



Winnebago County
Department of Human Resources

The Wave of the Future

TO: Personnel & Finance Committee Members
CC: Mark Harris, County Executive
Sue Ertmer, County Clerk
Mary Krueger, County Treasurer

FROM: Mike Collard, Director of Human Resources

DATE: January 29, 2015

RE: Salaries for Elected Officers

By April 15, 2016 the Winnebago County Board is required by law to establish the salaries for the County Clerk, County Treasurer, and Register of Deeds for their upcoming 2017 through 2020 terms of office. Since the regular April Board meeting is after this date, the salaries should be established no later than the March Board meeting.

I have compiled a table showing the current (2016) salaries for these positions for Winnebago County and for those other counties closest to us in population:

2016 Salaries for Certain Elected Officials
Counties Selected by Population

County	County Clerk	County Treasurer	Register of Deeds
Brown	\$69,000	\$69,000	\$69,000
Racine	\$72,527	\$72,527	\$72,527
Outagamie	\$69,684	\$71,774	\$71,774
Winnebago	\$72,661	\$72,661	\$72,661
Kenosha	\$79,373	\$79,373	\$79,373
Rock	\$73,510	\$73,510	\$73,510
Marathon	\$72,738	\$69,098	\$69,098
Washington	\$68,663	\$68,663	\$68,663

This shows that our current salaries for these offices are slightly above average for our peer counties. Although it does not seem to me that any major adjustment is required at this time, we should consider increases that are in some way roughly comparable to those that may be granted to appointed department heads. By law, however, these

salaries cannot depend on the merit or tenure of the persons holding the positions, so increases should be thought of as more similar to across-the-board raises than to merit raises.

I have drafted a proposed resolution for discussion which would increase each officer's salary by 1.5% each year. This is the amount by which the non-union pay schedule minimums and maximums were increased for 2016.

Another option might be to increase the salaries by the same amounts given as across-the-board raises to other managers throughout the current 4-year term (2013 – 2016). These raises averaged 1.625% per year (1.0% in 2013, 1.75% in 2014, 2.25% in 2015, and 1.5% in 2016). Granting a 1.625% increase each year would increase the salaries on the resolution to the following:

Annual Increase:	1.625%				
	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
County Clerk	\$72,661	\$73,842	\$75,042	\$76,261	\$77,500
County Treasurer	\$72,661	\$73,842	\$75,042	\$76,261	\$77,500
Register of Deeds	\$72,661	\$73,842	\$75,042	\$76,261	\$77,500

As a third option, if the Board wishes to increase the salary amounts by 2.0% each year, the salaries would be as follows:

Annual Increase:	2.00%				
	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
County Clerk	\$72,661	\$74,114	\$75,597	\$77,108	\$78,651
County Treasurer	\$72,661	\$74,114	\$75,597	\$77,108	\$78,651
Register of Deeds	\$72,661	\$74,114	\$75,597	\$77,108	\$78,651

WINNEBAGO COUNTY
UNCLASSIFIED POSITIONS PAY SCHEDULE
As of April 4, 2013-January 1, 2016

POSITION TITLE

HOURLY RATE

GENERAL CLERICAL (ALL DEPARTMENTS)

Temporary Clerk, Data Entry Clerk, Clerk/Typist	\$8.00 – 9.00
Temporary Account Clerk	\$8.50 – 10.00
Temporary Word Processor, Medical Transcriber	\$9.25 – 11.50
Temporary Secretary	\$9.00 – 11.25
Accountant	\$10.00 – 13.00
Co-op Student	\$5.95 (if under 18) \$6.55 (if 18 or older)
Co-op Student - effective July 24, 2009	\$5.95 (if under 18) \$7.25 (if 18 or older)
Clerical Support Worker (DHS Client)	Minimum Wage
Temporary Confidential Secretary-Paralegal (Corporation Counsel's Office)	SAME HRLY RATE AS PERMANENT POSITION, STEP A

