

RESOLUTION NO. 20-49

AMENDING CHAPTER 3.02 OF THE OZAUKEE COUNTY POLICY & PROCEDURE
MANUAL - 2021 BUDGET WAGE INCREASES

RESOLVED, by the Ozaukee County Board of Supervisors that Section 3.02 of the Ozaukee Policy & Procedure Manual be amended, effective January 1, 2021, to read:

3.02 COUNTY WAGE SCALES

(1) Non Represented Wage Scale

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>	<u>Step 11</u>
Grade 100	\$13.44	\$13.84	\$14.27	\$14.66	\$15.07	\$15.49	\$15.90	\$16.24	\$16.66	\$17.07	\$17.46
Grade 101	\$14.67	\$15.11	\$15.56	\$15.99	\$16.43	\$16.91	\$17.34	\$17.80	\$18.23	\$18.68	\$19.09
Grade 102	\$16.00	\$16.48	\$16.94	\$17.42	\$17.90	\$18.36	\$18.88	\$19.34	\$19.83	\$20.29	\$20.76
Grade 103	\$17.46	\$17.98	\$18.51	\$19.04	\$19.56	\$20.07	\$20.59	\$21.11	\$21.64	\$22.16	\$22.72
Grade 104	\$18.98	\$19.54	\$20.11	\$20.68	\$21.27	\$21.83	\$22.41	\$22.97	\$23.55	\$24.11	\$24.70
Grade 105	\$20.68	\$21.33	\$21.96	\$22.55	\$23.18	\$23.80	\$24.43	\$25.06	\$25.66	\$26.28	\$26.91
Grade 106	\$22.55	\$23.26	\$23.92	\$24.60	\$25.26	\$25.96	\$26.65	\$27.29	\$27.99	\$28.62	\$29.36
Grade 107	\$24.43	\$25.12	\$25.86	\$26.61	\$27.32	\$28.00	\$28.80	\$29.51	\$30.24	\$30.98	\$31.70
Grade 108	\$26.35	\$27.16	\$27.94	\$28.73	\$29.50	\$30.28	\$31.10	\$31.83	\$32.66	\$33.43	\$34.19
Grade 109	\$27.82	\$28.80	\$29.76	\$30.74	\$31.73	\$32.71	\$33.70	\$34.69	\$35.67	\$36.65	\$37.60
Grade 110	\$30.03	\$31.12	\$32.17	\$33.24	\$34.29	\$35.33	\$36.39	\$37.47	\$38.51	\$39.59	\$40.65
Grade 111	\$32.46	\$33.58	\$34.72	\$35.84	\$37.02	\$38.16	\$39.31	\$40.43	\$41.60	\$42.75	\$43.86
Grade 112	\$35.02	\$36.26	\$37.51	\$38.76	\$39.96	\$41.22	\$42.43	\$43.70	\$44.93	\$46.19	\$47.39
Grade 113	\$37.86	\$39.18	\$40.52	\$41.86	\$43.19	\$44.52	\$45.86	\$47.22	\$48.54	\$49.87	\$51.15
Grade 114	\$40.84	\$42.32	\$43.77	\$45.18	\$46.64	\$48.08	\$49.52	\$50.96	\$52.42	\$53.87	\$55.30
Grade 115	\$44.15	\$45.74	\$47.29	\$48.84	\$50.40	\$51.96	\$53.53	\$55.07	\$56.64	\$58.18	\$59.73
Grade 116	\$47.71	\$49.38	\$51.06	\$52.75	\$54.44	\$56.12	\$57.81	\$59.48	\$61.16	\$62.84	\$64.52
Grade 117	\$51.51	\$53.34	\$55.13	\$56.97	\$58.80	\$60.59	\$62.42	\$64.23	\$66.08	\$67.89	\$69.69

* Undersheriff, Captain and Lieutenant wages are 6.09% above step per adjustments made in 2013 Sworn Management wages authorized by Resolution 12-73.

