RESOLUTION NO. 8-1018

TO THE HONRABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, Iowa County Board of Supervisors adopted a classification and compensation pay plan (resolution no 4-0914) for non-represented employees in September of 2014; and

WHEREAS, Iowa County Board of Supervisors are committed to annually monitoring and updating pay plan structure to maintain current market wages, and

WHEREAS, Iowa County General Government Committee has evaluated the 2019 Market Increase Survey information provided to them by Carlson Dettmann Consulting.

NOW THEREFORE, BE IT RESOLVED, that the General Government Committee recommends to the Iowa County Board of Supervisors to adjust the classification and compensation pay plan structure (Step 2 – Step 6 and Maximum) by 2.5%, effective January 1, 2019.

BE IT FURTHER RESOLVED, that Iowa County employees' that are currently on Step 2 – Step 6 and Maximum receive the adjustment to the pay structure on January 1, 2019.

Respectfully submitted by the Executive Committee

PROPOSED 1-1-19 Pay Plan Matrix - with a 2.50% increase

Iowa County

Combination Salary Structure

Original Pay Plan Matrix was Adopted by County Board on September 16, 2014 with an implementation date of October 5, 2014

1.5% Market Adjustment adopted by County Board on October 16, 2015 with an implementation date of January 1, 2016

2.25% Market Adjustment adopted by County Board on November 15, 2016 with an implmentation date of January 1, 2017

2.25% Market Adjustment adopted by County Board on October 17, 2017 with an implmentation date of January 1, 2018

2.5% Market Adjustment adopted by County Board on October 17, 2017 with an implmentation date of July 1, 2018

2.5% Market Adjustment PROPOSED effective January 1, 2019

Job Code In Payroll	Grade	Job Title	Department	Minimum Elliminated Step 1	90% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	Control Point 100% Step 6	Pay For Performance	Maximum 120% Maximum
281	T	Corporation Counsel	District Attorney		$ 45.81	$ 47.08	$ 48.36	$ 49.63	$ 50.90	→	$ 61.08
601	S	Nursing Home Administrator	Bloomfield Healthcare		$ 41.99	$ 43.16	$ 44.33	$ 45.49	$ 46.66	→	$ 55.99
311		Highway Commissioner	Highway								
460		Social Services Director	Social Services								
202	R	Finance Director	Finance		$ 39.11	$ 40.19	$ 41.28	$ 42.36	$ 43.45	→	$ 52.14
387	Q	Planning & Development Director	Planning & Development		$ 37.21	$ 38.24	$ 39.27	$ 40.31	$ 41.34	→	$ 49.61
426		Public Health Officer/Director	Health								
404	P	Chief Deputy	Sheriff		$ 35.28	$ 36.26	$ 37.24	$ 38.22	$ 39.20	→	$ 47.04
603		Director of Nursing	Bloomfield Healthcare								
201		Employee Relations Director	Employee Relations								
301		Information Systems Director	Information Systems								
372	O	ADRC Manager	ADRC		$ 33.36	$ 34.29	$ 35.22	$ 36.14	$ 37.07	→	$ 44.48
409		Jail Administrator	Sheriff								
459		Youth and Family Unity Manager	Social Services								
382	N	County Conservationist	Land Conservation		$ 31.45	$ 32.32	$ 33.19	$ 34.07	$ 34.94	→	$ 41.93
624		Nurse Manager	Bloomfield Healthcare								
638		MDS & Infection Prevention Manager	Bloomfield Healthcare								
500		Operations Manager	Highway								
443	M	Child Support Manager	Child Support		$ 29.54	$ 30.36	$ 31.18	$ 32.00	$ 32.82	→	$ 39.38
458		Economic Support Manager	Social Services								

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380		Emergency Management Director	Emergency Management								
631		Environmental Services Director	County Wide								
501 & 502		Patrol Superintendent	Highway								
631	L	Environmental Services Director	Bloomfield Healthcare Only		$ 27.62	$ 28.39	$ 29.16	$ 29.92	$ 30.69		$ 36.83
422		Public Health Nurse	Health								
134	K	Business Manager	Bloomfield, Highway & Social Services		$ 25.71	$ 26.43	$ 27.14	$ 27.86	$ 28.57		$ 34.28
385		GIS Coordinator	Planning & Development								
271		Judicial Assistant/Register in Probate	Judicial/Probate								
454		Lead Social Worker	Social Services								
609		Registered Nurse	Bloomfield Healthcare								
610		MDS Nurse	Bloomfield Healthcare								
366	J	ADRC Information & Assistance Specialist Lead	ADRC		$ 23.79	$ 24.45	$ 25.11	$ 25.77	$ 26.43		$ 31.72
310		Airport Manager	Airport								
381		Conservation Planner/Conservationist	Land Conservation								
384		Engineering Tech-Planner/Conservationist	Land Conservation								
456		Social Worker	Bloomfield, Social Services/ADRC								
456		Veterans Officer	Veterans								
503		Shop Operations Lead	Highway								

