

1 261-012022

2 RESOLUTION: Adopting Revisions to Winnebago County Compensation Schedule
3 for 2022

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5
6 TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:

7 WHEREAS, it is advisable to consider adjustments to the pay ranges for County employees periodically, to
8 make sure that our wage rates remain at a level sufficient to allow us to attract and retain good employees; and

9 WHEREAS, adjusting the minimums, control points, and maximums of pay ranges will not directly increase
10 the pay of County employees, except for those at the minimum and not eligible for a merit increase, but will allow
11 employees at the maximum of their pay ranges to participate in the merit pay program and to receive merit pay
12 increases if they do earn them, up to the new maximum of their pay ranges; and

13 WHEREAS, the Personnel and Finance Committee believes that an increase of 2.0% represents a
14 reasonable adjustment of our non-union pay schedules; and

15 WHEREAS, the 2022 county labor budgets were built with the assumption that there would be a
16 compensation schedule increase of 2.0% for 2022;

17
18 NOW, THEREFORE, BE IT RESOLVED by the Winnebago County Board of Supervisors, that the
19 minimums, control points, and maximums of each pay grade in the Winnebago County Compensation Schedule may
20 be increased by 2.0%, as indicated on the attached schedule, effective immediately.

21
22 Respectfully submitted by:

23 PERSONNEL AND FINANCE COMMITTEE

24 Committee Vote: 5 – 0

25
26
27
28 Vote Required for Passage: Majority of Those Present

29
30 Fiscal Note: No budget transfer is needed. Pay raises have been determined by the merit pay plan. The
31 increases to pay minimums have been incorporated into the approved 2022 county budget.

32
33 Approved by the Winnebago County Executive this ____ day of _____, 2022.

34
35 _____
36 Jonathan D. Doemel
37 Winnebago County Executive
38

2022 Winnebago County Compensation Schedule

Submitted to County Board January 18, 2022 (proposed)

