



AGENDA
FINANCE COMMITTEE
REGULAR MEETING
FRIDAY, NOVEMBER 18, 2022 – 8:00 AM
ADMINISTRATION CENTER - **ROOM A-200**
121 W. MAIN STREET, PORT WASHINGTON, WI 53074

The public can access the meeting by viewing the live stream at the link which will be opened five minutes before the call to order:

[Finance Committee Live Stream](#)

*The public can submit comments here: [Public Comment Form](#)
[Public Comment Policy](#) & [Instructions for Submitting Public Comments Online](#)*

1. CALL TO ORDER

Roll Call

2. PROPER NOTICE

3. PUBLIC COMMENTS/CORRESPONDENCE/COMMUNICATIONS

4. APPROVAL OF MINUTES

a. October 27, 2022

5. CORPORATION COUNSEL DEPARTMENT REPORT

a. Corp. Counsel Financial Report

6. ACTION ITEMS

- a. Resolution: Increase of Revenue 2022 - Planning & Parks
- b. Resolution: Cancellation of 2020 Outstanding Orders
- c. Resolution: Wisconsin Counties Association & National Association of Counties 2023 Membership Dues
- d. Resolution: Health Insurance 2023 Renewal Rates
- e. Resolution: Life/Accidental Death and Dismemberment, Long-Term Disability, Dental and Vision 2023 Renewal Rates and Implementation of Voluntary Term Life Insurance, Voluntary Short-Term Disability, and Pet Insurance
- f. Resolution: Repeal and Replace Chapter 3 of the Ozaukee County Policy and Procedure Manual - Positions and Pay Grades
- g. Wire Transfers #3617 - #3631 and October 2022 Schedule of Vouchers

7. DEPARTMENT REPORTS

- a. County Clerk
- b. Finance
- c. Human Resources
- d. Information Technology
- e. County Treasurer

8. NEXT MEETING DATE

Thursday, December 22, 2022

9. ADJOURNMENT

A quorum of members of committees or the full County Board of Ozaukee County may be in attendance at this meeting for purposes related to committee or board duties, however, no formal action will be taken by these committees or the board at this meeting.

Persons with disabilities requiring accommodations for attendance at this meeting should contact the County Clerk's Office at 262-284-8110, twenty-four (24) hours in advance of the meeting.

Finance Committee**AGENDA INFORMATION SHEET**

AGENDA DATE: November 18, 2022
DEPARTMENT: County Clerk
DIRECTOR: Julie Winkelhorst
PREPARER: Julie Winkelhorst

Agenda Summary October 27, 2022

[<https://www.co.ozaukee.wi.us/AgendaCenter/ViewFile/Minutes/ 10272022-3162>](https://www.co.ozaukee.wi.us/AgendaCenter/ViewFile/Minutes/10272022-3162)

Finance Committee**AGENDA INFORMATION SHEET**

AGENDA DATE:	November 18, 2022
DEPARTMENT:	Corporation Counsel
DIRECTOR:	Rhonda Gorden
PREPARER:	Beth Esselman

Agenda Summary Corp. Counsel Financial Report

ATTACHMENTS:

- Corp.Counsel.FinanceReport.Nov.2022 (PDF)

Ozaukee County Committee Report
General Fund Corporation Counsel
 For the Ten Months Ending Monday, October 31, 2022
 Profit and Loss Statement ACTUAL TO AMENDED BUDGET

	Current Month Actual	2022 YTD Actual	2022 Amended Budget	Budget Balance	% Budget YTD
Revenues					
Intergovernmental Revenues	-	\$261,929	\$506,150	\$244,221	51.75%
Public Charges for Services	-	\$3,226	\$7,650	\$4,424	42.17%
Total Revenues	-	\$265,155	\$513,800	\$248,645	51.61%
Expenditures					
Salaries	\$42,171	\$439,741	\$539,593	\$99,852	81.49%
Fringe Benefits	\$18,216	\$193,185	\$205,425	\$12,240	94.04%
Travel/Training	\$264	\$679	\$3,000	\$2,321	22.63%
Supplies	\$338	\$6,985	\$11,425	\$4,440	61.14%
Purchased Services	\$243	\$11,083	\$24,250	\$13,167	45.70%
Interdepartment Charges	\$2,890	\$67,907	\$106,740	\$38,833	63.62%
Other Expenses	-	\$139	\$3,150	\$3,011	4.41%
Total Operating Expenditures	\$64,122	\$719,719	\$893,583	\$173,864	80.54%
Capital Outlay					
Total Expenditures	\$64,122	\$719,719	\$893,583	\$173,864	80.54%
Net Increase (Decrease)	(\$64,122)	(\$454,564)	(\$379,783)	\$74,781	119.69%

Equity:

Attachment: Corp.Counsel.FinanceReport.Nov.2022 (Corp. Counsel Finance Report Nov. 2022 Mtg.)

RESOLUTION NO. (ID # 9063)

INCREASE OF REVENUE 2022 - PLANNING & PARKS

RESOLVED, by the Ozaukee County Board of Supervisors, that budgets be increased in the accounts as follows:

Department / Program

	<u>Account Number</u>	<u>Account Name</u>	<u>AMOUNT</u>	<u>AMOUNT</u>
<i>Planning & Parks</i>				
Expense	221-01-01-53601-000	Other Material Supplies	\$2,725	
Revenue	221-01-01-42310-000	State Aid - WDNR CCA - Hawthorne Hills Prairie		\$2,725

Dated at Port Washington, Wisconsin, this 7th day of December 2022.

SUMMARY: Wisconsin Department of Natural Resources County Conservation Aids grant program - \$2,725.

VOTE REQUIRED: Two-Thirds of Members Elect

FINANCE COMMITTEE

Natural Resources Committee

AGENDA INFORMATION SHEET

AGENDA DATE: November 3, 2022
DEPARTMENT: Planning and Parks
DIRECTOR: Andrew Struck
PREPARER: Andrew Struck

Agenda Summary Increase of Revenue Budget Amendment for a Wisconsin Department of Natural Resources County Conservation Aids Grant for Prairie Restoration Activities in Hawthorne Hills County Park

BACKGROUND INFORMATION: The Ozaukee County - Planning and Parks Department (Department) was awarded a grant from the Wisconsin Department of Natural Resources (WDNR) County Conservation Aids (CCA) grant program to support a County-sponsored habitat restoration project. Specifically, this grant will support County activities to restore 2.5 acres of old-field into a native warm-season prairie in Hawthorne Hills County Park, an Ozaukee County Park, in the town of Saukville. The Department has been intensely managing the Hawthorne Hills County Park and Golf Course for invasive species, restoring woodlands and wetlands with native vegetation and providing bird habitat through bird box installation. The WDNR CCA grant will support additional Department activities to purchase seed and restore old field to native prairie in order to provide habitat for grassland bird species and pollinators (e.g. bees and butterflies) within Hawthorne Hills County Park. The diversity of plant species will also provide an attractive display of flowers and grasses along the park road, further beautifying the park space. Project activities will be completed by Department staff.

ANALYSIS: The total grant award is \$2,725. The Ozaukee County Natural Resources Committee unanimously approved submittal and acceptance of the grant at its August 4, 2022 meeting (Ayes: Holyoke, Jobs, Ross, Matera, Schoessow) and the Ozaukee County Board of Supervisors approved Resolution 22-15 at its September 7, 2022 meeting (Ayes - 23, Nays - 0, Absent - 3). The grant requires a 50% match, which will be provided by a pending USFWS Partners in Fish and Wildlife Grant and the County through in-kind staff time, equipment and supplies and mileage for a total project cost of \$5,080.

FISCAL IMPACT:

Balance Current Year: NONE

Next Year's Estimated Cost: NONE (Additional Program Revenue - \$2,725)

FUNDING SOURCE:

County Levy: X

Non-County Levy: X

Indicate source: WDNR CCA grant, USFWS Partners in Fish and Wildlife Grant

RECOMMENDED MOTION: Approve and recommend to the Ozaukee County Board of Supervisors the budget amendment for the Wisconsin Department of Natural Resources - County Conservation Aids Program grant to support prairie restoration activities in Hawthorne Hills County Park in the Town of Saukville.

NATURAL RESOURCES COMMITTEE

RESULT: **APPROVED AND FORWARDED [UNANIMOUS]** **Next: 11/18/2022**
 8:00 AM

MOVER: B. Ross, Supervisor District 19

SECONDER: T. Matera, Supervisor District 7

AYES: Holyoke, Jobs, Ross, Matera, Schoessow

Hawthorne Hills County Park and Golf Course - Prairie Restoration



Attachment: Planning & Parks (Increase of Revenue PP)



0 150 300 600 Feet



Map Produced By: Ozaukee County
Planning and Parks Department
7/25/2022

RESOLUTION NO. (ID # 9011)

CANCELLATION OF 2020 OUTSTANDING ORDERS

WHEREAS, the following orders, issued by the County of Ozaukee, remain outstanding after the 2-year deadline prescribed in Section 59.64(4)(e) of the Wisconsin Statutes:

<u>CO ORDER NO.</u>	<u>DATE ISSUED</u>	<u>AMOUNT</u>	<u>ISSUED TO</u>	<u>PURPOSE</u>
520136	1/31/2020	\$30.10	Niall Martin Mccue	Jury Fees
520287	2/7/2020	\$108.16	Raymond Lee Bonaguidi	Jury Fees
521068	3/6/2020	\$27.55	Matthew Filip Mentel	Jury Fees
521093	3/6/2020	\$35.20	Kongmeng Vang	Jury Fees
521095	3/6/2020	\$33.47	Tomme E Wengel	Jury Fees
522509	5/15/2020	\$16.60	Morgan Geronime 213 E Douglas Street Port Washington, WI 53074	Witness Fees
523218	6/26/2020	\$60.00	Brianna Bankston 2347 S 9th Street Milwaukee, WI 53215	DPA Terminated June 4, 2020
524098	8/7/2020	\$22.80	Michelle Proefrock W5076 Pioneer Drive Fredonia, WI 53021	Witness Fees
524230	8/14/2020	\$30.00	Irene Howe 6952 S Carmel Drive Franklin, WI 53132	Witness Fees
524324	8/14/2020	\$30.00	Nerajda Veliaj 6952 S Carmel Drive Franklin, WI 53132	Witness Fees
524771	9/11/2020	\$31.12	David Michael Ajack	Jury Fees
524780	9/11/2020	\$33.16	Stephen James Hallam	Jury Fees
524793	9/11/2020	\$27.55	Paul Nicholas Uselding	Jury Fees

NOW, THEREFORE, BE IT RESOLVED, that the Ozaukee County Treasurer be instructed to cancel and stop payment on the foregoing orders and return the applicable amounts to the County Treasurer, and

FURTHER RESOLVED, that the person in whose favor the order was drawn may upon application to the Chairperson of the Board and County Clerk, made within 6 years from the date of the order, have a new order issued for the amount of the original, without interest.

Dated at Port Washington, Wisconsin, this 7th day of December 2022.

SUMMARY: Cancellation of Orders that remain outstanding after the two-year deadline.

VOTE REQUIRED: Majority

FINANCE COMMITTEE

Finance Committee
AGENDA INFORMATION SHEET

AGENDA DATE:	November 18, 2022
DEPARTMENT:	Treasurer
DIRECTOR:	Sandi Tretow
PREPARER:	Kristine Morano

Agenda Summary Cancellation of 2020 Outstanding Orders

BACKGROUND INFORMATION: Annual cancellation of outstanding orders per WI Statutes 59.64(4)(e).

ANALYSIS: \$485.71 will be credited back to the general fund where appropriated or to the respective departments where applicable.

FISCAL IMPACT: return of \$485.71

Balance Current Year: \$485.71 Next Year's Estimated Cost: N/A

FUNDING SOURCE: N/A

RECOMMENDED MOTION: Approve cancellation of outstanding payment orders.

FINANCE COMMITTEE

RESOLUTION NO. (ID # 9064)

WISCONSIN COUNTIES ASSOCIATION & NATIONAL ASSOCIATION OF COUNTIES
2023 MEMBERSHIP DUES

RESOLVED, by the Ozaukee County Board of Supervisors per Wis. Statutes §59.52(22), that the County Clerk be authorized to submit payment to the Wisconsin Counties Association (WCA) in the amount of \$11,312 and the National Association of Counties (NACo) in the amount of \$1,728.00 for the 2023 annual membership dues of Ozaukee County.

Dated at Port Washington, Wisconsin, this 7th day of December 2022.

SUMMARY: Membership dues to WCA and NACo.

VOTE REQUIRED: Two-Thirds Members Elect

FINANCE COMMITTEE

Finance Committee

AGENDA INFORMATION SHEET

AGENDA DATE: November 18, 2022
DEPARTMENT: Human Resources
DIRECTOR: Chris McDonell
PREPARER: Chris McDonell

Agenda Summary Health Insurance 2023 Renewal Rates

BACKGROUND INFORMATION: GHT initially came in with a 7.5% increase but the County's insurance broker, Ansay & Associates, was able to get the increase down to a 1.5% renewal increase. The 2023 health insurance renewal rates are listed in the table below. We went out to bid with Humana and they offered a 2.0% increase decrease on our current plan; However, if we would lose the employee health clinic and would need to contract directly with Aurora if we wanted to continue providing that benefits to our employees. We also explored options of implementing an HSA or narrow-network plan but determined, based upon GHT's 1.5% increase, to remain with GHT and our current plan. There are no plan design changes recommended for 2023. The current plan design is attached for your review.

Coverage Tier	Current Premium	Renewal Premium (1.5% increase)
Single	\$994.29	\$1,009.20
Employee/Spouse	\$2,038.29	\$2,068.86
Employee/Child(ren)	\$1,690.28	\$1,715.63
Family	\$2,582.24	\$2,620.97

RECOMMENDED MOTION: Staff respectfully requests that the committee approve the 2023 health insurance renewal rates.

ATTACHMENTS:

- Health Insurance Rates 2023 (PDF)



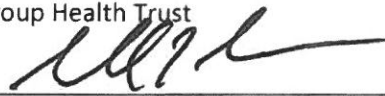
**Ozaukee County
2023 RENEWAL EXHIBIT
(Effective 1/01/2023)**

<i>Coverage Tier</i>	<i>Enrollment</i>	<i>Current Premium Rate</i>	<i>Current Monthly Premium</i>	<i>Renewal Premium Rate (+1.5%)</i>	<i>Renewal Monthly Premium</i>
Single	137	\$994.29	\$136,217.73	\$1,009.20	\$138,260.40
Employee/Spouse	57	\$2,038.29	\$116,182.53	\$2,068.86	\$117,925.02
Employee/Child(ren)	37	\$1,690.28	\$62,540.36	\$1,715.63	\$63,478.31
Family	136	\$2,582.24	\$351,184.64	\$2,620.97	\$356,451.92
Monthly Total	367		\$666,125.26		\$676,115.65
Annual Total			\$7,993,503.12		\$8,113,387.80

By: Ozaukee County

Signature: _____
 Print Name: _____
 Title: _____
 Date: _____

By: WCA Group Health Trust

Signature: 
 Print Name: Michael Lamont
 Title: Chief Operating Officer
 Date: 11.01.2022

This is a summary of the plan benefits. For more detailed benefit information, please refer to the Summary Plan Description (SPD). If a discrepancy is found between this renewal summary and your policy's SPD, the terms of the SPD will govern.

Finance Committee

AGENDA INFORMATION SHEET

AGENDA DATE: November 18, 2022
DEPARTMENT: Human Resources
DIRECTOR: Chris McDonell
PREPARER: Chris McDonell

Agenda Summary Life/Accidental Death and Dismemberment, Long-Term Disability, Dental and Vision 2023 Renewal Rates and Implementation of Voluntary Term Life Insurance, Voluntary Short-Term Disability, and Pet Insurance

BACKGROUND INFORMATION: Based upon the feedback from our employee engagement survey conducted earlier this year the results showed that employees requested to have the following additional benefits offered: Voluntary Term Life Insurance, Voluntary Short-Term Disability and Pet Insurance available for purchase. All these benefits will be administered through MetLife. Voluntary Term Life Insurance and Short-Term Disability are offered to full-time employees working a minimum of 37.5 hours per week which is consistent with our current Long-Term Disability and Life/AD&D insurance. The employee will be eligible the first of the month following two months of employment so it is consistent with the other voluntary benefits (health, dental and vision insurance) offered. Pet Insurance will be offered to all employees and there will be no waiting period to enroll.

FISCAL IMPACT: Voluntary Term Life Insurance, Voluntary Short-Term Disability and Pet Insurance will have no fiscal impact on the County as they will all be employee paid. MetLife will direct bill employees who enroll in Pet Insurance.

RECOMMENDED MOTION: Staff respectfully requests that the Committee to approve the implementation of Voluntary Life insurance, Voluntary Short-Term Disability and Voluntary Pet Insurance; in addition to the renewal of Life, AD&D, Long-Term Disability, Dental, and Vision with MetLife.

ATTACHMENTS:

- Ozaukee County Renewal Pricing Information (PDF)
- MetLife Vision Insurance January 1 2023 Renewal (PDF)
- MetLife Short Term Disability January 1 2023 (PDF)
- MetLife Pet Insurance Flyer(PDF)
- MetLife Group Long Term Disability Plan January 1 2023 Renewal (PDF)
- MetLife Group Life and AD&D Plan Janaury 1 2023 Renewal (PDF)
- MetLife Dental Insurance January 1 2023 Renewal (PDF)
- GHT Experience Summary Report (PDF)



Ozaukee County Renewal Meeting

Health Insurance

GHT- Initial increase 7.5%- reduced to 5.5%

Potential options- H SA

Humana- 2% lower than current on a better plan

Dental and Vision

Met Life- reduced renewal to 7%

Delta Dental- After Met Life decrease is now higher than Met

Life and Voluntary Life

Met Life- 6% increase

Sun Life and Mutual of Omaha declined due to not being competitive

Long Term Disability

Met Life- 16% increase based off loss ratio

Sun Life and Mutual of Omaha declined due to not being competitive.

Voluntary Short Term Disability and Pet Insurance

Met Life quote attached.

Ozaukee County Employees

Group Vision Plan Analysis

01/01/2023

Vision Coverage Options		MetLife		Delta Dental Full Plan	
		Current / Renewal			
Benefits		In-Network	Out-of-Network	In-Network	Out-of-Network
Overview of Benefits					
Eye Exam		\$0 Copay	\$45 Allowance	\$0 Copay	Up to \$35
Contact Lens Evaluation & Fitting		\$0 Copay	Up to \$40	Up to \$40	Not Covered
Single Vision Eyeglass Lenses		\$0 Copay	\$30 Allowance	\$0 Copay	Up to \$25
Bifocal Eyeglass Lenses		\$0 Copay	\$50 Allowance	\$0 Copay	Up to \$40
Trifocal Eyeglass Lenses		\$0 Copay	\$65 Allowance	\$0 Copay	Up to \$55
Standard Frames		\$130 Retail Allowance	\$70 Allowance	\$150 Allowance 20% off balance	50% of In-Network Allowance
Medically Necessary Contact Lenses		Covered in Full	Up to \$210	Paid in Full	Up to \$200
Elective Contact Lenses		\$130 Allowance	\$105 Allowance	\$150 Allowance	80% of In-Network Allowance
Frequency of Services					
Exams		12 months	12 months	12 Months	12 Months
Lenses		12 months	12 months	12 Months	12 Months
Frames		24 months	24 months	24 Months	24 Months
Contact Lenses		12 months	12 months	12 Months	12 Months
Rates	Counts	Current	Renewal	Rates with Delta Dental Plan	
Employee Only	69	\$8.80	\$9.41	\$7.81	
EE + Spouse	30	\$16.23	\$17.35	\$15.62	
EE + Child(ren)	15	\$17.00	\$18.17	\$15.94	
Family	39	\$25.46	\$27.22	\$23.75	
Monthly Premium		\$2,342.04	\$2,503.92	\$2,172.84	
Annual Premium		\$28,104.48	\$30,047.04	\$26,074.08	
Percentage Change			7%	-7%	
Annual Dollar Change			\$1,942.56	(\$2,030.40)	

Disclosure Notice: As a result of this sale, Ansay & Associates may receive commission, administrative service fees, other compensation including non-cash compensation, and bonuses based on factors such as total premium volume and persistency or profitability of other business. The cost of this compensation may be directly or indirectly reflected in the premium or fee for this product.

Attachment: MetLife Vision Insurance January 1 2023 Renewal (MetLife Insurance 2023 Rates)

Ozaukee County Employees

Group Short Term Disability Plan Analysis

1/1/2023

Short Term Disability Coverage Options	MetLife
Basic Information	
Class / Eligibility	All Active Full Time Employees
Rate Guarantee Period	2 Years
Benefit Percentage	60%
Maximum Weekly Benefit	\$1,000
Maximum Benefit Duration	12 Weeks
Elimination Period	
Illness	7 Days
Accident	7 Days
Age Table	
Less than 30	\$0.586
30-34	\$0.586
35-39	\$0.586
40-44	\$0.586
45-49	\$0.557
50-54	\$0.634
55-59	\$0.826
60-64	\$0.912
65 +	\$0.902
Disclosure Notice: As a result of this sale, Ansay & Associates may receive commission, administrative service fees, other compensation including non-cash compensation, and bonuses based on factors such as total premium volume and persistency or profitability of other business. The cost of this compensation may be directly or indirectly reflected in the premium or fee for this product.	

Attachment: MetLife Short Term Disability January 1 2023 (MetLife Insurance 2023 Rates)

Why MetLife Pet Insurance?

With over 150 years of voluntary benefits experience, we pride ourselves on offering the most customer-friendly benefits. After distributing pet insurance as an employee benefit for 20 years, in 2021 we shifted how we offered pet insurance and began underwriting and administering our own pet insurance product, MetLife Pet Insurance¹. This product came from customer feedback and the desire to deliver an innovative, market-leading, best-in-class pet insurance product.

Our mission is to offer pet insurance solutions that help pet parents care for their pets with confidence.

Flexibility

- Various levels of coverage from \$500–Unlimited.²
- Flexibility in reimbursement levels, 50%, 70%, 80%, 90% and 100%.
- A wide range of discounts.³ and healthy pet incentive.⁴

Coverage

- Coverage of pre-existing conditions when switching providers.⁵
- Coverage for preventive care⁶
- No breed exclusions or age limits; and the industry's only family plan offering—include multiple pets on one policy.⁷
- No waiting period for orthopedic coverage and among the industry's shortest wait period⁸ for accident and illness coverage.⁹

Value Adds

- Exclusive 10% employee discount.
- Access to Telehealth Concierge Service.
- Mobile app helps to meet pet parents' needs related to their pets' health and wellness.
- Rewards program to offer discounts where pet parents shop.¹⁰



PET INSURANCE OF THE YEAR

Proven satisfaction with MetLife Pet Insurance¹²

1300+

Group customers

55+

Fortune 500® companies

\$20.7m

Paid in claims in 2021

100K

Policies as of 2/2022

80%

Claims efficiently processed within 10 business days

Get to know MetLife Pet Insurance.



