wished to know what percentage of employees are below the minimum at the moment. He also stated that he would like to see that as we're talking about \$300,000 on an unknown percentage of employees. He also wanted to know what percentage are about market value as this concept of redlining will be one of the contentious issues that they have to deal with. He did like the fact that employees can contest and try to provide where they should be as he feels this would be the appropriate way to proceed as they can try to argue market value and attempt to avoid that redline situation.

Weininger did not have those numbers on hand but he would send out an email to the committee members. He said the number of individuals who will get an adjustment is quite substantial.

Schadewald indicated that the more transparency the better in their ability to answer questions regarding this. He doesn't envision there being a lot but Deneys' request for information will help them answer the questions. He asked when this would be brought before the County Board. Weininger answered at the next meeting.

Sieber assumed that the \$300,000 will go toward minimum compensation is pretty close to the amount of money needed. Which was indeed correct, and the \$800,000 was approved in the 2018 budget and then carried over into the 2019 budget.

Weininger noted that they had to do the COLA on January 1st, which was found to be 2.25%, and this was going to be based off of those numbers. The \$800,000 is based off of where they fit in as it was not aged based off the COLA.

Sieber asked if it was planned to have a market range pool of money each year to be distributed or is this a one-time thing and then hope that this doesn't happen again.

Weininger replied that the plan would be to budget a COLA every year and a market adjustment fund. Every year there will be additional dollars for the market adjustment fund because as soon as you budget one year you lose it because it's spent. The other caveat that is important to mention is that \$800,000 is for levy funded departments and also enterprise funds will enter into the equation as well. Those funds have to live within their means meaning each division has some funds available and they have to work with those funds in the same process to get everyone to min and then see how much more they have to move.

Sieber asked if class and comp would be a specific item at Executive Committee. Weininger said there a couple different ways to go about this. They could create an ordinance saying this is the compensation going forward or they could have this allowed under the 2019 salary resolution. He is building a policy off of this, saying this is what got approved, this is how it is being spent and this is the classification. The way it has to be done is it needs to be a resolution in the budget that allows them to do this because if the schedule is approved it can no longer be changed. Does not necessarily need a resolution but it depends on how much flexibility the Board wants to give because he doesn't want to lose flexibility. He summarized there are 3 options: one being simply allocating the \$800,000 and calling it good, the second being the flexibility option, and the third being the resolution which Schadewald emphasized would be adversary.

Weininger clarified that as long as the ability to do compensation is renewed every year then they have the ability to do that. At any time that can be taken away by the committee and if they don't want him to do it this way and enact something different then it can be done with a resolution. Another policy could be created, if necessary, through an ordinance which would define clearly what Admin has the ability to do. This way is very rigid and forever. Instead of having a certain amount of dollars set aside for compensation adjustments, it would say a certain amount is for the market fund adjustment which can be changed based on whatever they see fit. Another way of doing it is having an ordinance which will spell out this policy and it will be very concrete and immobile in terms of flexibility with the different budgets.

Sieber pointed out that it could be a separate agenda item and it could be decided later whether it be put into an ordinance or a resolution.

Schadewald asked about future years and future Directors of Administration and whether this policy will hold true for them as well.

Weininger informed him that it is an Administrative policy and that it is in place until it is changed. Also this gives the responsibility to him as well but if it is put into ordinance then this changes.

Schadewald's concern was that he did not want to leave this too flexible. As long as it's an administrative policy, the Director of Administration should follow the policy and if not the County Board should intervene.

Corporation Counsel David Hemery ensured him that it is the policy not the person.

Schadewald wondered if the County Board members are always notified of changes to policies.

Weininger said all policy changes go to him and he sends them out to all the department heads and if there are any major changes he notifies them. He said it would not be in his best interest to hide policy changes. This policy would allow for 1 year of flexibility and they always have the ability not to appropriate and that is the authority of the Board. He reminded them if they do not like this at all that there are a lot of different possibilities here, the main thing to look at are the percentages.

Sieber spoke to the fact that there is an election in April, he said that he has a very good working relationship with Administration. He wondered what would happen to this policy if Administration were to change in April.

Weininger noted that if a new County Executive gets elected and doesn't like the policy at all and then, hypothetically speaking, he is gone too what could happen is the policy could be knocked out. But there would be 27 department heads on this new Administration arguing this money was for a specific purpose that was allocated by the Board. He clarified that he would include this as a separate motion, one reason he didn't include it this time is that it was still being drafted and he didn't want multiple drafts out there.

Schadewald made sure that he didn't need to make a motion at this time and reiterated that this would be forwarded to Executive Committee. He wanted to say that he has seen a lot of different class and comp in his time and so far as far as the employee input and the department heads involvement he considers this the best effort thus far. The reorganization of the Department of Administration does put responsibility where they can make their concerns known and he feels this should be the policy they go forward with. He would like to see it as an administrative policy and not a resolution or ordinance respectively.

Hemery wanted to point out that with the money allocated to bring people up to minimum it is true that some individuals will be getting larger increases percentage wise. These individuals are really the losers in this situation because the bigger percentage increase you get indicates how much you have been underpaid in the past. The smaller percentages indicate individuals who have been getting paid closer to what they should have been making all along. Big percentages just indicate that a person has been underpaid for quite a while.

Motion by Supervisor Deneys, seconded by Supervisor Vander Leest to receive and place on file. Vote Taken. MOTION CARRIED UNANIMOUSLY.

Other

17. **Audit of bills.**

Motion by Supervisor Schadewald, seconded by Supervisor Kneiszel to acknowledge the receipt of the bills. Vote Taken. MOTION CARRIED UNANIMOUSLY.

18. **Such other matters as authorized by law.**

Schadewald asked about the meeting date.

Sieber stated that as people got back to him there wasn't really a date or a time that worked well.

A discussion followed regarding dates possible. It was decided to keep it as is at 5:30pm the first Wednesday of the month.

19. **Adjourn.**

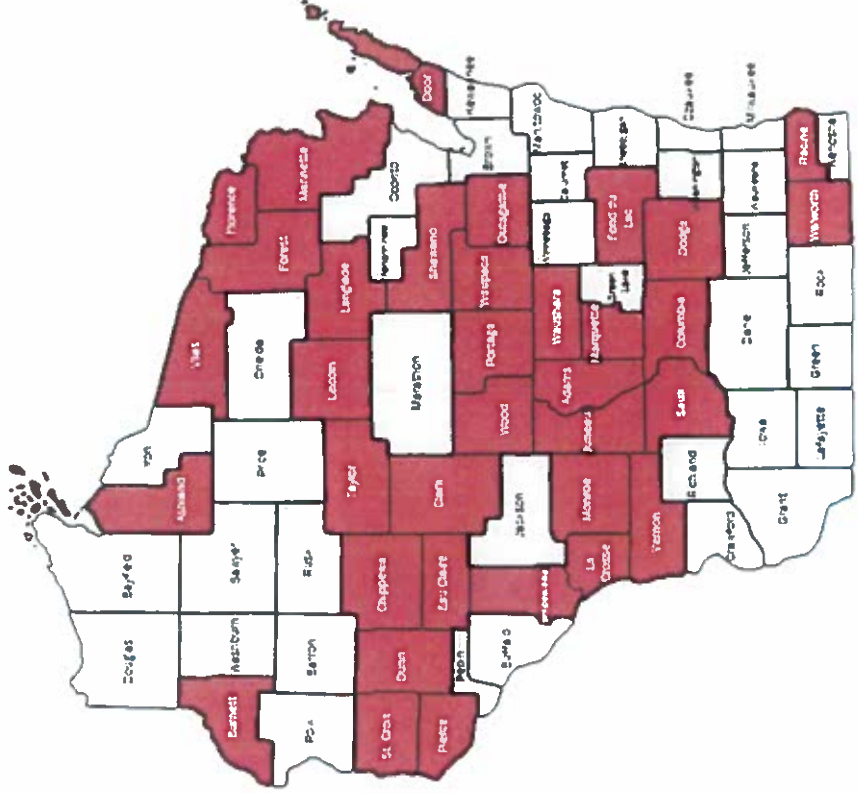
Motion by Supervisor Kneiszel, seconded by Supervisor Deneys to acknowledge to adjourn at 7:54pm. Vote Taken. MOTION CARRIED UNANIMOUSLY.

