

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee  
INITIATED BY



Annette Mikula, HR Director  
DRAFTED BY

County Board Staff Committee  
SUBMITTED BY

November 17, 2020  
DATE DRAFTED

**APPROVING THE 2021 BASE WAGE RATES FOR ALL EMPLOYEES EXCEPT  
REPRESENTED LAW ENFORCEMENT EMPLOYEES, AND AMENDING THE  
PERSONNEL POLICY WAGE APPENDIXES**

1 **WHEREAS**, it is necessary to adjust the Employee Wage Rates regularly to ensure that County wages  
2 continue to reflect salary rates which are competitive for those job classes covered by the pay plans;  
3 and,  
4  
5 **WHEREAS**, the County has settled with the Deputy Sheriff’s Association and the Deputy Sheriff  
6 Supervisor’s Association; and,  
7  
8 **WHEREAS**, the proposed wage settlement represents an across the board wage increase of 2% on  
9 January 1, 2021 and an additional 1% on July 1, 2021; and,  
10  
11 **WHEREAS**, the County previously settled a two year agreement 2020-2021 with the Correctional  
12 Officers Association that included a 2.5% across the board wage increase on January 1, 2021; and,  
13  
14 **WHEREAS**, the County Board values providing consistent wage increases for represented and non-  
15 represented employees;  
16  
17 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly  
18 assembled this 17<sup>th</sup> day of December, 2020 does hereby approve the County’s 2021 Pay  
19 Plans with an across the board wage increase of 2% on January 1, 2021 and an additional 1% on July 1,  
20 2021.  
21  
22 **BE IT FURTHER RESOLVED** that the Rock County Board of Supervisors does direct the County  
23 Administrator, Human Resources Director, and Corporation Counsel to negotiate a Memorandum of  
24 Understanding granting the Dr. Martin Luther King, Jr., Holiday to the Correctional Officers  
25 Association at County expense.

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

/s/ Kara Purviance  
Kara Purviance, Chair

/s/ Louis Peer  
Louis Peer

/s/ Rich Bostwick  
Rich Bostwick, Vice Chair

/s/ Alan Sweeney  
J. Russell Podzilni

/s/ Mary Beaver  
Mary Beaver

/s/ Alan Sweeney  
Alan Sweeney

/s/ Tom Brien  
Tom Brien

/s/ Bob Yeomans  
Bob Yeomans

Absent  
Kevin Leavy

APPROVING THE 2021 WAGE RATES FOR EMPLOYEES, EXCEPT REPRESENTED LAW  
ENFORCEMENT EMPLOYEES, AND AMENDING THE PERSONNEL POLICY WAGE  
APPENDIXES

Page 2

FISCAL NOTE:

	<u>Projected Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Total Base Compensation</u>
2021	\$74,429,230	\$1,860,731	\$76,289,961

*/s/ Sherry Oja*

Sherry Oja  
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to § 59.22(2), Wis. Stats.

*/s/ Richard Greenlee*

Richard Greenlee  
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended. This action is consistent with the direction provided by the County Board.

*/s/ Josh Smith*

Josh Smith  
County Administrator

APPROVING THE 2021 WAGE RATES FOR EMPLOYEES, EXCEPT REPRESENTED LAW  
ENFORCEMENT EMPLOYEES, AND AMENDING THE PERSONNEL POLICY WAGE  
APPENDIXES

Page 3

**Executive Summary**

The purpose of this resolution is to provide wage rate increases for County employees who are not represented by a law enforcement labor unit.

The County previously settled a two year contract with the Correctional Officers Association, where they bargained a 2021 across the board salary increases of 2.50% effective January 1, 2021. The County recently settled a one year contract for 2021 with the Deputy Sherriff's Association and the Deputy Sheriff Supervisor's Association where they will receive a 2.0% across the board salary increase on January 1, 2021 and an additional 1% on July 1, 2021. These three law enforcement union settlements provide a net salary increase of 2.5% for the calendar year 2021.