(2) Office Employee Non-Management Staff

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>
Grade 1	\$11.99	\$12.32	\$12.67	\$13.02	\$13.33	
Grade 2	\$12.70	\$13.36	\$14.05	\$14.74	\$15.44	
Grade 3	\$13.36	\$14.04	\$14.72	\$15.40	\$16.07	
Grade 4	\$14.67	\$15.37	\$16.03	\$16.74	\$17.40	
Grade 5	\$16.01	\$16.70	\$17.35	\$18.05	\$18.71	
Grade 6	\$17.37	\$18.15	\$18.92	\$19.68	\$20.46	
Grade 7	\$20.02	\$20.67	\$21.35	\$21.99	\$22.66	
Grade 8	\$21.71	\$22.78	\$23.88	\$24.97	\$26.05	\$27.15
Grade 9	\$24.56	\$25.62	\$26.71	\$27.81	\$28.87	\$29.96
Grade 10	\$27.69	\$28.79	\$29.89	\$30.98	\$32.09	\$33.16
Grade 11	\$30.68	\$31.75	\$32.83	\$33.90	\$35.01	\$36.09

(4) Labor Association of Wisconsin Jail Deputies Union Wage Scale

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>
Jailor - Hired after 7/1/2011	\$25.53	\$26.22	\$26.91	\$27.63	\$28.32	\$29.01		
Jailor - Hired before 7/1/2011	\$24.11	\$25.46	\$26.74	\$28.04	\$29.37	\$30.66	\$31.99	\$33.28

(5) Labor Association of Wisconsin Patrol and Detective Deputies Union Wage Scale

Step	01	02	03	04	05	06	07
Patrol Officer /CSU	\$29.82	\$31.96	\$32.29	\$33.92	\$35.60	\$35.85	\$37.34
Deputy							
Detective/Sergeant	\$32.56	\$34.80	\$35.18	\$36.93	\$38.81	\$39.17	\$40.75

(6) Lasata Non-Management Employees Wage Scale

	<u>Step 1</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>			
Grade 1	\$8.90	\$9.18	\$9.47	\$9.78	\$10.06	\$10.34	\$10.61	\$10.92			
Grade 2	\$12.64	\$13.10	\$13.56	\$14.00	\$14.48	\$14.93	\$15.40	\$15.85			
Grade 3	\$12.86	\$13.44	\$14.00	\$14.60	\$15.15	\$15.74	\$16.30	\$16.89			
Grade 4	\$13.39	\$13.95	\$14.55	\$15.10	\$15.69	\$16.24	\$16.83	\$17.39			
Grade 4A	\$14.08	\$14.66	\$15.22	\$15.81	\$16.38	\$16.95	\$17.52	\$18.11			
Grade 5	\$15.01	\$15.53	\$16.03	\$16.54	\$17.05	\$17.54	\$18.06	\$18.55			
Grade 6	\$16.89	\$17.40	\$17.95	\$18.46	\$19.00	\$19.52	\$20.05	\$20.58			
	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>					
Non Benefit CNA / PCW	\$16.33	\$16.89	\$17.46	\$18.01	\$18.58	\$19.03					
	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>	<u>Step 11</u>
LPN (Non-Benefit)	\$24.11	\$24.70	\$25.26	\$25.85	\$26.40	\$26.99	\$27.56	\$28.13	\$28.72	\$29.29	\$29.86
RN (Non-Benefit)	\$31.03	\$31.60	\$32.17	\$32.75	\$33.31	\$33.89	\$34.46	\$35.04	\$35.61	\$35.84	\$36.41