Respectfully submitted,

Therese Giannunzio
Recording Secretary

Cayden Lasecki
Transcriptionist

33 Counties (and counting) support increased funding



Counties that passed a resolution supporting increased child support funding

EQUAL RATIO	MUNICIPALITY	SCHOOL DISTRICT	LOTTERY CREDIT	FIRST \$ CREDIT	SCHOOL TAX	LOCAL TAX	COUNTY TAX	TECH COLLEGE TAX	STATE TAX	GROSS TAX	STATE CREDIT	NET TAX 2018	NET TAX 2017	TAX % CHANGE	\$100,000 ON EQUALIZED VALUE
	TOWNS														
0.9801	EATON	DENMARK (1407)	147.00	60.50	9.01	3.26	4.84	0.86	0.00	17.97	1.82	16.15	15.83	1.99%	2,326
0.9801	EATON	GREEN BAY (2289)	170.20	70.00	10.43	3.26	4.48	0.96	0.00	19.03	1.82	17.21	16.91	1.74%	2,478
0.9055	GLENMORE	DENMARK (1407)	147.00	60.50	9.55	4.80	5.13	0.91	0.00	20.39	1.98	18.41	17.92	2.76%	2,501
0.9055	GLENMORE	EAST DE PERE (1414)	162.20	66.80	10.54	4.90	5.13	0.91	0.00	21.38	1.98	19.40	19.36	0.25%	2,635
0.9288	GREEN BAY	GREEN BAY (2289)	170.20	70.00	10.78	1.67	4.65	0.89	0.00	17.99	1.62	16.37	15.58	5.07%	2,280
0.9288	GREEN BAY	LUXEMBURG-CASCO (3220)	149.20	61.40	9.45	1.67	4.65	0.89	0.00	16.67	1.62	15.04	13.56	10.95%	2,096
0.9219	HOLLAND	BRILLION (0658)	151.30	62.30	9.66	3.40	4.78	1.16	0.00	19.00	1.80	17.19	16.95	1.45%	2,377
0.9219	HOLLAND	KAUKAUNA - NOT IN SANITARY DIST (2758)	147.90	60.90	9.55	3.40	4.75	1.16	0.00	18.85	1.80	17.05	16.43	3.74%	2,357
0.9219	HOLLAND	KAUKAUNA - IN SANITARY DIST (2756)	147.90	60.90	11.56	3.40	4.75	1.16	0.00	20.86	1.80	19.06	18.27	4.28%	2,635
0.9219	HOLLAND	WRIGHTSTOWN (6734)	143.80	59.20	9.18	3.40	5.04	0.89	0.00	18.51	1.80	16.70	16.70	6.34%	2,309
0.9972	HUMBOLDT	GREEN BAY (2289)	170.20	70.00	10.04	1.50	4.34	0.83	0.00	16.70	1.69	15.01	14.47	3.78%	2,246
0.9972	HUMBOLDT	LUXEMBURG-CASCO (3220)	149.20	61.40	8.81	1.50	4.34	0.83	0.00	15.46	1.69	13.78	12.63	9.94%	2,061
0.8773	LAWRENCE	WEST DE PERE (6328)	163.80	67.40	10.98	2.83	5.30	0.94	0.00	20.05	2.00	18.05	17.95	0.53%	2,375
0.8773	LAWRENCE	WRIGHTSTOWN (6734)	143.80	59.20	9.64	2.83	5.30	0.94	0.00	18.71	2.00	16.70	16.72	-0.11%	2,198
0.9791	LEDGEVIEW	DENMARK (1407)	147.00	60.50	8.83	3.26	4.74	0.84	0.00	17.68	1.81	15.87	15.44	2.78%	2,330
0.9791	LEDGEVIEW	EAST DE PERE (1414)	162.20	66.80	9.75	3.29	4.75	0.84	0.00	18.63	1.81	16.82	16.53	1.73%	2,470
0.9791	LEDGEVIEW	GREEN BAY (2289)	170.20	70.00	10.23	3.26	4.40	0.84	0.00	18.73	1.81	16.92	17.16	-1.39%	2,485
0.9040	MORRISON	BRILLION (0658)	151.30	62.30	9.85	4.61	5.14	1.17	0.00	20.77	2.13	18.64	17.09	9.06%	2,528
0.9040	MORRISON	DENMARK (1407)	147.00	60.50	9.57	4.61	5.14	0.91	0.00	20.23	2.13	18.10	16.48	9.81%	2,454
0.9040	MORRISON	EAST DE PERE (1414)	162.20	66.80	10.56	4.61	5.15	0.91	0.00	21.23	2.13	19.10	17.67	8.06%	2,589
0.9040	MORRISON	REEDSVILLE (4769)	220.80	90.90	14.37	4.61	4.78	0.91	0.00	24.67	2.13	22.54	20.58	9.52%	3,056
0.9040	MORRISON	WRIGHTSTOWN (6734)	143.80	59.20	9.36	4.61	5.09	0.91	0.00	19.97	2.13	17.84	16.16	10.42%	2,419
0.9398	NEW DENMARK	DENMARK (1407)	147.00	60.50	9.20	2.82	4.94	0.88	0.00	17.84	1.74	16.10	15.58	3.36%	2,270
0.9490	PITTSFIELD	HOWARD-SUAMICO (2604)	156.20	64.30	9.68	3.27	4.78	0.87	0.00	18.61	1.70	16.91	16.75	0.94%	2,407
0.9490	PITTSFIELD	PULASKI (4613)	143.90	59.20	8.92	3.27	4.78	0.87	0.00	17.84	1.70	16.15	16.00	0.94%	2,299
0.9534	ROCKLAND	EAST DE PERE (1414)	162.20	66.80	10.01	2.41	4.88	0.86	0.00	16.17	1.97	16.20	16.15	0.33%	2,317
0.9534	ROCKLAND	WRIGHTSTOWN (6734)	143.80	59.20	8.87	2.41	4.88	0.86	0.00	17.03	1.97	15.06	14.65	2.81%	2,154
0.9512	SCOTT	GREEN BAY (2289)	170.20	70.00	10.53	2.30	4.54	0.87	0.00	18.24	1.93	16.31	16.42	-0.67%	2,327
0.8659	WRIGHTSTOWN	EAST DE PERE (1414)	162.20	66.80	11.02	2.95	5.37	0.95	0.00	20.29	1.89	18.40	17.79	3.40%	2,390
0.8659	WRIGHTSTOWN	WRIGHTSTOWN - NOT IN SAN DIST (6734)	143.80	59.20	9.77	2.95	5.37	0.95	0.00	19.04	1.89	17.14	16.19	5.89%	2,227
0.8659	WRIGHTSTOWN	WRIGHTSTOWN - IN SANITARY DIST (6734)	143.80	59.20	11.24	2.95	5.37	0.95	0.00	20.51	1.89	18.61	17.88	5.28%	2,418
	VILLAGES														
0.9060	ALLOUEZ	GREEN BAY (2289)	170.20	70.00	11.03	7.21	4.72	0.91	0.00	23.87	1.98	21.89	22.09	-0.86%	2,985
1.0133	ASHWAUBENON	ASHWAUBENON (0182)	142.20	58.50	8.24	5.62	4.49	0.81	0.00	19.16	1.67	17.48	19.65	-11.02%	2,658
1.0133	ASHWAUBENON	WEST DE PERE (6328)	163.80	67.40	9.69	5.62	4.49	0.81	0.00	20.61	1.67	18.93	20.58	-7.99%	2,878
0.9127	BELLEVUE	EAST DE PERE (1414)	162.20	66.80	10.46	2.93	4.77	0.90	0.00	19.07	1.89	17.18	16.48	4.26%	2,352
0.9127	BELLEVUE	GREEN BAY (2289)	170.20	70.00	10.98	2.93	4.77	0.90	0.00	19.58	1.89	17.70	16.98	4.21%	2,423
0.9362	DENMARK	GREEN BAY (2289)	147.00	60.50	9.24	5.25	4.93	0.88	0.00	20.29	1.61	18.68	18.27	2.23%	2,623
0.9521	HOBART	PULASKI (4613)	143.90	59.20	8.90	4.41	4.80	0.87	0.00	18.98	1.38	17.60	17.04	3.32%	2,514
0.9521	HOBART	WEST DE PERE (6328)	163.80	67.40	10.13	4.41	4.80	0.87	0.00	20.21	1.38	18.83	18.56	1.47%	2,689
0.9137	HOWARD	HOWARD-SUAMICO (2604)	156.20	64.30	10.06	3.92	4.97	0.90	0.00	19.85	1.67	18.18	17.44	4.29%	2,492
0.9518	PULASKI	PULASKI (4613)	143.90	59.20	8.89	8.61	4.73	0.87	0.00	23.30	1.58	21.71	21.22	2.32%	3,100
0.8939	SUAMICO	HOWARD-SUAMICO (2604)	156.20	64.30	10.28	4.61	5.08	0.92	0.00	20.89	1.67	18.22	16.60	3.31%	2,577
0.8939	SUAMICO	PULASKI (4613)	143.90	59.20	9.47	4.61	5.08	0.92	0.00	20.08	1.67	18.40	17.83	3.23%	2,468
1.0373	WRIGHTSTOWN	WRIGHTSTOWN (6734)	143.80	59.20	8.15	8.63	4.48	0.79	0.00	22.06	1.66	20.40	21.22	-3.87%	3,174
	CITIES														
0.9819	DE PERE	EAST DE PERE (1414)	162.20	66.80	9.72	7.07	4.61	0.84	0.00	22.25	1.81	20.44	20.85	-1.95%	3,010
0.9819	DE PERE	WEST DE PERE (6328)	163.80	67.40	9.82	7.07	4.61	0.84	0.00	22.34	1.81	20.53	20.98	-2.12%	3,024
0.9436	GREEN BAY	GREEN BAY (2289)	170.20	70.00	10.61	9.16	4.58	0.87	0.00	25.22	1.84	23.38	22.79	2.63%	3,310