More than 15 years experience serving the pet parent community.¹¹



Dedicated AE for all products including pet insurance. Ease and efficiency of working with MetLife for all your employee benefit solutions.



Dedicated service center for pet insurance sales, service and claims. We provide sample policies and employees can get quotes online or by phone.



Product is offered as a standalone for groups with 100 eligible lives, no payroll deduction requirement.

Average rates by state based on popular deductible and reimbursement levels:

CALIFORNIA

	\$7,000/\$250 Annual Deductible/70% Reimbursement	\$5,000/\$250 Annual Deductible/90% Reimbursement
Age	Annual Premium	Annual Premium
0	\$402.60	\$397.08
1	\$402.60	\$397.08
2	\$402.60	\$397.08
3	\$402.60	\$397.08
4	\$402.60	\$397.08
5	\$444.72	\$438.36
6	\$504.12	\$469.68
7	\$583.80	\$574.92
8	\$684.00	\$673.08
9	\$804.36	\$791.28
10	\$945.12	\$929.28
	\$5,979.12	\$5,862.00

NEW YORK

	\$7,000/\$250 Annual Deductible/70% Reimbursement	\$5,000/\$250 Annual Deductible/90% Reimbursement
Age	Annual Premium	Annual Premium
0	\$337.80	\$355.80
1	\$337.80	\$355.80
2	\$337.80	\$355.80
3	\$337.80	\$355.80
4	\$337.80	\$355.80
5	\$370.32	\$390.96
6	\$416.76	\$441.00
7	\$478.68	\$507.84
8	\$556.56	\$591.72
9	\$650.16	\$692.88
10	\$759.60	\$810.84
	\$4,921.08	\$5,214.24

PENNSYLVANIA

	\$7,000/\$250 Annual Deductible/70% Reimbursement	\$5,000/\$250 Annual Deductible/90% Reimbursement
Age	Annual Premium	Annual Premium
0	\$331.92	\$327.72
1	\$331.92	\$327.72
2	\$331.92	\$327.72
3	\$331.92	\$327.72
4	\$331.92	\$327.72
5	\$363.60	\$358.80
6	\$408.60	\$403.08
7	\$469.08	\$462.12
8	\$544.80	\$536.40
9	\$636.00	\$626.04
10	\$742.44	\$730.44
	\$4,824.12	\$4,755.48

TEXAS

	\$7,000/\$250 Annual Deductible/70% Reimbursement	\$5,000/\$250 Annual Deductible/90% Reimbursement
Age	Annual Premium	Annual Premium
0	\$341.04	\$336.72
1	\$341.04	\$336.72
2	\$341.04	\$336.72
3	\$341.04	\$336.72
4	\$341.04	\$336.72
5	\$374.28	\$369.24
6	\$421.20	\$415.32
7	\$484.08	\$477.00
8	\$563.16	\$554.52
9	\$658.20	\$647.64
10	\$769.08	\$756.60
	\$4,975.20	\$4,903.92

WASHINGTON

	\$7,000/\$250 Annual Deductible/70% Reimbursement	\$5,000/\$250 Annual Deductible/90% Reimbursement
Age	Annual Premium	Annual Premium
0	\$380.04	\$401.40
1	\$380.04	\$401.40
2	\$380.04	\$401.40
3	\$380.04	\$401.40
4	\$380.04	\$401.40
5	\$418.92	\$443.28
6	\$473.88	\$502.56
7	\$547.32	\$581.88
8	\$639.84	\$681.48
9	\$751.08	\$801.60
10	\$880.68	\$941.52
	\$5,611.92	\$5,959.32

ILLINOIS

	\$7,000/\$250 Annual Deductible/70% Reimbursement	\$5,000/\$250 Annual Deductible/90% Reimbursement
Age	Annual Premium	Annual Premium
0	\$354.48	\$349.80
1	\$354.48	\$349.80
2	\$354.48	\$349.80
3	\$354.48	\$349.80
4	\$354.48	\$349.80
5	\$389.40	\$384.12
6	\$439.08	\$432.96
7	\$505.68	\$498.12
8	\$589.20	\$580.20
9	\$689.76	\$678.72
10	\$807.12	\$794.04
	\$5,192.64	\$5,117.16

1. Metropolitan General Insurance Company ("MetGen"), a Rhode Island insurance company, headquartered at 700 Quaker Lane, Warwick, RI 02886, is the insurance carrier for this product. Availability across all 50 states is subject to pending regulatory approvals. MetLife Pet Insurance Solutions LLC is the policy administrator authorized by MetGen to offer and administer pet insurance policies. This entity was previously known as PetFirst Healthcare, LLC and in some states continues to operate under that name pending approval of its application for a name change. The entity may operate under an assumed name and/or fictitious name in certain jurisdictions as approved, including MetLife Pet Insurance Services LLC (New York and Minnesota), MetLife Pet Insurance Solutions Agency LLC (Illinois), and such other assumed names or fictitious names approved by certain jurisdictions.
2. Annual limit options range from \$500 - \$25,000 in \$1,000 increments.
3. This discount is not available in Tennessee. This discount is only available to individuals who are eligible members or employees of an entity that has arranged for MetLife to offer pet insurance to its eligible population (the discount is 10% for Employer Groups of all sizes and 5% for Associations of all sizes).
4. With the healthy pet incentive, your pet's deductible automatically decreases by \$50 each policy year that you don't receive a claim reimbursement.
5. No initial exam or previous vet records to apply
6. Can be purchased at an additional cost.
7. Based on a January 2021 review of publicly available summary information about competitors' offerings. Competitors did not furnish copies of their policies for review. If you have questions about a particular competitor's policy or coverage, please contact them or their representative directly.
8. Wait period for accident coverage is midnight EST compared to 2 to 15 days for competitors; wait period for illness coverage is 14 days compared to 14 to 30 days for competitors, based on a January 2021 review of publicly available summary information about competitors' offerings. Competitors did not furnish copies of their policies for review. If you have questions about a particular competitor's policy or coverage, please contact them or their representative directly.
9. Accident coverage and Preventive Care coverage (for those who select it) begin on the effective date of your policy. Illness coverage begins 14 days later.
10. Rewards are not available in all states.
11. MetLife Pet Insurance Solutions LLC (fka "PetFirst Healthcare, LLC"), a MetLife company, has over 15 years of experience serving pet parents.
12. MetLife internal data, 2021



Ozaukee County Employees

Group Long Term Disability Plan Analysis

1/1/2023

Long Term Disability Coverage Options		MetLife	
		Current / Renewal	
Benefits			
Basic Information			
Plan Type (Group / Voluntary)		Employer Sponsored	
		Class 1 - Psychiatrists;	
		Class 2 - Sheriff Union;	
		Class 3 - All Other FT Employees Not in Another Class	
Class / Eligibility		1 Year	
Rate Guarantee Period		60%	
Benefit Percentage		Class 1 - \$12,000	
		Class 2 - \$750/ Buy up \$5,000;	
		Class 3 - \$7,000	
Monthly Benefit Maximum		\$100	
Monthly Benefit Minimum		90 Days	
Elimination Period		Own Occupation	
Disability Definition		Primary & Family	
Social Security Integration		3 Months	
Survivor Benefit		SSNRA	
Benefit Duration		2 Years	
Own Occupation			
Plan Limitations			
Pre-Existing		3/12	
	Volume	Current	Renewal
Rate per 100	\$1,970.831	\$0.266	\$0.309
Monthly Premium		\$5,242.41	\$6,089.87
Annual Premium		\$62,908.91	\$73,078.40
Percentage Change			16%
Annual Dollar Change			\$10,169.49
Disclosure Notice: As a result of this sale, Ansoy & Associates may receive commission, administrative service fees, other compensation including non-cash compensation, and bonuses based on factors such as total premium volume and persistency or profitability of other business. The cost of this			

Attachment: MetLife Group Long Term Disability Plan January 1 2023 Renewal (MetLife Insurance 2023 Rates)

Ozaukee County Employees

Group Life and AD&D Plan Analysis

01/01/2023

Life Coverage Options		MetLife	
		Current / Renewal	
Benefits			
Basic Information			
Class / Eligibility		Class 1: Psychiatrist Class 2: Sheriff Union Class 3: All Other Full Time Employee's Not in Another Class	
Rate Guarantee Period		1 Year	
Employee Coverage			
Life Benefit Amount		Class 1: 1 x Salary ; Class 2: 1 x Salary ; Class 3: 1 x Salary	
Benefit Maximum		Class 1: \$240,000 ; Class 2: \$100,000; Class 3: \$140,000	
Guarantee Issue		Class 1: \$240,000 ; Class 2: \$100,000; Class 3: \$140,000	
AD&D Benefits		Class 1: 1 x Salary tp \$240,000 ; Class 2: 1 x Salary to \$100,000 ; Class 3: 1 x Salary to \$140,000	
	Volume	Current	Renewal
Rate per 1000	\$25,295,950	\$0.135	\$0.143
Monthly Premium		\$3,414.95	\$3,617.32
Annual Premium		\$40,979.44	\$43,407.85
Percentage Change			6%
Annual Dollar Change			\$2,428.41

Disclosure Notice: As a result of this sale, Ansay & Associates may receive commission, administrative service fees, other compensation including non-cash compensation, and bonuses based on factors such as total premium volume and persistency or profitability of other business. The cost of this compensation may be directly or indirectly reflected in the premium or fee for this product.

Ozaukee County Employees

Group Dental Plan Analysis

1/1/2023

Dental Coverage Options	MetLife		Delta	
	Current / Renewal			
Benefits	In-Network	Out-of-Network	PPO	Non-PPO
Basic Information	Calendar Year		Calendar Year	
Annual Deductible				
Individual	\$50	\$50	\$50	\$50
Family	\$100	\$100	\$150	\$150
Deductible Applies to Preventive (Yes/No)	No	No	No	No
Annual Plan Maximum	\$1,000	\$1,000	\$1,000	\$1,000
Diagnostic & Preventive	100%	100%	100%	100%
Basic Services	80% after Ded	80% after Ded	80% after Ded	80% after Ded
Periodontic & Endodontic Cover	50% after Ded	50% after Ded	50% after Ded	50% after Ded
Major Services	50% after Ded	50% after Ded	50% after Ded	50% after Ded
Orthodontic Services	50%	50%	50%	50%
Orthodontia Lifetime Max	\$1,000	\$1,000	\$1,000	\$1,000
Other Features	None		None	
Waiting Periods	65% of Employees		64% of Employees	
Minimum Participation				
Rates	Counts	Current	Renewal	
Employee Only	120	\$35.60	\$37.91	\$39.16
EE + 1 Dependent	66	\$66.25	\$70.56	\$72.88
Family	93	\$112.35	\$119.65	\$123.59
Monthly Premium		\$19,093.05	\$20,334.10	\$21,003.15
Annual Premium		\$229,116.60	\$244,009.18	\$252,037.80
Percentage Change			7%	10%
Annual Dollar Change			\$14,892.58	\$22,921.20

Disclosure Notice: As a result of this sale, Ansay & Associates may receive commission, administrative service fees, other compensation including non-cash compensation, and bonuses based on factors such as total premium volume and persistency or profitability of other business. The cost of this compensation may be directly or indirectly reflected in the premium or fee for this product.



WCA Group Health Trust

Your Partner in Health

Ozaukee County

Experience Summary Report

	Experience Period January 1, 2020 - December 31, 2020	Experience Period January 1, 2021 - December 31, 2021	*Experience Period January 1, 2021 - June 30, 2022
Premium Earned	\$9,036,907	\$9,059,010	\$4,356,167
Incurred Claims	\$6,698,653	\$8,413,691	\$3,503,177
Clinic Costs	\$124,416	\$127,957	\$65,289
Expenses	\$562,928	\$588,794	\$291,104
Incurred Claims, Clinic Costs & Expenses	\$7,385,997	\$9,130,442	\$3,859,570
Underwriting Loss Ratio	82%	101%	89%

* Incurred 01/01/2022 - 06/30/2022 and Paid 01/01/2022 - 07/31/2022. Includes IBNR.

RESOLUTION NO. (ID # 8997)

**REPEAL AND REPLACE CHAPTER 3 OF THE OZAUKEE COUNTY POLICY AND
PROCEDURE MANUAL - POSITIONS AND PAY GRADES**

RESOLVED, by the Ozaukee County Board of Supervisors, that Chapter 3 of the Ozaukee County Policy and Procedure Manual be repealed and replaced with the following grade order of positions and wage scale, effective January 1, 2023:

Current Job Title	Department	Division	Recommended Job Title	FLSA	Grade	Head Count	FTE
Court Commissioner	Clerk of Courts			Exempt	20	1.0	1.0
Chief Deputy Clerk Circuit Court	Clerk of Courts			Exempt	14	1.0	1.0
Controller	Clerk of Courts			Exempt	13	1.0	1.0
Register in Probate	Clerk of Courts		Register in Probate	Exempt	13	1.0	1.0
Deputy Clerk IV	Clerk of Courts		Judicial Assistant	Non-Exempt	10	4.0	4.0
Deputy Register in Probate	Clerk of Courts			Non-Exempt	10	1.0	1.0
Deputy Clerk III	Clerk of Courts			Non-Exempt	9	5.0	5.0
Deputy Clerk III - Collections	Clerk of Courts			Non-Exempt	9	1.0	0.6
Deputy Clerk II	Clerk of Courts			Non-Exempt	8	3.0	3.0
Deputy Clerk I	Clerk of Courts			Non-Exempt	6	1.0	0.5
Coroner	Medical Examiner		Medical Examiner	Exempt	15	1.0	1.0
Office Assistant II	Medical Examiner			Non-Exempt	6	1.0	0.5
Child Support Specialist Interstate	Corporation Counsel	Child Support		Non-Exempt	9	1.0	1.0
Child Support Specialist Modification	Corporation Counsel	Child Support		Non-Exempt	9	1.0	1.0
Child Supt Specialist - Paternity	Corporation Counsel	Child Support		Non-Exempt	9	1.0	1.0
Child Support Specialist Assis	Corporation Counsel	Child Support		Non-Exempt	8	1.0	1.0
Account Clerk III	Corporation Counsel	Child Support		Non-Exempt	7	1.0	1.0
Corporation Counsel	Corporation Counsel			Exempt	20	1.0	1.0
Assistant Corp Counsel / Child Support Director	Corporation Counsel			Exempt	18	1.0	1.0
Legal Services Manager	Corporation			Exempt	12	1.0	1.0

	Counsel						
Legal Office Assistant	Corporation Counsel			Non-Exempt	8	1.0	0.4
County Administrator	County Administrator			Exempt	23	1.0	1.0
CA Assist/Budget Manager	County Administrator		Budget Manager	Exempt	17	1.0	1.0
Policy & Budget Analyst	County Administrator			Exempt	17	1.0	1.0
Chief Deputy County Clerk	County Clerk			Non-Exempt	10	1.0	1.0
Deputy County Clerk II	County Clerk			Non-Exempt	6	2.0	2.0
Deputy County Treasurer	County Treasurer			Non-Exempt	10	1.0	1.0
Assistant Real Property Lister/Account Clerk	County Treasurer			Non-Exempt	7	1.0	1.0
Office Services Supervisor	District Attorney			Exempt	13	1.0	1.0
Victim Witness Coordinator	District Attorney			Exempt	13	1.0	1.0
Legal Assistant II	District Attorney			Non-Exempt	10	3.0	3.0
Paralegal-Discovery Coordinator	District Attorney			Non-Exempt	9	1.0	0.5
Victim Witness Specialist	District Attorney			Non-Exempt	9	1.0	0.5
Office Assistant IV Legal	District Attorney			Non-Exempt	8	1.0	1.0
Finance Director	Finance			Exempt	20	1.0	1.0
Assistant Finance Director	Finance			Exempt	17	1.0	1.0
Accounting Manager	Finance			Exempt	16	1.0	1.0
Payroll Manager	Finance			Exempt	15	1.0	1.0
Business Manager - Human Services	Finance			Exempt	15	1.0	1.0
Business Manager - Highway	Finance			Exempt	15	1.0	1.0
Purchasing Manager	Finance			Exempt	12	1.0	1.0
Administration Financial Analyst	Finance			Exempt	11	1.0	1.0
Accounts Payable Coordinator	Finance			Non-Exempt	9	1.0	0.7
Human Services Account Clerk II	Finance			Non-Exempt	7	1.0	1.0
Director Human Resources	Human Resources			Exempt	20	1.0	1.0
Benefits Manager	Human Resources			Exempt	12	1.0	1.0
Human Resources Business Partner	Human Resources			Exempt	12	1.0	1.0
Supervisor Office Services	Human Services	Administrative & Fiscal Support	Office Services Manager	Exempt	14	1.0	1.0
Database Coordinator/System Administrator	Human Services	Administrative & Fiscal Support		Exempt	12	1.0	1.0

Human Services Compliance & Communication	Human Services	Administrative & Fiscal Support		Exempt	12	1.0	1.0
Medical Billing Coordinator	Human Services	Administrative & Fiscal Support		Non-Exempt	10	1.0	1.0
Economic Support Program Specialist/Office Assistant IV	Human Services	Administrative & Fiscal Support		Non-Exempt	8	1.0	1.0
Office Assistant IV	Human Services	Administrative & Fiscal Support		Non-Exempt	8	1.0	1.0
Office Assistant II	Human Services	Administrative & Fiscal Support	Office Assistant	Non-Exempt	7	1.0	1.0
Office Assistant III	Human Services	Administrative & Fiscal Support	Office Assistant	Non-Exempt	7	2.0	2.0
Medical Billing Clerk	Human Services	Administrative & Fiscal Support		Non-Exempt	6	1.0	1.0
Aging & Disability Services Manager	Human Services	ADRC/Aging Services		Exempt	17	1.0	1.0
Supervisor Adult Protect Services	Human Services	ADRC/Aging Services		Exempt	16	1.0	1.0
Aging Services Supervisor	Human Services	ADRC/Aging Services		Exempt	13	1.0	1.0
Adult Protective Services Social Worker II	Human Services	ADRC/Aging Services	APS Worker	Non-Exempt	12	2.0	2.0
Lead Information & Assistance Specialist	Human Services	ADRC/Aging Services		Non-Exempt	12	1.0	1.0
Social Worker II Long Term Support	Human Services	ADRC/Aging Services	APS Worker	Non-Exempt	12	2.0	2.0
ADRC Disability Benefits Specialist	Human Services	ADRC/Aging Services		Non-Exempt	11	1.0	1.0
Benefit Specialist	Human Services	ADRC/Aging Services		Non-Exempt	11	1.0	1.0
Dementia Care Specialist	Human Services	ADRC/Aging Services		Non-Exempt	11	1.0	1.0
Information & Assistance Specialist ADRC	Human Services	ADRC/Aging Services		Non-Exempt	11	3.0	3.0
ADRC Account Clerk	Human Services	ADRC/Aging Services		Non-Exempt	6	1.0	1.0
Dining Center Coordinator	Human Services	ADRC/Aging Services		Non-Exempt	4	4.0	2.0
Psychiatric Nurse Prescriber	Human Services	Behavioral Health	Psychiatric Administrator	Exempt	21	1.0	1.0
Behavioral Health Manager	Human Services	Behavioral Health		Exempt	18	1.0	1.0
Behavioral Crisis Supervisor	Human Services	Behavioral Health	Crisis Supervisor	Exempt	16	1.0	1.0
Supervisor Case Management	Human Services	Behavioral Health		Exempt	16	1.0	1.0
Licensed Mental Health Prof II	Human Services	Behavioral Health	Outpatient Therapist	Non-Exempt	14	3.0	3.0
Psychiatric RN	Human Services	Behavioral Health		Exempt	14	1.0	1.0
Behavioral Health Service	Human	Behavioral Health		Non-Exempt	12	4.0	4.0

Facilitator	Services						
Crisis Case Manager	Human Services	Behavioral Health		Non-Exempt	12	3.0	3.0
Human Services Quality Assurance Specialist	Human Services	Behavioral Health		Non-Exempt	12	2.0	2.0
Licensed Mental Health Professional I	Human Services	Behavioral Health	NEED BREAKOUT & ASSIGNMENT OF PEOPLE	Non-Exempt	12	3.0	3.0
Behavioral Health Intake Coordinator	Human Services	Behavioral Health	Crisis Case Manager	Non-Exempt	11	1.0	1.0
Comprehensive Community Services Program Assistant	Human Services	Behavioral Health		Non-Exempt	6	1.0	1.0
Manager Children & Family Services	Human Services	Children and Families		Exempt	18	1.0	1.0
Children & Family IA Supervisor	Human Services	Children and Families		Exempt	16	1.0	1.0
Supervisor Children & Family	Human Services	Children and Families		Exempt	16	1.0	1.0
School Social Work Liaison	Human Services	Children and Families		Non-Exempt	14	1.0	1.0
Birth to Three Coordinator	Human Services	Children and Families		Non-Exempt	12	3.0	3.0
Case Management Long Term Support	Human Services	Children and Families	Children's Waiver Case Manager	Non-Exempt	12	1.0	1.0
DHS Intake/Eligibility	Human Services	Children and Families		Non-Exempt	12	1.0	1.0
Foster Care Coordinator	Human Services	Children and Families		Non-Exempt	12	1.0	1.0
Social Worker II Children & Family	Human Services	Children and Families	Child Protection Worker	Non-Exempt	12	7.0	7.0
Social Worker II Children & Family Youth Assistance	Human Services	Children and Families	Youth Justice Worker	Non-Exempt	12	2.0	2.0
Access Social Worker	Human Services	Children and Families		Non-Exempt	11	1.0	1.0
Family Support Worker	Human Services	Children and Families		Non-Exempt	8	2.0	2.0
Manager Economic Support	Human Services	Economic Support		Exempt	16	1.0	1.0
Supervisor Economic Support	Human Services	Economic Support		Exempt	13	1.0	1.0
Economic Support Child Care Coordinator	Human Services	Economic Support		Non-Exempt	11	1.0	1.0
Economic Support Analyst	Human Services	Economic Support		Non-Exempt	11	1.0	1.0
Lead Economic Sup Specialist	Human Services	Economic Support		Non-Exempt	11	1.0	1.0
Economic Support Specialist	Human Services	Economic Support		Non-Exempt	9	6.0	6.0
WI Home Energy Program Eligibility Specialist	Human Services	Economic Support		Non-Exempt	9	1.0	1.0
Director of Human Services	Human			Exempt	21	1.0	1.0