(7) Special Wage Rates

<u>Employee Classification</u>	<u>Hourly Wage</u>
Aging & Disability Special Projects	\$17.23
Bailiffs less than 1 year	\$13.60
Bailiffs over 1 year	\$13.98
Coroner Livery Driver	\$150.00 Per Trip
Coroner Special Deputies	\$32.59
County Home/County Jail Medical Director	\$100.32
Court Services Deputy	\$21.32
Court Services Deputy (after 1040 hours)	\$23.89
Drug Unit Investigator	\$23.89
Golf Course Part Time Employees	\$8.28 - \$10.61
Hazmat Operators	\$14.33
Hazmat Team Leader	\$28.44
Hazmat Technicians	\$20.71
Highway Dept. Part time summer help	\$10.91
Highway Dept. Part time winter help	\$16.99
Intern	\$8.57 - \$16.08
Law Clerk	\$15.64
Meal Program Drivers	\$12.02
Mee Kwon/Hawthorne Pro Shop Manager	\$17.84
Parks Care Taker	\$11.49
Parks Temporary Maintenance	\$8.28 - \$13.14
Peer Specialist	\$13.25
Pro Shop Manager	\$17.84
Rescue Boat Pilot	\$14.80
Rescue Boat Team Leader	\$20.71
Special Deputy Sergeant	\$25.02

Special Deputy Sheriff (completion of 40 hours)	\$23.89			
Substitute Janitor Over 1 year	\$13.06			
Substitute Janitor Under 1 year	\$11.72			
Substitute Meal Site Manager/Drivers	\$11.25 -	\$13.11		
Supportive Care Worker	\$13.25			
Tax Collection Clerk	\$13.04			
Veterans Drivers per trip	\$18.27	Plus	\$9.14	For each additional passenger
Water Safety Patrol Crew Person entry level	\$10.95			
Water Safety Patrol Crew Person with experience	\$13.53			
YAP Youth Apprentice Program CNA	\$14.08			

BE IT FURTHER RESOLVED, that Section 3.02 of the Ozaukee Policy & Procedure Manual be amended, effective July 1, 2021, to read:

3.02 COUNTY WAGE

SCALES

(1) Non Represented Wage Scale

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>	<u>Step 11</u>
Grade 100	\$13.51	\$13.91	\$14.34	\$14.73	\$15.15	\$15.57	\$15.98	\$16.32	\$16.74	\$17.16	\$17.55
Grade 101	\$14.74	\$15.19	\$15.64	\$16.07	\$16.51	\$16.99	\$17.43	\$17.89	\$18.32	\$18.77	\$19.19
Grade 102	\$16.08	\$16.56	\$17.02	\$17.51	\$17.99	\$18.45	\$18.97	\$19.44	\$19.93	\$20.39	\$20.86
Grade 103	\$17.55	\$18.07	\$18.60	\$19.14	\$19.66	\$20.17	\$20.69	\$21.22	\$21.75	\$22.27	\$22.83
Grade 104	\$19.07	\$19.64	\$20.21	\$20.78	\$21.38	\$21.94	\$22.52	\$23.08	\$23.67	\$24.23	\$24.82
Grade 105	\$20.78	\$21.44	\$22.07	\$22.66	\$23.30	\$23.92	\$24.55	\$25.19	\$25.79	\$26.41	\$27.04
Grade 106	\$22.66	\$23.38	\$24.04	\$24.72	\$25.39	\$26.09	\$26.78	\$27.43	\$28.13	\$28.76	\$29.51
Grade 107	\$24.55	\$25.25	\$25.99	\$26.74	\$27.46	\$28.14	\$28.94	\$29.66	\$30.39	\$31.13	\$31.86
Grade 108	\$26.48	\$27.30	\$28.08	\$28.87	\$29.65	\$30.43	\$31.26	\$31.99	\$32.82	\$33.60	\$34.36
Grade 109	\$27.96	\$28.94	\$29.91	\$30.89	\$31.89	\$32.87	\$33.87	\$34.86	\$35.85	\$36.83	\$37.79
Grade 110	\$30.18	\$31.28	\$32.33	\$33.41	\$34.46	\$35.51	\$36.57	\$37.66	\$38.70	\$39.79	\$40.85
Grade 111	\$32.62	\$33.75	\$34.89	\$36.02	\$37.21	\$38.35	\$39.51	\$40.63	\$41.81	\$42.96	\$44.08
Grade 112	\$35.20	\$36.44	\$37.70	\$38.95	\$40.16	\$41.43	\$42.64	\$43.92	\$45.15	\$46.42	\$47.63
Grade 113	\$38.05	\$39.38	\$40.72	\$42.07	\$43.41	\$44.74	\$46.09	\$47.46	\$48.78	\$50.12	\$51.41
Grade 114	\$41.04	\$42.53	\$43.99	\$45.41	\$46.87	\$48.32	\$49.77	\$51.21	\$52.68	\$54.14	\$55.58
Grade 115	\$44.37	\$45.97	\$47.53	\$49.08	\$50.65	\$52.22	\$53.80	\$55.35	\$56.92	\$58.47	\$60.03
Grade 116	\$47.95	\$49.63	\$51.32	\$53.01	\$54.71	\$56.40	\$58.10	\$59.78	\$61.47	\$63.15	\$64.84
Grade 117	\$51.77	\$53.61	\$55.41	\$57.25	\$59.09	\$60.89	\$62.73	\$64.55	\$66.41	\$68.23	\$70.04