AIRPORT

Seasonal Laborer	<u>1ST YR</u>	<u>2ND YR</u>	<u>3RD YR</u>	<u>4TH YR</u>
	\$9.00	\$9.25	\$9.50	\$9.75

FACILITIES/PROPERTY MGMT

Seasonal Laborer/Gardener	<u>1ST YR</u>	<u>2ND YR</u>	<u>3RD YR</u>
Temporary Custodian	\$9.00	\$9.25	\$9.50
	\$9.00 – 10.00		

HIGHWAY

Seasonal Laborer	<u>1ST YR</u>	<u>2ND YR</u>	<u>3RD YR</u>	<u>4TH YR</u>
	\$9.00	\$9.25	\$9.50	\$9.75

HUMAN SERVICES

Temp Mental Health Technician	SAME HRLY RATE AS PERMANENT POSITION, STEP A
Temp Social Worker	SAME HRLY RATE AS PERMANENT POSITION, STEP A
Temporary FAD or W-2 Case Manager	SAME HRLY RATE AS PERMANENT POSITION, STEP A
Temporary Case Aide	SAME HRLY RATE AS PERMANENT POSITION, STEP A
Temporary Support Specialist	SAME HRLY RATE AS PERMANENT POSITION, STEP A
Relief Program Specialist-Summit House	SAME HRLY RATE AS PERMANENT POSITION, STEP A
Temporary Medical Transcriptionist	SAME HRLY RATE AS PERMANENT POSITION, STEP A
	-For those hired prior to January 1, 2002, pay increases to progressive steps will be on each July 1. For those hired after January 1, 2002, pay increases to progressive steps will be at the completion of 6 months and thereafter at yearly intervals. All positions will also be eligible for any contractual across-the-board increases. Effective February 1, 2009 six (6) months of service will be added to the time spent at each step of each pay range, including the probationary step increase. The step and increase provisions are subject to revision.
Relief Crisis Worker-After Hours	SEE ABOVE LANGUAGE

PARKS

	<u>1ST YR</u>	<u>2ND YR</u>	<u>3RD YR</u>	<u>4TH YR</u>	<u>5TH YR</u>
Seasonal Laborer	\$ 9.00	\$ 9.25	\$ 9.50	\$ 9.75	\$10.00
Lead Seasonal Laborer	\$ 40.00 \$10.25	\$40.25 \$10.50	\$40.50 \$10.75	\$40.75 \$11.00	
Parks Rangers (April-November)	\$ 12.00	\$12.50			

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PLANNING AND ZONING

Temporary GIS Technician \$8.00 – 9.50

PUBLIC HEALTH

Temporary Home Health Aide SAME HRLY RATE AS PERMANENT POSITION, STEP A
 Public Health Nurse SAME AS ADMINISTRATIVE SALARY SCHEDULE
 Nurse Practitioner SAME AS ADMINISTRATIVE SALARY SCHEDULE
 Interpreter \$13.00 - \$45.00
 Temporary WIC Nutritionist SAME AS ADMIN SALARY SCHED. (HOURLY EQUIVALENT), STEP A
 Bilingual Health Educator \$25.00/hr.
 Student Intern \$9.00 - \$13.00/hr.
 Temporary Public Health Worker (Para-Professional) \$15.00 - 20.00/hr.
 Temporary Public Health Worker (Professional) \$20.00 - 25.00/hr.

PVHC (PARK VIEW HEALTH CENTER)

Temporary R.N. SAME AS ADMINISTRATIVE SALARY SCHEDULE
~~Temporary R.N. \$36.00/hr. weekdays – \$39.00/hr weekends~~
 (Exempt RNs working additional hours as Staff RNs)
 Temporary L.P.N. SAME AS UNION CONTRACT, STEP A ADMINISTRATIVE SALARY SCHEDULE
 Temporary COTA/Activity Spec. SAME AS UNION CONTRACT, STEP A
 Temporary Nurse Aide SAME AS UNION CONTRACT, STEP A
 Temporary Food Service Worker SAME AS UNION CONTRACT, STEP A
 Temporary Cook SAME AS UNION CONTRACT, STEP A
 Temporary Custodian SAME AS UNION CONTRACT, STEP A
 Temporary Room Attendant SAME AS UNION CONTRACT, STEP A
 Temporary Unit Assistant SAME AS UNION CONTRACT, STEP A
 Temporary Clerk Receptionist \$9.94
 CNA Trainee Minimum Wage
 Casual Call RN \$35.85
 Casual Call LPN \$25.90