Paul D. Zeller - BROWN COUNTY TREASURER

Lottery Credit Max \$17,000.00
First Dollar Credit Max \$7,000.00

Grade	Job Code	Job Title	Department	Minimum	Midpoint	Maximum
16		Medical Pathologist				
17		Adult Psychiatrist	HHS-CTC	\$ 178,000	\$ 232,700	\$ 288,400
		Clinical Director	HHS-CTC			
		Psychiatrist	HHS-CTC			
18				\$ 138,800	\$ 178,100	\$ 218,300
19				\$ 104,800	\$ 137,600	\$ 167,100
12				\$ 92,900	\$ 120,900	\$ 146,800
		Administrator Syble Hopp	SYBLE HOPP			
		Airport Director	AIRPORT			
		Chief Information Officer	TECHNOLOGY SERVICES			
		Corporation Counsel	CORPORATION COUNSEL			
		Director Of Administration	ADMINISTRATION			
		Health & Human Svs Executive Dir	HHS			
11				\$ 84,800	\$ 106,000	\$ 127,200
		APNP	HHS-CTC			
		Dir of Port & Resource Recovery	PORT & RESOURCE RECOVERY			
		Director of Public Safety Comm	PUBLIC SAFETY			
		Hospital & Nursing Home Admn	HHS-CTC			
		Public Works Director	PUBLIC WORKS			
10.5				\$ 75,900	\$ 89,500	\$ 115,900
		Executive Director	LIBRARY			
10				\$ 75,000	\$ 82,000	\$ 111,000
		Assistant Director of PSC	PUBLIC SAFETY			
		Business Manager-Syble Hopp	SYBLE HOPP			
		Deputy Corporation Counsel	CORPORATION COUNSEL			
		Director	ADRC			
		Director of Special Education	SYBLE HOPP			
		Engineering Manager	PUBLIC WORKS			
		Finance Director	ADMINISTRATION			
		Human Resources Manager	ADMINISTRATION-HUMAN RESOURCES			
		Museum Director	MUSEUM			
		Planning Director	PLANNING			
		Principal	SYBLE HOPP			
		Psychologist/Clinical Director	HHS-CTC			
		Zoo & Park Management Director	ZOO AND PARKS			
9.5				\$ 70,800	\$ 87,300	\$ 103,900
		Child Support Director	CHILD SUPPORT			
		Community Services Administrator	HHS-COMM SERVICES			
		Public Health Officer	HHS-PUBLIC HEALTH			
9				\$ 66,300	\$ 81,600	\$ 98,600
		Assistant Airport Director	AIRPORT			
		Assistant Corporation Counsel	CORPORATION COUNSEL & CHILD SUPPORT			
		Assistant Director	ADRC			
		Assistant Park Director	ZOO AND PARKS			
		Behavioral Health Manager	HHS-COMM SERVICES			
		Chief Deputy	SHERIFF			
		Children, Youth & Families Mgr	HHS-COMM SERVICES			
		Court Commissioner	CIRCUIT COURTS			
		Director of Nursing Home	HHS-CTC			
		Director of Nursing Hospital	HHS-CTC			
		Economic Support Services Mgr	HHS-COMM SERVICES			
		Enterprise Cyber Security Technician	TECHNOLOGY SERVICES			
		Enterprise Net & Infrastr Mgr	TECHNOLOGY SERVICES			
		Enterprise Server Engineer	TECHNOLOGY SERVICES			
		Enterprise Systems&Apps Manager	TECHNOLOGY SERVICES			
		Facility Planning & Project Mgr	PUBLIC WORKS			
		Finance Manager	HHS			
		Lead Asst Corporation Counsel	CHILD SUPPORT			
		Operations Manager	PUBLIC WORKS			
		Principal Planner	PLANNING			
		Risk Manager	ADMINISTRATION			
9.5				\$ 62,500	\$ 75,600	\$ 90,600
		Business Manager-Public Works	PUBLIC WORKS			
		Fleet/Equip & Prod Manager	PUBLIC WORKS			
		Senior Civil Engineer	PUBLIC WORKS			
		Soc Wkr Supv - Child Prot Lead	HHS-COMM SERVICES			
		Superintendent	PUBLIC WORKS			
9				\$ 58,700	\$ 71,000	\$ 84,900
		Accountant Supervisor	HHS			
		Airport Administrative Manager	AIRPORT			
		Behavioral Health Supervisor	HHS-COMM SERVICES			
		Benefits Manager	ADMINISTRATION-HUMAN RESOURCES			
		Civil Engineer	PUBLIC WORKS			
		Community Engagement Manager	HHS-PUBLIC HEALTH			
		County Conservatorist	LAND AND WATER CONSERVATION			
		Deputy Director	LIBRARY			
		Deputy Director - Museum	MUSEUM			

