



AGENDA
OZAUKEE COUNTY BOARD
REGULAR MEETING
WEDNESDAY, DECEMBER 7, 2022 – 9:00 AM
ADMINISTRATION CENTER - ROOM A-204
121 W. MAIN STREET, PORT WASHINGTON, WI 53074

THE FOLLOWING BUSINESS WILL BE BEFORE THE COUNTY BOARD FOR INITIATION, DISCUSSION, CONSIDERATION, DELIBERATION AND POSSIBLE FORMAL ACTION:

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:

[County Board 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. PLEDGE OF ALLEGIANCE TO THE FLAG

3. APPROVAL OF MINUTES

October 31 and November 2, 2022

4. PUBLIC COMMENT

Legislative Update

Chairperson's Proclamation

5. COMMUNICATIONS

6. CLAIMS

7. REPORT OF COUNTY ADMINISTRATOR

American Recovery Plan Act (ARPA) Projects Update

Express Bus and Taxi Request for Proposals Results

Emergency Medical Services Grants

2022 Sales Tax

2023 Employee Health and other Benefits Update

8. PRESENTATIONS

a. Compensation and Classification Study

Patrick Glynn, Carlson Dettmann Consulting

9. RESOLUTIONS

RES.22-28: Repeal and Replace Chapter 3 of the Ozaukee County Policy and Procedure Manual - Positions and Pay Grades – (Revised)

RES.22-29: Increase of Revenue 2022 - Planning & Parks

RES.22-30: Wisconsin Counties Association & National Association of Counties 2023 Membership Dues

RES.22-31: Cancellation of 2020 Outstanding Orders

RES.22-32: Designating Concessionaire to Utilize County Facilities at Fairgrounds - (Revised)

10. ORDINANCES

ORD.22-7: Amending Washington Ozaukee Public Health Ordinance Section 17.06 and 17.0608 of the Ozaukee County Code of Ordinances Pertaining to Food Safety and Recreation Licensing

**11. PUBLIC SAFETY COMMITTEE AND COUNTY ADMINISTRATOR'S
RECOMMENDATION TO THE COUNTY BOARD FOR APPOINTMENT OF
MEDICAL EXAMINER**

12. COMMITTEE APPOINTMENTS/REAPPOINTMENTS

December 2022 Committee Appointments/Reappointments

13. COMMITTEE REPORTS AND SUPERVISOR ANNOUNCEMENTS

14. ADJOURNMENT

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.

Ozaukee County Board

AGENDA INFORMATION SHEET

AGENDA DATE: December 7, 2022
DEPARTMENT: County Clerk
DIRECTOR: Julie Winkelhorst
PREPARER: Julie Winkelhorst

Agenda Summary October 31 and November 2, 2022

October 31, 2022

[<https://www.co.ozaukee.wi.us/AgendaCenter/ViewFile/Minutes/_10312022-3163>](https://www.co.ozaukee.wi.us/AgendaCenter/ViewFile/Minutes/_10312022-3163)

November 2, 2022

[<https://www.co.ozaukee.wi.us/AgendaCenter/ViewFile/Minutes/_11022022-3167>](https://www.co.ozaukee.wi.us/AgendaCenter/ViewFile/Minutes/_11022022-3167)

Ozaukee County Board

AGENDA INFORMATION SHEET

AGENDA DATE: December 7, 2022
DEPARTMENT: Administrator
DIRECTOR: Jason Dzwinel
PREPARER: Jason Dzwinel

Agenda Summary Report of County Administrator - December 2022

Click link - <https://stories.opengov.com/ozaukeecountywi/published/MQcFt4V-O>

RESOLUTION NO. 22-28

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

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 of Circuit Courts	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			Exempt	13	0.0	0.0
Deputy Clerk IV	Clerk of Courts			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
Corporation Counsel	Corporation Counsel			Exempt	20	1.0	1.0
Assistant Corporation Counsel / Child Support Director	Corporation Counsel			Exempt	18	1.0	1.0
Legal Services Manager	Corporation Counsel			Exempt	12	1.0	1.0
Child Support Specialist Interstate	Corporation Counsel	Child Support		Non-Exempt	9	1.0	1.0
Child Support Specialist Modifications	Corporation Counsel	Child Support		Non-Exempt	9	1.0	1.0
Child Support Specialist Paternity	Corporation Counsel	Child Support		Non-Exempt	9	1.0	1.0
Child Support Specialist Assistant	Corporation Counsel	Child Support		Non-Exempt	8	1.0	1.0
Legal Office Assistant	Corporation Counsel			Non-Exempt	8	1.0	0.4
Account Clerk III	Corporation Counsel	Child Support		Non-Exempt	7	1.0	1.0