	Services						
Information Technology Manager	Information Technology			Exempt	18	1.0	1.0
Communications Services Manager	Information Technology			Exempt	14	1.0	1.0
Programmer Analyst	Information Technology			Exempt	14	1.0	1.0
Information Technology Applications & Support	Information Technology			Non-Exempt	12	2.0	2.0
Land & Water Management Director	Land and Water Management			Exempt	18	1.0	1.0
Land & Water Coordinator	Land and Water Management			Exempt	14	1.0	1.0
Sanitation & Zoning Coordinator	Land and Water Management			Exempt	14	1.0	1.0
Sanitation & Zoning Specialist	Land and Water Management			Non-Exempt	12	1.0	1.0
Administrator	Lasata Senior Living Campus	Administration		Exempt	20	1.0	1.0
Business Manager	Lasata Senior Living Campus	Administration		Exempt	15	1.0	1.0
Admissions Director	Lasata Senior Living Campus	Administration		Exempt	13	1.0	1.0
Business Service Manager	Lasata Senior Living Campus	Administration		Exempt	12	1.0	1.0
Accounting Service Coordinator	Lasata Senior Living Campus	Administration		Non-Exempt	10	1.0	1.0
Human Resources Coordinator	Lasata Senior Living Campus	Administration		Non-Exempt	10	1.0	1.0
Medical Records Coordinator	Lasata Senior Living Campus	Administration		Non-Exempt	8	1.0	1.0
Nurse Scheduler	Lasata Senior Living Campus	Administration		Non-Exempt	8	1.0	1.0
Central Supply Coordinator	Lasata Senior Living Campus	Administration		Non-Exempt	7	1.0	1.0
Receptionist	Lasata Senior Living Campus	Administration		Non-Exempt	4	3.0	1.7
Dietitian	Lasata Senior Living Campus	Food Services		Exempt	12	1.0	0.5

Culinary Services Director	Lasata Senior Living Campus	Food Services		Exempt	10	1.0	1.0
Head Cook	Lasata Senior Living Campus	Food Services		Non-Exempt	7	1.0	1.0
Cook	Lasata Senior Living Campus	Food Services		Non-Exempt	6	2.0	1.8
Dietary Aide	Lasata Senior Living Campus	Food Services		Non-Exempt	4	12.0	7.7
Director of Assisted Living	Lasata Senior Living Campus	Lasata Crossings		Exempt	12	1.0	1.0
Registered Nurse	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	11	1.0	1.0
Administrative Coordinator	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	8	1.0	1.0
Lasata Crossings Activity Coordinator	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	8	1.0	0.8
Head Cook	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	6	1.0	1.0
Maintenance Assistant	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	6	1.0	1.0
Personal Care Worker Coordinator	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	6	1.0	1.0
Personal Care Worker Lasata Crossings	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	6	22.0	14.6
Director of Lasata Heights Apartments	Lasata Senior Living Campus	Lasata Heights		Exempt	11	1.0	1.0
Administrative Coordinator	Lasata Senior Living Campus	Lasata Heights		Non-Exempt	7	1.0	1.0
Maintenance Assistant	Lasata Senior Living Campus	Lasata Heights		Non-Exempt	5	1.0	1.0
Maintenance Supervisor I Lasata	Lasata Senior Living Campus	Maintenance		Exempt	11	1.0	1.0
Custodian Maintenance Assistant	Lasata Senior Living Campus	Maintenance	Maintenance Worker	Non-Exempt	8	2.0	2.0
Director of Nursing	Lasata Senior Living Campus	Nursing		Exempt	18	1.0	1.0

Lead Nurse Coordinator	Lasata Senior Living Campus	Nursing		Exempt	15	1.0	1.0
Nursing Supervisor	Lasata Senior Living Campus	Nursing		Exempt	15	4.0	3.8
Nursing Coordinator (MDS)	Lasata Senior Living Campus	Nursing		Non-Exempt	14	1.0	1.0
Registered Nurse	Lasata Senior Living Campus	Nursing		Non-Exempt	13	15.0	12.5
Registered Nurse - On Call	Lasata Senior Living Campus	Nursing		Non-Exempt	13	1.0	0.4
Rehab Nurse Liaison	Lasata Senior Living Campus	Nursing		Non-Exempt	13	1.0	1.0
Licensed Practical Nurse	Lasata Senior Living Campus	Nursing		Non-Exempt	10	13.0	9.8
Certified Nurse Aide	Lasata Senior Living Campus	Nursing		Non-Exempt	7	37.0	26.5
Health Unit Coordinator	Lasata Senior Living Campus	Nursing		Non-Exempt	7	2.0	2.0
Life Enhancement Director	Lasata Senior Living Campus	Recreational Therapy	Life Enrichment Director	Exempt	11	1.0	1.0
Volunteer & Visitation Coord	Lasata Senior Living Campus	Recreational Therapy		Non-Exempt	7	1.0	1.0
Activity Assistant	Lasata Senior Living Campus	Recreational Therapy		Non-Exempt	6	2.0	2.0
Social Service Director	Lasata Senior Living Campus	Social Services		Exempt	13	1.0	1.0
Social Worker I Lasata	Lasata Senior Living Campus	Social Services		Exempt	11	2.0	2.0
Golf Course Superintendent	Planning and Parks	Golf		Exempt	17	1.0	1.0
Golf Course Pro Shop Supervisor	Planning and Parks	Golf	Pro Shop & Operations Supervisor	Exempt	13	1.0	1.0
Hawthorne Hills Golf Course Assistant Superintendent	Planning and Parks	Golf		Exempt	11	1.0	1.0
Mee-Kwon Park Golf Course Assistant Superintendent	Planning and Parks	Golf		Exempt	11	1.0	1.0
Parks Mechanic	Planning and	Golf	Mechanic (Golf)	Non-Exempt	10	2.0	2.0

	Parks						
Director of Planning & Parks	Planning and Parks			Exempt	18	1.0	1.0
Parks Superintendent	Planning and Parks			Exempt	15	1.0	1.0
Program Manager	Planning and Parks			Exempt	15	1.0	1.0
Civil Engineer - Water Resources	Planning and Parks		Civil Engineer - Water Resources	Exempt	14	1.0	1.0
Senior Planner	Planning and Parks			Exempt	13	1.0	1.0
Conservation Biologist	Planning and Parks			Exempt	12	1.0	1.0
Natural Resources & GIS Tech	Planning and Parks			Non-Exempt	11	1.0	1.0
Natural Resources and GIS Tech	Planning and Parks		Natural Resources Analyst & Admin. Asst.	Non-Exempt	11	1.0	1.0
Program Asst. II Ecological	Planning and Parks			Non-Exempt	11	1.0	1.0
Park Caretaker Mee-Kwon Park	Planning and Parks			Non-Exempt	8	1.0	1.0
Park Caretaker Virmond	Planning and Parks			Non-Exempt	8	1.0	1.0
Park Caretaker Waubedonia	Planning and Parks			Non-Exempt	8	1.0	1.0
Public Health Officer	Public Health			Exempt	19	1.0	1.0
Community Health Director	Public Health		Deputy Health Officer	Exempt	16	1.0	1.0
Environmental Health Supervisor	Public Health			Exempt	15	1.0	1.0
Business Manager	Public Health		Financial Manager	Exempt	14	1.0	1.0
WIC Director	Public Health			Exempt	14	1.0	1.0
Community Health Strategist Senior	Public Health		Sr. Public Health Strategist	Exempt	13	1.0	1.0
Emergency Preparedness Coordinator	Public Health			Exempt	13	1.0	1.0
Public Health Nurse Communicable Disease/Immunization	Public Health			Exempt	13	1.0	1.0
Public Health Nurse	Public Health			Exempt	13	2.0	2.0
Environmental Health Specialist	Public Health			Non-Exempt	12	5.0	5.0
Social Worker Public Health	Public Health		MCH Coordinator	Exempt	12	1.0	1.0
Public Health Strategist	Public Health			Exempt	11	1.0	1.0
Data Specialist/Epidemiologist	Public Health		Public Health Specialist	Non-Exempt	10	1.0	1.0
WIC Nutritionist	Public Health			Non-Exempt	9	2.0	1.0
Billing Specialist	Public Health			Non-Exempt	8	1.0	1.0
Office Assistant II	Public Health			Non-Exempt	7	2.0	2.0

WIC Nutrition Assistant/Office Assistant II	Public Health			Non-Exempt	6	1.0	0.8
WIC Nutrition Assistant	Public Health			Non-Exempt	6	1.0	0.8
WIC Dietetic Tech	Public Health		Breastfeeding Peer Counselor	Non-Exempt	5	1.0	0.4
Patrol Superintendent	Public Works & Highway	Highway		Exempt	15	1.0	1.0
Shop Superintendent	Public Works & Highway	Highway		Exempt	15	1.0	1.0
Foreman	Public Works & Highway	Highway		Non-Exempt	13	3.0	3.0
Mechanic	Public Works & Highway	Highway		Non-Exempt	12	4.0	4.0
Assistant Foreman	Public Works & Highway	Highway		Non-Exempt	11	3.0	3.0
Equipment Operator	Public Works & Highway	Highway		Non-Exempt	10	29.0	29.0
Director of Public Works	Public Works & Highway	Highway Administration		Exempt	21	1.0	1.0
Project Technician/Surveyor	Public Works & Highway	Highway Administration	Project Manager / Construction Superintendent	Exempt	15	1.0	1.0
Building Superintendent	Public Works & Highway	Maintenance - Administration		Exempt	15	1.0	1.0
Maintenance Assistant	Public Works & Highway	Maintenance - Administration	Maintenance Technician	Non-Exempt	10	1.0	1.0
Maintenance Highway Administration	Public Works & Highway	Maintenance - Administration	Maintenance Worker	Non-Exempt	8	1.0	1.0
Maintenance Lead Workers	Public Works & Highway	Maintenance - Administration	Lead Custodian/Janitor	Non-Exempt	7	1.0	0.4
Janitor	Public Works & Highway	Maintenance - Administration	Custodian/Janitor	Non-Exempt	5	4.0	1.3
Sub Janitor	Public Works & Highway	Maintenance - Administration	Custodian/Janitor	Non-Exempt	5	1.0	0.4
Building Superintendent	Public Works & Highway	Maintenance - Justice		Exempt	15	1.0	1.0
Maintenance Mechanic	Public Works & Highway	Maintenance - Justice	Maintenance Technician	Non-Exempt	10	1.0	1.0
Fairgrounds Maintenance Assistant	Public Works & Highway	Maintenance - Justice	Fairgrounds Maintenance	Non-Exempt	9	1.0	1.0
Custodian Maintenance Assistant	Public Works & Highway	Maintenance - Justice	Maintenance Worker	Non-Exempt	8	1.0	1.0
Janitor /CAN	Public Works & Highway	Maintenance - Justice	Maintenance Worker	Non-Exempt	8	1.0	0.5
Maintenance Lead Workers	Public Works & Highway	Maintenance - Justice	Lead Custodian/Janitor	Non-Exempt	7	2.0	0.4
Janitor	Public Works & Highway	Maintenance - Justice	Custodian/Janitor	Non-Exempt	5	2.0	0.4
Maintenance Fair Grounds	Public Works & Highway	Maintenance - Justice	Custodian/Janitor	Non-Exempt	5	1.0	0.3
Night Janitor (wks on/off)	Public Works & Highway	Maintenance - Justice	Custodian/Janitor	Non-Exempt	5	2.0	0.7
Transit Superintendent	Public Works	Transit Services		Exempt	14	1.0	1.0

	& Highway						
Transit Analyst	Public Works & Highway	Transit Services	Transit Analyst	Exempt	11	1.0	1.0
GIS Coordinator	Register of Deeds			Non-Exempt	11	1.0	1.0
Deputy Register of Deeds	Register of Deeds			Non-Exempt	9	1.0	1.0
Office Assistant IV	Register of Deeds			Non-Exempt	8	3.0	2.8
Business Services Manager	Sheriff	Administration		Exempt	15	1.0	1.0
Lead Health Services Nurse	Sheriff	Administration		Exempt	14	1.0	1.0
Jail Health Service Nurse	Sheriff	Administration		Non-Exempt	13	1.0	1.0
Licensed Mental Health Professional II	Sheriff	Administration	Sheriff - Community Liaison	Exempt	12	1.0	1.0
Administrative Services Coordinator	Sheriff	Administration		Non-Exempt	9	1.0	1.0
Account Clerk III	Sheriff	Administration		Non-Exempt	7	2.0	1.7
Office Assistant III	Sheriff	Administration		Non-Exempt	7	4.0	4.0
Health Screen Technician	Sheriff	Administration		Non-Exempt	6	1.0	1.0
Captain of Administration/Undersheriff	Sheriff	Chief Deputy-Lieutenants		Exempt	19	1.0	1.0
Captain	Sheriff	Chief Deputy-Lieutenants		Exempt	18	1.0	1.0
Captain of Operations	Sheriff	Chief Deputy-Lieutenants		Exempt	18	1.0	1.0
Lieutenant Jail & Dispatch Administration	Sheriff	Chief Deputy-Lieutenants		Exempt	16	1.0	1.0
Lieutenant Patrol Administration	Sheriff	Chief Deputy-Lieutenants		Exempt	16	1.0	1.0
Lieutenant Shift Commander Criminal Investigation	Sheriff	Chief Deputy-Lieutenants		Exempt	16	1.0	1.0
Communications Manager	Sheriff	Dispatch		Exempt	14	1.0	1.0
Dispatch Supervisor	Sheriff	Dispatch		Exempt	12	1.0	1.0
Dispatcher	Sheriff	Dispatch		Non-Exempt	9	14.0	14.0
Dispatcher - Temporary	Sheriff	Dispatch		Non-Exempt	9	1.0	0.2
Director Emergency Management	Sheriff	Emergency Management		Exempt	15	1.0	1.0
Emergency Management Coordinator	Sheriff	Emergency Management		Non-Exempt	12	1.0	1.0
Jailor	Sheriff	Jail		Non-Exempt	10	23.0	23.0
Senior Program Assistant	University Extension			Non-Exempt	9	1.0	0.7
Program Assistant	University Extension		Program Assistant	Non-Exempt	6	1.0	0.5
Director of Veterans Services	Veterans Service			Exempt	16	1.0	1.0
Veterans Program Assistant	Veterans Service			Non-Exempt	10	1.0	1.0
Bailiff	TEMPORARY			Non-Exempt	2	As Funded	As Funded
Golf Course Part Time	TEMPORARY			Non-Exempt	2	As	As

Employees						Funded	Funded
Hazmat Operators	TEMPORARY			Non-Exempt	2	As Funded	As Funded
Highway Dept. Part time summer help	TEMPORARY			Non-Exempt	2	As Funded	As Funded
Intern	TEMPORARY			Non-Exempt	2	As Funded	As Funded
Meal Program Drivers	TEMPORARY			Non-Exempt	2	As Funded	As Funded
Parks Temporary Maintenance	TEMPORARY			Non-Exempt	2	As Funded	As Funded
Rescue Boat Pilot	TEMPORARY			Non-Exempt	2	As Funded	As Funded
Substitute Meal Site Manager/Drivers	TEMPORARY			Non-Exempt	2	As Funded	As Funded
Water Safety Patrol Crew Person entry level	TEMPORARY			Non-Exempt	2	As Funded	As Funded
YAP Youth Apprentice Program CNA	TEMPORARY			Non-Exempt	2	As Funded	As Funded
Water Safety Patrol Crew Person with experience	TEMPORARY			Non-Exempt	3	As Funded	As Funded
Veterans Drivers per trip	TEMPORARY			Non-Exempt	4	Plus \$9.98 For Ea.	Adtl. Psngr.
Mee-Kwon/Hawthorne Pro Shop Manager	TEMPORARY			Non-Exempt	5	As Funded	As Funded
Pro Shop Manager	TEMPORARY			Non-Exempt	5	As Funded	As Funded
Court Services Deputy	TEMPORARY			Non-Exempt	6	As Funded	As Funded
Hazmat Technicians	TEMPORARY			Non-Exempt	6	As Funded	As Funded
Rescue Boat Team Leader	TEMPORARY			Non-Exempt	6	As Funded	As Funded
Court Services Deputy (after 1040 hours)	TEMPORARY			Non-Exempt	7	As Funded	As Funded
Drug Unit Investigator	TEMPORARY			Non-Exempt	7	As Funded	As Funded
Special Deputy Sergeant	TEMPORARY			Non-Exempt	8	As Funded	As Funded
Highway Dept. Part time winter help	TEMPORARY			Non-Exempt	9	As Funded	As Funded
Hazmat Team Leader	TEMPORARY			Non-Exempt	10	As Funded	As Funded
Deputy Medical Examiner	TEMPORARY			Non-Exempt	11	As Funded	As Funded
Livery Driver	TEMPORARY			Non-Exempt	\$158.25	Per Trip	As Funded

Ozaukee County Wage Scale

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step10	Step 11
23	\$71.87	\$73.87	\$75.87	\$77.86	\$79.86	\$81.86	\$83.85	\$85.85	\$87.85	\$89.84	\$91.84
22	\$66.68	\$68.53	\$70.39	\$72.24	\$74.09	\$75.94	\$77.79	\$79.65	\$81.50	\$83.35	\$85.20

21	\$61.84	\$63.56	\$65.27	\$66.99	\$68.71	\$70.43	\$72.15	\$73.86	\$75.58	\$77.30	\$79.02
20	\$57.35	\$58.94	\$60.53	\$62.13	\$63.72	\$65.31	\$66.91	\$68.50	\$70.09	\$71.69	\$73.28
19	\$53.17	\$54.65	\$56.13	\$57.60	\$59.08	\$60.56	\$62.03	\$63.51	\$64.99	\$66.47	\$67.94
18	\$49.29	\$50.66	\$52.03	\$53.40	\$54.77	\$56.14	\$57.51	\$58.88	\$60.25	\$61.62	\$62.99
17	\$45.68	\$46.95	\$48.22	\$49.49	\$50.76	\$52.03	\$53.30	\$54.57	\$55.84	\$57.11	\$58.37
16	\$42.30	\$43.48	\$44.65	\$45.83	\$47.00	\$48.18	\$49.35	\$50.53	\$51.70	\$52.88	\$54.05
15	\$39.15	\$40.24	\$41.33	\$42.41	\$43.50	\$44.59	\$45.68	\$46.76	\$47.85	\$48.94	\$50.03
14	\$36.23	\$37.23	\$38.24	\$39.24	\$40.25	\$41.26	\$42.26	\$43.27	\$44.28	\$45.28	\$46.29
13	\$33.52	\$34.45	\$35.38	\$36.31	\$37.24	\$38.17	\$39.10	\$40.03	\$40.96	\$41.90	\$42.83
12	\$30.98	\$31.84	\$32.70	\$33.56	\$34.42	\$35.28	\$36.14	\$37.00	\$37.86	\$38.72	\$39.58
11	\$28.62	\$29.42	\$30.21	\$31.01	\$31.80	\$32.60	\$33.39	\$34.19	\$34.98	\$35.78	\$36.57
10	\$26.43	\$27.17	\$27.90	\$28.64	\$29.37	\$30.10	\$30.84	\$31.57	\$32.31	\$33.04	\$33.78
9	\$24.42	\$25.10	\$25.77	\$26.45	\$27.13	\$27.81	\$28.49	\$29.16	\$29.84	\$30.52	\$31.20
8	\$22.55	\$23.18	\$23.81	\$24.43	\$25.06	\$25.69	\$26.31	\$26.94	\$27.57	\$28.19	\$28.82
7	\$20.80	\$21.38	\$21.95	\$22.53	\$23.11	\$23.69	\$24.27	\$24.84	\$25.42	\$26.00	\$26.58
6	\$19.17	\$19.70	\$20.24	\$20.77	\$21.30	\$21.83	\$22.37	\$22.90	\$23.43	\$23.96	\$24.50
5	\$17.65	\$18.14	\$18.63	\$19.12	\$19.61	\$20.10	\$20.59	\$21.08	\$21.57	\$22.06	\$22.55
4	\$16.25	\$16.70	\$17.15	\$17.60	\$18.05	\$18.50	\$18.95	\$19.40	\$19.86	\$20.31	\$20.76
3	\$14.94	\$15.36	\$15.77	\$16.19	\$16.60	\$17.02	\$17.43	\$17.85	\$18.26	\$18.68	\$19.09
2	\$13.72	\$14.10	\$14.48	\$14.86	\$15.24	\$15.62	\$16.00	\$16.38	\$16.76	\$17.15	\$17.53

Dated at Port Washington, Wisconsin, this 7th day of December 2022.

SUMMARY: Repeal and Replace Chapter 3 of the Ozaukee County Policy and Procedure Manual - Positions and Pay Grades.

VOTE REQUIRED: Majority

FINANCE COMMITTEE

Finance Committee

AGENDA INFORMATION SHEET

AGENDA DATE:	November 18, 2022
DEPARTMENT:	Human Resources
DIRECTOR:	Chris McDonell
PREPARER:	Chris McDonell

Agenda Summary Repeal and Replace Chapter 3 of the Ozaukee County Policy and Procedure Manual - Positions and Pay Grades

BACKGROUND INFORMATION: December 17, 2021: Finance Committee interviewed two (2) consulting firms, and selected Carlson Dettmann Consulting of Madison, WI, to conduct a Compensation and Classification Study for all non-represented employees.

January 5, 2022: County Board approved the contract with Carlson Dettmann Consulting to complete a thorough review of all non-represented positions in Ozaukee County for internal equity and against the larger public and private sector markets in southeastern Wisconsin.

March 2, 2022: County Board approved the following counties and cities as public sector comparables, and to also include private sector wage survey data, as applicable, for the purpose of determining Ozaukee County's competitiveness of base salaries.

- Counties: Washington, Milwaukee, Sheboygan, Waukesha, Manitowoc, Racine, Fond du Lac, Dodge, Kenosha, Calumet, Walworth, Jefferson, Outagamie, Rock, Columbia, Sauk, Door, Portage, Wood, Marathon, La Crosse, Eau Claire, Chippewa, Saint Croix; and
- Cities: West Bend, Sheboygan, Brookfield, Waukesha, Muskego, New Berlin, Oconomowoc, Manitowoc, Racine, Fond du Lac, Watertown, Mequon, Cedarburg, Port Washington.