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-----------|----------------------------|-------------------------|---------|----------------|------------------------------|----------------|----------------|
| 10 | Grade 10 | | \$13.48 | \$14.16 | \$14.86 | \$16.54 | \$16.84 |
| 10 | Hospitality Aide | Park View Health Center | | | | | |
| 11 | Grade 11 | | \$14.16 | \$14.86 | \$15.61 | \$17.36 | \$17.69 |
| 11 | Administrative Aide | Child Support | | | | | |
| 11 | Custodian | Facilities | | | | | |
| 11 | Administrative Aide | Park View Health Center | | | | | |
| 11 | Custodian | Park View Health Center | | | | | |
| 11 | Food Service Assistant | Park View Health Center | | | | | |
| 12 | Grade 12 | | \$14.86 | \$15.61 | \$16.38 | \$18.23 | \$18.58 |
| 12 | Cook | Park View Health Center | | | | | |
| 12 | Unit Assistant | Park View Health Center | | | | | |
| 12 | Transportation Aide | Park View Health Center | | | | | |
| 13 | Grade 13 | | \$15.37 | \$16.15 | \$16.95 | \$18.87 | \$21.23 |
| 13 | Administrative Associate I | Child Support | | | | | |
| 13 | Administrative Associate I | Clerk of Courts | | | | | |
| 13 | Administrative Associate I | District Attorney | | | | | |
| 13 | Administrative Associate I | Facilities | | | | | |
| 13 | Facilities Assistant | Facilities | | | | | |
| 13 | Administrative Associate I | Finance | | | | | |
| 13 | Administrative Associate I | Human Services - AD | | | | | |
| 13 | Administrative Associate I | Human Services - ES | | | | | |
| 13 | Tax Listing Associate | Planning and Zoning | | | | | |
| 13 | Public Health Aide | Public Health | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-----------|---------------------------------|-------------------------|---------|----------------|------------------------------|----------------|----------------|
| 14 | Grade 14 | | \$16.38 | \$17.21 | \$18.06 | \$20.10 | \$22.60 |
| 14 | Tax Listing Specialist | Planning and Zoning | | | | | |
| 14 | Records Associate | Register of Deeds | | | | | |
| 15 | Grade 15 | | \$17.29 | \$18.15 | \$19.06 | \$21.22 | \$23.86 |
| 15 | Administrative Associate II | Circuit Courts | | | | | |
| 15 | Administrative Associate II | Clerk of Courts | | | | | |
| 15 | Administrative Associate II | County Clerk | | | | | |
| 15 | Facilities Specialist | Facilities | | | | | |
| 15 | Financial Associate I | Highway | | | | | |
| 15 | Administrative Associate II | Human Services - BH | | | | | |
| 15 | C.N.A. | Park View Health Center | | | | | |
| 15 | Restorative Aide | Park View Health Center | | | | | |
| 15 | Corrections Financial Associate | Sheriff | | | | | |
| 15 | Financial Associate I | Sheriff | | | | | |
| 15 | Financial Associate I | Treasurer | | | | | |
| 16 | Grade 16 | | \$17.98 | \$19.06 | \$20.01 | \$22.28 | \$24.81 |
| 16 | Financial Associate II | Child Support | | | | | |
| 16 | Administrative Associate III | Circuit Courts | | | | | |
| 16 | Administrative Associate III | Clerk of Courts | | | | | |
| 16 | Financial Associate II | Clerk of Courts | | | | | |
| 16 | Jury Clerk | Clerk of Courts | | | | | |
| 16 | Administrative Associate III | Corporation Counsel | | | | | |
| 16 | Administrative Associate III | County Clerk | | | | | |
| 16 | Financial Associate II | Finance | | | | | |
| 16 | Administrative Associate III | Highway | | | | | |
| 16 | Bridgetender | Highway | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-------|---|-------------------------|---------|----------------|------------------------------|----------------|----------------|
| 16 | Administrative Associate III | Human Resources | | | | | |
| 16 | Administrative Associate III | Human Services - AD | | | | | |
| 16 | Financial Associate II | Human Services - AD | | | | | |
| 16 | Transcriptionist Associate | Human Services - AD | | | | | |
| 16 | Financial Associate II | Park View Health Center | | | | | |
| 16 | Zoning Associate | Planning and Zoning | | | | | |
| 16 | Administrative Associate III | Public Health | | | | | |
| 16 | Records Specialist | Register of Deeds | | | | | |
| 16 | Records & Transcription Associate | Sheriff | | | | | |
| 16 | Traffic and Warrant Associate | Sheriff | | | | | |
| 16 | Warrant & Electronic Monitoring Associate | Sheriff | | | | | |
| 16 | Solid Waste Associate | Solid Waste | | | | | |
| 16 | Financial Associate II | Treasurer | | | | | |
| 16 | Administrative Associate III | UW Extension | | | | | |
| 16 | Grandparents Raising Grandchildren Coord. | UW Extension | | | | | |
| 17 | Grade 17 | | \$18.88 | \$20.01 | \$21.01 | \$23.39 | \$26.05 |
| 17 | Mental Health Technician | Human Services - BH | | | | | |
