

OZAUKEE COUNTY POLICY AND PROCEDURE MANUAL

CHAPTER 3

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3.01 POSITIONS AND PAY GRADES					
	POSITION	GRADE	UNION	HOURS	#
1	<u>DEPARTMENT OF ADMINISTRATION</u>				
	County Administrator	117	SALARY	40	1
	Budget & Grants Manager	111	NON REP	40	1
	Marketing Coordinator	107	NON REP	40	1
	Administrative Assistant	102	NON REP	30	1
	FINANCE DEPARTMENT				
	Finance Director	115	SALARY	40	1
	Payroll Systems Manager	109	NON REP	40	1
	Financial Analyst	109	NON REP	40	1
	Administrative Financial Analyst	108	NON REP	40	2
	Human Services Financial Analyst	108	NON REP	40	1
	Financial Analyst CPA	108	NON REP	40	1
	Purchasing Manager	107	NON REP	40	1
	Accounts Payable/Payroll Coordinator	105	NON REP	40	1
	Sheriff Account Clerk III	7	OPEIU	37.5	1
	Sheriff Account Clerk III	7	OPEIU	30	1
	Human Services Account Clerk II	6	OPEIU	37.5	1
	Highway Account Clerk II	6	OPEIU	37.5	1
	HUMAN RESOURCES DEPARTMENT				
	Assistant County Administrator/HR Director	113	NON REP	40	1
	Benefits Manager	109	NON REP	40	1
	Administrative Intern	SPECIAL	TEMP	AS FUNDED	
	TOTAL				19
2	<u>CORPORATION COUNSEL/CHILD SUPPORT</u>				
	Corp. Counsel	113	SALARY	40	1
	Legal Services Manager	106	NON REP	40	1
	Intern	SPECIAL	TEMP	AS FUNDED	
	CHILD SUPPORT DIVISION				
	Assistant Corp. Counsel/Child Support Director	112	NON REP	40	1

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	Child Support Specialist (Modifications)	8	OPEIU	37.5	1
	Child Support Specialist (Interstate)	8	OPEIU	37.5	1
	Paternity and Customer Service Support Specialist	8	OPEIU	30	1
	Account Clerk III	7	OPEIU	37.5	1
	Child Support Specialist (Assistant)	6	OPEIU	37.5	1
	Office Assistant III	5	OPEIU	18.75	1
	TOTAL				9
3	<u>COUNTY CLERK</u>				
	County Clerk	2	ELECTED		1
	Deputy County Clerk	105	NON REP	40	1
	Office Assistant III	5	OPEIU	40	1
	Office Assistant III*	5	OPEIU	40	1
	TOTAL				4
	* Shared between County Clerk & Administration				
4	<u>COUNTY BOARD</u>				
	Chairperson		ELECTED	1.00	
	Supervisor		ELECTED	30.00	
	TOTAL			31.00	
5	<u>COUNTY TREASURER</u>				
	County Treasurer	3	ELECTED		1
	Office Manager/Accountant	108	NON REP	40	1
	Account Clerk II	6	OPEIU	37.5	1
	Assistant Real Property Lister	6	OPEIU	37.5	1
	TOTAL				4
6	<u>TECHNOLOGY RESOURCES/RADIO</u>				
	Technology Resources Director	112	SALARY	40	1