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	1.0
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
Admin Financial Analyst	Finance			Exempt	11	1.0	1.0
Accounts Payable Coordinator	Finance			Non-Exempt	9	1.0	0.7
HS Account Clerk II	Finance		Human Services Accounting Specialist	Non-Exempt	8	1.0	1.0
Human Resources Director	Human Resources			Exempt	20	1.0	1.0
Benefits Manager	Human Resources			Exempt	12	1.0	1.0
HR Business Partner	Human Resources			Exempt	12	1.0	1.0
Psychiatric Nurse Prescriber	Human Services	Behavioral Health	Psychiatric Administrator	Exempt	21	1.0	1.0
Director of Human Services	Human Services			Exempt	21	1.0	1.0
Behavioral Health Manager	Human Services	Behavioral Health		Exempt	18	1.0	1.0
Manager Children & Family	Human Services	Children and Families		Exempt	18	1.0	1.0

Aging and Disability Services Manager	Human Services	ADRC/Aging Services		Exempt	17	1.0	1.0
Supervisor Adult Protect Svc	Human Services	ADRC/Aging Services		Exempt	16	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
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
Manager Economic Support	Human Services	Economic Support		Exempt	16	1.0	1.0
Supervisor Office Services	Human Services	Administrative & Fiscal Support	Office Services Manager	Exempt	14	1.0	1.0
Licensed Mental Health Prof II	Human Services	Behavioral Health	Therapist	Non-Exempt	14	6.0	6.0
Psychiatric RN	Human Services	Behavioral Health		Exempt	14	1.0	1.0
School Social Work Liaison	Human Services	Children and Families		Non-Exempt	14	1.0	1.0
Aging Services Supervisor	Human Services	ADRC/Aging Services		Exempt	13	1.0	1.0
Supervisor - Economic Support	Human Services	Economic Support		Exempt	13	1.0	1.0
Database Coordinator/Sys Adm	Human Services	Administrative & Fiscal Support		Exempt	12	1.0	1.0
HS Compliance & Communication	Human Services	Administrative & Fiscal Support		Exempt	12	1.0	1.0
APS Social Worker II	Human Services	ADRC/Aging Services	APS Worker	Non-Exempt	12	2.0	2.0
Lead I&A Specialist	Human Services	ADRC/Aging Services		Non-Exempt	12	1.0	1.0
SW2 Long Term Support	Human Services	ADRC/Aging Services	APS Worker	Non-Exempt	12	2.0	2.0
BH Service Facilitator	Human Services	Behavioral Health		Non-Exempt	12	4.0	4.0
Crisis Case Manager	Human Services	Behavioral Health		Non-Exempt	12	3.0	3.0
HS Quality Assurance Specialist	Human Services	Behavioral Health		Non-Exempt	12	2.0	2.0
Licensed Mental Health Prof I	Human Services	Behavioral Health		Non-Exempt	12	3.0	3.0
Birth to Three Coordinator	Human Services	Children and Families		Non-Exempt	12	3.0	3.0
Case Management LTS	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