October 5, 2022: County Board approved a resolution that recommends incorporating a market placement at the average of the 50th and 90th percentiles, and that the implementation of the compensation plan will be accomplished by providing employees a 3.0% cost of living adjustment on their 2022 wages and subsequently be placed into a step that provides an increase effective January 1, 2023

ANALYSIS: Staff is recommending a full repeal and replace of Chapter 3 of the County's Policy and Procedure Manual to implement the county's new wage scales, which are based on the work of Carlson Dettmann Consulting. We are recommending to remove number of employees and number of hours from Chapter 3 and instead use the County's annual budget as position control. The annual budget contains budget amounts for personnel, number of employees and the full time equivalent status of each position, or number of hours worked.

The County Administrator and the Administrative/Budget team support this effort to review county positions for internal equity and against the larger public sector and private sector market in southeastern Wisconsin. A compensation study serves as a cornerstone to the county's recruitment and retention efforts. The county allocates more than half of all of our budgetary costs to personnel - \$50 Million of a \$91 Million-dollar budget in 2022. The importance of reviewing this critical expense cannot be understated.

A compensation study benchmarks county positions against the competitors for the same talent that is the focus of recruitment efforts. The study will allow the county to simplify its classification structures. Currently, the county maintains seven wage scales. Most are vestiges of collective bargaining agreements for unions that no longer exist. These scales pose a difficulty to maintain and update in our payroll system. Moreover, many departments have employees in more than one scale, an issue for internal equity. The compensation study will properly place each non-union position in the county into a single wage scale. This is important for the ease of administration of our payroll system. It has a more important benefit as it will establish paths for career advancement in the county workforce.

Over the past two decades the majority of middle-management positions have been eliminated in efforts to control budgets. These were all prudent decisions, but eliminated many career paths that historically existed. A properly designed compensation structure will not only aid in recruitment ensuring that the county is competitive in the external market, but it allows management to identify our best performers and reward their efforts within the wage scale even in the absence of a promotional opportunity. While cost of living raises continue to be an important component in employee retention efforts they do not reward great work and in some cases may demotivate top performers.

Compensation and benefits are the primary reason county employees identify in exit interviews when ending their employment relationship with Ozaukee County. 62% of outgoing employees rated their wages as fair or poor. When recruiting, competitive compensation is often the first step that a possible employee takes when considering Ozaukee County employment. This is especially true for our professional positions that require degrees and professional certifications where the talent pool is limited. In the past twelve months Ozaukee County has recruited for sixteen (16) positions with supervisory responsibilities. Ten of the postings received 10 or less applications, with 16 applications on average. One recruitment accounted for twenty-six percent (26%) of all applications.

In April 2022, our employees participated in the "Milwaukee Top Places to Work" employee engagement survey. The County had twenty-four (24) senior managers participate in the survey and they scored in the 13th percentile of similar sized local governments in regard to satisfaction with their wages. In addition, 246 individual contributors scored in the 15th percentile in regard to satisfaction with wages. In the last 12 months, we started new hires on average at Step 5 on our Non-Represented Wage Scale, which has 11 steps total. We have had 184 regular employees resign within their first year of employment since January 2021, which is an indication they are leaving for more money.

Department heads that have expressed concern to the Human Resources Department about inadequate wages for their staff within the last several years include Highway, Clerk of Courts, Human Services, Lasata, Planning & Parks, County Clerk, Land & Water, Public Health, and Sheriff's Office.

The compensation study will assist the County in managing the risk of a potential violation of the Federal Equal Pay Act, Title VII of the Civil Rights Act, Americans With Disabilities Act, and/or the Wisconsin Fair Employment Act by ensuring positions are compensated based on the evaluation of job duties and not the person currently holding the job.

The current Chapter 3 is attached for your review.

FISCAL IMPACT:

During last year's budget process, we anticipated the cost to implement a new competitive wage scale to be approximately \$873,000 after the 2023 3% cost of living adjustment is applied. We are well prepared to fund this increase with past net new constructions that have been set aside for this purpose.

Levy set aside for wage study implementation: \$873,000

- Use of \$308,000 of Net New Construction 2022
- Use of \$265,000 of Net New Construction 2019
- Balance with 2023 Net New Construction

Total estimated levy cost to implement recommended new wage scale: \$714,000

RECOMMENDED MOTION: Staff respectfully request the County Board to approve the resolution to repeal and replaced Chapter 3 of the County's Policy & Procedure Manual.

ATTACHMENTS:

- 2022 Chapter 3 (PDF)

OZAUKEE COUNTY POLICY AND PROCEDURE MANUAL

CHAPTER 3

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3.01	POSITIONS AND PAY GRADES				
	POSITION	GRADE	UNION	HOURS	#
1	<u>DEPARTMENT OF ADMINISTRATION</u>				
	County Administrator	117	SALARY	40	1
	Assistant to Administrator/Budget Manager	112	NON REP	40	1
	Policy and Budget Analyst (16-47), (17-64)	112	NON REP	40	1
	FINANCE DEPARTMENT				
	Finance Director	115	SALARY	40	1
	Assistant Finance Director (17-64)	112	NON REP	40	1
	Payroll Systems Manager (14-44)	112	NON REP	40	1
	Financial System Analyst (13-44)	109	NON REP	40	1
	Business Manager - Human Services (17-64),(20-48)	110	NON REP	40	1
	Business Manager - Highway (20-48)	110	NON REP	40	1
	Financial Analyst (13-44), (17-64),(20-48)	108	NON REP	40	1
	Purchasing Manager (12-44)	107	NON REP	37.5	1
	Accounts Payable Coordinator	105	NON REP	40	1
	Human Services Account Clerk II (12-44),(14-44),(20-48)	103	OPEIU	40	1
	HUMAN RESOURCES DEPARTMENT				
	Human Resources Director (16-47)	113	NON REP	40	1
	Benefits Manager (21-42)	107	NON REP	40	1
	Human Resources Business Partner (21-42)	107	NON REP	40	1
	Administrative Interns	SPECIAL	TEMP	AS FUNDED	
	INFORMATION TECHNOLOGY DEPARTMENT (12-44),(12-56)				
	Information Technology Manager	112	NON REP	40	1
	Programmer/Analyst (14-44)	110	NON REP	40	1
	Information Technology Applications and Support (16-29), (17-64)	108	NON REP	40	2
	Communications Services Manager	11	OPEIU	40	1
	Radio Technician	8	OPEIU	40	1
	TOTAL				22
	<u>CORPORATION COUNSEL/CHILD SUPPORT</u>				
2					

Attachment: 2022 Chapter 3 (REPEAL AND REPLACE CHAPTER 3 OF THE OZAUKEE COUNTY POLICY AND PROCEDURE MANUAL - PAY

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	Corp. Counsel	113	SALARY	40	1
	Legal Services Manager	106	NON REP	40	1
	Office Assistant I	3	OPEIU	16	1
	CHILD SUPPORT DIVISION				
	Assistant Corp. Counsel (13-44)	111	NON REP	40	1
	Child Support Specialist (Modifications)	8	OPEIU	40	1
	Child Support Specialist (Interstate)	8	OPEIU	40	1
	Paternity and Customer Service Support Specialist	8	OPEIU	40	1
	Account Clerk III	7	OPEIU	37.5	1
	Child Support Assistant - Intake and Investigation (17-64)	7	OPEIU	40	1
	TOTAL				9
	<u>COUNTY CLERK</u>				
3					
	County Clerk	2	ELECTED		1
	Chief Deputy County Clerk (13-44)	107	NON REP	40	1
	Deputy County Clerk II (13-44)(19-32)	103	NON REP	40	2
	TOTAL				4
	<u>COUNTY BOARD</u>				
4					
	Chairperson		ELECTED	1.00	
	Supervisor		ELECTED	25.00	
	TOTAL			26.00	
	<u>COUNTY TREASURER</u>				
5					
	County Treasurer	3	ELECTED		1
	Deputy Treasurer/Office Manager (18-27)	108	NON REP	40	1
	Assistant Real Property Lister/Account Clerk (21-42)	104	NON REP	40	1
	Accounting Intern (21-42)	SPECIAL	TEMP	AS FUNDED	
	TOTAL				3
	<u>HUMAN SERVICES</u>				

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6					
	Human Services Director	116	SALARY	40	1
	Psychiatrist	SPECIAL	NON REP	40	1
	Children & Family Manager (12-44)	113	NON REP	40	1
	Crisis Management Supervisor (12-44)	111	NON REP	40	1
	Long-Term Care Supervisor	111	NON REP	40	1
	Behavioral Health Manager (13-44),(14-44),(19-32)	113	NON REP	40	1
	Children and Families Supervisor (12-44),(16-29),(18-27)	111	NON REP	40	1
	Economic Support Manager (20-48)	110	NON REP	40	1
	Quality Assurance Specialist (19-32)	10	NON REP	40	1
	Case Management Supervisor (16-29),(19-32),(20-48)	111	NON REP	40	1
	Database Coordinator/ System Administrator	108	NON REP	40	1
	Adult Protective Services Supervisor (19-32),(20-48)	110	NON REP	40	1
	Behavioral Health Supervisor* (21-42)	110	NON REP	40	1
	Licensed Mental Health Professional II (14-44),(16-29)	11	OPEIU	40	4
	Court Services Community Liaison (19-32)	11	OPEIU	40	1
	Psychiatric RN	11	OPEIU	40	1
	School Social Work Liaison	11	OPEIU	40	1
	Chemical Dependency Counselor (17-64)	11	OPEIU	40	1
	Licensed Mental Health Professional I (12-44)(14-44)(17-13)(18-14)(19-32)	10	OPEIU	40	12
	Birth to Three Program Lead (14-44)(18-14)	11	OPEIU	40	1
	Birth to Three Service Coordinator (18-14)	10	OPEIU	40	3
	Children & Families IA Supervisor (21-42)	110	NON REP	40	1
	Comprehensive Community Services (CCS) Program Assistant (20-48)	6	NON REP	40	1
	Social Worker II Long Term Support (14-44),(16-29),(22-8)	10	OPEIU	40	7
	Social Worker II (Children & Family) (13-44),(14-44),(16-29),(17-64),(20-48)	10	OPEIU	40	11
	Foster Care Coordinator	10	OPEIU	40	1
	Compliance and Communication Officer* (21-42)	10	OPEIU	40	1
	Office Services Supervisor (16-29)	107	NON REP	40	1
	Economic Support Lead* (21-42)	9	OPEIU	40	1
	Economic Support Child Care Coordinator (18-27)	9	OPEIU	40	1
	Economic Support Supervisor (12-44),(20-48),(21-42)	108	NON REP	40	1
	Economic Support Analyst (14-44)	9	OPEIU	40	1

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Access Social Worker (14-44)	9	OPEIU	40	1
Economic Support Specialist (12-44),(18-27)	8	OPEIU	40	9
Economic Support Specialist ** (13-23), (17-64)	8	OPEIU	40	2
Medical Billing Coordinator (17-13)	8	OPEIU	40	1
WI Home Energy Project Eligibility Specialist* (19-32)	8	OPEIU	40	1
Medical Billing Clerk	6	OPEIU	40	1
Family Support Worker (13-44),(14-44),(16-29),(17-64)	7	OPEIU	40	3
Office Assistant IV (13-44),(16-29)	6	OPEIU	40	1
Economic Support Program Specialist (18-27)	7	OPEIU	40	1
Office Assistant III(13-23)**	5	OPEIU	40	2
Office Assistant III (13-44),(16-29)	5	OPEIU	40	4
Peer Specialist (15-34)	SPECIAL	TEMP	AS FUNDED	
TOTAL				89.00
AGING & DISABILITY RESOURCE CENTER				
Aging & Disability Services Manager (21-42)	112	NON REP	40	1
Aging Services Supervisor (12-44),(21-42)	108	NON REP	40	1
Lead Information & Assistance Specialist	10	NON REP	40	1
Information & Assistance Spc ADRC (18-27),(20-48)	9	OPEIU	40	4
Caregiver Services Specialist (17-64)	9	OPEIU	24	1
Benefit Specialist (12-44)	9	OPEIU	40	1
ADRC Disability Benefits Spc	9	OPEIU	40	1
Dementia Care Specialist (14-8), (21-42)	9	OPEIU	40	1
ADRC Account Clerk (17-64)	6	OPEIU	40	1
Office Assistant III (15-34),(18-27)	5	OPEIU	40	1
Dining Center Coordinator	5	OPEIU	20	4
Dining Center Coordinator	5	OPEIU	10.5	1
Sub Meal Manager	SPECIAL	TEMP	AS FUNDED	
Meal Program Staff Drivers	SPECIAL	OPEIU	10	3
Temp Certified Nursing Assistant	SPECIAL	TEMP	AS FUNDED	
TOTAL				21.00
The following Grade 10 positions in the HS Dept.: Social Worker II, Licensed Mental Health Professional I, Long Term				
Support SW II and Birth to Three Coordinator shall receive an additional \$1.00/hour more.				
* Revenue Supported				

Attachment: 2022 Chapter 3 (REPEAL AND REPLACE CHAPTER 3 OF THE OZAUKEE COUNTY POLICY AND PROCEDURE MANUAL - PAY

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**Positions are Limited Term and will terminate upon the elimination of the Food Share Program Bonus Revenue and Implementation Funds					
***Revenue supported position, position shall be eliminated upon termination of grant funding					
<u>PUBLIC HEALTH</u>					
7					
	Director/Health Officer (15-34)	115	SALARY	40.00	1
	Deputy Health Officer (15-34),(17-64),(20-48),(22-4)	112	NON REP	40.00	1
	Environmental Health Supervisor (16-29),(17-64)	110	NON REP	40.00	1
	Public Health Nurse (12-44),(13-44),15-34),(16-29),(17-13),(17-64)	108	NON REP	40.00	7
	Public Health Nurse- Communicable Diseases (15-34),(16-29),(17-13),(20-48)	108	NON REP	40.00	1
	Emergency Preparedness Coordinator (16-29)(17-64)(19-32),(20-48)	108	NON REP	40.00	1
	WIC Director (16-29),(17-64),(20-48)	109	NON REP	40.00	1
	Public Health Social Worker (20-48)	108	NON REP	40.00	1
	Environmental Health Specialist (17-64),(18-27)	108	NON REP	40.00	4
	Business Manager (17-64),(20-48)	109	NON REP	40.00	1
	Health Strategist Senior (17-64),(19-32),(20-48)	108	NON REP	40.00	1
	Contact Tracing Coordinator***	106	NON REP	40.00	1
	Health Strategist* (15-34),(17-64),(19-32),(20-48)	106	NON REP	40.00	4
	Public Health Specialist/Epidemiologist (17-64),(18-27),(20-48)	106	NON REP	40.00	1
	WIC Project Nutritionist (16-29),(17-64)	106	NON REP	20.00	1
	WIC Nutritionist*	104	NON REP	24.00	1
	WIC Diabetic Tech (16-29), (17-64)	103	NON REP	20.00	2
	WIC Nutrition Assistant (16-29),(17-64)	102	NON REP	40.00	1
	WIC Nutrition Assistant/Office Assistant II (17-64)	102	NON REP	32.00	1
	Office Assistant II (16-29),(17-64),(20-48)	102	NON REP	40.00	2
	Office Assistant II (16-29),(17-64),(20-48)	102	NON REP	20.00	1
	Office Assistant II (15-34),(16-29),(17-64)	102	NON REP	32.00	1
	Environmental Health Intern* (19-32)	SPECIAL	NON REP	AS FUNDED	1
	WIC Peer Counselor (16-29)	101	NON REP	20.00	1
	TOTAL				38.00

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	* Grant funded				
	** Temporary position eliminated upon Bioterrorism Grant funding termination				
	***Position is temporary and will terminate once funding for CARES Act ends				
	<u>LASATA CAMPUS</u>				
8	Lasata Care Center Administrator	116	SALARY	40	1
	Director of Admissions/Marketing (19-32)	108	NON REP	40	1
	LASATA CARE CENTER				
	Director of Nursing	113	SALARY	40	1
	Nursing Supervisor	110	NON REP	40	4.5
	Lead Nurse Coordinator (MDS) (19-32)	110	NON REP	40	1
	Nurse Coordinator** (19-32)	109	NON REP	40	1
	Assistant Director of Nursing (18-36)	112	NON REP	40	1
	Registered Nurse (Benefit) ** (11-23)	108	NON REP	40	20 FTE
	Registered Nurse (Non-Benefit) ** (11-23)	SPECIAL	NON REP		2 FTE
	Infection Control Nurse (17-64)	109	NON REP	40	1 FTE
	Social Worker Department Head	108	NON REP	40	1
	Dietician	108	NON REP	40	0.4
	Maintenance Supervisor	108	NON REP	40	1
	Culinary Services Director (12-44),(19-32)	107	NON REP	40	1
	Activity Director	106	NON REP	40	1
	Campus Finance & Reimbursement Manager (14-44),(18-36)	110	NON REP	40	1
	Health Information Technician	105	NON REP	40	1
	Staff LPN (Benefit)	105	NON REP	40	10 FTE
	Staff LPN (Non-Benefit)	SPECIAL	NON REP		2 FTE
	Social Worker	105	NON REP	40	2
	Human Resources Coordinator (21-42)	105	NON REP	40	1
	Custodian Maintenance Assistant	6	LAW	40	4
	Nursing Scheduler	102	NON REP	40	1
	Assistant Culinary Services Director (13-44),(19-32)	103	NON REP	40	1
	Medical Billing Clerk (20-48)	103	NON REP	40	1
	Rehab Nurse Liaison (20-48)	108	NON REP	40	1
	Volunteer Coordinator (20-48)	102	NON REP	40	1
	Central Supply Coordinator (19-32)	6	LAW	40	1
	Account Services Coordinator (17-19),(19-32)	105	NON REP	40	1

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Medication Aide	6	LAW	40	2
Medical Records Coordinator (16-29)	6	LAW	40	1
Restorative Certified Nurse Assistant (19-32)	4A	LAW	40	1
Certified Nurse Assistant (19-32),(20-56)	6	LAW	40	80 FTE
YAP Youth Apprentice Program CNA (19-32),(20-56)	4A	LAW	AS FUNDED	0.25
Health Unit Coordinator (16-29),(20-56)	6	LAW	40	3
Activity Assistant	4	LAW	40	5 FTE
Receptionist	3	LAW	40	1.8 FTE
Head Cook (17-64)	5	LAW	40	1FTE
t171407T%	4	LAW	40	2.6 FTE
Dietary Aide (21-42)	3	LAW	40	11.0 FTE
PT Summer Maintenance	SPECIAL	TEMP	AS FUNDED	
TOTAL				171.06
LASATA HEIGHTS				
Lasata Heights Housing Manager	107	NON REP	40	1
Custodian Maintenance Assistant	6	LAW	40	1
Administrative Services Coordinator (15-34),(17-64)	104	NON REP	40	1 FTE
Dietary Cooks (from Lasata) (21-42)	4	LAW	40	0.5 FTE
Dietary Aides (from Lasata) (21-42)	3	LAW	40	0.5 FTE
TOTAL				3.75
LASATA CROSSINGS				
Lasata Crossings Manager	108	NON REP	40	1
Registered Nurse	108	NON REP	40	1
Administrative Services Coordinator (12-44),(15-34)	104	NON REP	40	1
RCAC Program Coordinator (21-42)	104	NON REP	40	1
Maintenance Assistant	6	LAW	40	1
Dining Services Coordinator (19-32)	103	NON REP	40	1
Personal Care Worker (15-34),(16-29),(20-56)	6	LAW	40	18.5 FTE
Personal Care Worker Coordinator (15-34),(20-56)	6	LAW	40	1
Cook (21-42)	5	LAW	40	2.0 FTE
TOTAL				26.5
*RN's and LPN's shall receive weekend differential pay of \$3.00 and PM/Night differential pay				

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	of \$3.00 per hour worked, if required to work. CNAs (benefit) and Personal Care Workers (benefit) shall receive weekend differential pay of \$2.00 and PM/Night differential pay of \$2.00 per hour worked, if required to work.				
	**RN's acting as shift Supervisor, in the absence of the Nursing Supervisor, be paid a supervisory differential of \$6.00 an hour, or a maximum of Grade 110.				
	<u>VETERANS' SERVICES</u>				
9					
	Veterans' Services Officer (17-64)	111	NON REP	40	1
	Veterans' Programs Assistant (20-73)	7	OPEIU	40	1
	Veterans' Drivers	SPECIAL	TEMP	AS FUNDED	
	TOTAL				2
	<u>LAND & WATER MANAGEMENT</u>				
10					
	Land & Water Management Director (13-44)	113	SALARY	40	1
	Land & Water Coordinator (17-64)	109	NON REP	40	1
	Sanitation & Zoning Coordinator (17-64)	109	NON REP	40	1
	Conservation Planner - Soil Health Specialist (21-42)	10	OPEIU	40	1
	Sanitation & Zoning Specialist	10	OPEIU	40	1
	Soil & Water Conservationist	10	OPEIU	40	1
	Technical Support Specialist (21-42)	9	OPEIU	40	1
	Intern*	SPECIAL	TEMP	AS FUNDED	
	TOTAL				7
	* Revenue-supported				
	<u>PLANNING & PARKS</u>				
11					
	Planning & Parks Director (13-44)	113	SALARY	40	1
	Civil Engineer (18-27)	111	NON REP	40	1
	Parks Superintendent	109	NON REP	40	1
	Program Manager**	109	NON REP	40	1
	Conservation Biologist* (18-27)	108	NON REP	40	1
	Golf Course Superintendent (12-44),(18-27)	112	NON REP	40	1
	Fish Passage Program Assistant II* (18-27)	107	NON REP	40	1
	Senior Planner (13-44),(14-13),(20-48)	108	NON REP	40	1
	Golf Course Pro Shop Supervisor (14-58),(16-29)	106	NON REP	25	1