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	Assistant Director	110	NON REP	40	1
	Communications Services Manager	110	NON REP	40	1
	Network Administrator	110	NON REP	40	1
	Communications/Systems Analyst*	108	NON REP	40	1
	Radio Equipment Technician/Programmer	11	OPEIU	40	1
	Programmer/Analyst	11	OPEIU	37.5	1
	PC Technician	8	OPEIU	37.5	2
	Intern	Special	TEMP	AS FUNDED	
	TOTAL				9
	*New position effective 04/01/2011				
7	<u>HUMAN SERVICES</u>				
	Human Services Director	116	SALARY	40	1
	Psychiatrist	SPECIAL	NON REP	40	1
	Behavioral Health Manager	113	NON REP	40	1
	Children & Family Manager-Child Protective Services	112	NON REP	40	1
	Children & Family Manager-Juvenile Court Services	112	NON REP	40	1
	LT Support Div/DD Mgr	112	NON REP	40	1
	MH Alcohol & Drug Coordinator	112	NON REP	40	1
	Crisis Management Supervisor	110	NON REP	40	1
	Economic Support Manager	110	NON REP	40	1
	Database Coord/ Sys Admin	108	NON REP	40	1
	Licensed Mental Health Professional	11	OPEIU	37.5	7
	Psychiatric Nurse Case Mgr	11	OPEIU	40	1
	Psychiatric RN	11	OPEIU	40	1
	Birth to Three Coordinator	10	OPEIU	37.5	1
	Long Term Support Social Worker II	10	OPEIU	37.5	2
	Social Worker II Adult Protective Services	10	OPEIU	40	1
	Social Worker II Adult Protective Services	10	OPEIU	20	2
	Social Worker II Child Protect	10	OPEIU	37.5	7
	Social Worker II Juvenile Justice	10	OPEIU	37.5	3
	Chemical Dependency Counselor	10	OPEIU	40	1
	Community Support Professional	10	OPEIU	40	1

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Community Support Program	10	OPEIU	37.5	3
Office Services Supervisor	107	NON REP	37.5	1
Lead Economic Support Specialist	9	OPEIU	37.5	1
Social Services Assistant	8	OPEIU	37.5	1
Economic Support Specialist	8	OPEIU	37.5	7
Financial Employment Planner	8	OPEIU	37.5	4
Secretary III	7	OPEIU	37.5	1
Medical Billing Clerk	6	OPEIU	37.5	1
Family Support Worker	6	OPEIU	37.5	2
Family Support Worker	6	OPEIU	20	1
Secretary II	6	OPEIU	37.5	1
Senior Outreach Worker	6	OPEIU	10	1
Program Specialist	5	OPEIU	37.5	1
Office Assistant III	5	OPEIU	37.5	3
Secretary I	5	OPEIU	37.5	1
Certified Nursing Assistant	5	OPEIU	18.75	5
Homemaker Aide	3	OPEIU	37.5	1
MA Personal Care RN	SPECIAL	NON REP	6	1
Support Care Worker	SPECIAL	TEMP	AS FUNDED	4
TOTAL				77.00
AGING & DISABILITY RESOURCE CENTER				
ADRC Director	112	NON REP	40	1
Aging Services Manager	107	NON REP	40	1
Information Assistant Spc ADRC	9	OPEIU	40	4
Information Assistant Spc ADRC	9	OPEIU	20	1
Information & Assistance Spc*	9	OPEIU	28	1
Benefit Specialist	8	OPEIU	40	2
ADRC Disability Benefits Spc	8	OPEIU	40	1
Office Assistant III	5	OPEIU	40	1
Office Assistant I	3	OPEIU	23.75	1
Dining Center Coordinator	5	OPEIU	20	4
Dining Center Coordinator	5	OPEIU	10.5	1
Office Assistant I**	3	OPEIU	40	1
Meal Program Staff Drivers	SPECIAL	OPEIU	10	3

	TOTAL				22.00
	Effective December 29, 2002, the wage rates for the Social Worker II position in the Social Services Department shall receive a \$1.00/hour more in recognition of the requirement for a master's degree in the position				
	* Revenue Supported				
	** Shared between ADRC and Human Services				
8	<u>PUBLIC HEALTH</u>				
	Director/Health Officer	113	SALARY	40.00	1
	Nursing Supervisor	109	NON REP	40.00	1
	WIC Director*	108	NON REP	24.00	1
	Business Manager	107	NON REP	40.00	1
	Health Educator*	104	NON REP	40.00	1
	WIC Nutritionist*	104	NON REP	24.00	1
	WIC Nutritionist Assistant*	102	NON REP	24.00	1
	Public Health Nurse	10	OPEIU	37.50	5
	Public Health Nurse	10	OPEIU	22.50	2
	Environmental Health Specialist	10	OPEIU	37.50	1
	Bioterrorism Project Manager**	10	OPEIU	22.50	1
	Office Assistant II	4	OPEIU	37.50	1
	Office Assistant II	4	OPEIU	18.75	1
	TOTAL				18.00
	* Grant funded				
	** Temporary position eliminated upon Bioterrorism Grant funding termination				
9	<u>LASATA CAMPUS</u>				
	Lasata Care Center Administrator	116	SALARY	40	1
	LASATA CARE CENTER				
	Director of Nursing	113	NON REP	40	1
	Assistant Administrator	110	NON REP	40	1
	Nursing Supervisor	110	NON REP	40	4
	Nurse Coordinator**	109	NON REP	40	4.5
	InService Director	109	NON REP	40	1