| 17 | Peer Support Specialist | Human Services - BH | | | | | |
| 17 | Crisis Center Specialist | Human Services - BH | | | | | |
| 17 | Economic Support Specialist I | Human Services - ES | | | | | |
| 17 | Activity Specialist | Park View Health Center | | | | | |
| 17 | WIC Breastfeeding Peer Counselor | Public Health | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-----------|---|-----------------------------|----------------|-------------------|------------------------------------|-------------------|-------------------|
| 18 | Grade 18 | | \$19.82 | \$21.01 | \$22.07 | \$24.56 | \$27.36 |
| 18 | Administrative Associate - Airport | Airport | | | | | |
| 18 | Child Support Specialist | Child Support | | | | | |
| 18 | Court Record Associate | Clerk of Courts | | | | | |
| 18 | Administrative Associate - Coroner | Coroner | | | | | |
| 18 | Deputy County Clerk | County Clerk | | | | | |
| 18 | Painter-Facilities | Facilities | | | | | |
| 18 | Human Resource Associate I | Human Resources | | | | | |
| 18 | Case Aide | Human Services - CW | | | | | |
| 18 | Administrative Associate - Human Services | Human Services - AD | | | | | |
| 18 | Administrative Associate IV | Human Services - AD | | | | | |
| 18 | Administrative Associate IV - SUD | Human Services - AD | | | | | |
| 18 | Mental Health Technician - Lead | Human Services - BH | | | | | |
| 18 | Economic Support Specialist II | Human Services - ES | | | | | |
| 18 | Problem Resolution Specialist | Human Services - ES | | | | | |
| 18 | Administrative Associate - LWCD | Land and Water Conservation | | | | | |
| 18 | Painter | Park View Health Center | | | | | |
| 18 | Administrative Associate - Planning | Planning and Zoning | | | | | |
| 18 | Booking Security Associate | Sheriff | | | | | |
| 18 | Civil Process Associate | Sheriff | | | | | |
| 18 | Public Safety Records Associate | Sheriff | | | | | |
| 18 | Deputy County Treasurer | Treasurer | | | | | |
| 18 | Administrative Associate - UW Extension | UW Extension | | | | | |
| 18 | Administrative Associate IV-Veterans | Veterans | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-------|--|-------------------------|---------|----------------|------------------------------|----------------|----------------|
| 19 | Grade 19 | | | | | | |
| 19 | Child Support Specialist - Lead | Child Support | \$21.01 | \$22.28 | \$23.39 | \$26.03 | \$29.00 |
| 19 | Deputy Register in Probate | Circuit Courts | | | | | |
| 19 | Administrative Associate V | Clerk of Courts | | | | | |
| 19 | Court Assistant | Clerk of Courts | | | | | |
| 19 | Paralegal | Corporation Counsel | | | | | |
| 19 | Administrative Associate V | District Attorney | | | | | |
| 19 | Legal Secretary | District Attorney | | | | | |
| 19 | Paralegal | District Attorney | | | | | |
| 19 | Victim Witness Specialist | District Attorney | | | | | |
| 19 | Emergency Management Associate | Emergency Management | | | | | |
| 19 | Human Resource Associate II | Human Resources | | | | | |
| 19 | Paralegal | Human Services - AD | | | | | |
| 19 | Home Consultant | Human Services - CW | | | | | |
| 19 | Juvenile Restitution Program Coordinator | Human Services - CW | | | | | |
| 19 | Activity Specialist - Lead | Park View Health Center | | | | | |
| 19 | C.N.A. Coordinator | Park View Health Center | | | | | |
| 19 | Lead Cook | Park View Health Center | | | | | |
| 19 | Lead Food Service Assistant | Park View Health Center | | | | | |
| 19 | Medical Records Associate | Park View Health Center | | | | | |
| 19 | Purchasing Associate | Park View Health Center | | | | | |
| 19 | WI Well Woman Program Specialist | Public Health | | | | | |
| 19 | Inmate Classification Associate | Sheriff | | | | | |
| 19 | Veterans Benefits Specialist | Veterans | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-------|------------------------------------|-------------------------|----------|----------------|------------------------------|----------------|----------------|
| 20 | Grade 20 | | | | | | |
| 20 | Maintenance Equipment Operator | Airport | \$22.07 | \$23.39 | \$24.56 | \$27.34 | \$30.44 |
| 20 | Judicial Associate - Lead | Clerk of Courts | | | | | |
| 20 | Accounting Associate | Facilities | | | | | |
| 20 | Maintenance Technician | Facilities | | | | | |
| 20 | Equipment Operator I | Highway | | | | | |
| 20 | Payroll and Benefits Specialist | Human Resources | | | | | |
| 20 | Economic Support Specialist - Lead | Human Services - ES | | | | | |
| 20 | Staff Development Specialist | Human Services - ES | | | | | |
| 20 | Disability Benefit Specialist | Human Services - LTS | | | | | |