SW2 Children & Family	Human Services	Children and Families	Child Protection Worker	Non-Exempt	12	7.0	7.0
SW2 Children & Family YA	Human Services	Children and Families	Youth Justice 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
Caregiver Services Specialist	Human Services	ADRC/Aging Services		Non-Exempt	11	1.0	0.7
Dementia Care Specialist	Human Services	ADRC/Aging Services		Non-Exempt	11	1.0	1.0
I & A Specialist ADRC	Human Services	ADRC/Aging Services		Non-Exempt	11	3.0	3.0
BH Intake Coordinator	Human Services	Behavioral Health	Crisis Case Manager	Non-Exempt	11	1.0	1.0
Access Social Worker	Human Services	Children and Families	Access Worker	Non-Exempt	11	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
Medical Billing Coordinator	Human Services	Administrative & Fiscal Support		Non-Exempt	10	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
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
Family Support Worker	Human Services	Children and Families		Non-Exempt	8	2.0	2.0
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
ADRC Account Clerk	Human Services	ADRC/Aging Services		Non-Exempt	6	1.0	1.0
CCS Program Assistant	Human Services	Behavioral Health		Non-Exempt	6	1.0	1.0
Division Assistant	Human Services	Children and Families		Non-Exempt	6	1.0	1.0
Dining Center Coordinator	Human Services	ADRC/Aging Services		Non-Exempt	4	4.0	2.0
IT Manager	Information Technology			Exempt	18	1.0	1.0

	Dept						
Communications Services Manager	Information Technology Dept			Exempt	14	1.0	1.0
Programmer Analyst	Information Technology Dept			Exempt	14	1.0	1.0
IT Applications & Support	Information Technology Dept			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
Soil & Water Conservationist	Land and Water Management			Non-Exempt	12	1.0	1.0
Conservation Planner - Soil Health Specialist	Land and Water Management			Non-Exempt	12	1.0	1.0
Technical Support Specialist	Land and Water Management			Non-Exempt	10	1.0	1.0
Medical Records Coordinator	Lasata Senior Living Campus	Administration		Non-Exempt	7	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
Nurse Scheduler	Lasata Senior Living	Administration		Non-Exempt	8	1.0	1.0

	Campus						
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	19.0	7.7
LX Activity Coordinator	Lasata Senior Living Campus	Lasata Crossings	Activity Assistant	Non-Exempt	7	1.0	0.8
Head Cook	Lasata Senior Living Campus	Lasata Crossings	Culinary Service Manager	Non-Exempt	8	1.0	1.0
Maintenance Assistant	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	7	1.0	1.0
Registered Nurse	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	13	1.0	1.0
Director of Assisted Living LX	Lasata Senior Living Campus	Lasata Crossings		Exempt	12	1.0	1.0
Administrative Coordinator	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	8	1.0	1.0
Cook	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	6	2.0	2.0
PCW Coordinator	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	6	1.0	1.0
Personal Care Worker Las Cross	Lasata Senior Living Campus	Lasata Crossings		Non-Exempt	6	22.0	14.6
Maintenance Assistant	Lasata Senior Living Campus	Lasata Heights		Non-Exempt	7	1.0	1.0
Dir of Senior Apartments LH	Lasata Senior Living	Lasata Heights		Exempt	11	1.0	1.0

	Campus						
Administrative Coordinator	Lasata Senior Living Campus	Lasata Heights	Activity Assistant	Non-Exempt	7	1.0	1.0
Custodian Maintenance Assistant	Lasata Senior Living Campus	Maintenance	Maintenance Assistant	Non-Exempt	7	3.0	3.0
Maintenance Supervisor I Lasata	Lasata Senior Living Campus	Maintenance		Exempt	11	1.0	1.0
Rehab Nurse Liaison	Lasata Senior Living Campus	Nursing		Non-Exempt	12	1.0	1.0
Licensed Practical Nurse	Lasata Senior Living Campus	Nursing		Non-Exempt	11	13.0	9.8
Director of Nursing Service	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
Staff Development/Inservice Director	Lasata Senior Living Campus	Nursing		Non-Exempt	13	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
Infection Control Preventionist	Lasata Senior Living Campus	Nursing		Non-Exempt	12	1.0	1.0
Certified Nurse Aide	Lasata Senior Living Campus	Nursing		Non-Exempt	7	67.0	35.0
Health Unit Coordinator	Lasata Senior Living Campus	Nursing		Non-Exempt	7	2.0	2.0
Hospitality Aide	Lasata Senior Living Campus	Nursing		Non-Exempt	4	2.0	2.0
Volunteer & Visitation Coordinator	Lasata Senior Living Campus	Recreational Therapy		Non-Exempt	9	1.0	1.0
Activity Assistant	Lasata Senior Living	Recreational Therapy		Non-Exempt	7	2.0	2.0