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Registered Nurse (Benefit) (11-23)	108	NON REP	40	18 FTE
Registered Nurse (Non-Benefit) (11-23)	SPECIAL	NON REP		
Social Worker Department Head	108	NON REP	40	1
Dietician	108	NON REP	18	1
Maintenance Supervisor	108	NON REP	40	1
Food Service Supervisor	106	NON REP	40	1
Activity Director	106	NON REP	40	1
Fiscal Coordinator	106	NON REP	40	1
Staff LPN (Benefit)	105	NON REP	40	18 FTE
Staff LPN (Non-Benefit)	SPECIAL	NON REP		
Social Worker	105	NON REP	40	2.75
Administrative Assistant	103	NON REP	40	1
Custodian Maintenance Assistant	6	LAW	40	5
Nursing Scheduler	102	NON REP	40	1
Head Cook	5	LAW	40	1
Supply Aide	4A	LAW	40	1
Medication Aide	4A	LAW	40	2
Certified Nurse Assistant	4A	LAW	40	93 FTE
Health Unit Coordinator	4A	LAW	40	4
Activity Assistant	4	LAW	AS FUNDED	5 FTE
Receptionist	3	LAW	40	1.5
Cook	3	LAW	40	3.6 FTE
Dietary Aide	2	LAW	40	12 FTE
PT Summer Maintenance	SPECIAL	TEMP	AS FUNDED	
TOTAL				37.75
LASATA HEIGHTS				
Lasata Heights Housing Manager	107	NON REP	40	1
Maintenance Assistant	6	LAW	40	1
Administrative Assistant	103	NON REP	30	1
TOTAL				3
LASATA CROSSINGS				
Lasata Crossings Manager	108	NON REP	40	1

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	Registered Nurse	108	NON REP	40	1
	Administrative Assistant	103	NON REP	30	1
	Maintenance Assistant	6	LAW	40	1
	Personal Care Worker - Non-Benefit/Benefit	4	LAW	40	12 FTE
	Dietary Aide*	2	LAW	40	2 FTE
	TOTAL				4
	*RN's and LPN's shall receive weekend differential pay of \$1.00 and PM				
	differential pay of \$2.00 per hour worked, if required to work				
	**RN's and LPN's acting as shift Supervisor, in the absence of the Nursing				
	Supervisor, be paid a supervisory differential of \$1.00 an hour.				
10	<u>VETERANS' SERVICES</u>				
	Veterans' Services Officer	108	NON REP	37.5	1
	Veterans' Programs Assistant	7	OPEIU	22.5	1
	Veterans' Drivers	Special	TEMP	AS FUNDED	
	TOTAL				2
11	<u>LAND & WATER MANAGEMENT</u>				
	Land & Water Management Director	112	SALARY	40	1
	Land & Water Coordinator	11	OPEIU	40	1
	Sanitation & Zoning Coordinator	11	OPEIU	40	1
	Sanitation & Zoning Specialist	10	OPEIU	40	1
	Soil & Water Conservationist	10	OPEIU	40	1
	Office Assistant IV	6	OPEIU	40	1
	Intern*	SPECIAL	TEMP	AS FUNDED	
	TOTAL				6
	* Revenue-supported				
12	<u>PLANNING & PARKS</u>				
	Planning & Parks Director	112	SALARY	40	1
	Golf Course Supervisor	110	NON REP	35	1

