

Resolution No. 1-1000

TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Committee on Salary and Personnel has evaluated the results of the compensation study conducted by the professional consultant firm of Carlson Dettmann Associates for the Iowa County employees who are not represented by collective bargaining units and presents the committee recommendations to the full County Board for adoption;

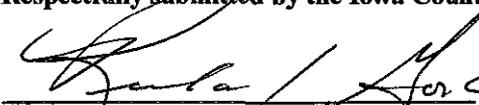
WHEREAS, the Committee has considered the need for Iowa County to provide fair compensation to its non-represented employees taking into consideration both the cost of living and the rising cost of the employee's accompanying benefit package;

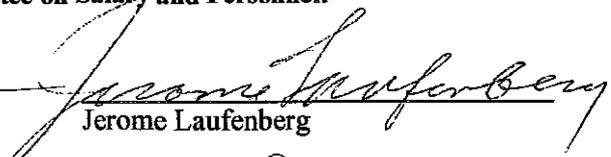
WHEREAS, the Committee has considered the total cost of the implementation of the compensation study and recommends the following methods be utilized:

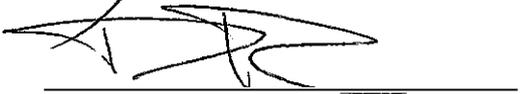
- that the compensation study be implemented at the scale of 90% Market Plan (1A) effective January 1, 2001;
- that said implementation of the compensation study includes the 3% increase effective January 1, 2001 and placement at a salary figure effective January 1, 2001 that is fair compensation and consistent with applicable requirements of federal and state law;
- that the employee scheduled to receive an annual total adjustment figure in 2001 of \$3,000.00 or greater receive such adjustment on a quarterly basis in four equal payments beginning January 1, 2001 over one-year's time ending December 31, 2001;

NOW, THEREFORE, BE IT RESOLVED, by the Iowa County Board of Supervisors, that the following schedule of salaries and compensation using the above listed procedures be paid to the listed non-represented titles/employees during 2001:
(end page 1)

Respectfully submitted by the Iowa County Committee on Salary and Personnel:


Chairperson, Richard Gorder


Jerome Laufenberg


David Blume


Diane McGuire


Robert Daentl

Adopted by the Iowa County Board of Supervisors on the _____ day of October 2000.

Neil Jefferson
Iowa County Chairman

ATTEST: _____
Gregory T. Klusendorf
Iowa County Clerk

CERTIFICATION OF ADOPTION

This is to certify that the County Board of Iowa County duly adopted the above resolution on the _____ day of October 2000.

Gregory T. Klusendorf
Iowa County Clerk
Iowa County, Wisconsin

IOWA COUNTY
Non-Rep Pay Plan *90% of Market*
Market Data Implementation

Job Code	Position Title	Total Points	1999 WZ Compa	Annual Salary	Current Rate	Market Avg	Market Diff	New Grade	1/1/00 Pct Inc	Plan Impl Rate	Total Adjustment
6	Social Services Director	992		46,350	22.28	27.65	-19.4%	J	22.95	23.50	1,140
13	Information Systems Director	753		50,000	24.04	35.00	-31.3%	K	24.76	25.35	1,228
17	Finance Director	813		36,153	17.38			H	17.90	18.23	686
1	Highway Commissioner	786		41,000	19.71	23.49	-16.1%	H	20.30	20.77	972
24	Personnel Director	785		40,067	19.26			H	19.84	20.26	872
16	Health Department Director	778		41,423	19.91	21.63	-7.9%	H	20.51	20.77	536
16	Chief Deputy	746	41,969	36,016	17.32	20.95	-17.3%	G	17.63	17.87	73
10	Commission on Aging Director	712		32,699	15.72	18.50	-15.0%	G	16.19	16.49	619
14	Zoning Administrator/LIO	712	29,942	36,050	17.33	18.28	-5.2%	G	17.85	17.87	38
5	County Conservationist	707	30,175	33,840	16.27	18.42	-11.7%	G	16.76	16.95	401
27	Social Work Supervisor	702	35,324	38,953	18.73	19.49	-3.9%	H	19.29	19.75	958
26	Social Work Supervisor	702		37,282	17.92	19.49	-8.0%	H	18.46	18.74	579
4	Child Support Director	681		32,794	15.77	17.99	-12.4%	F	16.24	16.56	667
2	General Patrol Superintendent	651	30,497	33,990	16.34	17.99	-9.2%	G	16.83	16.95	246
3	State Patrol Superintendent	651		36,579	17.59	17.99	-2.2%	G	18.11	18.32	429
7	Administrative Assistant	612		31,930	15.35	16.53	-7.1%	E	15.81	15.81	0
8	Economic Support Supervisor	612	27,675	33,000	15.87	18.45	-14.0%	F	16.34	16.56	455
26	Veterans Service Officer	608		30,900	14.86	15.95	-6.9%	E	15.30	15.34	80
11	Judicial Assistant/Register in Probate	601		31,884 37,318	13.13	14.59	-10.0%	E	13.52	13.84	657
12	Teen Court Director	601	34,216		15.24			E	15.70	15.70	5
23	Confidential Administrative Secretary	430		23,031	11.07	12.11	-8.6%	B	11.40	11.40	-10
		Totals			\$751,067				\$22,526	\$33,156	\$55,682
		Average					-11.5%				10,631
		Pct. Increase							4.4%		7.4%