

**SHEBOYGAN COUNTY    ORDINANCE NO. 15 (2009/10)**

Re:   **Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel for 2009 and 2010**

**WHEREAS**, pursuant to Section 47.18 of the County Code of Ordinances, it is the responsibility of the Human Resources Committee to recommend to the County Board adjustments in compensation for non-elected non-bargaining unit employees, and

**WHEREAS**, Sections 47.04(c) and 47.18 of the County Code of Ordinances direct that pay ranges be updated periodically to maintain compensation at fair and competitive levels, and

**WHEREAS**, it is also the responsibility of the Human Resources Committee, pursuant to Sections 2.12(g)(8) and 47.04(c)(1) of the County Code, to have charge of the medical and dental coverage benefits provided for non-bargaining unit employees, and

**WHEREAS**, the average across-the-board wage increases granted to the County's union employees in labor union agreements for 2009 and 2010, including the across-the-board wage increases which have been proposed by the County in interest arbitrations for those bargaining groups which have not settled, are 2.85% for 2009 and 2.04% for 2010, and considering the desirability of granting increases to non-union employees which are comparable to the increases granted to union employees, in order to avoid undue wage compression and to treat non-union employees fairly, it is the recommendation of the Human Resources Committee that a two and eighty-five hundredths percent (2.85%) across-the-board pay increase be granted for calendar year 2009, effective retroactively to January 1, 2009, for those employees on the County payroll as of the date of enactment; and that an additional two and four one-hundredths percent (2.04%) across-the-board pay increase be granted for calendar year 2010, effective January 1, 2010, and

**WHEREAS**, the current state of the economy and the resulting hardships being experienced by Sheboygan County taxpayers require that additional measures be taken to reduce expense when reasonably practicable, and accordingly it is the recommendation of the Human Resources Committee that merit pay increases for non-union employees, which otherwise would be available under Chapter 47.03 of the County Code of Ordinances, be suspended for calendar year 2010; and

**WHEREAS**, one of the union bargaining units (Health Care Centers Registered Nurses) has agreed to an increase in employee share of health premiums for part-time employees hired after January 1, 2010, and the Human Resources Committee has determined that the same change will be in effect for newly hired part-time non-union 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 two and eighty-five hundredths percent (2.85%) across-the-board pay increase for calendar year 2009, effective retroactively to January 1, 2009, for those employees on the County payroll as of the date of enactment; and an additional two and four hundredths percent (2.04%) across-the-board pay increase to be effective January 1, 2010.

Section 2. **Amending Salary Schedule for 2009.** The salary schedule provisions of Section 47.08 of the County Code of Ordinances are hereby rescinded and re-created effective January 1, 2009 to read as follows:

<b><u>2009</u></b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Midpoint</b>	<b>Maximum</b>
Grade								
<b>20</b>	\$91,908	\$95,114	\$98,320	\$100,458	\$102,595	\$104,733	\$106,870	\$121,832
<b>19</b>	\$85,493	\$88,476	\$91,458	\$93,446	\$95,435	\$97,423	\$99,411	\$113,329
<b>18</b>	\$79,457	\$82,229	\$85,001	\$86,848	\$88,696	\$90,544	\$92,392	\$105,327
<b>17</b>	\$73,982	\$76,563	\$79,144	\$80,864	\$82,585	\$84,305	\$86,026	\$98,070
<b>16</b>	\$68,823	\$71,224	\$73,625	\$75,225	\$76,826	\$78,426	\$80,027	\$91,231
<b>15</b>	\$64,018	\$66,252	\$68,485	\$69,974	\$71,462	\$72,951	\$74,440	\$84,862
<b>14</b>	\$59,578	\$61,657	\$63,735	\$65,120	\$66,506	\$67,891	\$69,277	\$78,976
<b>13</b>	\$55,653	\$57,595	\$59,536	\$60,830	\$62,124	\$63,419	\$64,713	\$73,773
<b>12</b>	\$52,017	\$53,832	\$55,646	\$56,856	\$58,066	\$59,275	\$60,485	\$68,953
<b>11</b>	\$48,612	\$50,307	\$52,003	\$53,134	\$54,264	\$55,395	\$56,525	\$64,439
<b>10</b>	\$45,435	\$47,020	\$48,605	\$49,661	\$50,718	\$51,774	\$52,831	\$60,227
<b>9</b>	\$42,660	\$44,148	\$45,637	\$46,629	\$47,621	\$48,613	\$49,605	\$56,550
<b>8</b>	\$40,056	\$41,454	\$42,851	\$43,782	\$44,714	\$45,645	\$46,577	\$53,098
<b>7</b>	\$35,604	\$36,846	\$38,088	\$38,916	\$39,744	\$40,572	\$41,400	\$47,196
<b>6</b>	\$33,045	\$34,197	\$35,350	\$36,119	\$36,887	\$37,656	\$38,424	\$43,803
<b>5</b>	\$30,667	\$31,737	\$32,806	\$33,519	\$34,233	\$34,946	\$35,659	\$40,651
<b>4</b>	\$28,464	\$29,457	\$30,450	\$31,112	\$31,774	\$32,436	\$33,098	\$37,732
<b>3</b>	\$26,484	\$27,408	\$28,331	\$28,947	\$29,563	\$30,179	\$30,795	\$35,106
<b>2</b>	\$24,645	\$25,505	\$26,364	\$26,938	\$27,511	\$28,084	\$28,657	\$32,669
<b>1</b>	\$22,911	\$23,710	\$24,510	\$25,043	\$25,575	\$26,108	\$26,641	\$30,371