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	Natural Resources & GIS Technician* (19-32)	107	NON REP	40	1
	Mechanic (17-64)	106	NON REP	40	2
	Assistant Golf Course Superintendent (12-44),(17-64)	106	NON REP	40	2
	Administrative Manager (14-44)	104	NON REP	40	1
	Parks Maintenance Temporary	SPECIAL	TEMP	AS FUNDED	
	Caretaker Virmond Park (special)	SPECIAL	NON REP	AS FUNDED	
	Caretaker Waubedonia Park (21-42)	106	NON REP	40	1
	Caretaker Mee-Kwon Park (special) (12-44)	SPECIAL	NON REP	AS FUNDED	
	Planning & GIS Interns	SPECIAL	TEMP	AS FUNDED	
	Pro Shop Manager MeeKwon GC	SPECIAL	NON REP	AS FUNDED	
	Pro Shop Manager Hawthorne Hills GC	SPECIAL	NON REP	AS FUNDED	
	Virmond Park Maintenance (Temp)	SPECIAL	TEMP	AS FUNDED	
	Fish Passage Intern*	SPECIAL	TEMP	AS FUNDED	
	Temporary Pro Shop	SPECIAL	TEMP	AS FUNDED	
	Temporary Maintenance	SPECIAL	TEMP	AS FUNDED	
	TOTAL				16
	* Revenue-supported				
	** Partially (30%) Revenue Supported				
	<u>REGISTER OF DEEDS/LAND INFORMATION</u>				
12					
	Register of Deeds	3	ELECTED		1
	Land Information Coordinator	109	NON REP	40	1
	GIS Technician (15-34)	105	NON REP	40	1
	Deputy Register of Deeds	8	OPEIU	37.5	1
	Tax Lister Assistant	6	OPEIU	37.5	1
	Office Assistant IV	6	OPEIU	37.5	2
	Webmaster	SPECIAL			
	Intern	SPECIAL	TEMP	AS FUNDED	
	TOTAL				7
	<u>UW EXTENSION</u>				
13					
	Communities Extension Educator	Special*	SALARY	40	1

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	Agriculture Educator	Special*	SALARY	40	1
	4-H Youth Program Coordinator	Special*	SALARY	40	1
	Senior Program Assistant (16-29)	8	OPEIU	28	1
	Program Assistant (15-34),(17-64)	5	OPEIU	28	1
	TOTAL				5
	*Cooperative Extension Agreement				
	<u>CLERK OF COURTS</u>				
14					
	Circuit Court Commissioner (16-29)	114	NON REP	40	1
	Clerk of Circuit Court	4	ELECTED		1
	Register in Probate/Clerk of Juvenile Court	SPECIAL			
	Chief Deputy Clerk of Circuit Court (19-32)	109	NON REP	40	1
	Deputy Clerk IV (16-29),(19-12)	8	OPEIU	40	5
	Controller (13-44),(15-34),(19-32)	108	NON REP	40	1
	Deputy Register in Probate (16-29)	8	OPEIU	40	1
	Deputy Clerk III (15-34),(16-29),(19-32)	7	OPEIU	40	5
	Deputy Clerk III (13-44),(14-44),(15-34),(19-32)	7	OPEIU	25	1
	Deputy Clerk II (16-29),(20-48)	6	OPEIU	40	3
	Deputy Clerk I (16-29),(20-48)	5	OPEIU	20	1
	Bailiff	SPECIAL	TEMP	AS FUNDED	
	TOTAL				20
	<u>CORONER</u>				
15					
	County Coroner	1	ELECTED		1
	Chief Deputy Coroner*	SPECIAL	TEMP	AS FUNDED	1
	Deputy Coroners*	SPECIAL	TEMP	AS FUNDED	
	Office Assistant II (15-34)	4	OPEIU	20	1
	TOTAL				3
	* To be paid \$3.00 per hour of stand-by duty, but stand-by pay will not be paid when an individual is eligible for per diem payment				

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	<u>DISTRICT ATTORNEY</u>				
16					
	Paralegal (19-32),(21-42)	8	OPEIU	40	1
	Victim/Witness Coordinator (15-34)	10	OPEIU	40	1
	Office Services Supervisor	107	NON REP	37.5	1
	Legal Assistant II (13-44),(15-34)	8	OPEIU	40	2
	Legal Assistant II (13-44),(15-34)	8	OPEIU	37.5	1
	Victim/Witness Specialist (13-44),(21-42)	8	OPEIU	24	1
	Office Assistant IV Legal (15-34)	7	OPEIU	37.5	1
	Law Clerk	SPECIAL	TEMP	AS FUNDED	
	TOTAL				8
	<u>SHERIFF</u>				
17					
	Sheriff	5	ELECTED		1
	Undersheriff/Captain of Administration	113	NON REP	40	1
	Captain of Operations	113	NON REP	40	1
	Captain (14-58)	113	NON REP	40	1
	Lieutenant (14-58)	112	NON REP	40	3
	Jail Division Sergeant	NA	LAW Union	40	3
	Detective (13-44)	NA	LAW 1-07	40	6
	Patrol Sergeant	NA	LAW 1-07	40	5
	Under Cover Officer	NA	LAW 1-07	37.5	1
	Business Services Manager (12-44),(20-48)	110	NON REP	40	1
	Dispatch Supervisor	108	NON REP	40	1
	Administrative Services Coordinator (19-10)	104	NON REP	40	1
	Licensed Mental Health Professional	11	OPEIU	37.5	1
	Lead Health Services Nurse	11	OPEIU	40	1
	Health Services Nurse	10	OPEIU	40	1
	Health Services Nurse (13-44)	10	OPEIU	20	1
	Patrol Officer (13-44)	NA	LAW 1-07	40	21
	Jailor	NA	LAW 1-07	40	36
	Investigator (15-34)	NA	LAW 1-07	40	1
	Dispatcher* (15-34),(18-27),(18-70),(21-42)	8	OPEIU	40	20

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	Crime Analyst (13-44)	8	OPEIU	40	1
	Sheriff Account Clerk III	7	OPEIU	37.5	1
	Sheriff Account Clerk III	7	OPEIU	30	1
	Office Assistant IV	6	OPEIU	37.5	1
	Court Services Deputy/Jailor	SPECIAL	NON REP	AS FUNDED	
	CSU Special Deputy	SPECIAL	NON REP	AS FUNDED	
	Office Assistant III (12-44),(21-64)	5	OPEIU	37.5	4
	Health Screening Technician	5	OPEIU	37.5	1
	Patrol Division Special Deputy	SPECIAL	NON REP	AS FUNDED	0.5
	School Resources Officer	NA	LAW 1-07	40	1
	Tactical Emergency Medical Support Operator (13-34)	SPECIAL	NON REP	AS FUNDED	
	EMERGENCY MANAGEMENT DIVISION				
	Emergency Management Director (13-44)	110	NON REP	40	1
	Emergency Management Coordinator (12-44)	107	NON REP	20	1
	Haz Mat Captain	SPECIAL	NON REP	AS FUNDED	
	Haz Mat Lieutenant	SPECIAL	NON REP	AS FUNDED	
	Haz Mat Technician	SPECIAL	NON REP	AS FUNDED	
	Haz Mat Operations	SPECIAL	NON REP	AS FUNDED	
	WSP Crew Person - Entry Level	SPECIAL	TEMP	AS FUNDED	
	WSP Crew Person - With Experience	SPECIAL	TEMP	AS FUNDED	
	Water Safety Patrol Crew Leader	SPECIAL	TEMP	AS FUNDED	
	Water Safety Patrol Captain	SPECIAL	TEMP	14	
	Water Safety Patrol Lieutenant	SPECIAL	TEMP	AS FUNDED	
	TOTAL				119.5
	*Any Dispatcher acting as shift leader shall receive an additional one dollar (\$1.00) per hour more.				
	*3rd shift Dispatchers shall receive an additional one dollar (\$1.00) per hour more.				
	<u>PUBLIC WORKS</u>				
18					
	Public Works Director/Highway Commissioner	116	SALARY	40	1
	HIGHWAY				
	County Surveyor Project Technician (16-29)	111	NON REP	40	1
	Patrol Superintendent	110	NON REP	40	1
	Shop Manager (12-44),(20-48)	110	NON REP	40	1
	Foreman	108	NON REP	40	3

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Equipment Operators (12-44),(13-44),(14-44)	106	NON REP	40	38
Highway Laborer (13-44)		OPEIU	40	0
Highway Laborer (12-44),(13-44)		OPEIU	20	1
Part-Time Summer Help	SPECIAL	TEMP	AS FUNDED	
Part-Time Winter Help	SPECIAL	TEMP	AS FUNDED	
TOTAL				46
TRANSIT				
Transit Superintendent (13-44)	110	NON REP	40	1
TOTAL				1
FACILITIES-JUSTICE CENTER				
Building Superintendent (13-44)	110	NON REP	40	1
Maintenance Mechanic	8	OPEIU	40	2
Maintenance Assistant - Fairgrounds (21-42)	7	OPEIU	40	
Custodial Maintenance Assistant	6	OPEIU	40	2
Janitor	2	OPEIU	18.75	1
Janitor	2	OPEIU	7.50	2
Janitor	2	OPEIU	17.50	1
Janitor - Fairgrounds	2	OPEIU	12.50	3
Maintenance Lead Worker	101	NON REP	8.75	2
FACILITIES-ADMINISTRATION CENTER				
Building Superintendent (13-44)	110	NON REP	40	1
Maintenance Mechanic	8	OPEIU	40	1
Custodial Maintenance Assistant (12-44)	6	OPEIU	40	1
Custodial Maintenance Assistant (12-44)	6	OPEIU	20	1
Custodial Maintenance Assistant - Highway (15-34),(16-29)	6	OPEIU	40	1
Janitor	2	OPEIU	20	2
Janitor	2	OPEIU	6.00	2
Janitor	2	OPEIU	12.00	1
Janitor (14-44)	2	OPEIU	12.50	1
Janitor	2	OPEIU	15.00	1
Janitor	2	OPEIU	23.50	1
Janitor	2	OPEIU	17.50	1
Maintenance Lead Worker	101	NON REP	15	1
TOTAL				29

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	<u>CRIMINAL JUSTICE COLLABORATING COUNCIL</u>				
19	CJCC Coordinator (13-44)	103	NON REP	20	1

3.02 COUNTY WAGE SCALES**1 Non Represented Wage Scale****(1) Non Represented Wage Scale (18-35)**

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>	<u>Step 11</u>
Grade 100	\$13.92	\$14.33	\$14.77	\$15.17	\$15.60	\$16.04	\$16.46	\$16.81	\$17.24	\$17.67	\$18.08
Grade 101	\$15.18	\$15.65	\$16.11	\$16.55	\$17.01	\$17.50	\$17.95	\$18.43	\$18.87	\$19.33	\$19.77
Grade 102	\$16.56	\$17.06	\$17.53	\$18.04	\$18.53	\$19.00	\$19.54	\$20.02	\$20.53	\$21.00	\$21.49
Grade 103	\$18.08	\$18.61	\$19.16	\$19.71	\$20.25	\$20.78	\$21.31	\$21.86	\$22.40	\$22.94	\$23.51
Grade 104	\$19.64	\$20.23	\$20.82	\$21.40	\$22.02	\$22.60	\$23.20	\$23.77	\$24.38	\$24.96	\$25.56
Grade 105	\$21.40	\$22.08	\$22.73	\$23.34	\$24.00	\$24.64	\$25.29	\$25.95	\$26.56	\$27.20	\$27.85
Grade 106	\$23.34	\$24.08	\$24.76	\$25.46	\$26.15	\$26.87	\$27.58	\$28.25	\$28.97	\$29.62	\$30.40
Grade 107	\$25.29	\$26.01	\$26.77	\$27.54	\$28.28	\$28.98	\$29.81	\$30.55	\$31.30	\$32.06	\$32.82
Grade 108	\$27.27	\$28.12	\$28.92	\$29.74	\$30.54	\$31.34	\$32.20	\$32.95	\$33.80	\$34.61	\$35.39
Grade 109	\$28.80	\$29.81	\$30.81	\$31.82	\$32.85	\$33.86	\$34.89	\$35.91	\$36.93	\$37.93	\$38.92
Grade 110	\$31.09	\$32.22	\$33.30	\$34.41	\$35.49	\$36.58	\$37.67	\$38.79	\$39.86	\$40.98	\$42.08
Grade 111	\$33.60	\$34.76	\$35.94	\$37.10	\$38.33	\$39.50	\$40.70	\$41.85	\$43.06	\$44.25	\$45.40
Grade 112	\$36.26	\$37.53	\$38.83	\$40.12	\$41.36	\$42.67	\$43.92	\$45.24	\$46.50	\$47.81	\$49.06
Grade 113	\$39.19	\$40.56	\$41.94	\$43.33	\$44.71	\$46.08	\$47.47	\$48.88	\$50.24	\$51.62	\$52.95
Grade 114	\$42.27	\$43.81	\$45.31	\$46.77	\$48.28	\$49.77	\$51.26	\$52.75	\$54.26	\$55.76	\$57.25
Grade 115	\$45.70	\$47.35	\$48.96	\$50.55	\$52.17	\$53.79	\$55.41	\$57.01	\$58.63	\$60.22	\$61.83
Grade 116	\$49.39	\$51.12	\$52.86	\$54.60	\$56.35	\$58.09	\$59.84	\$61.57	\$63.31	\$65.04	\$66.79
Grade 117	\$53.32	\$55.22	\$57.07	\$58.97	\$60.86	\$62.72	\$64.61	\$66.49	\$68.40	\$70.28	\$72.14

*Undersheriff, Captain and Lieutenant wages are 6.09% above step per adjustments made in 2013 Sworn Management wages authorized by Resolution 12-73.

(2) Office Employee Non-Management Staff (18-35)

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>
Grade 1	\$12.41	\$12.75	\$13.11	\$13.48	\$13.80	
Grade 2	\$13.14	\$13.83	\$14.54	\$15.25	\$15.99	
Grade 3	\$13.83	\$14.53	\$15.23	\$15.94	\$16.63	
Grade 4	\$15.18	\$15.91	\$16.59	\$17.32	\$18.01	
Grade 5	\$16.57	\$17.28	\$17.96	\$18.68	\$19.36	
Grade 6	\$17.98	\$18.79	\$19.58	\$20.37	\$21.18	
Grade 7	\$20.72	\$21.39	\$22.10	\$22.76	\$23.45	
Grade 8	\$22.47	\$23.58	\$24.72	\$25.84	\$26.97	\$28.11
Grade 9	\$25.42	\$26.52	\$27.65	\$28.79	\$29.88	\$31.01
Grade 10	\$28.66	\$29.80	\$30.94	\$32.06	\$33.22	\$34.33
Grade 11	\$31.75	\$32.87	\$33.98	\$35.09	\$36.25	\$37.36

(4) Labor Association of Wisconsin Jail Deputies Union Wage Scale (18-35)

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>
Jailor - Hired after 7/1/2011	\$26.43	\$27.14	\$27.85	\$28.60	\$29.31	\$30.03		
Jailor - Hired before 7/1/2011	\$24.96	\$26.36	\$27.68	\$29.03	\$30.41	\$31.73	\$33.11	\$34.45

(5) Labor Association of Wisconsin Patrol and Detective Deputies Union Wage Scale (14-67)

Step	01	02	03	04	05	06	07
Patrol Officer /CSU Deputy	\$30.87	\$33.08	\$33.42	\$35.11	\$36.85	\$37.11	\$38.66
Detective/Sergeant	\$33.70	\$36.02	\$36.42	\$38.22	\$40.17	\$40.55	\$42.18

(6) Lasata Non-Management Employees Wage Scale (18-35)

	<u>Step 1</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>
Grade 1	\$9.21	\$9.51	\$9.81	\$10.12	\$10.41	\$10.70	\$10.98	\$11.30
Grade 2	\$13.08	\$13.57	\$14.04	\$14.49	\$14.99	\$15.45	\$15.94	\$16.41
Grade 3	\$13.31	\$13.92	\$14.49	\$15.11	\$15.69	\$16.29	\$16.87	\$17.48
Grade 4	\$13.86	\$14.44	\$15.06	\$15.64	\$16.24	\$16.81	\$17.42	\$18.00
Grade 5	\$15.54	\$16.08	\$16.59	\$17.12	\$17.65	\$18.16	\$18.69	\$19.20
Grade 6	\$17.48	\$18.01	\$18.58	\$19.11	\$19.67	\$20.21	\$20.75	\$21.30

	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>	<u>Step 11</u>
LPN (Non-Benefit) (11-23) (14-45)	\$24.96	\$25.56	\$26.15	\$26.76	\$27.33	\$27.93	\$28.53	\$29.12	\$29.73	\$30.32	\$30.91
RN (Non-Benefit) (11-23) (14-45)	\$32.13	\$32.71	\$33.30	\$33.90	\$34.48	\$35.08	\$35.67	\$36.28	\$36.86	\$37.10	\$37.69

(7) Special Wage Rates (18-35)

<u>Employee Classification</u>	<u>Hourly Wage</u>
Aging & Disability Special Projects	\$17.84
Bailiffs less than 1 year	\$14.08
Bailiffs over 1 year	\$14.47
Coroner Livery Driver	\$150.00 Per Trip
Coroner Special Deputies	\$33.73
County Home/County Jail Medical Director	\$103.84
Court Services Deputy	\$22.07
Court Services Deputy (after 1040 hours)	\$24.73
Drug Unit Investigator	\$24.73
Golf Course Part Time Employees	\$8.57 - \$10.98
Hazmat Operators	\$14.83
Hazmat Team Leader	\$29.44
Hazmat Technicians	\$21.43
Highway Dept. Part time summer help	\$11.29
Highway Dept. Part time winter help	\$17.58
Intern	\$8.87 - \$16.64
Law Clerk	\$16.19
Meal Program Drivers	\$12.44
Mee Kwon/Hawthorne Pro Shop Manager	\$18.47
Parks Care Taker	\$11.90
Parks Temporary Maintenance	\$8.57 - \$13.61
Peer Specialist	\$13.72
Pro Shop Manager	\$18.47
Rescue Boat Pilot	\$15.32
Rescue Boat Team Leader	\$21.43
Special Deputy Sergeant	\$25.90
Special Deputy Sheriff (completion of 40 hours)	\$24.73
Substitute Janitor Over 1 year	\$13.52
Substitute Janitor Under 1 year	\$12.13
Substitute Meal Site Manager/Drivers	\$11.65 \$13.58
Supportive Care Worker	\$13.72
Tax Collection Clerk	\$13.50
Veterans Drivers per trip	\$18.91 Plus \$9.46 For each additional passenger
Water Safety Patrol Crew Person entry level	\$11.33
Water Safety Patrol Crew Person with experience	\$14.01
YAP Youth Apprentice Program CNA	\$14.57

3.03 PAY GRADES POINT RANGES

(10-73)

- (1) Employees shall be placed in the following job classification structure and a salary structure and schedule shall be adopted in accordance with this classification structure.

(a) Employees covered by a Collective Bargaining Agreement:

GRADE	POINT RANGE
11	385 - 431
10	343 - 384
9	305 - 342
8	271 - 304
7	240 - 270
6	214 - 239
5	190 - 213
4	37.50
4A	
3	150 - 164
2	133 - 149
1	132 - Below

(b) Employees not covered by a Collective Bargaining Agreement:

GRADE	POINT RANGE
117	911 - 975
116	850 - 910
115	791 - 849
114	736 - 790
113	685 - 735
112	637 - 684
111	593 - 636
110	552 - 592
109	514 - 551
108	478 - 513
107	445 - 477
106	414 - 444
105	385 - 413
104	358 - 384
103	333 - 357
102	310 - 332
101	288 - 309

Finance Committee**AGENDA INFORMATION SHEET**

AGENDA DATE: November 18, 2022
DEPARTMENT: Finance
DIRECTOR: Jay McMahon
PREPARER: Jay McMahon

Agenda Summary Wire Transfers #3617 - #3631 and October 2022 Schedule of Vouchers

ATTACHMENTS:

- Wire Transfers #3617-3631 (PDF)



**Finance Committee
November 18, 2022**

Wire Transfers

WT #	Date	Amount	Paid To	Purpose
WT #3617	10/18/2022	\$19,499.32	Cardmember Service	Credit Card Payment/kpm
WT #3618	10/25/2022	\$8,728.48	Metlife	Nov 2022 Life<D/kpm
WT #3619	10/25/2022	\$449,748.78	US Bank National Association	Credit Card Payment/kpm
WT #3620	10/28/2022	\$2,282.14	Metlife	October 2022 Vision/kpm
WT #3621	10/28/2022	\$18,479.65	Metlife	October 2022 Dental
WT #3622	10/26/2022	\$4,054.50	North Shore Bank	Deferred Compensation/kpm
WT #3623	10/26/2022	\$23,676.94	Great West Trust Company	Deferred Compensation/kpm
WT #3624	10/28/2022	\$497.58	WI DOR	Wage Attachment/kpm
WT #3625	10/31/2022	\$297,519.72	IRS	Federal Payroll Tax/kpm
WT #3626	11/15/2022	\$60,806.04	WI DOR	State Payroll Tax/kpm
WT #3627	11/15/2022	\$165,564.24	DOR	RE Transfer Oct 2022/kpm
WT #3628	11/9/2022	\$5,904.00	Cardmember Service	Credit Card Payment/kpm
WT #3629	11/8/2022	\$22,616.02	Great West Trust Co	Deferred Compensation/kpm
WT #3630	11/8/2022	\$4,054.50	North Shore Bank	Deferred Compensation/kpm
WT #3631	11/10/2022	\$497.58	WI DOR	Wage Attachment/kpm
		\$1,083,929.49		

Attachment: Wire Transfers #3617-3631 (Wire Transfers #3617 - #3631 and October 2022 Schedule of Vouchers)

Finance Committee**AGENDA INFORMATION SHEET**

AGENDA DATE:	November 18, 2022
DEPARTMENT:	County Clerk
DIRECTOR:	Julie Winkelhorst
PREPARER:	Julie Winkelhorst

Agenda Summary County Clerk

ATTACHMENTS:

- Cty Clerk Financial Report (PDF)

Ozaukee County Committee Report
General Fund County Clerk
 For the Ten Months Ending Monday, October 31, 2022
 Profit and Loss Statement ACTUAL TO AMENDED BUDGET

	Current Month Actual	2022 YTD Actual	2022 Amended Budget	Budget Balance	% Budget YTD
Revenues					
					5822.22
Public Charges for Services	-	\$2,620	\$45	(\$2,575)	%
Intergovernmental Charges	-	\$57,509	\$45,275	(\$12,234)	127.02%
Interdepartmental Charges	\$4,474	\$60,791	\$84,000	\$23,209	72.37%
Licenses & Permits	\$1,730	\$21,240	\$21,500	\$260	98.79%
Other Revenue	\$1,199	\$15,752	\$18,000	\$2,248	87.51%
Total Revenues	\$7,403	\$157,912	\$168,820	\$10,908	93.54%
Expenditures					
Salaries	\$31,626	\$294,975	\$389,366	\$94,391	75.76%
Fringe Benefits	\$10,842	\$103,782	\$115,169	\$11,387	90.11%
Travel/Training	\$998	\$10,507	\$29,400	\$18,893	35.74%
Supplies	\$7,147	\$169,098	\$272,650	\$103,552	62.02%
Purchased Services	\$1,805	\$46,587	\$70,150	\$23,563	66.41%
Interdepartment Charges	\$2,193	\$18,788	\$29,680	\$10,892	63.30%
Other Expenses	\$34	\$1,241	\$6,654	\$5,413	18.65%
Total Operating Expenditures	\$54,645	\$644,978	\$913,069	\$268,091	70.64%
Capital Outlay					
Equipment & Furniture	-	\$9,000	\$9,000	-	100.00%
Total Capital Outlay	-	\$9,000	\$9,000	-	100.00%
Total Expenditures	\$54,645	\$653,978	\$922,069	\$268,091	70.93%
Net Increase (Decrease)	(\$47,242)	(\$496,066)	(\$753,249)	(\$257,183)	65.86%

Equity:

Attachment: Cty Clerk Financial Report (County Clerk)

Finance Committee**AGENDA INFORMATION SHEET**

AGENDA DATE:	November 18, 2022
DEPARTMENT:	Finance
DIRECTOR:	Jay McMahon
PREPARER:	Jay McMahon

Agenda Summary Finance

ATTACHMENTS:

- November Directors Rpt and Financial Reports (PDF)

DIRECTOR'S REPORT TO THE FINANCE COMMITTEE**NOVEMBER 2022****TO: THE HONORABLE MEMBERS OF THE OZAUKEE COUNTY FINANCE COMMITTEE**

The mission of the Ozaukee County Finance Department is to facilitate effective and efficient fiscal management while maintaining accountability for the financial resources in accordance with generally accepted accounting principles (GAAP).