| 20 | Elder Benefit Specialist | Human Services - LTS | | | | | |
| 20 | IS Accountant | Information Systems | | | | | |
| 20 | User Support Specialist | Information Systems | | | | | |
| 20 | Accounting Associate | Park View Health Center | | | | | |
| 20 | Nursing Scheduler | Park View Health Center | | | | | |
| 20 | Parks Caretaker | Parks | | | | | |
| 20 | Accounting Associate | Public Health | | | | | |
| 20 | GPS Coordinator | Sheriff | | | | | |
| 20 | Equipment Operator | Solid Waste | | | | | |
| 21P | Grade 21P | | | | | | |
| 21P | LPN | Park View Health Center | \$24.28 | \$25.72 | \$27.02 | \$28.63 | \$30.33 |
| 21P | LPN-Unit Assistant | Park View Health Center | | | | | |
| 21 | Grade 21 - Hourly | | | | | | |
| 21 | Executive Assistant | County Executive | \$24.28 | \$25.72 | \$27.02 | \$30.07 | \$33.50 |
| 21 | Crime Data Analyst | District Attorney | \$50,481 | \$53,510 | \$56,186 | \$62,535 | \$69,663 |
| 21 | Grade 21 - Salaried | | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-------|---|----------------------------|----------|----------------|------------------------------|----------------|----------------|
| 21 | Risk Assessment Specialist | District Attorney | | | | | |
| 21 | Victim Witness Program Coordinator | District Attorney | | | | | |
| 21 | Equipment Operator II | Highway | | | | | |
| 21 | Human Resource Generalist | Human Resources | | | | | |
| 21 | SUD Counselor-In Training | Human Services - BH | | | | | |
| 21 | LPN - Psychiatric Nurse | Human Services - BH | | | | | |
| 21 | Prevention Services Coordinator | Human Services - BH | | | | | |
| 21 | User Support Specialist - Lead | Information Systems | | | | | |
| 21 | Administrative Coordinator | Park View Health Center | | | | | |
| 21 | Environmental Services Supervisor | Park View Health Center | | | | | |
| 21 | Program and Marketing Coordinator | Parks | | | | | |
| 21 | Erosion Control Technician | Planning and Zoning | | | | | |
| 21 | Communications Specialist | Public Health | | | | | |
| 21 | WIC Program Nutritionist | Public Health | | | | | |
| 21 | Register of Deeds Supervisor | Register of Deeds | | | | | |
| 21 | Dispatcher | Sheriff | | | | | |
| 21 | Communications/Program Development Specialist | Solid Waste | | | | | |
| 21 | Environmental Technician | Solid Waste | | | | | |
| 22 | | <i>Grade 22 - Hourly</i> | \$25.48 | \$27.02 | \$28.36 | \$31.57 | \$35.17 |
| 22 | | <i>Grade 22 - Salaried</i> | \$53,005 | \$56,186 | \$58,995 | \$65,660 | \$73,147 |
| 22 | Mechanic | Airport | | | | | |
| 22 | Carpenter | Facilities | | | | | |
| 22 | Accountant | Finance | | | | | |
| 22 | Foreman | Highway | | | | | |
| 22 | Mechanic | Highway | | | | | |
| 22 | Accountant | Human Services - AD | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-------|---|-----------------------------|----------|----------------|------------------------------|----------------|----------------|
| 22 | Case Manager - Justice Programs | Human Services - BH | | | | | |
| 22 | Case Manager - Safe Streets | Human Services - BH | | | | | |
| 22 | Agronomist | Land and Water Conservation | | | | | |
| 22 | Conservation Technician | Land and Water Conservation | | | | | |
| 22 | GIS Technician | Land and Water Conservation | | | | | |
| 22 | Clinical Dietitian | Park View Health Center | | | | | |
| 22 | Parks Maintenance Foreman | Parks | | | | | |
| 22 | Code Enforcement Officer | Planning and Zoning | | | | | |
| 22 | Real Property Listing Supervisor | Planning and Zoning | | | | | |
| 22 | Community Health Strategist | Public Health | | | | | |
| 22 | Environmental Health Specialist I | Public Health | | | | | |
| 22 | Accountant | Sheriff | | | | | |
| 22 | Evidence and Records Supervisor | Sheriff | | | | | |
| 22 | Records Administrative Supervisor | Sheriff | | | | | |
| 22 | Work Release Unit Supervisor | Sheriff | | | | | |
| 22 | Foreman | Solid Waste | | | | | |
| 22 | Solid Waste Mechanical Technician | Solid Waste | | | | | |
| 22 | Educator - 4H Youth & Science | UW Extension | | | | | |
| 23 | | <i>Grade 23 - Hourly</i> | \$27.02 | \$28.36 | \$29.78 | \$33.32 | \$37.25 |
| 23 | | <i>Grade 23 - Salaried</i> | \$56,186 | \$58,995 | \$61,944 | \$69,303 | \$77,536 |
| 23 | Register in Probate | Circuit Courts | | | | | |
| 23 | Accounting Supervisor | Clerk of Courts | | | | | |
| 23 | Deputy Coroner | Coroner | | | | | |
| 23 | Investigator | District Attorney | | | | | |
| 23 | Deputy Director of Emergency Management | Emergency Management | | | | | |