	Campus						
Life Enhancement Director	Lasata Senior Living Campus	Recreational Therapy	Life Enrichment Director	Exempt	11	1.0	1.0
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
Coroner	Medical Examiner		Medical Examiner	Exempt	15	1.0	1.0
Office Assistant II	Medical Examiner			Non-Exempt	6	1.0	0.5
Planning & Parks Director	Planning and Parks			Exempt	19	1.0	1.0
GC Superintendent	Planning and Parks	Golf		Exempt	17	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
GC Pro Shop Supervisor	Planning and Parks	Golf	Pro Shop & Operations Supervisor	Exempt	13	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
Hawthorne Hills GC Assistant Superintendent	Planning and Parks	Golf		Exempt	11	1.0	1.0
Mee-Kwon Park GC Assistant Superintendent	Planning and Parks	Golf		Exempt	11	1.0	1.0
Natural Resources & GIS Technician	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 Assistant II Ecological / Fish Passage	Planning and Parks			Non-Exempt	11	1.0	1.0
Parks Mechanic	Planning and Parks	Golf	Mechanic (Golf)	Non-Exempt	10	2.0	2.0
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 Director	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 Strat Sr	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	Public Health			Exempt	13	3.0	3.0
Environmental Health Spec	Public Health		Environmental Health Specialist	Non-Exempt	12	5.0	5.0
Social Worker Public Health	Public Health		MCH Coordinator	Exempt	12	2.0	2.0
Public Health Strategist	Public Health			Exempt	11	2.0	2.0
Data Specialist/Epidemiologist	Public Health		Public Health Specialist	Non-Exempt	10	1.0	1.0
WIC Nutritionist	Public Health			Non-Exempt	9	3.0	1.6
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	7	1.0	0.8
WIC Nutrition Assistant	Public Health			Non-Exempt	7	1.0	0.8
WIC Dietetic Tech	Public Health		Breastfeeding Peer Counselor	Non-Exempt	5	1.0	0.4
Director of Public Works	Public Works & Highway	Highway Administration		Exempt	21	1.0	1.0
Patrol Superintendent	Public Works & Highway	Highway		Exempt	15	1.0	1.0
Shop Superintendent	Public Works & Highway	Highway		Exempt	15	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
Building Superintendent	Public Works & Highway	Maintenance - Justice		Exempt	15	1.0	1.0
Transit Superintendent	Public Works & Highway	Transit Services		Exempt	14	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
Transit Analyst	Public Works & Highway	Transit Services	Transit Analyst	Exempt	11	1.0	1.0
Equipment Operator	Public Works & Highway	Highway		Non-Exempt	10	33.0	33.0
Maintenance Assistant	Public Works & Highway	Maintenance - Administration	Maintenance Technician	Non-Exempt	10	1.0	1.0
Maintenance Mechanic	Public Works	Maintenance -	Maintenance	Non-Exempt	10	1.0	1.0