SHERIFF

Boat Patrol Officer Going rate paid at regular employment
 Reserve Officer
 Chief ~~\$16.06~~ \$17.30
 Captain ~~\$15.35~~ \$16.54
 Lieutenant ~~\$14.63~~ \$15.76
 Sergeant ~~\$14.28~~ \$15.38
 Unranked deputies with one year or more of experience ~~\$13.62~~ \$14.67
 Unranked deputies with less than one year of experience ~~\$12.34~~ \$13.29

(Approved 2-8-00 to put Reserve Officer into unclassified salary schedule vs. previous separate resolution)

SOLID WASTE

	<u>1ST YR</u>	<u>2ND YR</u>	<u>3RD YR</u>	<u>4TH YR</u>
Seasonal Laborers	\$9.00	\$9.25	\$9.50	\$9.75

POSITIONS SET BY SEPARATE RESOLUTION

Bailiff – Circuit Courts
 Deputy Coroner – Coroner’s Office

OTHER POSITIONS

Persons hired into positions not listed above who are serving as temporary replacements for regular positions will be hired at hourly rates as low as 85% of the established minimum rate of the regular position. Former employees who return in a temporary capacity to the same type of position they performed prior to terminating may be paid at the step in the current pay plan for regular positions that corresponds with the step that they received when they last worked as regular employees. All rates are hourly unless otherwise specified. (Language changed effective 2-26-03 per the Personnel and Finance Committee.)

Note: None of these wages will be paid retroactively when rates in the Collective Bargaining Agreements or Administrative Salary Plan are changed.

**WINNEBAGO COUNTY SHERIFF'S OFFICE
RESERVE UNIT**

<u>RESERVE RANK</u>	<u>2011 BASE CURRENT WAGE</u>	*****NON REP INCREASE*****				<u>EXCLUDED OVERALL INCREASE</u>	<u>REQUESTED 1.50% Increase WAGE 2016</u>	
		<u>1% 2012</u>	<u>1% 2013</u>	<u>1.75% 2014</u>	<u>2.25% 2015</u>			
FIRST YEAR DEPUTY Mayer, Amanda	12.34	12.46	12.59	12.81	13.10	6.13%	13.29	7.72%
DEPUTY Belonger Kyle J Eberhardt, Michael P Kersten, Christinna Larson, Bryan Lautenschlager, Craig Much, Curtis P Rasmussen, Ky Schroeder, Samuel J Smith, Daniel Wandrie, Robert A Zeumer, Colin, R	13.62	13.76	13.89	14.14	14.45	6.13%	14.67	7.72%
SERGEANT Peters, Heath Walter, Jason S	14.28	14.42	14.57	14.82	15.16	6.13%	15.38	7.72%
LIEUTENANT Gruss, Jeffrey L Harn, Peggy A Ryden, Christopher	14.63	14.78	14.92	15.19	15.53	6.13%	15.76	7.72%
CAPTAIN Duprey, Christopher Schend, Kirk	15.35	15.50	15.66	15.93	16.29	6.13%	16.54	7.72%
CHIEF Caldwell, Danielle R	16.06	16.22	16.38	16.67	17.04	6.13%	17.30	7.72%

*******2014: 80.36%(\$43,087) RESERVE LABOR COSTS REIMBURSED**

2015 Budgeted Reserve Labor	\$48,833
2012-2014 Avg Reserve Labor	\$48,280
	1.0772 Excluded Total Increase
POTENTIAL 2016 RESERVE LABOR	\$52,008
	\$3,727.24 Additional Wage
	0.1964 Non Reimbursed Rate
	\$732 Total Cost for 7.72% Wage Increase