* Undersheriff, Captain and Lieutenant wages are 6.09% above step per adjustments made in 2013 Sworn Management wages authorized by Resolution 12-73.

(2) Office Employee Non-Management Staff

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>
Grade 1	\$12.05	\$12.38	\$12.73	\$13.09	\$13.40	
Grade 2	\$12.76	\$13.43	\$14.12	\$14.81	\$15.52	
Grade 3	\$13.43	\$14.11	\$14.79	\$15.48	\$16.15	
Grade 4	\$14.74	\$15.45	\$16.11	\$16.82	\$17.49	
Grade 5	\$16.09	\$16.78	\$17.44	\$18.14	\$18.80	
Grade 6	\$17.46	\$18.24	\$19.01	\$19.78	\$20.56	
Grade 7	\$20.12	\$20.77	\$21.46	\$22.10	\$22.77	
Grade 8	\$21.82	\$22.89	\$24.00	\$25.09	\$26.18	\$27.29
Grade 9	\$24.68	\$25.75	\$26.84	\$27.95	\$29.01	\$30.11
Grade 10	\$27.83	\$28.93	\$30.04	\$31.13	\$32.25	\$33.33
Grade 11	\$30.83	\$31.91	\$32.99	\$34.07	\$35.19	\$36.27

(3) Highway Employee Wage Scale

(a) Any employee scheduled to work in the Shop shall receive a two dollar (\$2.00) per hour premium while working under such circumstances.

(b) Any employee scheduled to work on the night shift shall receive a one dollar (\$1.00) per hour premium while working under such

conditions.

(c) Employees designated by the Highway Commissioner to act as temporary foremen shall receive a one dollar (\$1.00) per hour premium.

(d) Temporary foremen receive premium for actual hours worked as temporary foremen.

(4) Labor Association of Wisconsin Jail Deputies Union Wage Scale

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>
Jailor - Hired after 7/1/2011	\$25.66	\$26.35	\$27.04	\$27.77	\$28.46	\$29.16		
Jailor - Hired before 7/1/2011	\$24.23	\$25.59	\$26.87	\$28.18	\$29.52	\$30.81	\$32.15	\$33.45

(5) Labor Association of Wisconsin Patrol and Detective Deputies Union Wage Scale

Step	01	02	03	04	05	06	07
Patrol Officer /CSU Deputy	\$29.97	\$32.12	\$32.45	\$34.09	\$35.78	\$36.03	\$37.53
Detective/Sergeant	\$32.72	\$34.97	\$35.36	\$37.11	\$39.00	\$39.37	\$40.95