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	Parks Superintendent	109	NON REP	40	1
	Fish Passage Program Manager*	109	NON REP	40	1
	Golf Course Superintendent	109	NON REP	40	2
	Fish Passage Program Assistant II*	107	NON REP	40	2
	Planning & Parks Specialist	9	OPEIU	30	1
	Mechanic	8	OPEIU	40	2
	Assistant Golf Course Superintendent - MeeKwon	7	OPEIU	40	1
	Assistant Golf Course Superintendent - Hawthorne	7	OPEIU	40	1
	Office Assistant IV	6	OPEIU	40	1
	Parks Maintenance Temporary	SPECIAL	TEMP	AS FUNDED	
	Caretaker Virmond Park (special)	SPECIAL	NON REP	AS FUNDED	
	Caretaker Waubedonia Park (special)	SPECIAL	NON REP	AS FUNDED	
	Planning & GIS Interns	SPECIAL	TEMP	AS FUNDED	
	Pro Shop Manager MeeKwon GC	SPECIAL	NON REP	AS FUNDED	
	Pro Shop Manager Hawthorne Hills GC	SPECIAL	NON REP	AS FUNDED	
	Virmond Park Maintenance (Temp)				
	Fish Passage Intern*	SPECIAL	TEMP	AS FUNDED	
	Temporary Pro Shop	SPECIAL	TEMP	AS FUNDED	
	Temporary Maintenance	SPECIAL	TEMP	AS FUNDED	
	TOTAL				14
	* Revenue-supported				
13	<u>REGISTER OF DEEDS/LAND INFORMATION</u>				
	Register of Deeds	3	ELECTED		1
	Land Information Coordinator	109	NON REP	40	1
	Deputy Register of Deeds	8	OPEIU	37.5	1
	Tax Lister Assistant	6	OPEIU	37.5	1
	Office Assistant IV	6	OPEIU	37.5	2
	Webmaster	SPECIAL			
	Intern	SPECIAL	TEMP	AS FUNDED	
	TOTAL				4
14	<u>UW EXTENSION</u>				

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	Agricultural Agent/Department Head	110	SALARY	40	1
	4-H Youth Development Agent	109	NON REP	40	1
	Community Resource Development Educator	108	NON REP	40	1
	Family Living Educator	108	NON REP	40	1
	Secretary III	7	OPEIU	37.5	1
	Office Assistant II	4	OPEIU	20	1
	TOTAL				6
15	<u>CLERK OF COURTS</u>				
	Circuit Court Commissioner	113	NON REP	40	1
	Clerk of Circuit Court	4	ELECTED		1
	Chief Deputy Clerk of Courts	108	NON REP	40	1
	Judicial Secretary	8	OPEIU	40	7
	Register in Probate	SPECIAL			
	Administrative Support Supervisor	105	NON REP	40	1
	Deputy Register in Probate	105	NON REP	40	1
	Judicial Clerk I	7	OPEIU	40	1
	Judicial Clerk I	7	OPEIU	37.5	1
	Judicial Clerk I	7	OPEIU	20	2
	Office Assistant III	5	OPEIU	20	3
	Office Assistant III	5	OPEIU	37.5	1
	TOTAL				20
16	<u>CORONER</u>				
	County Coroner	1	ELECTED		1
	Chief Deputy Coroner*	TEMP	SPECIAL	AS FUNDED	1
	Deputy Coroners*	TEMP	SPECIAL	AS FUNDED	4
	Secretary	4	OPEIU	AS FUNDED	1
	TOTAL				7
	* To be paid \$3.00 per hour of stand-by duty, but stand-by pay will not be paid				
	when an individual is eligible for per diem payment				

