

**TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:**

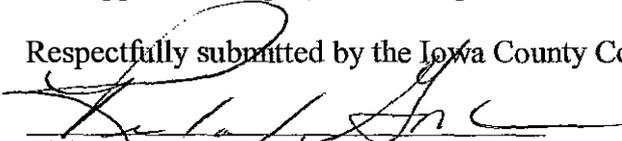
**WHEREAS**, Committee on Salary and Personnel as authorized by the County Board, has completed the Compensation Study for management, non-represented, appointed employees which was performed by the Carlson, Dettmann, Associates;

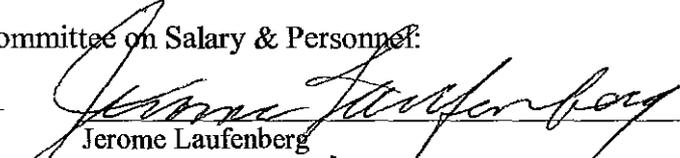
**WHEREAS**, the committee was charged to complete a pay plan for the management, non-represented, and appointed employees who are not represented by a bargaining unit and bring their recommendation to the full County Board for adoption;

**WHEREAS**, the Committee on Salary and Personnel, does hereby recommend the formal adoption of the attached Pay Plan Matrix (90% of Market) for Management, Non-represented, and Appointed employees. Each management, non-represented, and appointed employee is to advance forward one step in his/her respective grade. Management, non-represented, and appointed employee(s) who are at the maximum (i.e., step 6) in his/her respective grade will receive the designated Cost of Living Adjustment (COLA) of 3%.

**BE IT FURTHER RESOLVED THAT**, the Pay Plan Matrix (90% of Market) Management, Non-represented, and Appointed employees be adopted with the effective date of January 1, 2002.

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

  
Richard Gorder, Chairperson

  
Jerome Laufenberg

  
Diane McGuire

  
David Blume

  
Robert Daentl

Adopted this 21st day of August 2001.

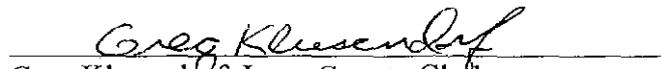
ATTEST:

  
Neil Jefferson; Iowa County Chairperson

  
Greg Klusendorf; Iowa County Clerk

**CERTIFICATION OF ADOPTION**

This is to certify that the above resolution was duly adopted by the County Board of Iowa County on the 21st day of August 2001.

  
Greg Klusendorf; Iowa County Clerk  
Iowa County, Wisconsin

MATRIX 2002  
 2001 (90% OF Market)  
 Plus 3% COLA

PAY GRADE	POINTS IN GRADE			PAY STEPS						
	FROM		TO	Min.	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<i>Index</i>										
J	910	955	1000	22.29	22.93	23.57	24.21	24.83	25.47	26.11
I	827	868	909	20.18	20.75	21.33	21.91	22.48	23.06	23.64
H	752	789	826	18.26	18.78	19.30	19.83	20.34	20.87	21.39
G	684	718	751	16.51	16.98	17.46	17.93	18.41	18.87	19.34
F	622	652	683	14.92	15.36	15.78	16.21	16.63	17.06	17.49
E	565	593	621	13.48	13.87	14.26	14.64	15.03	15.41	15.80
D	514	539	564	12.17	12.52	12.86	13.21	13.57	13.92	14.26
C	467	490	513	10.98	11.29	11.61	11.92	12.24	12.55	12.86
B	425	446	467	9.90	10.18	10.46	10.74	11.02	11.31	11.59
A	386	405	424	8.91	9.17	9.41	9.67	9.93	10.19	10.43

Over →

**IOWA COUNTY**  
**Pay Plan Matrix (90% of Market)**  
**Eff. 1/1/01**

PAY	POINTS IN GRADE		PAY STEPS						
GRADE	FROM	TO	Min.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<i>Index</i>			<i>87.5%</i>	<i>90.0%</i>	<i>92.5%</i>	<i>95.0%</i>	<i>97.5%</i>	<i>100.0%</i>	<i>102.5%</i>
J	910	1000	21.64	22.26	22.88	23.50	24.11	24.73	25.35
I	827	909	19.59	20.15	20.71	21.27	21.83	22.39	22.95
H	752	826	17.73	18.23	18.74	19.25	19.75	20.26	20.77
G	684	751	16.03	16.49	16.95	17.41	17.87	18.32	18.78
F	622	683	14.49	14.91	15.32	15.74	16.15	16.56	16.98
E	565	621	13.09	13.47	13.84	14.21	14.59	14.96	15.34
D	514	564	11.82	12.16	12.49	12.83	13.17	13.51	13.84
C	467	513	10.66	10.96	11.27	11.57	11.88	12.18	12.49
B	425	467	9.61	9.88	10.16	10.43	10.70	10.98	11.25
A	386	424	8.65	8.90	9.14	9.39	9.64	9.89	10.13