	& Highway	Justice	Technician				
Fairgrounds Maintenance Assistant	Public Works & Highway	Maintenance - Justice	Fairgrounds Maintenance	Non-Exempt	9	1.0	1.0
Maintenance Hwy Admin	Public Works & Highway	Maintenance - Administration	Maintenance Worker	Non-Exempt	8	1.0	1.0
Custodian Maintenance Assistant	Public Works & Highway	Maintenance - Justice	Maintenance Worker	Non-Exempt	8	1.0	1.0
Janitor /CNA	Public Works & Highway	Maintenance - Justice	Maintenance Worker	Non-Exempt	8	1.0	0.5
Maintenance Lead Workers	Public Works & Highway	Maintenance - Administration	Lead Custodian/Janitor	Non-Exempt	7	1.0	0.4
Maintenance Lead Workers	Public Works & Highway	Maintenance - Justice	Lead Custodian/Janitor	Non-Exempt	7	2.0	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
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 (2 weeks on/off)	Public Works & Highway	Maintenance - Justice	Custodian/Janitor	Non-Exempt	5	2.0	0.7
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
Captain of Admin/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 Adm	Sheriff	Chief Deputy-Lieutenants		Exempt	16	1.0	1.0
Lieutenant Patrol	Sheriff	Chief Deputy-Lieutenants		Exempt	16	1.0	1.0
Lt Shift Commander CI	Sheriff	Chief Deputy-Lieutenants		Exempt	16	1.0	1.0
Business Services Manager	Sheriff	Administration		Exempt	15	1.0	1.0
Director Emergency Mgt	Sheriff	Emergency Management		Exempt	15	1.0	1.0
Lead Health Services Nurse	Sheriff	Administration		Exempt	14	1.0	1.0
Communications Manager	Sheriff	Dispatch		Exempt	14	1.0	1.0
Jail Health Service Nurse	Sheriff	Administration		Non-Exempt	13	1.0	1.0
Licensed Mental Health Prof II	Sheriff	Administration	Sheriff - Community Liaison	Exempt	12	1.0	1.0
Dispatch Supervisor	Sheriff	Dispatch		Exempt	12	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
Admin Services Coordinator SO	Sheriff	Administration		Non-Exempt	9	1.0	1.0
Dispatcher	Sheriff	Dispatch		Non-Exempt	9	14.0	14.0
Crime Information Technician	Sheriff	Detective		Non-Exempt	9	1.0	1.0
Dispatcher - Temporary	Sheriff	Dispatch		Non-Exempt	9	1.0	0.2
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
Livery Driver	TEMPORARY			Non-Exempt	\$158.25	Per Trip	As Funded
Deputy Medical Examiner	TEMPORARY			Non-Exempt	11	As Funded	As Funded
Hazmat Team Leader	TEMPORARY			Non-Exempt	10	As Funded	As Funded
Highway Dept. Part time winter help	TEMPORARY			Non-Exempt	9	As Funded	As Funded
Contact Tracer Coordinator	TEMPORARY			Non-Exempt	8	As Funded	As Funded
Special Deputy Sergeant	TEMPORARY			Non-Exempt	8	As Funded	As Funded
WIC Nutritionist Temporary	TEMPORARY			Non-Exempt	7	As Funded	As Funded
Contact Tracer	TEMPORARY			Non-Exempt	7	As Funded	As Funded
Drug Unit Investigator	TEMPORARY			Non-Exempt	7	As Funded	As Funded
Court Services Deputy	TEMPORARY			Non-Exempt	7	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
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
Veterans Drivers per trip	TEMPORARY			Non-Exempt	4	Plus \$9.98 for ea.	adtl. psngr.
Water Safety Patrol Crew Person with experience	TEMPORARY			Non-Exempt	3	As Funded	As Funded
Bailiff	TEMPORARY			Non-Exempt	2	As Funded	As Funded
Golf Course Part Time Employees	TEMPORARY			Non-Exempt	2	As Funded	As 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
Senior Program Assistant	University Extension			Non-Exempt	9	1.0	0.7
Program Assistant	University Extension			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

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

11/18/22

Finance Committee APPROVED

RESULT:	APPROVED [UNANIMOUS]
MOVER:	T. Winker, Supervisor District 1
SECONDER:	J. Hagen, Supervisor District 13
AYES:	P. Melotik, T. Winker, E. Stelter, J. Hagen
EXCUSED:	D. Larson

Finance Committee
AGENDA INFORMATION SHEET

AGENDA DATE:	December 7, 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 - (Revised)

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 (RES-22-28 : REPEAL AND REPLACE CHAPTER 3 OF THE OZAUKEE COUNTY POLICY AND PROCEDURE

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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				

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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

RESOLUTION NO. 22-29

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

11/18/22 Finance Committee APPROVED

RESULT:	APPROVED [UNANIMOUS]
MOVER:	T. Winker, Supervisor District 1
SECONDER:	E. Stelter, Supervisor District 18
AYES:	P. Melotik, T. Winker, E. Stelter, J. Hagen
EXCUSED:	D. Larson

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

Attachment: Planning & Parks (RES.22-29 : Increase of Revenue PP)

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



Legend

 Proposed Prairie Restoration Area (2.5 acres)