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17	<u>DISTRICT ATTORNEY</u>				
	Victim/Witness Coordinator	10	OPEIU	37.5	1
	Office Services Supervisor	107	NON REP	37.5	1
	Legal Assistant II	7	OPEIU	37.5	3
	Paralegal	7	OPEIU	18.75	1
	Victim/Witness Specialist	7	OPEIU	18.75	1
	Office Assistant IV Legal	6	OPEIU	37.5	1
	Law Clerk	SPECIAL	TEMP	AS FUNDED	
	TOTAL				8
18	<u>SHERIFF</u>				
	Sheriff	5	ELECTED		1
	Captain	113	NON REP	40	2
	Lieutenant	112	NON REP	40	4
	Jail Division Sergeant	NA	LAW-1/07	40	4
	Detective	NA	LAW 1-07	40	5
	Patrol Sergeant	NA	LAW 1-07	40	4
	Under Cover Officer	NA	LAW 1-07	40	1
	Business Manager	108	NON REP	40	1
	Dispatch Supervisor	108	NON REP	40	1
	Secretary II	104	NON REP	20	1
	Clinical Social Worker	11	OPEIU	37.5	1
	Health Services Nurse	11	OPEIU	37.5	1
	Health Services Nurse	10	OPEIU	37.5	1
	Patrol Officer	NA	LAW 1-07	40	19
	Jailor	NA	LAW 1-07	40	31
	Dispatcher	8	OPEIU	40	10
	Office Assistant IV	6	OPEIU	37.5	1
	Court Services Deputy/Jailor	SPECIAL	NON REP	AS FUNDED	3
	CSU Special Deputy	SPECIAL	NON REP	AS FUNDED	3
	Office Assistant III	5	OPEIU	37.5	3

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	Secretary I	5	OPEIU	37.5	1
	Office Assistant III	5	OPEIU	27.5	1
	Health Screening Technician	5	OPEIU	37.5	1
	Patrol Division Special Deputy	SPECIAL	NON REP	AS FUNDED	0.5
	EMERGENCY MANAGEMENT DIVISION				
	Director of Emergency Management	113	NON REP	40	1
	Emergency Management Coordinator	107	NON REP	40	1
	Haz Mat Captain	SPECIAL	NON REP	AS FUNDED	
	Haz Mat Lieutenant	SPECIAL	NON REP	AS FUNDED	
	Haz Mat Technician	SPECIAL	NON REP	AS FUNDED	
	Haz Mat Operations	SPECIAL	NON REP	AS FUNDED	
	WSP Crew Person - Entry Level	SPECIAL	TEMP	AS FUNDED	
	WSP Crew Person - With Experience	SPECIAL	TEMP	AS FUNDED	
	Water Safety Patrol Crew Leader	SPECIAL	TEMP	AS FUNDED	
	Water Safety Patrol Captain	SPECIAL	TEMP	14	
	Water Safety Patrol Lieutenant	SPECIAL	TEMP	AS FUNDED	
	TOTAL				102.5
19	<u>PUBLIC WORKS</u>				
	Public Works Director/Highway Commissioner	116	SALARY	40	1
	HIGHWAY				
	Patrol Superintendent	110	NON REP	40	1
	Construction Superintendent/County Surveyor	110	NON REP	40	1
	Shop Superintendent	110	NON REP	40	1
	Foreman		OPEIU	40	3
	Equipment Operators		OPEIU	40	36
	Highway Laborer		OPEIU	40	5
	Part-Time Summer Help	SPECIAL	TEMP	AS FUNDED	
	Part-Time Winter Help	SPECIAL	TEMP	AS FUNDED	
	TOTAL				48
	TRANSIT				
	Transit Superintendent	109	NON REP	40	1
	TOTAL				1

FACILITIES-JUSTICE CENTER					
Building Superintendent	108	NON REP	40	1	
Maintenance Mechanic	8	OPEIU	40	2	
Custodial Maintenance Assistant	6	OPEIU	40	2	
Janitor	2	OPEIU	18.75	1	
Janitor	2	OPEIU	7.50	2	
Janitor	2	OPEIU	17.50	1	
Maintenance Lead Worker	101	NON REP	8.75	2	
FACILITIES-ADMINISTRATION CENTER					
Building Superintendent	108	NON REP	40	1	
Maintenance Mechanic	8	OPEIU	40	1	
Custodial Maintenance Assistant	6	OPEIU	40	2	
Janitor	2	OPEIU	6.00	2	
Janitor	2	OPEIU	12.00	1	
Janitor	2	OPEIU	15.00	1	
Janitor	2	OPEIU	23.50	1	
Janitor	2	OPEIU	17.50	1	
Janitor - Highway	2	OPEIU	18.75	1	
Maintenance Lead Worker	101	NON REP	15	1	
TOTAL					23