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Emergency Management Director	Emergency Management Director	PUBLIC SAFETY
Enterprise Tech. Project Manager	Enterprise Tech. Project Manager	TECHNOLOGY SERVICES
Environmental/Laboratory Manager	Environmental/Laboratory Manager	HHS-PUBLIC HEALTH
Facility Engineer	Facility Engineer	PUBLIC WORKS
Facility Manager	Facility Manager	PUBLIC WORKS
Finance Coordinator	Finance Coordinator	ADRC
Financial Supervisor-Human Serv	Financial Supervisor-Human Serv	HHS
GIS Coordinator	GIS Coordinator	PLANNING
Golf Course Superintendent	Golf Course Superintendent	GOLF COURSE
Nurse Manager-Health	Nurse Manager-Health	HHS-PUBLIC HEALTH
Operations Manager - Port & Resource Recovery	Operations Manager - Port & Resource Recover	PORT & RESOURCE RECOVERY
Operations Supervisor - Airfield	Operations Supervisor - Airfield	AIRPORT
Quality / Outreach Coordinator	Quality / Outreach Coordinator	ADRC
Real Property Lister	Real Property Lister	PLANNING
Senior Accountant	Senior Accountant	ADMINISTRATION
Social Svcs Rehab Manager	Social Svcs Rehab Manager	HHS-CTC
Social Worker Supervisor	Social Worker Supervisor	HHS-COMM SERVICES
TAD/CJC Court Supervisor	TAD/CJC Court Supervisor	HHS-COMM SERVICES
Veterans Services Officer	Veterans Services Officer	VETERANS
Zoning Administrator	Zoning Administrator	PLANNING
7.6		\$ 86,300 \$ 87,200 \$ 79,100
Chief Deputy Clerk Of Courts	Chief Deputy Clerk Of Courts	CLERK OF COURTS
Physical Therapist	Physical Therapist	SYBLE HOPP
Speech-Language Pathologist	Speech-Language Pathologist	SYBLE HOPP
7		\$ 61,900 \$ 62,800 \$ 73,700
Accountant	Accountant	ADMINISTRATION
Accountant-CTC	Accountant-CTC	HHS-CTC
Adm/Bill/Collections Supervisor	Adm/Bill/Collections Supervisor	HHS-CTC
Airport Operations Officer	Airport Operations Officer	AIRPORT
Assistant County Conservationist	Assistant County Conservationist	LAND AND WATER CONSERVATION
Benefits Specialist Coordinator	Benefits Specialist Coordinator	ADRC
Business Development Manager	Business Development Manager	PORT & RESOURCE RECOVERY
Child Support Supervisor	Child Support Supervisor	CHILD SUPPORT
Communication & Library Prog Mgr	Communication & Library Prog Mgr	LIBRARY
County Surveyor	County Surveyor	PLANNING
Deputy Executive	Deputy Executive	EXECUTIVE
Economic Support Supervisor	Economic Support Supervisor	HHS-COMM SERVICES
EMR Coordinator	EMR Coordinator	HHS-CTC
Enterprise Unit, Comm. Engineer	Enterprise Unit, Comm. Engineer	TECHNOLOGY SERVICES
Finance Manager-Library	Finance Manager-Library	LIBRARY
Health Information Services Mgr	Health Information Services Mgr	HHS-CTC
I&A Coordinator	I&A Coordinator	ADRC
Internal Auditor	Internal Auditor	COUNTY BOARD
IT Specialist	IT Specialist	LIBRARY
Library Facility Manager	Library Facility Manager	LIBRARY
MDS RN	MDS RN	HHS-CTC
Nurse Educator/Infection Control	Nurse Educator/Infection Control	HHS-CTC
Nutrition Program Coordinator	Nutrition Program Coordinator	ADRC
Operations Sup - Bldgs & Grounds	Operations Sup - Bldgs & Grounds	AIRPORT
Payroll Manager	Payroll Manager	ADMINISTRATION-HUMAN RESOURCES
Preparedness Community Educator	Preparedness Community Educator	HHS-PUBLIC HEALTH
Prevention Coordinator	Prevention Coordinator	ADRC
Senior Buyer	Senior Buyer	ADMINISTRATION
Senior HR Generalist	Senior HR Generalist	ADMINISTRATION-HUMAN RESOURCES
Senior Planner	Senior Planner	PLANNING
Special Drug Task Attorney	Special Drug Task Attorney	DISTRICT ATTORNEY
Special Prosecutor	Special Prosecutor	DISTRICT ATTORNEY
Systems Specialist	Systems Specialist	HHS-COMM SERVICES
8.4		\$ 48,900 \$ 58,950 \$ 68,850
Collection Development Manager	Collection Development Manager	LIBRARY
Enterprise Systems Analyst II-Applications Support	Enterprise Systems Analyst II-Applications Supp	TECHNOLOGY SERVICES
Enterprise Systems Analyst II-Desktop Support	Enterprise Systems Analyst II-Desktop Support	TECHNOLOGY SERVICES
Financial Operations Manager	Financial Operations Manager	CLERK OF COURTS
Library Manager	Library Manager	LIBRARY
Nurse	Nurse	SYBLE HOPP
Occupational Therapist	Occupational Therapist	SYBLE HOPP
Office Manager II - DA	Office Manager II - DA	DISTRICT ATTORNEY
Social Worker	Social Worker	SYBLE HOPP
Victim/Witness Program Coordinator	Victim/Witness Program Coordinator	DISTRICT ATTORNEY
8		\$ 45,800 \$ 55,100 \$ 64,200
Admin/Communications Coordinator	Admin/Communications Coordinator	ADMINISTRATION
ADRC Program Coordinator	ADRC Program Coordinator	ADRC
Asst Golf Course Superintendent	Asst Golf Course Superintendent	GOLF COURSE
Branch Coordinator	Branch Coordinator	LIBRARY
Business Manager	Business Manager	ZOO AND PARKS
Chief Deputy County Clerk	Chief Deputy County Clerk	COUNTY CLERK
Collections Manager	Collections Manager	MUSEUM
Communications Specialist	Communications Specialist	PUBLIC SAFETY
Communications Supervisor	Communications Supervisor	PUBLIC SAFETY
Contracts & Providr Relations Mgr	Contracts & Providr Relations Mgr	HHS-COMM SERVICES
Curator	Curator	MUSEUM
Curator of Animals	Curator of Animals	ZOO AND PARKS

