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WHEREAS, the Human Resources Committee also recommends that non-bargaining unit employees who are laid off from County employment as a direct result of the expected sale of Sunny Ridge Health Care and Rehabilitation Center to a private party and who continued to work for the County through the effective date of the sale be granted a reasonable severance pay consistent with a severance pay package that has been proposed to the bargaining units representing other Sunny Ridge employees;

NOW, THEREFORE, the County Board of Supervisors of the County of Sheboygan does ordain as follows:

Section 1. **Pay Increases.** There is hereby granted a three percent (3%) across-the-board pay increase to be effective January 1, 2007, for all non-bargaining employees who are not already paid more than the maximum salary for the grade for their position as provided by Section 2 below; provided, however, that no pay increase shall be granted that will result in a salary higher than the maximum salary for the grade for the position as provided by Section 2 below; and an additional three percent (3%) across-the-board pay increase to be effective January 1, 2008, for all non-bargaining employees who are not at that time already paid more than the maximum salary for the grade for their position as provided by Section 3 below; provided, however, that no pay increase shall be granted that will result in a salary higher than the maximum salary for the grade for the position as provided by Section 3 below.

Section 2. **Amending Salary Schedule for 2007.** The salary schedule provisions of Section 47.08 of the County Code of Ordinances are hereby rescinded and re-created effective January 1, 2007, to read as follows:

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Third Quartile	Maximum
20	\$86,758	\$89,785	\$92,811	\$94,829	\$96,846	\$98,864	\$100,882	\$107,943	\$115,005
19	\$80,704	\$83,519	\$86,334	\$88,211	\$90,088	\$91,965	\$93,841	\$100,410	\$106,979
18	\$75,005	\$77,622	\$80,238	\$81,982	\$83,727	\$85,471	\$87,215	\$93,320	\$99,426
17	\$69,837	\$72,274	\$74,710	\$76,334	\$77,958	\$79,582	\$81,206	\$86,891	\$92,575
16	\$64,967	\$67,234	\$69,500	\$71,011	\$72,522	\$74,033	\$75,543	\$80,831	\$86,119
15	\$60,431	\$62,539	\$64,647	\$66,053	\$67,458	\$68,864	\$70,269	\$75,188	\$80,107
14	\$56,240	\$58,202	\$60,163	\$61,471	\$62,779	\$64,087	\$65,395	\$69,973	\$74,550
13	\$52,535	\$54,367	\$56,200	\$57,422	\$58,644	\$59,865	\$61,087	\$65,363	\$69,639
12	\$49,103	\$50,816	\$52,528	\$53,670	\$54,812	\$55,954	\$57,096	\$61,093	\$65,090
11	\$45,888	\$47,489	\$49,090	\$50,157	\$51,224	\$52,291	\$53,358	\$57,093	\$60,829
10	\$42,889	\$44,385	\$45,881	\$46,878	\$47,876	\$48,873	\$49,871	\$53,362	\$56,852
9	\$40,270	\$41,675	\$43,079	\$44,016	\$44,952	\$45,889	\$46,825	\$50,103	\$53,381
8	\$37,812	\$39,131	\$40,450	\$41,329	\$42,209	\$43,088	\$43,968	\$47,045	\$50,123
7	\$33,609	\$34,782	\$25,954	\$36,736	\$37,517	\$38,299	\$39,081	\$41,816	\$44,552
6	\$31,193	\$32,281	\$33,370	\$34,095	\$34,820	\$35,546	\$36,271	\$38,810	\$41,349
5	\$28,949	\$29,958	\$30,968	\$31,641	\$32,315	\$32,988	\$33,661	\$36,017	\$38,374

4	\$26,870	\$27,807	\$28,744	\$29,369	\$29,994	\$30,619	\$31,244	\$33,431	\$35,618
3	\$25,000	\$25,872	\$26,744	\$27,325	\$27,907	\$28,488	\$29,070	\$31,105	\$33,139
2	\$23,264	\$24,076	\$24,887	\$25,428	\$25,969	\$26,510	\$27,051	\$28,945	\$30,839
1	\$21,627	\$22,382	\$23,136	\$23,639	\$24,142	\$24,645	\$25,148	\$26,908	\$28,669

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For non-full-time positions, the Liaison Committee for the affected position shall determine an appropriate proration of salary to be paid based on an estimated percentage of time the non-full-time positions require as compared to the full-time schedule.