0 150 300 600 Feet



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

RESOLUTION NO. 22-30

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

11/18/22

Finance Committee **APPROVED**

RESULT:	APPROVED [UNANIMOUS]
MOVER:	T. Winker, Supervisor District 1
SECONDER:	E. Stelter, Supervisor District 18
AYES:	P. Melotik, T. Winker, E. Stelter, J. Hagen
EXCUSED:	D. Larson

RESOLUTION NO. 22-31

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

11/18/22

Finance Committee APPROVED

RESULT:	APPROVED [UNANIMOUS]
MOVER:	E. Stelter, Supervisor District 18
SECONDER:	T. Winker, Supervisor District 1
AYES:	P. Melotik, T. Winker, E. Stelter, J. Hagen
EXCUSED:	D. Larson

Finance Committee
AGENDA INFORMATION SHEET

AGENDA DATE:	December 7, 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. 22-32

DESIGNATING CONCESSIONAIRE TO UTILIZE COUNTY FACILITIES AT
FAIRGROUNDS - (REVISED)

WHEREAS, the County Board has allocated approximately \$6M to upgrade the County Fairgrounds including two new year round buildings, the Exposition Center and Pavilion; and

WHEREAS, the County Board has authorized a sales and marketing position, also referred to as an economic development and tourism agent, for the purposes and goals of increasing tourism and employment opportunities in Ozaukee County and supplementing the tax base by securing additional funds for the maintenance of the Exposition Center and Pavilion all for the benefit and welfare of Ozaukee County citizens; and

WHEREAS, the Fairgrounds buildings and grounds have excess capacity designed for leasing when they are not in use by the County Fair, Ozaukee 4-H, Milwaukee Curling Club and other user groups; and

WHEREAS, §125.26(2x) and §125.51(3)(bx), Wis. Stats. authorizes Class “B” fermented malt beverage licensees to provide fermented malt beverages, including its retail sale, and “Class B” intoxicating liquor licensees to provide intoxicating liquor, including its retail sale, at specific locations within the Ozaukee County fairgrounds for consumption at these locations during special events held at the fairgrounds; and

WHEREAS, the approved concessionaires with a “Class B” intoxicating liquor license and/or Class “B” fermented malt beverage license for sanctioned events will help strengthen the county’s ability to lease excess capacity at the facilities and provide and assure a quality vendor supporting and facilitating building use.

NOW, THEREFORE, BE IT RESOLVED that the Ozaukee County Board of Supervisors, upon the recommendation of its Public Works Committee hereby name Boot Q n' Boogie, each licensed premises in Ozaukee County, as an additional designated concessionaire for the Ozaukee County Fairgrounds until further resolution is made changing the designated status:

FURTHER RESOLVED, that the bar providers shall maintain their Class “B” fermented malt beverage license and/or “Class B” liquor license(s) for as long as they remain designated concessionaires for the Ozaukee County Fairgrounds.

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

SUMMARY: To approve fermented malt beverage and intoxicating liquor licensees with licensed premises in Ozaukee County to operate at designated locations at the Ozaukee County fairgrounds as authorized by relevant Wisconsin Statute.

VOTE REQUIRED: Majority

PUBLIC WORKS COMMITTEE

11/17/22

Public Works Committee

APPROVED

RESULT:	APPROVED [UNANIMOUS]
MOVER:	J. Strom, Supervisor District 21
SECONDER:	T. Grabow, Vice-Chairperson
AYES:	Wolf, Grabow, Richart, Strom, Godden

Public Works Committee
AGENDA INFORMATION SHEET

AGENDA DATE:	December 7, 2022
DEPARTMENT:	Administrator
DIRECTOR:	Jason Dzwinel
PREPARER:	Jason Dzwinel

Agenda Summary Designating Concessionaire to Utilize County Facilities at Fairgrounds - (Revised)

BACKGROUND INFORMATION: Wisconsin Statutes §125.26(2x) and §125.51(3)(bx), Wis. Stats. authorizes Class “B” fermented malt beverage licensees to provide fermented malt beverages, including its retail sale, and “Class B” intoxicating liquor licensees to provide intoxicating liquor, including its retail sale, at specific locations within the Ozaukee County fairgrounds for consumption at these locations during special events held at the fairgrounds.