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Dementia Care Specialist	Dementia Care Specialist	ADRC			
Deputy Lead Medicolegal Invest.	Deputy Lead Medicolegal Invest.	MEDICAL EXAMINER			
Deputy Treasurer	Deputy Treasurer	TREASURER			
Education Specialist	Education Specialist	MUSEUM			
Facilities Placement Coordinator	Facilities Placement Coordinator	ADRC			
Field Manager	Field Manager	ZOO AND PARKS			
Human Resources Generalist	Human Resources Generalist	ADMINISTRATION-HUMAN RESOURCES			
ISA Assistant Coordinator	ISA Assistant Coordinator	ADRC			
ISA Functional Screen Lead	ISA Functional Screen Lead	ADRC			
Law Clerk	Law Clerk	CIRCUIT COURTS			
Library Automation & Fin Svs Mgr	Library Automation & Fin Svs Mgr	LIBRARY			
Operations Manager	Operations Manager	ZOO AND PARKS			
Planner I	Planner I	PLANNING			
Planner I - GIS	Planner I - GIS	PLANNING			
Planner I - Housing	Planner I - Housing	PLANNING			
Preparedness Planning Coord	Preparedness Planning Coord	HHS-PUBLIC HEALTH			
Program Coordinator	Program Coordinator	ZOO AND PARKS			
Project Manager	Project Manager	LAND AND WATER CONSERVATION			
Protective Payee & Benefit Supv	Protective Payee & Benefit Supv	HHS-COMM SERVICES			
Purchasing & Inventory Cont Spec	Purchasing & Inventory Cont Spec	PUBLIC WORKS			
Register In Probate	Register In Probate	CIRCUIT COURTS			
Resource Recovery Technician	Resource Recovery Technician	PORT & RESOURCE RECOVERY			
Safety Coordinator	Safety Coordinator	ADMINISTRATION			
Shelter Care Unit Supervisor	Shelter Care Unit Supervisor	HHS-COMM SERVICES			
Therapeutic Recr Services Mgr	Therapeutic Recr Services Mgr	HHS-CTC			
			\$ 40,000	\$ 40,300	\$ 50,000
Administrative Services Coordinator	Administrative Services Coordinator	ADRC			
Chief Deputy Register In Probate	Chief Deputy Register In Probate	CIRCUIT COURTS			
Chief Deputy Register of Deeds	Chief Deputy Register of Deeds	REGISTER OF DEEDS			
Civilian Evidence Tech	Civilian Evidence Tech	SHERIFF			
Education & Volunteer Prog Coord	Education & Volunteer Prog Coord	ZOO AND PARKS			
Executive Assistant	Executive Assistant	EXECUTIVE SALARIED			
Food Services Supervisor	Food Services Supervisor	HHS-CTC			
Housekeeping Manager	Housekeeping Manager	PUBLIC WORKS			
Lead Med Investig/Office Manager	Lead Med Investig/Office Manager	MEDICAL EXAMINER			
Library Supervisor	Library Supervisor	LIBRARY			
Office Manager II	Office Manager II	CIRCUIT COURTS			
Office Manager II	Office Manager II	SHERIFF			
Park Supervisor	Park Supervisor	ZOO AND PARKS			
			\$ 30,250	\$ 45,300	\$ 52,000
Office Manager - Community Services	Office Manager - Community Services	HHS-COMM SERVICES			
Office Manager II	Office Manager II	HHS-PUBLIC HEALTH			
			\$ 30,000	\$ 42,400	\$ 48,000
Grounded Care Leader	Grounded Care Leader	ADRC			
Hourly					
			\$ 36.70	\$ 44.00	\$ 51.95
Staff Psychologist	Staff Psychologist	HHS-COMM SERVICES	\$ 28.25	\$ 35.10	\$ 40.95
			\$ 28.35	\$ 31.35	\$ 38.35
Behavioral Health Clinician	Behavioral Health Clinician	HHS-COMM SERVICES			
Clinical SW/Pro Couns/Case Mgr	Clinical SW/Pro Couns/Case Mgr	HHS-COMM SERVICES			
Comp Forensic Crim Analyst II	Comp Forensic Crim Analyst II	SHERIFF			
Comp Forensic Criminal Analyst	Comp Forensic Criminal Analyst	SHERIFF			
Criminal Intelligence Analyst	Criminal Intelligence Analyst	SHERIFF			
Electrician	Electrician-Airport	AIRPORT			
Master Electrician	Master Electrician	PUBLIC WORKS			
Public Health Nurse	Public Health Nurse	HHS-PUBLIC HEALTH			
Public Health Sanitarian II	Public Health Sanitarian II	HHS-PUBLIC HEALTH			
RN-Charge Nurse	RN-Charge Nurse	HHS-CTC			
Staff Nurse	Staff Nurse	HHS-CTC			
			\$ 23.70	\$ 28.00	\$ 32.25
Accountant II	Accountant II	HHS-COMM SERVICES			
AODA Counselor	AODA Counselor	HHS-COMM SERVICES			
Assistant Zoning Administrator	Assistant Zoning Administrator	PLANNING			
Behavioral Health Specialist	Behavioral Health Specialist	HHS-COMM SERVICES			
CCS Quality Assurance Worker	CCS Quality Assurance Worker	HHS-COMM SERVICES			
Engineering Technician	Engineering Technician	PUBLIC WORKS & LAND CONSERVATION			
Engineering Technician II	Engineering Technician II	PUBLIC WORKS			
Housing Corporal	Housing Corporal	SHERIFF			
Intake Corporal	Intake Corporal	SHERIFF			
Nutritional Services Coord.	Nutritional Services Coord.	HHS-CTC			
Public Health Educator	Public Health Educator	HHS-PUBLIC HEALTH			
Shop Foreman	Shop Foreman	PUBLIC WORKS			
Social Worker/Case Manager	Social Worker/Case Manager	HHS-COMM SERVICES & HHS-CTC			
Teacher	Teacher (including EC & Specialty)	SYBLE HOPP			
Training Corporal	Training Corporal	SHERIFF			
Treatment Court Case Manager	Treatment Court Case Manager	HHS-COMM SERVICES			
			\$ 21.35	\$ 28.00	\$ 28.00
Agronomist Technician	Agronomist Technician	LAND AND WATER CONSERVATION			
Cataloging & Archives Librarian	Cataloging & Archives Librarian	LIBRARY			