| 23 | Electrician | Facilities | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-------|------------------------------------|-----------------------------|---------|----------------|------------------------------|----------------|----------------|
| 23 | Maintenance Supervisor | Facilities | | | | | |
| 23 | Stockroom Coordinator | Highway | | | | | |
| 23 | Substance Use Disorder Counselor | Human Services - BH | | | | | |
| 23 | Case Manager | Human Services - BH | | | | | |
| 23 | Crisis Center Specialist - Lead | Human Services - BH | | | | | |
| 23 | Family Support Crisis Worker | Human Services - BH | | | | | |
| 23 | Intensive In-Home Case Specialist | Human Services - BH | | | | | |
| 23 | Mental Health Crisis Specialist | Human Services - BH | | | | | |
| 23 | Crisis Center Professional | Human Services - BH | | | | | |
| 23 | Youth CCS Case Specialist | Human Services - BH | | | | | |
| 23 | Juvenile Intake Specialist | Human Services - CW | | | | | |
| 23 | Social Work Specialist | Human Services - CW | | | | | |
| 23 | ADRC Specialist | Human Services - LTS | | | | | |
| 23 | APS Specialist | Human Services - LTS | | | | | |
| 23 | Dementia Care Specialist | Human Services - LTS | | | | | |
| 23 | Social Work Specialist | Human Services - LTS | | | | | |
| 23 | Network Technician | Information Systems | | | | | |
| 23 | GIS Specialist | Land and Water Conservation | | | | | |
| 23 | Resource Conservationist | Land and Water Conservation | | | | | |
| 23 | Social Worker - Medical | Park View Health Center | | | | | |
| 23 | GIS Specialist I | Planning and Zoning | | | | | |
| 23 | Environmental Health Specialist II | Public Health | | | | | |
| 23 | Health Programs Evaluator | Public Health | | | | | |
| 23 | Veterans Services Supervisor | Veterans | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-------|-----------------------------------|---------------------|----------|----------------|------------------------------|----------------|----------------|
| 24 | <i>Grade 24 - Hourly</i> | | \$28.63 | \$30.07 | \$31.57 | \$35.31 | \$39.50 |
| 24 | <i>Grade 24 - Salaried</i> | | \$59,557 | \$62,535 | \$65,660 | \$73,462 | \$82,189 |
| 24 | Maintenance & Operations Manager | Airport | | | | | |
| 24 | Assistant Child Support Attorney | Child Support | | | | | |
| 24 | Office Supervisor | Child Support | | | | | |
| 24 | Family Court Services Mediator | Circuit Courts | | | | | |
| 24 | Chief Deputy Clerk of Courts | Clerk of Courts | | | | | |
| 24 | Chief Deputy Coroner | Coroner | | | | | |
| 24 | Diversion Program Coordinator | District Attorney | | | | | |
| 24 | Office Supervisor | District Attorney | | | | | |
| 24 | HVAC Specialist | Facilities | | | | | |
| 24 | Master Electrician | Facilities | | | | | |
| 24 | Plumber | Facilities | | | | | |
| 24 | Purchasing Manager | Finance | | | | | |
| 24 | Office Supervisor | Highway | | | | | |
| 24 | Highway Maintenance Supervisor | Highway | | | | | |
| 24 | Traffic Operations Supervisor | Highway | | | | | |
| 24 | Human Resource Advisor | Human Resources | | | | | |
| 24 | Risk Manager | Human Resources | | | | | |
| 24 | Office Supervisor | Human Services - AD | | | | | |
| 24 | Special Projects Coordinator | Human Services - AD | | | | | |
| 24 | Case Manager - Lead | Human Services - BH | | | | | |
| 24 | Psychiatric Nurse | Human Services - BH | | | | | |
| 24 | Qualified Therapist - In Training | Human Services - BH | | | | | |
| 24 | Youth CCS Lead Specialist | Human Services - BH | | | | | |
| 24 | Systems Analyst | Information Systems | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-------|---|-----------------------------|----------|----------------|------------------------------|----------------|----------------|
| 24 | Food and Nutrition Services Manager | Park View Health Center | | | | | |
| 24 | GIS Specialist II | Planning and Zoning | | | | | |
| 24 | Land Use Planner | Planning and Zoning | | | | | |
| 24 | Lead Abatement Project Coordinator | Public Health | | | | | |
| 24 | Mental Health Project Coordinator | Public Health | | | | | |
| 24 | Public Health Nurse | Public Health | | | | | |
| 24 | Public Health Preparedness Specialist | Public Health | | | | | |
| 24 | Suicide Prevention Project Coordinator | Public Health | | | | | |
| 24 | WIC Program Nutritionist - Lead | Public Health | | | | | |
| 24 | Public Safety Application Administrator | Sheriff | | | | | |
| 24 | Office Supervisor | Solid Waste | | | | | |
| 24P | | <i>Grade 24P - Hourly</i> | \$29.92 | \$31.43 | \$32.99 | \$34.98 | \$37.39 |
| 24P | | <i>Grade 24P - Salaried</i> | \$62,236 | \$65,349 | \$68,615 | \$72,733 | \$77,795 |
| 24P | Registered Nurse | Park View Health Center | | | | | |