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617	I	Activity Director	Bloomfield Healthcare		$ 21.88	$ 22.49	$ 23.09	$ 23.70	$ 24.31	→	$ 29.17
367		ADRC Information & Assistance Specialist	ADRC								
365 & 371		Benefit Specialist	ADRC								
606		Dietary Supervisor	Bloomfield Healthcare								
365		Elderly Benefits & Wellness / Prevention Coord	ADRC								
388		County Sanitarian/Asst Zoning Administrator	Planning & Development								
495		Highway Crew Lead	Highway								
491		Mechanic	Highway								
444	H	Child Support Specialist	Child Support		$ 19.96	$ 20.52	$ 21.07	$ 21.63	$ 22.18	→	$ 26.62
451		Economic Support Specialist	Social Services								
515		Equipment Operator	Highway								
304		Information Technical Support Specialist	Information Systems								
107		Legal Secretary	District Attorney								
261		Deputy Clerk of Courts	Clerk of Courts								
104		Tax Description Specialist	Treasurer								
389		Veterans Benefits Specialist	Veterans								
108		Victim Witness Coordinator	District Attorney								
464		Social Services Specialist	Social Services								
137	G	Accountant Specialist	Highway		$ 18.05	$ 18.56	$ 19.06	$ 19.56	$ 20.06	→	$ 24.07
137		Accountant Specialist	Finance								
137		Accountant Specialist	Bloomfield Healthcare								
410		Administrative Secretary	Sheriff								

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102		Department Assistant - District Attorney	District Attorney								
640		Billing Specialist	Bloomfield Healthcare								
111		County Admin & Emergency Mng Dept Assist	County Administrator/ Emergency Management								
195		Deputy County Clerk	County Clerk								
221		Deputy Register of Deeds	Register of Deeds								
211		Deputy Treasurer	Treasurer								
204		Employee Relations Assistant	Bloomfield Healthcare								
607		Laundry/Housekeeping Supervisor	Bloomfield Healthcare								
613		Licensed Practical Nurse	Bloomfield Healthcare								
522		Section Maintenance Patrol	Highway								
101		Social Services Department Secretary	Social Services								
525		AUXILIARY MAINT PATROL	Highway								
100	F	Department Assistant - ADRC	ADRC		$ 16.15	$ 16.59	$ 17.04	$ 17.49	$ 17.94	→	$ 21.53
100		Department Assistant - District Attorney	District Attorney								
100		Department Assistant - Health	Health								
100		Department Assistant - Land Conservation	Land Conservation								
408		Department Assistant - Sheriff	Sheriff								
100		Department Assistant - Social Services	Social Services								
100		Department Assistant - UW Extension	UW Extension								

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636		Environmental Services - Maintenance	Bloomfield Healthcare / County Maintenance								
625		Medical Records Coordinator	Bloomfield Healthcare								
600		Medication Technician	Bloomfield Healthcare								
100		Department Assistant-Bloomfield	Bloomfield Healthcare								
618	E	Activity Assistant	Bloomfield Healthcare		$ 14.42	$ 14.82	$ 15.22	$ 15.62	$ 16.02	→	$ 19.22
615		Certified Nursing Assistant (C N A)	Bloomfield Healthcare								
616		Health Unit Coordinator	Bloomfield Healthcare								
374	D	ADRC Bus Driver	ADRC		$ 12.86	$ 13.22	$ 13.58	$ 13.93	$ 14.29	→	$ 17.15
622		Cook	Bloomfield Healthcare								
620	C	Dietary Aide	Bloomfield Healthcare		$ 11.48	$ 11.80	$ 12.12	$ 12.44	$ 12.76	→	$ 15.31
627		Environmental Services - Laundry/Housekeeping	Bloomfield Healthcare								