Deputy County Clerk	Deputy County Clerk	COUNTY CLERK			
Deputy County Clerk - Communications	Deputy County Clerk - Communications	COUNTY CLERK			
Elections Deputy	Elections Deputy	COUNTY			
Garage Mechanic	Garage Mechanic	SHERIFF			
Lead Garage Mechanic	Lead Garage Mechanic	SHERIFF			
Highway Mechanic	Highway Mechanic	PUBLIC WORKS			
Housing Corporal	Housing Corporal	SHERIFF			
Juvenile Superintendent	Juvenile Superintendent	SHERIFF			
Lead Fabricator/Welder	Lead Fabricator/Welder	PUBLIC WORKS			
Licensed Practical Nurse	Licensed Practical Nurse	HHS-CTC			
Local History Librarian	Local History Librarian	LIBRARY			
Maintenance Mechanic Airport	Maintenance Mechanic Airport	AIRPORT			
Medical Examiner Investigators	Medical Examiner Investigators	MEDICAL EXAMINER			
Medical Technologist	Medical Technologist	HHS-CTC			
Medicolegal Investigator	Medicolegal Investigator	MEDICAL EXAMINER			
Project Manager West Shore	Project Manager West Shore	LAND AND WATER CONSERVATION			
Property Analyst	Property Analyst	PLANNING			
Reference Librarian	Reference Librarian	LIBRARY			
Survey Crew Chief	Survey Crew Chief	PLANNING			
Teen Librarian	Teen Librarian	LIBRARY			
Telecommunication Lead Operator	Telecommunication Lead Operator	PUBLIC SAFETY			
Youth Services Librarian	Youth Services Librarian	LIBRARY			
			\$	20.30	\$ 23.85
			\$		\$ 27.08
Employment Specialist	Employment Specialist	CHILD SUPPORT			
Financial Specialist	Financial Specialist	AIRPORT			
Lead Economic Support Specialist	Lead Economic Support Specialist	HHS-COMM SERVICES			
			\$	18.75	\$ 22.50
			\$		\$ 25.40
Administrative Secretary-CTC	Administrative Secretary-CTC	HHS-CTC			
Accountant	Accountant	ADRC			
Benefits Specialist - Disability	Benefits Specialist - Disability	ADRC			
Benefits Specialist - Elderly	Benefits Specialist - Elderly	ADRC			
Child Support Specialist-Enforce	Child Support Specialist-Enforce	CHILD SUPPORT			
Child Support Specialist-Patrnly	Child Support Specialist-Patrnly	CHILD SUPPORT			
Evidence/Property Specialist	Evidence/Property Specialist	SHERIFF			
Community Living Specialist	Community Living Specialist	ADRC			
Correcional Officer	Correcional Officer	SHERIFF			
Court Reporter	Court Reporter	CIRCUIT COURTS			
Deputy Clerk Register of Deeds	Deputy Clerk Register of Deeds	REGISTER OF DEEDS			
Deputy Register in Probate	Deputy Register in Probate	CIRCUIT COURTS			
Economic Support Specialist	Economic Support Specialist	HHS-COMM SERVICES			
Emergency Management Coord	Emergency Management Coord	PUBLIC SAFETY			
Facility Mechanic	Facility Mechanic	PUBLIC WORKS			
Facility Technician	Facility Technician	PUBLIC WORKS			
Guest Services Coordinator - Museum	Guest Services Coordinator - Museum	MUSEUM			
Guest Services Coordinator - Zoo	Guest Services Coordinator - Zoo	ZOO AND PARKS			
Highway Crew	Highway Crew	PUBLIC WORKS			
IAA Specialist	IAA Specialist	ADRC			
IT Admin Comm Coord	IT Admin Comm Coord	TECHNOLOGY SERVICES			
Legal Assistant II	Legal Assistant II	DISTRICT ATTORNEY			
Library Maintenance Mechanic	Library Maintenance Mechanic	LIBRARY			
Maint Moch .5, Teacher Aid .5	Maint Moch .5, Teacher Aid .5	SYBLE HOPP			
Office Manager I	Office Manager I	PUBLIC SAFETY			
ADRC Outreach Specialist	ADRC Outreach Specialist	ADRC			
Outreach Coordinator	Outreach Coordinator	LIBRARY			
Overpayment Specialist	Overpayment Specialist	HHS-COMM SERVICES			
Paralegal	Paralegal	CORPORATION COUNSEL			
Park Ranger	Park Ranger	ZOO AND PARKS			
Sanitary Inspector	Sanitary Inspector	PLANNING			
Senior Benefits Specialist	Senior Benefits Specialist	VETERANS			
Sign Crew	Sign Crew	PUBLIC WORKS			
Social Services Aide III - CPS	Social Services Aide III - CPS	HHS-COMM SERVICES			
Staff Accountant	Staff Accountant	HHS-COMM SERVICES			
Technical Services Specialist	Technical Services Specialist	LIBRARY			
Technician-Fabrication-Museum	Technician-Fabrication-Museum	MUSEUM			
Technician-Land Con	Technician-Land Con	LAND AND WATER CONSERVATION			
Technician-Media-Museum	Technician-Media-Museum	MUSEUM			
Technician-Research-Museum	Technician-Research-Museum	MUSEUM			
Telecommunication Operator	Telecommunication Operator	PUBLIC SAFETY			
Victim/Witness Asst Program Spcl	Victim/Witness Asst Program Spcl	DISTRICT ATTORNEY			
Welfare Fraud Investigator Aide	Welfare Fraud Investigator Aide	HHS-COMM SERVICES			
Zookeeper	Zookeeper	ZOO AND PARKS			
			\$	17.30	\$ 18.80
			\$		\$ 22.58
Account Clerk I - Administration	Account Clerk I - Administration	ADMINISTRATION			
Account Clerk	Account Clerk	HS-CTC			
Account Clerk III	Account Clerk III	HHS-COMM SERVICES			
Accountant Clerk	Accountant Clerk	ADRC			
Accounting Technician	Accounting Technician	CHILD SUPPORT			
Acquisitions Associate	Acquisitions Associate	LIBRARY			
Administration Associate	Administration Associate	LIBRARY			
Administrative Coordinator	Administrative Coordinator	COUNTY BOARD			
Administrative Coordinator	Administrative Coordinator	PLANNING			
Administrative Secretary	Administrative Secretary	AIRPORT, SHERIFF, ZOO & PARKS			