| 25 | | <i>Grade 25 - Hourly</i> | \$31.50 | \$33.07 | \$34.73 | \$38.84 | \$43.46 |
| 25 | | <i>Grade 25 - Salaried</i> | \$65,513 | \$68,789 | \$72,227 | \$80,807 | \$90,408 |
| 25 | Deputy Airport Director | Airport | | | | | |
| 25 | Family Court Services Manager | Circuit Courts | | | | | |
| 25 | Special Investigator | District Attorney | | | | | |
| 25 | Budget Manager | Finance | | | | | |
| 25 | Payroll and Benefits Manager | Human Resources | | | | | |
| 25 | Psychotherapist | Human Services - BH | | | | | |
| 25 | Economic Support Supervisor | Human Services - ES | | | | | |
| 25 | System Analyst - Lead | Information Systems | | | | | |
| 25 | Admissions Coordinator | Park View Health Center | | | | | |
| 25 | Parks and Expo Grounds Manager | Parks | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-------|--|-------------------------|----------|----------------|------------------------------|----------------|----------------|
| 25 | Expo Manager | Parks | | | | | |
| 25 | GIS System Analyst/ Administrator | Planning and Zoning | | | | | |
| 25 | Zoning Administrator | Planning and Zoning | | | | | |
| 25 | Environmental Health Manager | Public Health | | | | | |
| 25 | Epidemiologist | Public Health | | | | | |
| 25 | Public Health Planner | Public Health | | | | | |
| 25 | Public Health Policy Coordinator | Public Health | | | | | |
| 25 | Internet Crime Investigator | Sheriff | | | | | |
| 25 | Environmental Manager | Solid Waste | | | | | |
| 25 | Solid Waste Operations Manager | Solid Waste | | | | | |
| 26 | | | \$33.55 | \$35.22 | \$36.99 | \$41.37 | \$46.29 |
| 26 | | | \$69,771 | \$73,259 | \$76,923 | \$86,060 | \$96,283 |
| 26 | Child Support Attorney | Child Support | | | | | |
| 26 | Facilities Superintendent | Facilities | | | | | |
| 26 | Bridge and Engineering Manager | Highway | | | | | |
| 26 | Highway Equipment Superintendent | Highway | | | | | |
| 26 | Financial Supervisor | Human Services - AD | | | | | |
| 26 | Clinical Diversion Programs Supervisor | Human Services - BH | | | | | |
| 26 | Clinical Supervisor | Human Services - BH | | | | | |
| 26 | Crisis Center Supervisor | Human Services - BH | | | | | |
| 26 | CSP/CCS Supervisor | Human Services - BH | | | | | |
| 26 | Youth Mental Health Supervisor | Human Services - BH | | | | | |
| 26 | Program Supervisor | Human Services - CW | | | | | |
| 26 | Program Supervisor | Human Services - LTS | | | | | |
| 26 | Network Administrator | Information Systems | | | | | |
| 26 | Social Wellness Manager | Park View Health Center | | | | | |
| 26 | Staff Development Coordinator | Park View Health Center | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-------|---|-------------------------|----------|-------------------|------------------------------------|-------------------|-------------------|
| 27 | <i>Grade 27 - Hourly</i> | | \$35.60 | \$37.36 | \$39.24 | \$43.91 | \$49.11 |
| 27 | <i>Grade 27 - Salaried</i> | | \$74,030 | \$77,731 | \$81,617 | \$91,312 | \$102,160 |
| 27 | Assistant Corporation Counsel | Corporation Counsel | | | | | |
| 27 | Director of Emergency Management | Emergency Management | | | | | |
| 27 | Assistant Finance Director | Finance | | | | | |
| 27 | Highway Maintenance Superintendent | Highway | | | | | |
| 27 | Human Resource Manager | Human Resources | | | | | |
| 27 | Deputy Division Manager - Behavioral Health | Human Services - BH | | | | | |
| 27 | Cyber Security Architect | Information Systems | | | | | |
| 27 | Development Supervisor | Information Systems | | | | | |
| 27 | Technical Support Supervisor | Information Systems | | | | | |
| 27 | RN Neighborhood Supervisor | Park View Health Center | | | | | |
| 27 | RN Shift Supervisor | Park View Health Center | | | | | |
| 27 | RN Quality Assurance Supervisor | Park View Health Center | | | | | |
| 27 | Public Health Supervisor | Public Health | | | | | |
| 27 | Lieutenant | Sheriff | | | | | |
| 27 | Director of Veterans' Services | Veterans | | | | | |
| 28 | <i>Grade 28 - Hourly</i> | | \$40.92 | \$42.97 | \$45.11 | \$50.48 | \$56.49 |
| 28 | <i>Grade 28 - Salaried</i> | | \$85,132 | \$89,390 | \$93,860 | \$105,010 | \$117,484 |
| 28 | Airport Director | Airport | | | | | |
| 28 | Director of Child Support | Child Support | | | | | |
| 28 | Court Commissioner | Circuit Courts | | | | | |
| 28 | Family Court Commissioner | Circuit Courts | | | | | |
| 28 | Division Manager - Administrative Services | Human Services - AD | | | | | |
| 28 | Division Manager - Behavioral Health | Human Services - BH | | | | | |
| 28 | Division Manager - Child Welfare | Human Services - CW | | | | | |