3.02 COUNTY WAGE SCALES

(1) Non Represented Wage Scale

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
Grade 100	\$11.70	\$12.05	\$12.40	\$12.76	\$13.12	\$13.48	\$13.84	\$14.15	\$14.49	\$14.86	\$15.20
Grade 101	\$12.77	\$13.16	\$13.55	\$13.92	\$14.31	\$14.72	\$15.10	\$15.48	\$15.87	\$16.26	\$16.62
Grade 102	\$13.93	\$14.35	\$14.75	\$15.17	\$15.59	\$15.99	\$16.42	\$16.84	\$17.26	\$17.67	\$18.07
Grade 103	\$15.20	\$15.66	\$16.12	\$16.58	\$17.03	\$17.47	\$17.93	\$18.38	\$18.84	\$19.30	\$19.77
Grade 104	\$16.52	\$17.02	\$17.50	\$18.00	\$18.50	\$19.01	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50
Grade 105	\$18.00	\$18.56	\$19.11	\$19.65	\$20.19	\$20.72	\$21.26	\$21.81	\$22.34	\$22.88	\$23.43
Grade 106	\$19.65	\$20.25	\$20.82	\$21.42	\$22.00	\$22.59	\$23.19	\$23.76	\$24.37	\$24.93	\$25.54
Grade 107	\$21.26	\$21.87	\$22.51	\$23.15	\$23.79	\$24.43	\$25.07	\$25.69	\$26.34	\$26.96	\$27.59
Grade 108	\$22.95	\$23.63	\$24.32	\$25.00	\$25.68	\$26.37	\$27.07	\$27.72	\$28.43	\$29.11	\$29.76
Grade 109	\$24.21	\$25.07	\$25.92	\$26.78	\$27.62	\$28.48	\$29.34	\$30.20	\$31.05	\$31.91	\$32.74
Grade 110	\$26.14	\$27.09	\$28.00	\$28.93	\$29.86	\$30.76	\$31.68	\$32.62	\$33.53	\$34.47	\$35.38
Grade 111	\$28.24	\$29.22	\$30.22	\$31.20	\$32.22	\$33.22	\$34.22	\$35.20	\$36.20	\$37.21	\$38.18
Grade 112	\$30.49	\$31.57	\$32.65	\$33.74	\$34.79	\$35.88	\$36.94	\$38.04	\$39.11	\$40.20	\$41.26
Grade 113	\$32.96	\$34.11	\$35.27	\$36.43	\$37.61	\$38.76	\$39.92	\$41.10	\$42.25	\$43.42	\$44.53
Grade 114	\$35.56	\$36.84	\$38.10	\$39.33	\$40.62	\$41.86	\$43.11	\$44.37	\$45.62	\$46.88	\$48.14
Grade 115	\$38.43	\$39.81	\$41.16	\$42.52	\$43.88	\$45.24	\$46.59	\$47.94	\$49.30	\$50.65	\$52.00
Grade 116	\$41.53	\$42.99	\$44.45	\$45.92	\$47.39	\$48.85	\$50.33	\$51.78	\$53.23	\$54.71	\$56.17
Grade 117	\$44.85	\$46.43	\$48.00	\$49.59	\$51.18	\$52.74	\$54.35	\$55.92	\$57.52	\$59.10	\$60.66

(2) Office Employee Professional Union Administrative Wage Scale

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Grade 1	\$10.32	\$10.62	\$10.92	\$11.22	\$11.49	N/A
Grade 2	\$10.95	\$11.52	\$12.12	\$12.70	\$13.30	N/A
Grade 3	\$11.52	\$12.11	\$12.69	\$13.26	\$13.85	N/A
Grade 4	\$12.65	\$13.23	\$13.82	\$14.42	\$15.01	N/A
Grade 5	\$13.80	\$14.38	\$14.96	\$15.56	\$16.13	N/A
Grade 6	\$14.98	\$15.64	\$16.30	\$16.97	\$17.65	N/A
Grade 7	\$17.25	\$17.81	\$18.40	\$18.96	\$19.54	N/A
Grade 8	\$18.70	\$19.63	\$20.58	\$21.52	\$22.45	\$23.39
Grade 9	\$21.16	\$22.08	\$23.03	\$23.97	\$24.88	\$25.81
Grade 10	\$23.86	\$24.81	\$25.75	\$26.69	\$27.65	\$28.59
Grade 11	\$26.45	\$27.37	\$28.30	\$29.22	\$30.17	\$31.10