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Administrative Specialist
 Assistant Naturalist
 Benefit Assistant
 Bldgs & Grounds Maint Worker
 Bookkeeper
 Bookkeeper-Syble Hopp
 Buyer/Purchasing Clerk
 Caregiver Support Assistant
 Cataloging Associate
 Cert Occupational Therapy Asst
 Civil Process Clerk
 Clerk/Typist III
 Clerk IV/Data Control
 Clerk IV/Data Control - Beh Health
 Clerk/Typist II
 Community Garden Coordinator
 Community Treatment Program Wrkr
 Court Coordinator
 Dementia Care Assistant
 Document Center Manager
 Enterprise Systems Analyst I
 Financial Specialist
 Golf Course Mechanic
 Health Information Management Clerk
 Homebound Meals Coordinator
 Human Resources Admin Coord
 Human Resources Associate
 Intake Specialist
 Judicial Assistant
 Laboratory Technician
 Legal Assistant
 Library Service Associate
 Medical Transcriptionist
 Office Manager I
 Payroll Specialist
 Purchasing Clerk
 Registered Health Info Tech
 Resource Recovery Associate
 Resource Specialist
 Scheduling Specialist
 Secretary
 Secretary III - Sheriff
 Social Svcs Aide III/Day Care
 Teacher Aide .5, Admin Clerk .5
 Telecommunication Operator I
 Tract Index Specialist
 Warrants/TRO Clerk
 Youth Support Specialist

Administrative Specialist
 Assistant Naturalist
 Benefit Assistant
 Bldgs & Grounds Maint Worker
 Bookkeeper
 Bookkeeper-Syble Hopp
 Buyer/Purchasing Clerk
 Caregiver Support Assistant
 Cataloging Associate
 Cert Occupational Therapy Asst
 Civil Process Clerk
 Clerk/Typist III
 Clerk IV/Data Control
 Clerk IV/Data Control - Beh Health
 Clerk/Typist II
 Community Garden Coordinator
 Community Treatment Program Wrkr
 Court Coordinator
 Dementia Care Assistant
 Document Center Manager
 Enterprise Systems Analyst I
 Financial Specialist
 Golf Course Mechanic
 Health Information Management Clerk
 Homebound Meals Coordinator
 Human Resources Admin Coord
 Human Resources Associate
 Intake Specialist
 Judicial Assistant
 Laboratory Technician
 Legal Assistant
 Library Service Associate
 Medical Transcriptionist
 Office Manager I
 Payroll Specialist
 Purchasing Clerk
 Registered Health Info Tech
 Resource Recovery Associate
 Resource Specialist
 Scheduling Specialist
 Secretary
 Secretary III - Sheriff
 Social Svcs Aide III/Day Care
 Teacher Aide .5, Admin Clerk .5
 Telecommunication Operator I
 Tract Index Specialist
 Warrants/TRO Clerk
 Youth Support Specialist

COUNTY BOARD
 ZOO AND PARKS
 ADRG
 AIRPORT
 PUBLIC WORKS
 SYBLE HOPP
 ADMINISTRATION
 ADRG
 LIBRARY
 HHS-CTC
 SHERIFF
 SHERIFF
 HHS-COMM SERV
 HHS-COMM SERV
 PUBLIC WORKS
 UW EXTENSION
 HHS-COMM SERVICES
 CLERK OF COURTS
 ADRG
 TECHNOLOGY SERVICES
 TECHNOLOGY SERVICES
 TREASURER
 GOLF COURSE
 HHS-CTC
 ADRG
 ADMINISTRATION-HUMAN RESOURCES
 ADMINISTRATION-HUMAN RESOURCES
 DISTRICT ATTORNEY
 CIRCUIT COURTS
 HHS-CTC
 CHILD SUPPORT
 LIBRARY
 HHS-CTC
 PUBLIC WORKS
 ADMINISTRATION
 HHS-COMM SERVICES
 HHS-CTC
 PORT & RESOURCE RECOVERY
 ADRG
 HHS-CTC
 HHS-COMM SERVICES
 SHERIFF
 HHS-COMM SERVICES
 SYBLE HOPP
 PUBLIC SAFETY
 REGISTER OF DEEDS
 SHERIFF
 HHS-COMM SERVICES

Account Clerk II - Treasurer \$ 16.45 \$ 16.85 \$ 21.02

Accounting Technician
 Deputy Clerk I-A
 Deputy Clerk of Courts I
 Deputy Juvenile Clerk
 Health Unit Secretary

Account Clerk II - Treasurer
 Accounting Technician
 Deputy Clerk I-A
 Deputy Clerk of Courts I
 Deputy Juvenile Clerk
 Health Unit Secretary

TREASURER
 CLERK OF COURTS
 CLERK OF COURTS
 CLERK OF COURTS
 CLERK OF COURTS
 HHS-CTC

Account Clerk II \$ 15.80 \$ 17.80 \$ 18.95

Account Clerk II
 Account Clerk II - Port & Resource Recovery
 Administrative Assistant
 Administrative Secretary
 Administrative Secretary-Contracts
 AODA Secretary-CTC
 Cataloging & Library Svc Assoc
 Central Services Specialist
 Clerk II - ES Client Registration
 Clerk III/Data Control
 Customer Service Clerk
 Document Center Specialist
 Facility Worker
 Health Aide (including Bilingual)
 Health Information Technician
 Imaging Specialist
 Intake Specialist-Child Support
 Library Maintenance Worker
 Nursing Assistant
 Nutrition Program Assistant
 Office Assistant
 Real Estate Specialist
 Records Specialist
 Records Specialist (EM)
 Secretary II
 Secretary III - UW Ext

Account Clerk II
 Account Clerk II - Port & Resource Recovery
 Administrative Assistant
 Administrative Secretary
 Administrative Secretary-Contracts
 AODA Secretary-CTC
 Cataloging & Library Svc Assoc
 Central Services Specialist
 Clerk II - ES Client Registration
 Clerk III/Data Control
 Customer Service Clerk
 Document Center Specialist
 Facility Worker
 Health Aide (including Bilingual)
 Health Information Technician
 Imaging Specialist
 Intake Specialist-Child Support
 Library Maintenance Worker
 Nursing Assistant
 Nutrition Program Assistant
 Office Assistant
 Real Estate Specialist
 Records Specialist
 Records Specialist (EM)
 Secretary II
 Secretary III - UW Ext

SHERIFF
 PORT & RESOURCE RECOVERY
 COUNTY BOARD
 PLANNING
 HHS-COMM SERVICES
 HHS-CTC
 LIBRARY
 PLANNING
 HS-COMM SERVICES
 HHS-COMM SERVICES
 CLERK OF COURTS
 TECHNOLOGY SERVICES
 PUBLIC WORKS & ZOO & PARKS
 HHS-PUBLIC HEALTH
 HHS-CTC
 REGISTER OF DEEDS
 CHILD SUPPORT
 LIBRARY
 HS-CTC
 ADRG
 ADRG
 REGISTER OF DEEDS
 REGISTER OF DEEDS
 SHERIFF
 SHERIFF
 UW EXTENSION