| Grade | Current Title | Dept | Minimum | Top of Range A | Control Point Top of Range B | Top of Range C | Top of Range D |
|-------|---|-----------------------------|-----------|----------------|------------------------------|----------------|----------------|
| 28 | Division Manager - Economic Support | Human Services - ES | | | | | |
| 28 | Division Manager - Long-Term Support | Human Services - LTS | | | | | |
| 28 | Director of Land and Water Conservation | Land and Water Conservation | | | | | |
| 28 | Financial Services Manager | Park View Health Center | | | | | |
| 28 | Captain | Sheriff | | | | | |
| 29 | <i>Grade 29- Hourly</i> | | \$45.01 | \$47.27 | \$49.64 | \$55.53 | \$62.13 |
| 29 | <i>Grade 29 - Salaried</i> | | \$93,647 | \$98,330 | \$103,245 | \$115,512 | \$129,232 |
| 29 | Director of Facilities | Facilities | | | | | |
| 29 | Deputy Director of Human Services | Human Services - AD | | | | | |
| 29 | Director of Information Systems | Information Systems | | | | | |
| 29 | Director of Nursing | Park View Health Center | | | | | |
| 29 | Director of Parks and Expo Center | Parks | | | | | |
| 29 | Director of Planning and Zoning | Planning and Zoning | | | | | |
| 29 | Director of Public Health | Public Health | | | | | |
| 29 | Chief Deputy Sheriff | Sheriff | | | | | |
| 29 | Director of Solid Waste | Solid Waste | | | | | |
| 30 | <i>Grade 30 - Hourly</i> | | \$48.61 | \$51.06 | \$53.62 | \$59.99 | \$67.11 |
| 30 | <i>Grade 30 - Salaried</i> | | \$101,138 | \$106,196 | \$111,506 | \$124,752 | \$139,571 |
| 30 | Director of Finance | Finance | | | | | |
| 30 | Highway Commissioner | Highway | | | | | |
| 30 | Director of Human Resources | Human Resources | | | | | |
| 30 | Administrator | Park View Health Center | | | | | |
| 31 | <i>Grade 31 - Hourly</i> | | \$52.51 | \$55.14 | \$57.91 | \$64.77 | \$72.46 |
| 31 | <i>Grade 31 - Salaried</i> | | \$109,230 | \$114,691 | \$120,426 | \$134,732 | \$150,738 |
| 31 | Corporation Counsel | Corporation Counsel | | | | | |
| 31 | Director of Human Services | Human Services - AD | | | | | |