Section 3. **Amending Salary Schedule for 2010.** The salary schedule provisions of Section 47.08 of the County Code of Ordinances are hereby rescinded and re-created effective January 1, 2010, to read as follows:

<b><u>2010</u></b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Midpoint</b>	<b>Maximum</b>
Grade								
<b>20</b>	\$93,783	\$97,055	\$100,326	\$102,507	\$104,688	\$106,869	\$109,050	\$124,317
<b>19</b>	\$87,238	\$90,281	\$93,324	\$95,353	\$97,381	\$99,410	\$101,439	\$115,640
<b>18</b>	\$81,078	\$83,907	\$86,735	\$88,620	\$90,506	\$92,391	\$94,277	\$107,476
<b>17</b>	\$75,492	\$78,125	\$80,759	\$82,514	\$84,270	\$86,025	\$87,781	\$100,070
<b>16</b>	\$70,228	\$72,677	\$75,127	\$76,760	\$78,394	\$80,027	\$81,660	\$93,092
<b>15</b>	\$65,325	\$67,604	\$69,882	\$71,401	\$72,921	\$74,440	\$75,959	\$86,593
<b>14</b>	\$60,793	\$62,914	\$65,035	\$66,449	\$67,862	\$69,276	\$70,690	\$80,587
<b>13</b>	\$56,788	\$58,769	\$60,750	\$62,071	\$63,392	\$64,712	\$66,033	\$75,278
<b>12</b>	\$53,078	\$54,930	\$56,781	\$58,016	\$59,250	\$60,485	\$61,719	\$70,360
<b>11</b>	\$49,603	\$51,333	\$53,064	\$54,217	\$55,371	\$56,524	\$57,678	\$65,753
<b>10</b>	\$46,362	\$47,979	\$49,596	\$50,674	\$51,753	\$52,831	\$53,909	\$61,456

9	\$43,531	\$45,049	\$46,568	\$47,580	\$48,592	\$49,605	\$50,617	\$57,703
8	\$40,873	\$42,299	\$43,725	\$44,675	\$45,626	\$46,576	\$47,527	\$54,181
7	\$36,331	\$37,598	\$38,865	\$39,710	\$40,555	\$41,400	\$42,245	\$48,159
6	\$33,719	\$34,895	\$36,071	\$36,856	\$37,640	\$38,424	\$39,208	\$44,697
5	\$31,292	\$32,384	\$33,475	\$34,203	\$34,931	\$35,658	\$36,386	\$41,480
4	\$29,045	\$30,058	\$31,071	\$31,747	\$32,422	\$33,098	\$33,773	\$38,501
3	\$27,024	\$27,966	\$28,909	\$29,538	\$30,166	\$30,795	\$31,423	\$35,822
2	\$25,148	\$26,025	\$26,903	\$27,487	\$28,072	\$28,657	\$29,242	\$33,336
1	\$23,378	\$24,194	\$25,009	\$25,553	\$26,097	\$26,640	\$27,184	\$30,990

Section 4. **Suspension of Merit Pay.** No merit pay increases under Chapter 47.03 of the County Code of Ordinances shall be given from January 1, 2010, through December 31, 2010. This provision does not apply to step increases up to the midpoint of each pay grade.

Section 5. **Effective Date.** The herein Ordinance shall take effect upon enactment and shall be applicable as provided pursuant to Sections 1 through 4.

Respectfully submitted this 22nd day of September, 2009.

**HUMAN RESOURCES COMMITTEE**

Val Schultz  
Val Schultz, Chairperson

Devin LeMahieu  
Devin LeMahieu, Vice-Chairperson

Fran Damp  
Fran Damp, Secretary

Donald A. Schramm  
Donald A. Schramm

Roger L. Te Stroete  
Roger L. Te Stroete

ENACTED 10.20.2009

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