Section 3. **Amending Salary Schedule for 2008.** The salary schedule provisions of Section 47.08 of the County Code of Ordinances are hereby rescinded and re-created effective January 1, 2008, to read as follows:

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Third Quartile	Maximum
20	\$89,361	\$92,478	\$95,596	\$97,674	\$99,752	\$101,830	\$103,908	\$111,182	\$118,455
19	\$83,125	\$86,024	\$88,924	\$90,857	\$92,790	\$94,723	\$96,657	\$103,423	\$110,189
18	\$77,255	\$79,950	\$82,645	\$84,442	\$86,239	\$88,035	\$89,832	\$96,120	\$102,408
17	\$71,932	\$74,442	\$76,951	\$78,624	\$80,297	\$81,970	\$83,642	\$89,497	\$95,352
16	\$66,916	\$69,251	\$71,585	\$73,141	\$74,697	\$76,253	\$77,810	\$83,256	\$88,703
15	\$62,244	\$64,416	\$66,587	\$68,034	\$69,482	\$70,930	\$72,377	\$77,443	\$82,510
14	\$57,927	\$59,948	\$61,968	\$63,315	\$64,663	\$66,010	\$67,357	\$72,072	\$76,787
13	\$54,111	\$55,998	\$57,886	\$59,144	\$60,403	\$61,166	\$62,920	\$67,324	\$71,728
12	\$50,576	\$52,340	\$54,104	\$55,280	\$56,457	\$57,633	\$58,809	\$62,926	\$67,042
11	\$47,265	\$48,914	\$50,562	\$51,662	\$52,761	\$53,860	\$54,959	\$58,806	\$62,653
10	\$44,175	\$45,716	\$47,257	\$48,285	\$49,312	\$50,339	\$51,367	\$54,962	\$58,558
9	\$41,478	\$42,925	\$44,372	\$45,335	\$46,301	\$47,266	\$48,230	\$51,606	\$54,982
8	\$38,946	\$40,305	\$41,664	\$42,569	\$43,475	\$44,381	\$45,287	\$48,457	\$51,627
7	\$34,618	\$35,825	\$37,033	\$37,838	\$38,643	\$39,448	\$40,253	\$43,071	\$45,888
6	\$32,129	\$33,250	\$34,371	\$35,118	\$35,865	\$36,612	\$37,359	\$39,975	\$42,590
5	\$29,817	\$30,857	\$31,897	\$32,591	\$33,284	\$33,978	\$34,671	\$37,098	\$39,525
4	\$27,676	\$28,641	\$29,606	\$30,250	\$30,894	\$31,537	\$32,181	\$34,434	\$36,686
3	\$25,750	\$26,648	\$27,546	\$28,145	\$28,744	\$29,343	\$29,942	\$32,038	\$34,134
2	\$23,962	\$24,798	\$25,634	\$26,191	\$26,748	\$27,306	\$27,863	\$29,813	\$31,764
1	\$22,276	\$23,053	\$23,830	\$24,348	\$24,866	\$25,384	\$25,902	\$27,716	\$29,529

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For non-full-time positions, the Liaison Committee for the affected position shall determine an appropriate proration of salary to be paid based on an estimated percentage of time the non-full-time positions require as compared to the full-time schedule.

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Section 4. **(Non-Codified) Severance Pay.** A severance payment of Three Hundred Dollars (\$300.00) plus an additional One Hundred Dollars (\$100.00) for each full year of continuous service with the County shall be paid to each non-probationary non-bargaining unit employee who works through the effective date of the transfer of Sunny Ridge Health Care and Rehabilitation Center to a private party and who is thereupon laid off from County employment as a direct result of the transfer of Sunny Ridge to a private party; provided, however, that any employee who receives the severance payment but who then takes a regular position with the County within one (1) year of the transfer date shall be required to repay the severance payment to the County by payroll deduction at the rate of One Hundred Dollars (\$100.00) per pay period.

Section 5. **Effective Date.** The herein Ordinance shall take effect upon enactment and shall be applicable as above.

Respectfully submitted this 15th day of May, 2007.

HUMAN RESOURCES COMMITTEE

Donald A. Schramm
Donald A. Schramm, Chairperson

Roger L. Te Stroete
Roger L. Te Stroete, Vice-Chairperson

William B. Seibold
William B. Seibold, Secretary

Devin LeMahieu
Devin LeMahieu

Val Schultz
Val Schultz

ENACTED 6.19.2007

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