Agenda Item Report



Winnebago County
The Wave of the Future

DATE: JANUARY 18, 2022
TO: WINNEBAGO COUNTY BOARD
FROM: MIKE COLLARD, DIRECTOR OF HUMAN RESOURCES
RE: ADJUSTMENT TO COMPENSATION SCHEDULE

Background:

The Winnebago County Compensation Schedule provides pay ranges for most non-elected regular positions other than those covered by the collective bargaining agreement with the Deputies' Association. The schedule includes a minimum, a control point, and a maximum for each pay grade. The 2022 budget was built using the assumption that the schedule amounts will be increased by 2.0% for 2022.

Policy Discussion:

An increase to the schedule is not the same as an across-the-board increase, and the requested resolution will not result directly in 2.0% pay raises. Pay raises have been determined primarily by the merit pay system. The only employees who will receive pay increases as a result of this change will be those at the minimum of the range for their pay grades.

It is important to adjust the pay schedule periodically, in order to keep the schedule in line with the labor market. However, it is important that merit pay increases remain larger than adjustments to the schedule, so that pay for new employees who started at the minimum can move toward the control point as they gain experience. Average merit pay increases of 3.0% were included in the 2022 budget.

For your reference, the CPI rate providing the maximum percentage increase that would be applicable to labor contracts for general employees starting January 1, 2022 is 2.30%. The CPI for the Midwest region, all urban consumers, shows a 3.68% increase from mid-2020 to mid-2021, with greater increases in late 2021. Recent labor data shows that wages recently have not kept pace with inflation overall. The most recent Employment Cost Index from the U.S. Department of Labor shows that nationally wages and salaries for state and local government workers increased an average of 2.4% during the 12 months ending September 2021. Relevant increases in comparable jurisdictions include:

| | |
|--------------------|-------------------------------|
| Brown County | 2.0% |
| Outagamie County | 1.0% (plus possible lump sum) |
| Fond du Lac County | 2.5% |
| Walworth County | 2.0% |
| Jefferson County | 3.0% |
| City of Oshkosh | 2.5% |
| City of Appleton | 2.5% |

Requested Action:

Approval of a resolution increasing all rates on the Winnebago County Compensation Schedule by 2.0% effective immediately.

Committee Action:

Approved by the Personnel & Finance Committee on January 6, 2022, vote 5 – 0.

Attachments:

2022 Winnebago County Compensation Schedule (Proposed).