(3) Highway Employee Wage Scale (11-68)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Highway Laborer	\$16.00	\$16.55	\$17.10	\$17.65	\$18.20	\$18.75
Equipment Operator	\$19.30	\$20.10	\$20.90	\$21.70	\$22.50	\$23.30
Foreman	\$24.58	\$25.33				

(4) Labor Association of Wisconsin Deputies Union Wage Scale -Hired Before January 1, 2005

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Jailor	\$20.79	\$23.58	\$24.77	\$26.03	\$27.33	\$28.68
Patrol Officer	\$22.51	\$25.50	\$26.81	\$28.15	\$29.53	\$30.99
Detective/Sergeant	\$24.58	\$27.78	\$29.21	\$30.66	\$32.21	\$33.83

(5) Labor Association of Wisconsin Deputies Union Wage Scale - Hired After January 1, 2005

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
Jailor	\$20.79	\$21.93	\$23.05	\$24.18	\$25.30	\$26.43	\$27.57	\$28.68
Patrol Officer	\$22.51	\$23.71	\$24.92	\$26.13	\$27.34	\$28.55	\$29.77	\$30.99
Detective/Sergeant	\$24.58	\$25.91	\$27.24	\$28.54	\$29.88	\$31.19	\$32.51	\$33.83

(6) Lasata Non-Management Employees Wage Scale (11-81)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
Grade 1	\$7.75	\$8.00	\$8.25	\$8.50	\$8.75	\$9.00	\$9.25	\$9.50
Grade 2	\$11.00	\$11.40	\$11.80	\$12.20	\$12.60	\$13.00	\$13.40	\$13.80
Grade 3	\$11.20	\$11.70	\$12.20	\$12.70	\$13.20	\$13.70	\$14.20	\$14.70
Grade 4	\$11.65	\$12.15	\$12.65	\$13.15	\$13.65	\$14.15	\$14.65	\$15.15
Grade 4A	\$12.26	\$12.76	\$13.26	\$13.76	\$14.26	\$14.76	\$15.26	\$15.76
Grade 5	\$13.08	\$13.52	\$13.96	\$14.40	\$14.84	\$15.28	\$15.72	\$16.16
Grade 6	\$14.70	\$15.16	\$15.62	\$16.08	\$16.54	\$17.00	\$17.46	\$17.92

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Non Benefit CNA	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$16.90

(7) Special Wage Rates

<u>Employee Classification</u>	<u>Hourly Wage</u>
County Home/County Jail Medical Director	\$87.33
Hazmat Captain	\$25.01
Hazmat Lieutenant	\$23.72
Drug Unit Investigator	\$19.89
Court Services Deputy (after 1040 hours)	\$19.11
Court Services Deputy (no change in start rate)	\$18.55
Hazmat Technicians	\$18.21
Special Deputy Sergeant	\$17.40
Special Deputy Sheriff (completion of 40 hours)	\$16.52
Veterans Drivers per trip	\$15.91 plus, \$7.80 for each additional passenger
Mee Kwon/Hawthorne Pro Shop Manager	\$15.52
Highway Dept. Part time winter help	\$14.79
Law Clerk	\$13.61
Water Safety Patrol Captain	\$13.10
Hazmat Operators	\$13.01

Water Safety Patrol Lieutenants	\$12.46
Bailiffs over 1 year	\$12.18
Water Safety Patrol Crew Leader	\$11.89
Bailiffs less than 1 year	\$11.84
Water Safety Patrol Crew Person with experience	\$11.59
Supportive Care Workers	\$11.53
Substitute Janitor Over 1 year	\$11.37
Tax Collection Clerk	\$11.35
Substitute Janitor Under 1 year	\$10.22
Substitute Meal Site Manager/Drivers	\$9.79
Water Safety Patrol Crew Person entry level	\$9.63
Highway Dept. Part time summer help	\$9.50
Golf Course Part Time Employees	\$7.25 - \$9.25

	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
LPN (Non-Benefit) (11-23)	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50 or max rate/5				
RN (Non-Benefit) (11-23)	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.20 or current max rate/9 yr.