ANALYSIS: The resolution designates Boots Q 'n Boogie as an additional bar provider at the Fairgrounds per Wisconsin Statutes §125.26(2x) and §125.51(3)(bx),

FISCAL IMPACT: None

FUNDING SOURCE: N/A

RECOMMENDED MOTION: Staff respectfully requests that the Public Works Committee approve the resolution designating bar providers at the Fairgrounds.

PUBLIC WORKS COMMITTEE

ORDINANCE NO. 22-7

AMENDING WASHINGTON OZAUKEE PUBLIC HEALTH ORDINANCE SECTION 17.06
AND 17.0608 OF THE OZAUKEE COUNTY CODE OF ORDINANCES PERTAINING TO
FOOD SAFETY AND RECREATION LICENSING

An Ordinance amending Washington Ozaukee Public Health Ordinance Section 17.06 and 17.0608 of the Ozaukee County Code of Ordinances pertaining to Food Safety and Recreation Licensing.

The County Board of Supervisors of the County of Ozaukee does ordain that Section 17.06 and 17.0608 of the Ozaukee County Code of Ordinances be amended as follows:

17.06 FOOD ~~SAFETY~~ AND RECREATIONAL ~~LICENSING~~ SAFETY
17.0608 FEES

All licensing fees are as set forth on the fee schedule approved and updated annually by the Board. The allowable fees include license fees, preinspection fees, reinspection fees, license renewal fees, ~~temporary~~ transient retail food serving meals restaurant set-up fees, late fees and fees for operating without a license. The fee schedule is available on the Department's website at washozwi.gov.

This Ordinance shall take effect upon enactment and publication.

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

SUMMARY: Amending Washington Ozaukee Public Health Ordinance Section 17.06 and 17.0608 of the Ozaukee County Code of Ordinance.

VOTE REQUIRED: Majority

HEALTH & HUMAN SERVICES COMMITTEE

11/22/22

Health and Human Services Committee

APPROVED

RESULT:	APPROVED [UNANIMOUS]
MOVER:	A. Watts, Supervisor District 25
SECONDER:	S. Rishel, Supervisor District 14
AYES:	D. Irish, S. Rishel, A. Watts
ABSENT:	S. Whitworth
EXCUSED:	D. Clark

Health and Human Services Committee

AGENDA INFORMATION SHEET

AGENDA DATE:	December 7, 2022
DEPARTMENT:	Public Health
DIRECTOR:	Kim Buechler
PREPARER:	Julie Winkelhorst

Agenda Summary Amending Washington Ozaukee Public Health Ordinance Section 17.06 and 17.0608 of the Ozaukee County Code of Ordinances Pertaining to Food Safety and Recreation Licensing

BACKGROUND INFORMATION: Proposed edits to chapter 17 of the Ozaukee County Code of Ordinances require approval by the County Board. The Wisconsin Department of Agriculture, Trade and Consumer Protection (DATCP) changed the title of the Public Health Department's Food Safety and Recreational Licensing program to Food and Recreational Safety. This program is named in section 17.06 of the Public Health Ordinance. Attached are the proposed edits to the title of the program and transient retail food service fee category to reflect changes made at the State level.

FISCAL IMPACT: N/A

FUNDING SOURCE:

RECOMMENDED MOTION: The Public Health Department respectfully requests approval of the updated Public Health Ordinance.

Ozaukee County Board

AGENDA INFORMATION SHEET

AGENDA DATE: December 7, 2022
DEPARTMENT: County Clerk
DIRECTOR: Julie Winkelhorst
PREPARER: Julie Winkelhorst

Agenda Summary December 2022 Committee Appointments/Reappointments

MONARCH LIBRARY SYSTEM BOARD OF TRUSTEES

Ozaukee County Board Member

Appoint Justin Strom with a term to expire on December 31, 2025

Public Library Board Member

Reappoint Wendy Sprenger with a term to expire on December 31, 2025

Ozaukee County Member-at-Large

Reappoint John Katzka with a term to expire on December 31, 2025

VETERANS SERVICE COMMISSION

Reappoint Alan M. Richards with a term to expire on December 31, 2025