(6) Lasata Non-Management Employees Wage Scale

	<u>Step 1</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>
Grade 1	\$8.94	\$9.23	\$9.52	\$9.83	\$10.11	\$10.39	\$10.66	\$10.97
Grade 2	\$12.70	\$13.17	\$13.63	\$14.07	\$14.55	\$15.00	\$15.48	\$15.93
Grade 3	\$12.92	\$13.51	\$14.07	\$14.67	\$15.23	\$15.82	\$16.38	\$16.97
Grade 4	\$13.46	\$14.02	\$14.62	\$15.18	\$15.77	\$16.32	\$16.91	\$17.48
Grade 4A	\$14.15	\$14.73	\$15.30	\$15.89	\$16.46	\$17.03	\$17.61	\$18.20
Grade 5	\$15.09	\$15.61	\$16.11	\$16.62	\$17.14	\$17.63	\$18.15	\$18.64
Grade 6	\$16.97	\$17.49	\$18.04	\$18.55	\$19.10	\$19.62	\$20.15	\$20.68

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>
Non Benefit CNA / PCW	\$16.41	\$16.97	\$17.55	\$18.10	\$18.67	\$19.13

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>	<u>Step 11</u>
LPN (Non-Benefit)	\$24.23	\$24.82	\$25.39	\$25.98	\$26.53	\$27.12	\$27.70	\$28.27	\$28.86	\$29.44	\$30.01
RN (Non-Benefit)	\$31.19	\$31.76	\$32.33	\$32.91	\$33.48	\$34.06	\$34.63	\$35.22	\$35.79	\$36.02	\$36.59

(7) Special Wage Rates

<u>Employee Classification</u>	<u>Hourly Wage</u>
Aging & Disability Special Projects	\$17.32
Bailiffs less than 1 year	\$13.67
Bailiffs over 1 year	\$14.05
Coroner Livery Driver	\$150.00 Per Trip
Coroner Special Deputies	\$32.75
County Home/County Jail Medical Director	\$100.82
Court Services Deputy	\$21.43
Court Services Deputy (after 1040 hours)	\$24.01
Drug Unit Investigator	\$24.01
Golf Course Part Time Employees	\$8.32 - \$10.66
Hazmat Operators	\$14.40
Hazmat Team Leader	\$28.58
Hazmat Technicians	\$20.81
Highway Dept. Part time summer help	\$10.96
Highway Dept. Part time winter help	\$17.07

Intern	\$8.61 -	\$16.16		
Law Clerk	\$15.72			
Meal Program Drivers	\$12.08			
Mee Kwon/Hawthorne Pro Shop Manager	\$17.93			
Parks Care Taker	\$11.55			
Parks Temporary Maintenance	\$8.32-	\$13.21		
Peer Specialist	\$13.32			
Pro Shop Manager	\$17.93			
Rescue Boat Pilot	\$14.87			
Rescue Boat Team Leader	\$20.81			
Special Deputy Sergeant	\$25.15			
Special Deputy Sheriff (completion of 40 hours)	\$24.01			
Substitute Janitor Over 1 year	\$13.13			
Substitute Janitor Under 1 year	\$11.78			
Substitute Meal Site Manager/Drivers	\$11.31-	\$13.18		
Supportive Care Worker	\$13.32			
Tax Collection Clerk	\$13.11			
Veterans Drivers per trip	\$18.36	Plus	\$9.18	For each additional passenger
Water Safety Patrol Crew Person entry level	\$11.00			
Water Safety Patrol Crew Person with experience	\$13.60			
YAP Youth Apprentice Program CNA	\$14.15			

Dated at Port Washington, Wisconsin, this 4th day of November 2020.

SUMMARY: Section 3.02 of the Ozaukee County Policy & Procedure Manual as it relates to county wage scales is amended.

VOTE REQUIRED: Majority

EXECUTIVE COMMITTEE

RESULT: **APPROVED [UNANIMOUS]**

MOVER: R. Nelson, Supervisor District 6

SECONDER: D. Korinek, Supervisor District 13

AYES: Schlenvogt, Melotik, Wolf, Korinek, Nelson

EXCUSED: K. Geracie