Finance Committee Members:

2022 General Fund:

There is no change from last month in how revenues are tracking. Still below budget due to lag in sales tax and grant collections. Total expenditures are on budget at 74.54%. No change in fringe benefits being over budget since health insurance is paid a month in advance. Other Expenses is also over budget due to workers comp claims and insurance costs.

2022 Finance Department Financials:

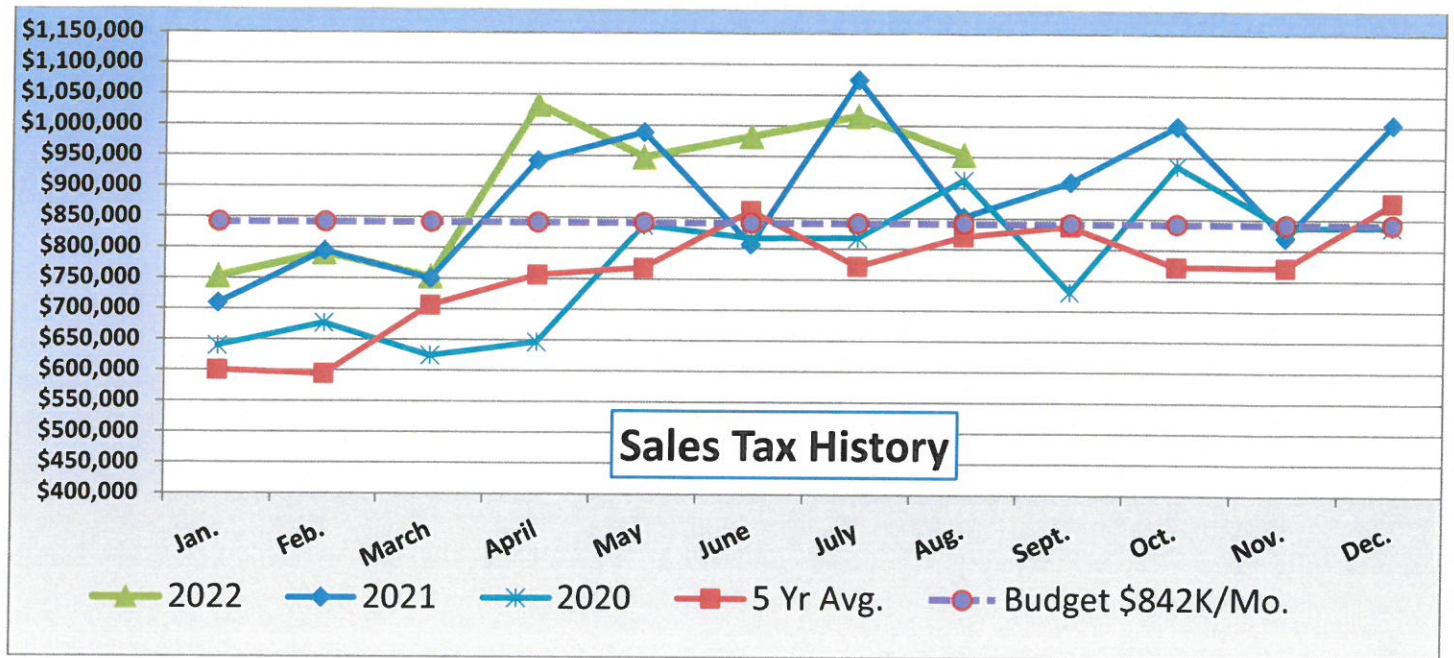
Other revenue is primarily the credit card rebates. The year end total should exceed \$135,000. Salary and fringe benefits are over budget and this is due to the over lap of the prior payroll manager and the new payroll manager for the first 3 months of the year. Supplies are under budget due to IT license and maintenance fees. Purchased Services are over budget due to the Cost Allocation Plan service and Green Shades printing costs early in the year.

Enterprise Lease Update:

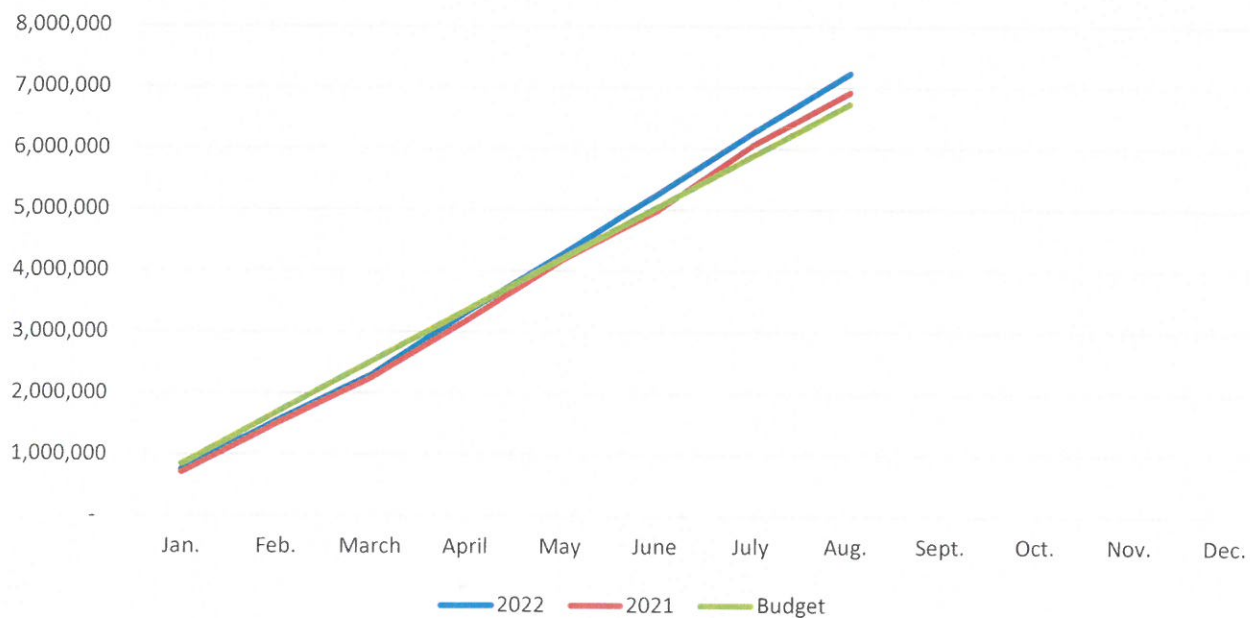
To date we have ordered 3 Chevy Traverse SUV's, 6 Ford F-250's, 1 Ford F-150 and 4 Chevy Blazers. The County received the 3 Chevy Traverse's earlier in 2022 and are in service in the Parks and Justice Center Maintenance departments. 3 of the Ford F-250's were built but have not been delivered. They are waiting on add-on equipment. 3 Ford F-250's are still pending at the factory to be built. There is a chance the remaining F-250 order will be cancelled. The Ford F-150 was cancelled in September. The Chevy Traverse's and Ford Trucks were all ordered in October 2021. The long wait for delivery has been due to supply issues and is also the reason for some cancellations. We ordered 4 Chevy Blazers in June of this year for Public Health to replace the Prius fleet they have been using. This was at the request of the Public Health Director because they have a trailer that can't be pulled with a Prius and they also have a need to transport various items that don't fit in a Prius. Three minivans were ordered for Lasata and Public Health to replace existing old minivans. No delivery date will be available for several months. Given the uncertainty with the three pending Ford F-250's we will be delaying any additional truck orders until we know if the F-250's will be built.

Sales Tax Collections:

The most recent month received is August in which the County received \$953,798. This was more than the same month in 2021 by \$101,274. Through August, the County is ahead of the prior year by \$310,995 and ahead of the 2022 budget by \$496,149. The second graph shows just how close the 2021 and 2022 actuals and the 2022 budget are tracking.



Cumulative Sales Tax Analysis



Ozaukee County Committee Report
Summary of All Units
 For the Ten Months Ending Monday, October 31, 2022
 Profit and Loss Statement ACTUAL TO AMENDED BUDGET

	Prior YTD Actual	Current Month Actual	2022 YTD Actual	2022 Amended Budget	Budget Balance	% Budget YTD
Revenues						
Taxes	\$25,647,072	\$2,679,085	\$25,601,807	\$31,847,098	\$6,245,291	80.39%
Intergovernmental Revenues	\$20,507,731	\$1,960,886	\$30,308,033	\$36,363,042	\$6,055,009	83.35%
Public Charges for Services	\$18,594,075	\$1,558,742	\$17,410,104	\$24,918,854	\$7,508,750	69.87%
Intergovernmental Charges	\$6,647,788	\$205,326	\$5,433,135	\$7,180,603	\$1,747,468	75.66%
Interdepartmental Charges	\$4,207,228	\$127,499	\$3,444,164	\$4,438,452	\$994,288	77.60%
Fines/Forfeitures/Penalties	\$178,079	\$13,496	\$154,521	\$231,300	\$76,779	66.81%
Licenses & Permits	\$613,857	\$16,425	\$652,174	\$892,780	\$240,606	73.05%
Interest Revenue	\$218,918	\$34,846	(\$124,026)	\$403,050	\$527,076	-30.77%
Other Revenue	\$13,248,295	\$102,964	\$1,781,016	\$3,877,305	\$2,096,289	45.93%
Total Revenues	\$89,863,043	\$6,699,269	\$84,660,928	\$110,152,484	\$25,491,556	76.86%
Expenditures						
Salaries	\$29,521,164	\$2,682,350	\$28,463,320	\$36,742,378	\$8,279,058	77.47%
Fringe Benefits	\$11,002,107	\$951,728	\$10,584,160	\$13,379,352	\$2,795,192	79.11%
Travel/Training	\$217,672	\$27,954	\$241,667	\$529,013	\$287,346	45.68%
Supplies	\$8,186,071	\$792,085	\$7,992,513	\$8,910,737	\$918,224	89.70%
Purchased Services	\$10,811,697	\$1,461,396	\$12,598,902	\$16,757,689	\$4,158,787	75.18%
Interdepartment Charges	\$4,396,826	(\$97,541)	\$3,250,354	\$4,137,806	\$887,452	78.55%
Depreciation	\$2,396,708	\$1,452,030	\$2,431,258	\$2,959,888	\$528,630	82.14%
Debt Service	\$8,974,562	-	\$1,737,994	\$1,736,393	(\$1,601)	100.09%
Grants	\$1,308,340	\$30,014	\$2,755,561	\$8,674,311	\$5,918,750	31.77%
Other Expenses	\$4,255,232	\$192,895	\$2,819,751	\$2,809,065	(\$10,686)	100.38%
Total Operating Expenditures	\$81,070,379	\$7,492,911	\$72,875,480	\$96,636,632	\$23,761,152	75.41%
Capital Outlay						
Project Fund	\$1,028,600	\$217,871	\$1,716,926	\$3,822,255	\$2,105,329	44.92%
Equipment & Furniture	\$1,802,882	\$214,114	\$1,360,020	\$2,043,500	\$683,480	66.55%
Buildings & Land	\$590,819	\$426,150	\$4,937,897	\$4,991,503	\$53,606	98.93%
Contra	(\$238,694)	-	-	(\$501,000)	(\$501,000)	0.00%
Total Capital Outlay	\$3,183,607	\$858,135	\$8,014,843	\$10,356,258	\$2,341,415	77.39%
Total Expenditures	\$84,253,986	\$8,351,046	\$80,890,323	\$106,992,890	\$26,102,567	75.60%
Other Finance (Sources)	(\$779,716)	(\$1,000,000)	(\$2,317,376)	(\$2,889,543)	(\$572,167)	80.20%
Other Finance Uses	\$779,716	\$1,000,000	\$2,317,376	\$2,317,376	-	100.00%
Net Other Financing Sources/Uses	-	-	-	(\$572,167)	(\$572,167)	0.00%
Net Increase (Decrease)	\$5,609,057	(\$1,651,777)	\$3,770,605	\$3,731,761	(\$38,844)	101.04%
Equity:						
Fixed Assets	(\$16,097,793)	-	(\$16,860,306)	-	\$16,860,306	0.00%
Unassigned	(\$13,190,452)	-	(\$13,534,793)	-	\$13,534,793	0.00%
Assigned	(\$146,066)	-	(\$164,108)	-	\$164,108	0.00%
Committed	(\$6,435,175)	-	(\$6,584,950)	(\$35,815)	\$6,549,135	18386.01%
Restricted	(\$7,799,752)	-	(\$11,262,497)	-	\$11,262,497	0.00%
Non Spendable	\$3,170	-	-	-	-	0.00%
Due To / Due From	\$963,636	\$200,919	\$938,195	-	(\$938,195)	0.00%

Attachment: November Directors Rpt and Financial Reports (Finance)

Ozaukee County Committee Report
Summary of All General Fund Units
 For the Ten Months Ending Monday, October 31, 2022
 Profit and Loss Statement ACTUAL TO AMENDED BUDGET

	Prior YTD Actual	Current Month Actual	2022 YTD Actual	2022 Amended Budget	Budget Balance	% Budget YTD
Revenues						
Taxes	\$15,692,050	\$1,842,400	\$15,969,258	\$20,541,179	\$4,571,921	77.74%
Intergovernmental Revenues	\$1,704,966	\$23,696	\$958,780	\$4,204,081	\$3,245,301	22.81%
Public Charges for Services	\$2,165,151	\$157,207	\$2,138,218	\$2,354,185	\$215,967	90.83%
Intergovernmental Charges	\$597,919	\$10,061	\$175,987	\$260,275	\$84,288	67.62%
Interdepartmental Charges	\$347,149	\$9,098	\$330,079	\$468,186	\$138,107	70.50%
Fines/Forfeitures/Penalties	\$176,829	\$13,496	\$154,091	\$225,000	\$70,909	68.48%
Licenses & Permits	\$110,210	\$8,841	\$111,196	\$129,500	\$18,304	85.87%
Interest Revenue	\$105,567	\$22,307	(\$209,981)	\$403,050	\$613,031	-52.10%
Other Revenue	\$592,664	\$3,515	\$457,734	\$634,731	\$176,997	72.11%
Total Revenues	\$21,492,505	\$2,090,621	\$20,085,362	\$29,220,187	\$9,134,825	68.74%
Expenditures						
Salaries	\$11,671,018	\$1,142,316	\$11,961,043	\$14,375,428	\$2,414,385	83.20%
Fringe Benefits	\$4,551,694	\$425,117	\$4,663,792	\$5,378,431	\$714,639	86.71%
Travel/Training	\$94,873	\$9,430	\$114,934	\$214,147	\$99,213	53.67%
Supplies	\$997,764	\$49,085	\$1,080,968	\$1,602,371	\$521,403	67.46%
Purchased Services	\$2,671,821	\$243,168	\$2,920,143	\$3,810,010	\$889,867	76.64%
Interdepartment Charges	\$744,402	\$56,885	\$795,529	\$1,068,454	\$272,925	74.46%
Grants	\$1,095,954	\$18,314	\$1,052,284	\$1,662,387	\$610,103	63.30%
Other Expenses	\$1,024,805	\$44,939	\$767,716	\$759,861	(\$7,855)	101.03%
Total Operating Expenditures	\$22,852,331	\$1,989,254	\$23,356,409	\$28,871,089	\$5,514,680	80.90%
Capital Outlay						
Equipment & Furniture	\$420,900	\$22,821	\$382,661	\$395,250	\$12,589	96.81%
Buildings & Land	-	\$6	\$441,006	\$448,000	\$6,994	98.44%
Total Capital Outlay	\$420,900	\$22,827	\$823,667	\$843,250	\$19,583	97.68%
Total Expenditures	\$23,273,231	\$2,012,081	\$24,180,076	\$29,714,339	\$5,534,263	81.38%
Other Finance (Sources)	(\$196,000)	-	(\$146,000)	(\$161,000)	(\$15,000)	90.68%
Other Finance Uses	-	-	\$60,000	\$60,000	-	100.00%
Net Other Financing Sources/Uses	(\$196,000)	-	(\$86,000)	(\$101,000)	(\$15,000)	85.15%
Net Increase (Decrease)	(\$1,584,726)	\$78,540	(\$4,008,714)	(\$393,152)	\$3,615,562	1019.63%
Equity:						
Unassigned	(\$10,320,686)	-	(\$11,584,837)	-	\$11,584,837	0.00%
Assigned	(\$146,066)	-	(\$164,108)	-	\$164,108	0.00%
Committed	(\$786,962)	-	(\$630,845)	-	\$630,845	0.00%
Restricted	(\$280,419)	-	(\$283,980)	-	\$283,980	0.00%
Non Spendable	\$3,170	-	-	-	-	0.00%
Due To / Due From	(\$14,733,873)	(\$12,556)	(\$8,099,572)	-	\$8,099,572	0.00%

Attachment: November Directors Rpt and Financial Reports (Finance)

Ozaukee County Committee Report
General Fund Finance Department
 For the Ten Months Ending Monday, October 31, 2022
 Profit and Loss Statement ACTUAL TO AMENDED BUDGET

	Prior YTD Actual	Current Month Actual	2022 YTD Actual	2022 Amended Budget	Budget Balance	% Budget YTD
Revenues						
Other Revenue	\$159,388	-	\$106,649	\$120,000	\$13,351	88.87%
Total Revenues	\$159,388	-	\$106,649	\$120,000	\$13,351	88.87%
Expenditures						
Salaries	\$582,040	\$57,160	\$680,414	\$742,804	\$62,390	91.60%
Fringe Benefits	\$211,562	\$20,692	\$222,210	\$243,513	\$21,303	91.25%
Travel/Training	\$3,060	\$919	\$4,575	\$8,200	\$3,625	55.79%
Supplies	\$5,882	\$51	\$6,704	\$39,955	\$33,251	16.78%
Purchased Services	\$47,602	\$23,945	\$22,183	\$12,900	(\$9,283)	171.96%
Interdepartment Charges	\$22,437	\$2,301	\$23,529	\$28,458	\$4,929	82.68%
Other Expenses	\$674	-	\$1,756	\$500	(\$1,256)	351.20%
Total Operating Expenditures	\$873,257	\$105,068	\$961,371	\$1,076,330	\$114,959	89.32%
Capital Outlay						
Total Expenditures	\$873,257	\$105,068	\$961,371	\$1,076,330	\$114,959	89.32%
Net Increase (Decrease)	(\$713,869)	(\$105,068)	(\$854,722)	(\$956,330)	(\$101,608)	89.38%

Equity:

Attachment: November Directors Rpt and Financial Reports (Finance)

Ozaukee County Committee Report
General Fund County Administrator
 For the Ten Months Ending Monday, October 31, 2022
 Profit and Loss Statement ACTUAL TO AMENDED BUDGET

	Prior YTD Actual	Current Month Actual	2022 YTD Actual	2022 Amended Budget	Budget Balance	% Budget YTD
Revenues						
Other Revenue	\$1	-	\$15	-	(\$15)	0.00%
Total Revenues	\$1	-	\$15	-	(\$15)	0.00%
Expenditures						
Salaries	\$90,226	\$8,892	\$88,975	\$115,024	\$26,049	77.35%
Fringe Benefits	\$34,308	\$3,809	\$39,445	\$36,016	(\$3,429)	109.52%
Travel/Training	-	\$450	\$752	\$1,425	\$673	52.77%
Supplies	\$2,550	-	\$1,718	\$1,975	\$257	86.99%
Purchased Services	\$520	\$51	\$527	\$900	\$373	58.56%
Interdepartment Charges	\$11,926	\$1,213	\$12,462	\$14,706	\$2,244	84.74%
Other Expenses	\$3,500	\$404	\$876	\$500	(\$376)	175.20%
Total Operating Expenditures	\$143,030	\$14,819	\$144,755	\$170,546	\$25,791	84.88%
Capital Outlay						
Total Expenditures	\$143,030	\$14,819	\$144,755	\$170,546	\$25,791	84.88%
Net Increase (Decrease)	(\$143,029)	(\$14,819)	(\$144,740)	(\$170,546)	(\$25,806)	84.87%

Equity:

Attachment: November Directors Rpt and Financial Reports (Finance)

Ozaukee County Committee Report
General Fund Budget/Grant/Project Management
 For the Ten Months Ending Monday, October 31, 2022
 Profit and Loss Statement ACTUAL TO AMENDED BUDGET

	Prior YTD Actual	Current Month Actual	2022 YTD Actual	2022 Amended Budget	Budget Balance	% Budget YTD
Revenues						
Expenditures						
Salaries	\$174,763	\$18,714	\$197,109	\$210,448	\$13,339	93.66%
Fringe Benefits	\$44,147	\$4,861	\$50,926	\$58,183	\$7,257	87.53%
Travel/Training	-	-	-	\$3,000	\$3,000	0.00%
Supplies	-	\$412	\$987	\$3,825	\$2,838	25.80%
					1809.60	
Other Expenses	\$157	\$16,764	\$18,096	\$1,000	(\$17,096)	%
Total Operating Expenditures	\$219,067	\$40,751	\$267,118	\$276,456	\$9,338	96.62%
Capital Outlay						
Total Expenditures	\$219,067	\$40,751	\$267,118	\$276,456	\$9,338	96.62%
Net Increase (Decrease)	(\$219,067)	(\$40,751)	(\$267,118)	(\$276,456)	(\$9,338)	96.62%

Equity:

Attachment: November Directors Rpt and Financial Reports (Finance)

Ozaukee County Committee Report
General Fund Non Departmental
 For the Ten Months Ending Monday, October 31, 2022
 Profit and Loss Statement ACTUAL TO AMENDED BUDGET

	Prior YTD Actual	Current Month Actual	2022 YTD Actual	2022 Amended Budget	Budget Balance	% Budget YTD
Revenues						
Intergovernmental Revenues	\$404,261	-	-	-	-	0.00%
Interdepartmental Charges	\$187,500	-	\$187,500	\$270,000	\$82,500	69.44%
Interest Revenue	\$15	-	\$154	-	(\$154)	0.00%
Other Revenue	\$47,177	(\$3,458)	\$6,456	\$138,886	\$132,430	4.65%
Total Revenues	\$638,953	(\$3,458)	\$194,110	\$408,886	\$214,776	47.47%
Expenditures						
Salaries	\$8,513	-	\$9,448	(\$326,000)	(\$335,448)	-2.90%
Fringe Benefits	\$164,853	-	\$173,736	\$173,000	(\$736)	100.43%
Travel/Training	\$6,197	-	\$11,853	\$24,714	\$12,861	47.96%
Supplies	\$13,040	-	\$16,489	\$16,158	(\$331)	102.05%
Purchased Services	\$44,688	\$4,469	\$44,688	\$53,625	\$8,937	83.33%
Grants	\$994,504	\$15,000	\$1,014,792	\$1,072,824	\$58,032	94.59%
Other Expenses	\$757,779	\$1,470	\$396,632	\$460,645	\$64,013	86.10%
Total Operating Expenditures	\$1,989,574	\$20,939	\$1,667,638	\$1,474,966	(\$192,672)	113.06%
Capital Outlay						
Total Expenditures	\$1,989,574	\$20,939	\$1,667,638	\$1,474,966	(\$192,672)	113.06%
Other Finance (Sources)	-	-	-	(\$15,000)	(\$15,000)	0.00%
Net Other Financing Sources/Uses	-	-	-	(\$15,000)	(\$15,000)	0.00%
Net Increase (Decrease)	(\$1,350,621)	(\$24,397)	(\$1,473,528)	(\$1,051,080)	\$422,448	140.19%
<i>Equity:</i>						
Due To / Due From	(\$1,335,369)	(\$20,314)	(\$1,442,055)	-	\$1,442,055	0.00%

Attachment: November Directors Rpt and Financial Reports (Finance)

Ozaukee County Committee Report
Special Revenue County American Rescue Plan Act
 For the Ten Months Ending Monday, October 31, 2022
 Profit and Loss Statement ACTUAL TO AMENDED BUDGET

	Prior YTD Actual	Current Month Actual	2022 YTD Actual	2022 Amended Budget	Budget Balance	% Budget YTD
Revenues						
Intergovernmental Revenues	\$8,665,067	-	\$17,094,874	\$17,094,874	-	100.00%
Total Revenues	\$8,665,067	-	\$17,094,874	\$17,094,874	-	100.00%
Expenditures						
Grants	-	-	-	\$5,000,000	\$5,000,000	0.00%
Other Expenses	\$18,915	-	\$18,816	-	(\$18,816)	0.00%
Total Operating Expenditures	\$18,915	-	\$18,816	\$5,000,000	\$4,981,184	0.38%
Capital Outlay						
Project Fund	-	\$137,350	\$1,207,853	\$3,083,065	\$1,875,212	39.18%
Total Capital Outlay	-	\$137,350	\$1,207,853	\$3,083,065	\$1,875,212	39.18%
Total Expenditures	\$18,915	\$137,350	\$1,226,669	\$8,083,065	\$6,856,396	15.18%
Other Finance Uses	-	\$1,000,000	\$1,000,000	\$1,000,000	-	100.00%
Net Other Financing Sources/Uses	-	\$1,000,000	\$1,000,000	\$1,000,000	-	100.00%
Net Increase (Decrease)	\$8,646,152	(\$1,137,350)	\$14,868,205	\$8,011,809	(\$6,856,396)	185.58%
<i>Equity:</i>						
Due To / Due From	\$8,646,152	(\$1,158,782)	\$4,474,660	-	(\$4,474,660)	0.00%

Attachment: November Directors Rpt and Financial Reports (Finance)

Finance Committee**AGENDA INFORMATION SHEET**

AGENDA DATE:	November 18, 2022
DEPARTMENT:	Human Resources
DIRECTOR:	Chris McDonell
PREPARER:	Chris McDonell

Agenda Summary Human Resources

ATTACHMENTS:

- HR Financials (PDF)

Ozaukee County Committee Report
General Fund Department Human Resources
 For the Ten Months Ending Monday, October 31, 2022
 Profit and Loss Statement ACTUAL TO AMENDED BUDGET

	Current Month Actual	2022 YTD Actual	2022 Amended Budget	Budget Balance	% Budget YTD
Revenues					
Other Revenue	-	\$2,059	-	(\$2,059)	0.00%
Total Revenues	-	\$2,059	-	(\$2,059)	0.00%
Expenditures					
Salaries	\$18,734	\$196,185	\$232,214	\$36,029	84.48%
Fringe Benefits	\$8,010	\$83,224	\$89,535	\$6,311	92.95%
Travel/Training	-	\$4,985	\$2,200	(\$2,785)	226.59%
Supplies	\$1,174	\$15,168	\$22,850	\$7,682	66.38%
Purchased Services	\$619	\$49,394	\$38,900	(\$10,494)	126.98%
Interdepartment Charges	\$967	\$11,674	\$12,272	\$598	95.13%
Other Expenses	-	\$6,666	\$2,000	(\$4,666)	333.30%
Total Operating Expenditures	\$29,504	\$367,296	\$399,971	\$32,675	91.83%
Capital Outlay					
Total Expenditures	\$29,504	\$367,296	\$399,971	\$32,675	91.83%
Net Increase (Decrease)	(\$29,504)	(\$365,237)	(\$399,971)	(\$34,734)	91.32%

E q u i t y:

Attachment: HR Financials (HR Department Report)

Finance Committee**AGENDA INFORMATION SHEET**

AGENDA DATE:	November 18, 2022
DEPARTMENT:	Administrator
DIRECTOR:	Jason Dzwinel
PREPARER:	Jason Dzwinel

Agenda Summary Information Technology

ATTACHMENTS:

- 2021-2022 IT Financials November(PDF)



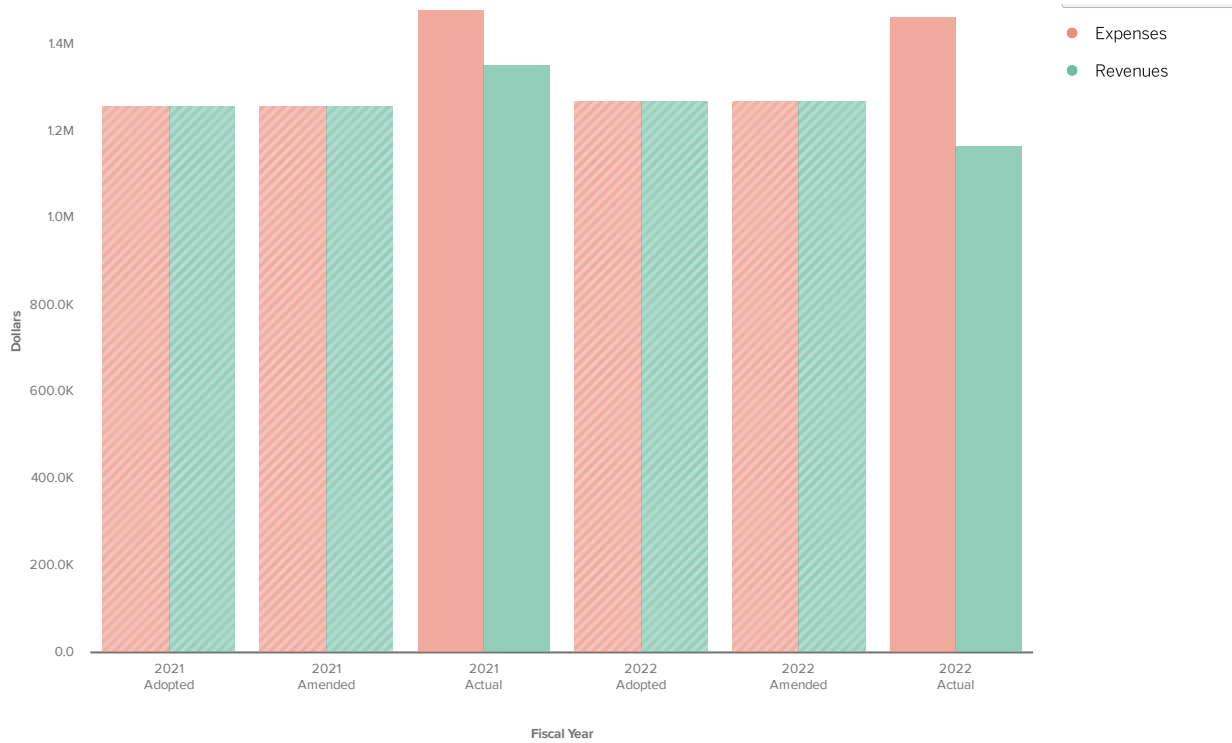
Radio Services and IT Financials

February Finance Committee

IT Financials

Expand All	2021 Adopted	2021 Amended	2021 Actual	2022 Adopted	2022 Amended	2022 Actual
► Revenues	\$ 1,259,826	\$ 1,259,826	\$ 1,355,260	\$ 1,270,502	\$ 1,270,502	\$ 1,167,341
▼ Expenses	1,259,826	1,259,826	1,479,380	1,270,502	1,270,502	1,466,048
▼ Purchased Services	679,364	679,364	850,551	689,364	689,364	884,612
▼ Purchased Services	679,364	679,364	850,551	689,364	689,364	884,612
Service Contracts	404,889	404,889	469,256	404,889	404,889	543,748
Telephone	160,000	160,000	235,716	170,000	170,000	218,160
Maintenance Contracts	73,475	73,475	79,547	73,475	73,475	65,140
Consulting Services	40,000	40,000	66,032	40,000	40,000	57,564
Equipment Repairs and Maintenance	1,000	1,000	0	1,000	1,000	0
▼ Salaries & Fringe Benefits	560,912	560,912	660,102	558,588	558,588	557,322
▼ Other	560,912	560,912	660,102	558,588	558,588	557,322
Regular Salaries & Wages	358,402	358,402	365,640	371,739	371,739	301,798
Health Insurance	99,114	99,114	111,189	104,289	104,289	100,611
Overtime	50,000	50,000	108,281	28,579	28,579	100,351
Retirement	24,192	24,192	31,939	24,163	24,163	26,240
Social Security Tax	21,964	21,964	24,185	22,718	22,718	21,476
Medicare Tax	5,197	5,197	6,487	5,390	5,390	5,529
Disability Insurance	1,469	1,469	888	1,115	1,115	816
Accrued Sick Leave Expense	0	0	6,817	0	0	0
Accrued Vacation Expense	0	0	4,094	0	0	0
Life Insurance	573	573	582	595	595	501
► Supplies under \$5,000	12,900	12,900	17,826	15,900	15,900	23,039
► Travel/Mileage/Conference&Meetings	6,250	6,250	1,291	6,250	6,250	1,005
► Interdepartmental Charges	200	200	35	200	200	71
► Other Expenses	200	200	-50,425	200	200	0
Revenues Less Expenses	\$ 0	\$ 0	\$ -124,119	\$ 0	\$ 0	\$ -298,708

IT Financials

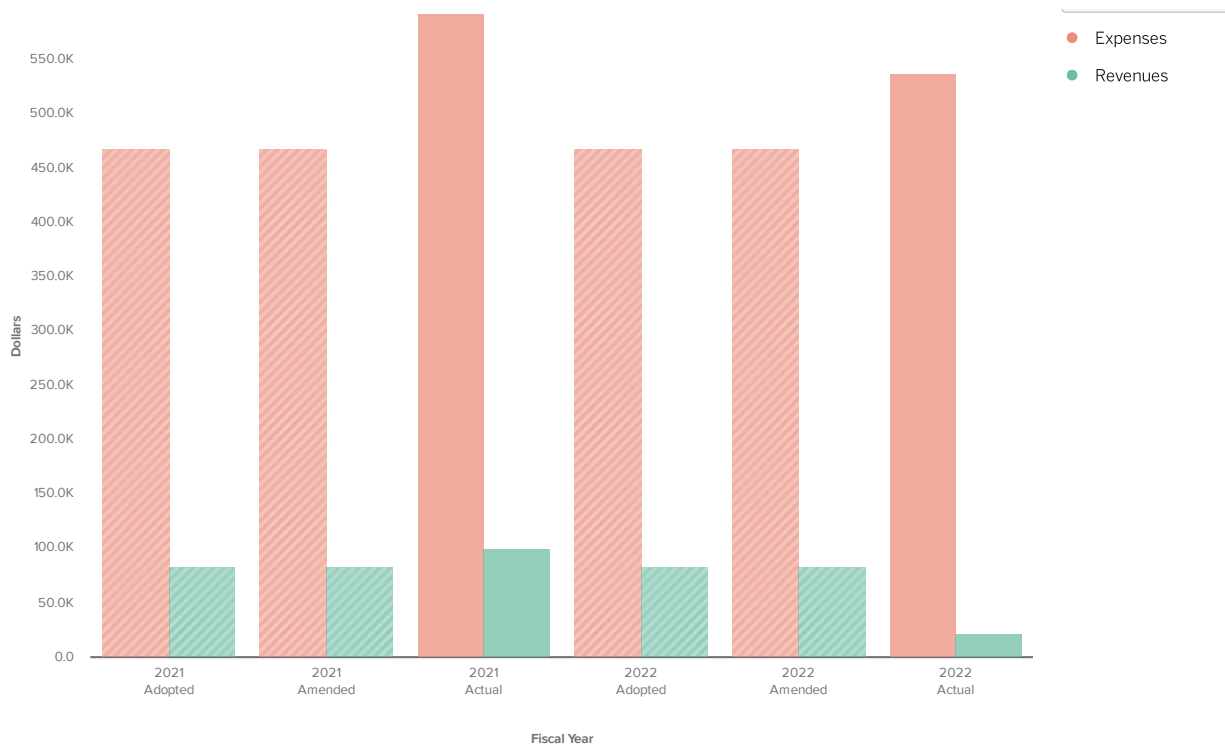


Radio Services Financials

Collapse All	2021 Adopted	2021 Amended	2021 Actual	2022 Adopted	2022 Amended	2022 Actual
▼ Revenues	\$ 83,370	\$ 83,370	\$ 100,301	\$ 83,370	\$ 83,370	\$ 22,468
▼ Other (Donations/One-time/Misc)	83,370	83,370	100,301	83,370	83,370	22,468
Rental of County Property	83,370	83,370	100,300	83,370	83,370	22,468
Discounts Taken	0	0	1	0	0	0
▼ Expenses	468,222	468,222	591,250	468,222	468,222	537,579
▶ Purchased Services	288,411	288,411	428,272	284,414	284,414	305,196
▶ Salaries & Fringe Benefits	118,506	118,506	115,206	122,111	122,111	95,551
▶ Supplies under \$5,000	45,100	45,100	22,581	45,100	45,100	92,875
▶ Interdepartmental Charges	12,923	12,923	9,895	13,316	13,316	8,514
▶ Equipment & Software	0	0	14,514	0	0	34,661
▶ Travel/Mileage/Conference&Meetings	2,500	2,500	0	2,500	2,500	0
▶ Other Expenses	782	782	782	782	782	782
Revenues Less Expenses	\$ -384,852	\$ -384,852	\$ -490,949	\$ -384,852	\$ -384,852	\$ -515,111

Radio Services Financials

7.d.a



OpenGov

Add links

Finance Committee**AGENDA INFORMATION SHEET**

AGENDA DATE: November 18, 2022
DEPARTMENT: Treasurer
DIRECTOR: Sandi Tretow
PREPARER: Sandi Tretow

Agenda Summary County Treasurer

ATTACHMENTS:

- November Treasurer Report (PDF)



Sandi Tretow
County Treasurer
Email: stretow@co.ozaukee.wi.us

OZAUKEE COUNTY TREASURER
ADMINISTRATION CENTER
121 WEST MAIN STREET
P.O. BOX 994
PORT WASHINGTON, WI 53074-0994
Website: www.co.ozaukee.wi.us

Phone: Local (262) 284-8280
Metro (262) 238-8280
Fax: Local (262) 284-8373
Metro (262) 238-8373

FINANCE COMMITTEE
Friday, November 18, 2022

SUMMARY OF TREASURER'S OFFICE ACTIVITIES

Thank you again for allowing me to be Ozaukee County Treasurer. The past 9 days that I have worked in an official capacity have flown by! I am very blessed to work in an office with exemplary staff who are truly dedicated and work hard every day. Kristine and Kelley are my "six". I wanted to provide a brief outline of activities that have taken place, tasks completed and goals for our department.

Tasks completed:

- Reconciled bank statements to general ledger
- Prepared October financial report for this committee
- Worked with banks to change signers on accounts from Josh to me
- Approve invoices in Docuware
- Working in and learning the Great Plains software
- Conducted tax collection training for municipal treasurers in Ozaukee County – we had 17 attend! It was very well received.
- Attended Ozaukee County Farm Drainage Board meeting on November 14. Although I am Treasurer for this board, I was there to introduce myself and gather information and learn.
- Attended Ozaukee County Budget Hearing on October 31.
- Daily tasks in office – verify daily monetary activities (deposits, transfers, wires)

Future goals:

- Our department wants to implement an Ozaukee County Treasurer's Office Facebook page to update municipalities and residents, provide tutorials of how to's, important deadlines etc.
- Learn more about county operations, delve more in to understand functions etc. There is a lot to learn, and I know it will come. I am enjoying the process.

**TREASURER'S REPORT
FINANCE COMMITTEE
NOVEMBER 2022
REPORTING PERIOD: October, 2022**

CASH

Cash ending October is up \$ **3,962,149** from last October:
Cash 2022, \$ **36,785,566** 2021, \$ **32,823,417** **Increase of \$ 3,962,149.00 12.07%**

All funds are either collateralized, or guaranteed by the State's Public Deposit (per s. 20.144(1) Wisconsin Statutes, the FDIC or the Federal government.

Variances of cash from month to month and year to year September include the following: bond reimbursements to treasurer cash, spending from fund balances, fund balance used to reduce levy, carryover of funds and timing of spending, number of payrolls within a month, delinquent tax balance, amount of current year taxes collected and timing of payments due to the county, general obligation debt refinancing, and federal and state granting.

REVENUES

Interest and penalty revenues are down from last year through October:

October 2022,	\$	261,687	2021, \$	260,972	Increase of \$	715.15	0.27%
Budget 2022,	\$	285,000	2021, \$	270,000	Budget/Actual 2022		91.82%

The interest and penalty revenues are from delinquent tax collections.

All delinquent taxes are subject to interest of 1% per month and penalty of .5% per month (fraction of a month counts as a whole month) from February 1st until paid in full.

Interest earnings are down from last year through September:

October 2022,	\$	224,938	2021, \$	37,588	Increase of \$	187,349.82	498.43%
Budget 2022,	\$	280,000	2021, \$	230,000	Budget/Actual 2022		80.33%

The interest earning revenues are from cash investments.

All of our bank accounts earn interest except our checking, payroll and treasurer's petty cash.

Sales tax revenue is up from last year through August, see page 6:

August 2022	\$	6,276,167	2021 \$	6,918,971	Decrease of \$	(642,804.09)	-9.29%
Budget 2022,	\$	10,100,721	2021 \$	9,106,921	Budget/Actual 2022		62.14%

The County's sales tax rate is 5.5% which is comprised of the following: 5.0% State and 0.5% County. Of the 0.5% allocated for County sales tax, the County receives 97.75%, the State retains 1.75% and the retailers retain .5%

See pages 7 and 8

DELINQUENT TAXES

Certificate delinquent balance:

2022	\$	685,065	2021, \$	777,814	Decrease of \$	(92,748.80)	-11.92%
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Number of delinquent parcels:

2022	185	2021,	232	Decrease of	-47	-20.26%
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The certificate balance is all delinquent outstanding real estate taxes.

Tax Certificate reports: see pages 5 and 6:

FORECLOSURES

As of 8/31/2022, there is 1 parcel from 2018 that was tax-foreclosed. The parcel owner was notified in writing of the process and what to do to be removed from tax foreclosure and subsequently what to do to possibly repurchase the property from Ozaukee County. A court date was scheduled for 8/8/2022 at 11:00 a.m. with the Hon. Paul Malloy, Circuit Court Judge, Branch #1, at the Ozaukee County Justice Center. Judgment for the remaining parcel was granted to Ozaukee County and was tax-foreclosed. The Finance Committee decided in October not to proceed with repurchase. A Class 3 Notice needs to be published to advertise for bids, which did not allow time to be received for the November Finance Committee, so we will work on getting the proper notices done, so sealed bids can be opened at the December Finance Committee meeting, and hopefully have a committee recommendation for the County Board at the first meeting in January 2023.