Social Services Aide I Veterans Benefits Clerk Vital Records Specialist	Social Services Aide I Veterans Benefits Clerk Vital Records Specialist	HHS-COMM SERVICES VETERANS REGISTER OF DEEDS	\$	14.83	\$	16.86	\$	18.83
Account Clerk I Child Support Clerk Clerk Typist II - DA File Clerk Clerk Typist II - DA Receptionist Clerk Typist II - Discovery Clerk Typist II - Victim Witness	Account Clerk I Child Support Clerk Clerk Typist II - DA File Clerk Clerk Typist II - DA Receptionist Clerk Typist II - Discovery Clerk Typist II - Victim Witness	TREASURER CHILD SUPPORT DISTRICT ATTORNEY DISTRICT ATTORNEY DISTRICT ATTORNEY DISTRICT ATTORNEY	\$	14.06	\$	15.90	\$	17.70
Account Clerk Account Clerk I Admin Clerk .5 Assistant Zookeeper Clerk II Clerk II/Data Control Clerk II/Data Control - CP Clerk III Clerk/Typist I Clerk/Typist II Clerk/Typist II - Port & Resource Recovery Clerk/Typist III Cook Dining Site Assistant - De Pere Housekeeper I Homebound Meals Program Assistant Secretary II Teacher Aide Typist III	Account Clerk Account Clerk I Admin Clerk .5 Assistant Zookeeper Clerk II Clerk II/Data Control Clerk II/Data Control - CP Clerk III Clerk/Typist I Clerk/Typist II Clerk/Typist II - Port & Resource Recovery Clerk/Typist III Cook Dining Site Assistant - De Pere Housekeeper I Homebound Meals Program Assistant Secretary II Teacher Aide (including EC) Typist III	ZOO AND PARKS HHS-COMM SERVICES SYBLE HOPP ZOO AND PARKS HHS-COMM SERVICES & HHS-CTC HHS-COMM SERVICES HHS-COMM SERVICES HHS-CTC CHILD SUPPORT CLERK OF COURTS, SHERIFF & CIRCUIT COURTS PORT & RESOURCE RECOVERY HHS-PUBLIC HEALTH HHS-CTC ADRC PUBLIC WORKS ADRC UW EXTENSION SYBLE HOPP HS-COMM SERVICES	\$	12.86	\$	14.15	\$	16.70
Benefit Administrative Assistant Clerk II - ES Scanning Clerk Receptionist Clerk/Typist I Housekeeper Housekeeper Housekeeper/Groundskeeper Housekeeper-Airport Maintenance Switchboard Operator Zoo Educator	Benefit Administrative Assistant Clerk II - ES Scanning Clerk Receptionist Clerk/Typist I Housekeeper Housekeeper Housekeeper/Groundskeeper Housekeeper-Airport Maintenance Switchboard Operator Zoo Educator	ADRC HHS - COMM SERVICES HHS-COMM SERVICES & HHS-CTC VETERANS, HHS-COMM SERVICE, UW EXT SYBLE HOPP PUBLIC WORKS ZOO AND PARKS AIRPORT SYBLE HOPP ADRC ZOO AND PARKS	\$	12.02	\$	13.40	\$	14.80
Administrative Clerk Library Service Clerk Technical Services Clerk	Administrative Clerk Library Service Clerk Technical Services Clerk	LIBRARY LIBRARY LIBRARY	\$	11.40	\$	12.86	\$	13.80
Delivery and Receiving Clerk Dining Site Assistant - Grounded/ADRC Grounded Ambassador Food Service Worker Homebound Meals Assistant Library Service Assistant Maintenance Assistant	Delivery and Receiving Clerk Dining Site Assistant - Grounded/ADRC Grounded Ambassador Food Service Worker Homebound Meals Assistant Library Service Assistant Maintenance Assistant	TECHNOLOGY SERVICES ADRC ADRC HS-CTC ADRC LIBRARY ADRC	\$	10.25	\$	11.30	\$	12.30
Bus Aide Shelver	Bus Aide Shelver	SYBLE HOPP LIBRARY	\$	10.25	\$	11.30	\$	12.30

COMPENSATION ADJUSTMENT POLICY

NUMBER: A-33

EFFECTIVE: January 1, 2019

REPLACES: Not applicable

PURPOSE: To create a compensation strategy to help Brown County remain competitive in the labor market.

DEFINITIONS: Budgeted Compensation Rate: The compensation amount for a specific position as reflected in the official County Budget.

Market Range: The compensation range between the minimum and maximum compensation rates for a given position as determined by the Classification study.

Minimum Compensation Rate: The minimum amount of compensation for a given position as determined by the Classification study.

Midpoint Compensation Rate: The midpoint between the minimum and maximum amounts of compensation for a given position as determined by the Classification study.

Maximum Compensation Rate: The maximum amount of compensation for a given position as determined by the Classification study.

PROCEDURE: Funds Appropriated for the Classification & Compensation study will be used to bring all non-union levy-funded positions that are below the Minimum Compensation Rate up to the Minimum Compensation Rate. Funds available after the Market Adjustment Fund allocation will be used to bring all non-union employees in levy funded positions that are at minimum towards Midpoint Compensation rates. Enterprise-funded departments will work with Human Resources (HR) and Administration to determine funds available for adjustments.

Market Adjustment Funds are reserved to provide market based compensation rate adjustments. The adjustments must be documented and certified by HR and approved by Administration. Market Adjustment Funds that are set aside yearly shall be used for the following purposes:

- 1) **New Hires:** Positions will be hired at the lowest compensation rate of either the Midpoint Compensation Rate or the budgeted rate, unless a different rate has been preapproved by Administration. If the compensation rate does not attract a qualified candidate, then Administration may approve funds above the budgeted compensation rate.
- 2) **Existing Positions:** Non-union positions which are currently filled may, upon the recommendation of HR and the approval of Administration, receive a compensation rate increase in the following circumstances:
 - a. **Pay Equity** – a current employee may receive a compensation rate increase if a new hire for the same position with an equivalent level of experience is compensated at a higher rate.

- b. **Compression** – a current employee whose compensation rate is close to a subordinate employee may be eligible for a compensation rate adjustment.
- 3) **Redline** – Employees in positions who are currently over the Maximum Compensation rate for their position and have 10 or more years of service will not receive any potential cost of living adjustments, but may receive a bonus. Employees having less than 10 years of service will not receive any potential cost of living adjustment or bonus. Funds saved by redlining said positions will be allocated to the Market Adjustment Fund.

Classification Rate Adjustments: The current classification plan will be reviewed and adjusted each year by HR. HR shall review six different departments, along with any high turnover divisions. Employees may request a review of their position or classification through and with the approval of their department head for an adjustment, or a department head may request a Table of Organization change with representation of new duties. Market Adjustment Funds may be used for rate adjustments. New positions not covered by the Classification study shall go through an external market analysis. All new positions must be approved by Brown County Board of Supervisors.

Internal Steps: Departments have the opportunity to create internal steps within their divisions, which may allow employees in non-union levy funded positions an opportunity for advancement given demonstrated longevity and favorable performance reviews. Departmental savings through the budget adjustment process and the Market Adjustment Fund may be used for this purpose.

Wage Banking: Wage banking allows managers of employees in positions to offer lower starting compensation rates with incremental increases to be realized up to one year later (beyond the budget year). The step increases must be outlined in the offer letter, and said employee must have received appropriate performance evaluations that support the increases. The Market Adjustment Fund may be used for this purpose.

OVERSIGHT: HR is responsible for administering and carrying out the Compensation Adjustment Policy, with final approval by Administration.

APPROVED BY:

County Executive

Date