REPORT OF THE OZAUKEE COUNTY TREASURER

MAIN CHECKBOOK

Balance October 1, 2022		\$	(232,771.86)
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Receipts:

Transfers from Money Market #2	\$	5,817,827.10
Void and Stop Payments	\$	2,857.62

Total Monthly Receipts	\$	5,820,684.72
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Total Balance & Receipts	\$	<u>5,587,912.86</u>
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Disbursements:

County Orders (540372-540973)	\$	(3,402,222.08)
Wire Transfers (wt# 3605 - 3625)	\$	(2,390,206.56)
ACH Transfers	\$	(32,776.14)

Total Monthly Disbursements	\$	(5,825,204.78)
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MAIN CHECKBOOK Balance October 31, 2022	\$	<u>(237,291.92)</u>
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BANK RECONCILIATION:PORT WASHINGTON STATE BANK MAIN CHECKBOOK:

Balance as Per Statement	\$	1,419,431.11
Outstanding County Checks	\$	(1,419,431.11)

MAIN CHECKBOOK Balance October 31, 2022	\$	<u>-</u>
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MONEY MARKET #1 CHECKBOOK

Balance October 1, 2022	\$	25,708.91
-------------------------	----	-----------

Receipts:

Department Direct Deposit Receipts	\$	1,454,467.88
Real Estate Tax Receipts, Electronic	\$	30,634.36
Transfers from Commerce State Bank, MM	\$	667.80
National Opioids Settlement	\$	84,971.56
Transfers in from LGIP and BMO	\$	2,995,000.00
Interest Earnings	\$	60.16

Total Monthly Receipts	\$	4,565,801.76
------------------------	----	--------------

Total Balance & Receipts	\$	<u>4,591,510.67</u>
--------------------------	----	---------------------

Disbursements:

Transfers to Money Market #2	\$	4,559,508.54
Point and Pay Refunds and Fees	\$	-
NSF & Bank Adjustments	\$	6,274.17

Total Monthly Disbursements	\$	4,565,782.71
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MONEY MARKET #1 CHECKBOOK Balance October 31, 2022	\$	<u>25,727.96</u>
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BANK RECONCILIATION:PORT WASHINGTON STATE BANK MONEY MARKET #1 CHECKBOOK:

Balance as Per Statement	\$	25,060.16
Deposit in Transit	\$	1,094.28

MONEY MARKET #1 CHECKBOOK Balance October 31, 2022 (2.37%)APY	\$	<u>26,154.44</u>
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Attachment: November Treasurer Report (Treasurer Report November for October 2022)

MONEY MARKET #2 CHECKBOOK

Balance October 1, 2022 8,708,473.02

Receipts:

Department Receipts	\$	1,554,724.16
Real Estate Tax Receipts	\$	85,759.70
Drainage District Receipts	\$	4,083.30
NSF Repayment and Fee	\$	6,334.17
RLF Payments	\$	4,064.81
Curler's Maint Deposit	\$	-
Transfers from PWSB - Parks Reservations	\$	4,762.66
Transfers from Money Market #1	\$	4,347,108.57
Transfers from CDBG SHELTER	\$	-
Transfers from CDBG LASATA	\$	97,200.00
Transfers from Register of Deeds	\$	220,142.14
Interest Earnings	\$	21,230.42

Total Monthly Receipts \$ 6,345,409.93

Total Balance & Receipts \$ 15,053,882.95

Disbursements:

Transfers to Main Checkbook	\$	(5,817,827.10)
Transfers to Payroll Checkbook	\$	(1,760,368.60)
Transfers to Curler Maintenance	\$	(30,000.00)
NSF Tax Payments	\$	(565.00)
NSF Departmental Receipts	\$	-

Total Monthly Disbursements \$ (7,608,760.70)

MONEY MARKET #2 Balance October 31, 2022 \$ 7,445,122.25

BANK RECONCILIATION:**PORT WASHINGTON STATE BANK MONEY MARKET #2 CHECKBOOK:**

Balance as Per Statement	\$	8,708,473.02
Deposit in Transit	\$	-

MONEY MARKET #2 CHECKBOOK Balance October 31, 2022 (2.46%)APY \$ 8,708,473.02

PAYROLL CHECKBOOK

Balance October 1, 2022 \$ -

Receipts:

Transfers from Money Market #2	\$	1,760,368.60
Returned Direct Deposit ACH/Reimburse	\$	-
Void and Stop Payments	\$	-
Total Monthly Receipts	\$	1,760,368.60

Total Balance & Receipts \$ 1,760,368.60

Disbursements:

Salary Orders(#441630-441635, 336447 & 336449))	\$	(1,210.66)
Salary Direct Deposit (#335794-337088)	\$	(1,759,157.94)
Transfer to MM2	\$	-
Transfer to Petty Cash	\$	-
Bank Fees Deposit Slips	\$	-

Total Monthly Disbursements \$ (1,760,368.60)

PAYROLL Balance October 31, 2022 \$ -

BANK RECONCILIATION:**PORT WASHINGTON STATE BANK PAYROLL CHECKBOOK:**

Balance as Per Statement	\$	561.51
Outstanding Payroll Checks	\$	(297.48)

PAYROLL CHECKBOOK Balance October 31, 2022 \$ 264.03

Attachment: November Treasurer Report (Treasurer Report November for October 2022)

2022 MONTHLY SPECIAL ASSESSMENTS COLLECTED (RED)

MONTH	CERT TOTAL	CERT RECEIPTS	MO END TOTAL
JANUARY	\$ 37,059.53	\$ 7,204.94	\$ 29,854.59
FEBRUARY	\$ 29,854.59	\$ 179.38	\$ 29,675.21
MARCH	\$29,675.21	\$ 3,173.19	\$ 26,502.02
APRIL	\$ 26,502.02	\$ 6,825.14	\$ 19,676.88
MAY	\$ 19,676.88	\$ 929.39	\$ 18,747.49
JUNE	\$ 18,747.49	\$ 892.42	\$ 17,855.07
JULY	\$ 17,855.07	\$ 1,169.21	\$ 16,685.86
AUGUST	\$ 16,685.86	\$ 1,051.04	\$ 15,634.82
TAX SALE	\$ 15,634.82	\$ 26,804.63	\$ 42,439.45
SEPTEMBER	\$ 42,439.45	\$ 2,141.50	\$ 40,297.95
OCTOBER	\$ 40,297.95	\$ 3,209.37	\$ 37,088.58
NOVEMBER			\$ -
DECEMBER			\$ -
TOTAL			\$ -

Attachment: November Treasurer Report (Treasurer Report November for October 2022)

	2022		2022 ANNUAL BUDGET
REVENUE			
Interest Investments/Marked to Market	224,937.82	\$	280,000 (October)
Curlers Building Maint	115,985.54		- (October)
Interest Go Bond 2019	47.06		- (October)
Interest Go Bond 2021	24,710.02		- (October)
Interest Health Care Trust	154.29		- (October)
Interest Veteran's Memorial Trust	126.55		50 (October)
Interest Transit Trust Fund	1,879.36		- (October)
Interest on Delinquent Taxes	172,129.99		190,000 (October)
Penalty on Delinquent Taxes	89,557.16		95,000 (October)
Sales Tax General Fund	7,229,965.34		10,100,721 (August)
Use Value Penalty Tax	34,568.61		25,000 (October)
INVESTMENTS	BALANCE		RATES
Summit Credit Union, Savings (General Fund)	649,985.00		1.99% (October) APY
Cornerstone Bank (General Fund)	859,012.53		2.01% (October) APY
DANA, Federal Securities (General Fund)	13,020,956.43		0.29% (October) APY
BMO Harris Bank, Money Market (General Fund)	646,123.09		2.15% (October) APY
LGIP, Savings (General Fund)	2,262,840.16		2.91% (October) APY
PWSB, Money Market (Curlers Association Building Maint)	130,985.54		2.36% (October) APY
PWSB Money Market (General Obligation Bond 2019)	6,641.37		2.36% (October) APY
PWSB Money Market (General Obligation Bond 2021)	3,973,242.70		2.36% (October) APY
PWSB, Money Market (Health Care Trust)	24,590.91		2.36% (October) APY
PWSB, Money Market (Veteran's Memorial Trust)	20,351.87		2.36% (October) APY
PWSB, Money Market (Register of Deeds)	198,097.46		2.37% (October) APY
PWSB, Money Market (Tax Collection)	13,276.33		2.36% (October) APY
PWSB, Money Market (Transit Trust Fund)	275,787.34		2.36% (October) APY
PWSB, Treasurer (Petty Cash)	5,000.00		
PWSB, Money Market (Parks and Reservations)	2,548.39		2.29% (October) APY
PWSB, CDBG Lasata	100.00		
PWSB, CDBG Shelter	100.00		
PWSB, ARPA	10,393,545.06		2.46% (October) APY

Respectfully submitted,
Sandra Tretow
County Treasurer

Attachment: November Treasurer Report (Treasurer Report November for October 2022)

2022 MONTHLY REDEMPTION REPORT

TAXES

MONTH	CURR TOTAL	CURR RECEIPTS	NEW TOTAL
JANUARY	\$ 648,714.46	\$ 84,104.86	\$ 564,609.60
FEBRUARY	\$ 564,609.60	\$ 20,099.70	\$ 544,509.90
MARCH	\$ 544,509.90	\$ 32,213.62	\$ 512,296.28
APRIL	\$ 512,296.28	\$ 66,685.44	\$ 445,610.84
MAY	\$ 445,610.84	\$ 22,599.93	\$ 423,010.91
JUNE	\$ 423,010.91	\$ 12,270.77	\$ 410,740.14
JULY	\$ 410,740.14	\$ 30,814.97	\$ 379,925.17
AUGUST	\$ 379,925.17	\$ 15,438.46	\$ 364,486.71
TAX SALE	\$ 364,486.71	\$ 621,042.84	\$ 985,529.55
SEPTEMBER	\$ 985,529.55	\$ 205,048.89	\$ 780,480.66
OCTOBER	\$ 780,480.66	\$ 95,415.46	\$ 685,065.20
NOVEMBER	\$ 685,065.20		\$ 685,065.20
DECEMBER	\$ 685,065.20		\$ 685,065.20
TOTAL		\$ 1,205,734.94	

OZAUKEE COUNTY																
TAX CERTIFICATE BALANCES																
SALE YEAR	2018	%	#Parcels	2019	%	#Parcels	2020	%	#Parcels	2021	%	#Parcels	2022	%	#Parcels	
CO LEVY	20,540,242			21,206,722			21,442,377			21,060,771			20,758,332			
JAN	676,323	3.29%	170	677,037	3.19%	157	665,015	3.10%	160	652,981	3.10%	160	564,610	2.72%	154	
FEB	635,873	3.10%	*474	632,703	2.98%	*531	592,846	2.76%	*499	582,329	2.76%	588	544,510	2.62%	541	
MAR	586,924	2.86%	*347	601,824	2.84%	*439	560,118	2.61%	*405	555,446	2.64%	461	512,296	2.47%	474	
APR	558,714	2.72%	*320	538,294	2.54%	*373	542,472	2.53%	*414	504,160	2.39%	396	445,611	2.15%	348	
MAY	546,610	2.66%	*288	497,644	2.35%	*338	492,878	2.30%	*388	493,747	2.34%	333	423,011	2.04%	310	
JUN	530,042	2.58%	*281	456,199	2.15%	*327	450,119	2.10%	*333	437,245	2.08%	298	410,740	1.98%	279	
JUL	525,435	2.56%	*249	448,987	2.12%	*286	442,269	2.06%	*289	400,444	1.90%	271	379,925	1.83%	249	
AUG	478,201	2.33%	*304	415,658	1.96%	*332	411,445	1.92%	*356	382,486	1.82%	307	364,487	1.76%	301	
TAX SALE	722,743	3.52%	287	784,172	3.82%	317	803,850	3.75%	340	669,498	3.18%	291	621,043	2.99%	287	
SEP	961,463	4.68%	251	1,008,852	4.76%	265	1,039,007	4.85%	282	854,598	4.06%	244	780,481	3.76%	221	
OCT	824,461	4.01%	207	898,119	4.24%	219	901,856	4.21%	232	777,814	3.69%	208	685,065	3.30%	185	
NOV	804,985	3.92%	192	849,484	4.01%	203	839,099	3.91%	207	705,494	3.35%	188				
DEC	742,686	3.62%	166	771,905	3.64%	182	768,603	3.58%	179	648,714	3.08%	168				

Dollars listed are from the tax certificate roll. Certificates are issued by law on September 1 for delinquent current year taxes and are added to the prior year delinquent taxes due.

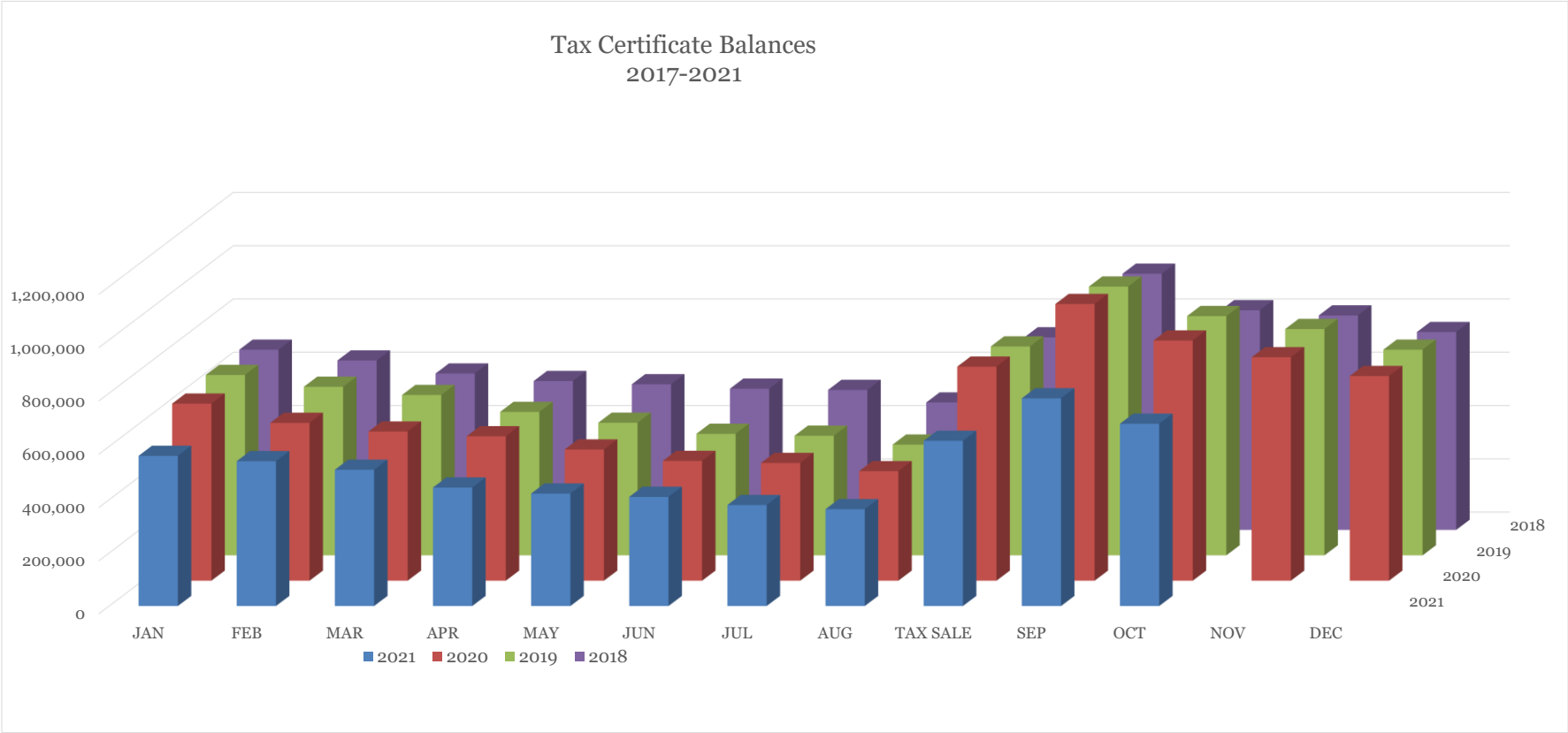
% listed is the % of levy uncollected.

The number and dollars listed for September through January are all tax certificates.

*The number of parcels listed for February through August includes both current year delinquent parcels and prior year tax certificates. The dollars do not include current year delinquent taxes.

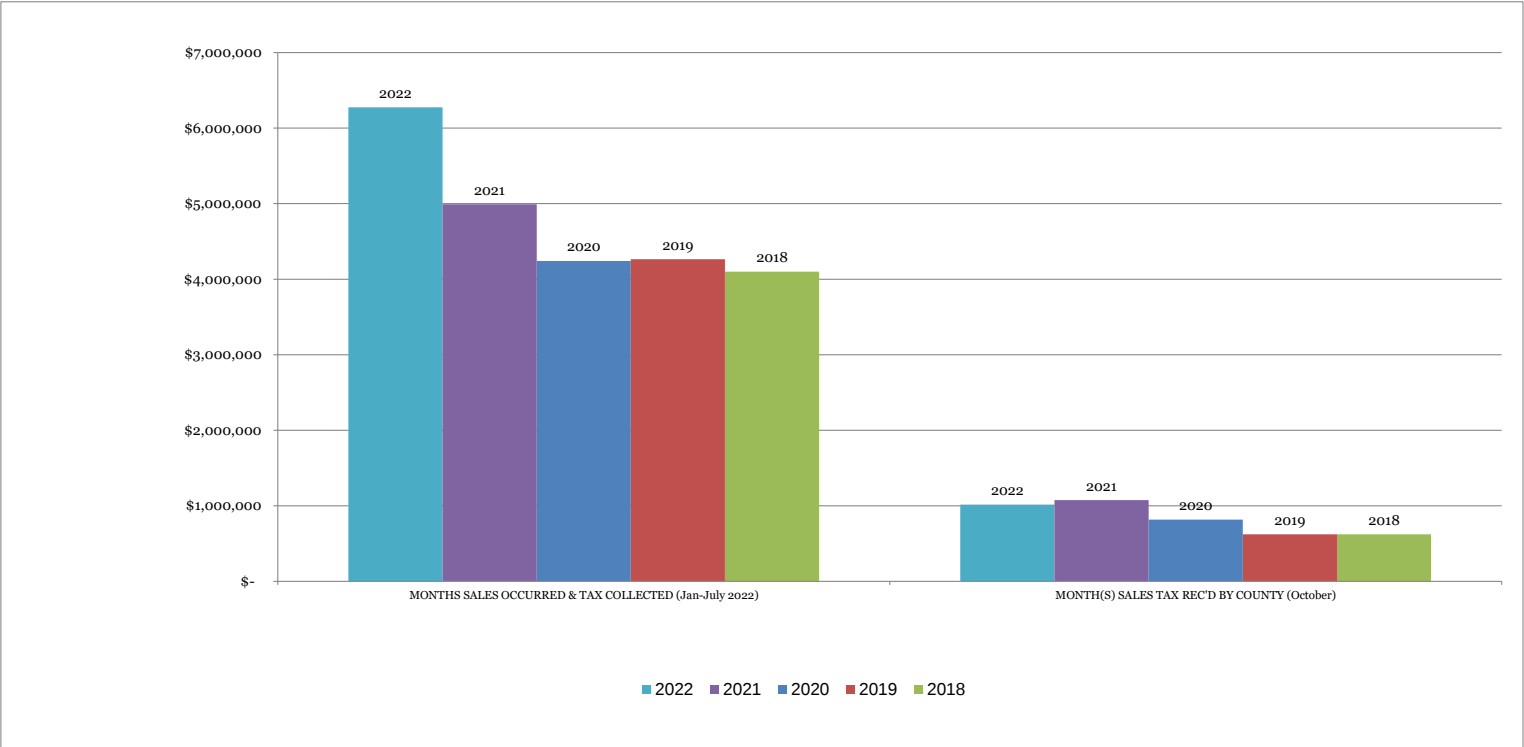
There are currently 12 parcels with delinquent taxes due that are on a payment plan.

There is currently 1 parcels on the 2018 tax foreclosure list.



SALES TAX INCOME

	2022	2021	2020	2019	2018	
MONTHS SALES OCCURRED & TAX COLLECTED (Jan-July 2022)	\$ 6,276,167	\$ 4,991,644	\$ 4,241,973	\$ 4,264,047	\$ 4,100,498	<-----
MONTH(S) SALES TAX REC'D BY COUNTY (October)	\$ 1,015,951	\$ 1,074,803	\$ 817,956	\$ 623,068	\$ 622,120	<-----



SALES TAX INCOME

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MONTH COUNTY RECEIVES SALES TAX MONEY	MONTH SALES OCCURRED AND SALES TAX COLLECTED	2022	2021	2020	2019	2018
January	November	\$ 819,968	\$ 835,958	\$ 840,209	\$ 847,021	\$ 515,672
February	December	\$ 1,004,389	\$ 837,361	\$ 811,096	\$ 835,788	\$ 898,676
March	January	\$ 753,101	\$ 709,655	\$ 640,248	\$ 566,612	\$ 541,933
April	February	\$ 791,175	\$ 794,643	\$ 676,988	\$ 519,868	\$ 456,218
May	March	\$ 752,730	\$ 749,818	\$ 624,557	\$ 796,918	\$ 724,708
June	April	\$ 1,032,797	\$ 942,045	\$ 646,382	\$ 685,858	\$ 744,247
July	May	\$ 948,041	\$ 988,440	\$ 836,826	\$ 767,577	\$ 662,777
August	June	\$ 982,372	\$ 807,042	\$ 816,972	\$ 927,214	\$ 970,616
September	July	\$ 1,015,951	\$ 1,074,803	\$ 817,956	\$ 623,068	\$ 622,120
October	August	\$ 953,798	\$ 852,524	\$ 1,208,946	\$ 902,946	\$ 767,925
November	September		\$ 944,816	\$ 730,504	\$ 815,601	\$ 925,225
December	October		\$ 1,000,698	\$ 936,555	\$ 606,837	\$ 612,342
MONTHS SALES OCCURRED & TAX COLLECTED (Jan-July 2022)		\$ 6,276,167	\$ 4,991,644	\$ 4,241,973	\$ 4,264,047	\$ 4,100,498
MONTH(S) SALES TAX REC'D BY COUNTY (October)		\$ 1,015,951	\$ 1,074,803	\$ 817,956	\$ 623,068	\$ 622,120
BUDGET		\$ 10,100,721	\$ 9,106,921	\$ 9,106,921	\$ 8,656,921	\$ 8,276,921

County receives	97.75% of the .5% tax collected
State retains	1.75%
Retailers retain	0.5%
	100.00%

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REVOLVING LOAN FUND UPDATE

RLF CASH BALANCE 2022

Cash Balance
\$0.00

<u>RLF LOANS</u>	<u>Loan Begin Date</u>	<u>Loan End Date*</u>	<u>Principal Due</u>	<u>Monthly Payment</u>	<u>Paid Through</u>	<u>Most Recent Payment Date**</u>
107 W Buntrock LLC	July 1, 2014	June 2024	\$23,958.75	\$904.54	March 2022	6/21/2022
Advanced Mfg. Technologies	January 1, 2013	September 2021	\$0.00	\$935.63	September 2021	9/19/2022
Cheel LLC	February 1, 2018	December 2024	\$20,860.28	\$647.01	March 2022	6/21/2022
Oldenburg Metal Properties	April 1, 2014	March 2024	\$13,374.24	\$678.41	May 2022	10/31/2022
Oldenburg Metal Loan #3	June 1, 2018	June 3, 2023	\$63,055.98	\$975.10	May 2022	10/31/2022
The Bottle Shop	May 1, 2017	October 1, 2023	\$14,884.76	\$542.91	December 2021	6/09/2021
The Fermentorium	May 1, 2015	July 2025	\$30,202.68	\$757.79	January 2022	10/14/2022

**Payment dates updated to most current payment date as of 10/31/2022

Oldenburg Metal made two payments of \$1653.51 during the month of October