The Rock County Board of Supervisors has provided direction to the Administration of the value of consistent wage increases to represented and non-represented employees. This wage increase provides the consistency desired and helps to keep employees on pace with cost of living, inflation, and external market factors. The wage this resolution provides for a 2.00% increase for wage rates effective January 1, 2020 and an additional 1% to wage rates on July 1, 2021.

**APPENDIX A**  
**UNILATERAL PAY PLAN**  
**Salaries Effective January 1, 2021**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1	\$13.00	\$13.65	\$14.33	\$15.05	\$15.80
	\$27,144.00	\$28,501.20	\$29,921.04	\$31,424.40	\$32,990.40
	Specialized Transit Driver				
Range 2					
Range 3					
Range 4					
Range 5					
Range 6	\$17.25	\$18.18	\$18.98	\$20.00	\$21.01
	\$36,018.00	\$37,959.84	\$39,630.24	\$41,760.00	\$43,868.88
	Environmental Health Technician (A)		Vehicle Maintenance Technician (A)		
Range 7	\$17.85	\$18.76	\$19.77	\$20.69	\$21.75
	\$37,270.80	\$39,170.88	\$41,279.76	\$43,200.72	\$45,414.00
	Secretary I (A)		Fleet Specialist (A)		
Range 8	\$18.59	\$19.41	\$20.44	\$21.41	\$22.50
	\$38,815.92	\$40,528.08	\$42,678.72	\$44,704.08	\$46,980.00
Range 9	\$19.23	\$20.07	\$21.14	\$22.20	\$23.28
	\$40,152.24	\$41,906.16	\$44,140.32	\$46,353.60	\$48,608.64
	Nursing Staff Coordinator (A)				
Range 10	\$19.85	\$20.78	\$21.85	\$22.95	\$24.10
	\$41,446.80	\$43,388.64	\$45,622.80	\$47,919.60	\$50,320.80
	Court Attendant (A)		Judicial Assistant (A)		
	Human Resources Secretary (A)		Legal Assistant (A)		
	Secretary II (A)		Administrative Secretary (A)		
			Payroll Specialist (A)		

Range 11

\$20.53	\$21.52	\$22.61	\$23.74	\$24.92
\$42,866.64	\$44,933.76	\$47,209.68	\$49,569.12	\$52,032.96

Community Coordinator (A) Purchasing Specialist (A)  
 Conservation Specialist I (A) Victim Witness Specialist (B)  
 Health Promotion Coordinator (A) Vehicle Maintenance Supervisor (A)

Range 12

\$21.26	\$22.32	\$23.43	\$24.61	\$25.83
\$44,390.88	\$46,604.16	\$48,921.84	51,385.68	\$53,933.04

Range 13

\$21.98	\$23.09	\$24.19	\$25.44	\$26.73
\$45,894.24	\$48,211.92	\$50,508.72	\$53,118.72	\$65,812.24

Administrative Services Supervisor ( C ) RECAP Site Supervisor (A)  
 Division Leader Deputy Clerk (A) Environmental Health Specialist I (B)  
 Mobility Manager (C) Storekeeper (A)  
 Office Coordinator (A) Nutrition Program Supervisor ( C )  
 Transportation Program Supervisor ( C )

Range 14

\$22.74	\$23.86	\$25.08	\$26.34	\$27.67
\$47,481.12	\$49,819.68	\$52,367.04	\$54,997.92	\$57,774.96

Assistant Food Services Manager (A)\* Investigator (A)  
 GIS Specialist (A)

Range 15

\$23.58	\$24.71	\$25.96	\$27.25	\$28.59
\$49,235.04	\$51,594.48	\$54,204.48	\$56,898.00	\$59,695.92

Application Support Specialist (A)

Range 16

\$24.33	\$25.60	\$26.86	\$28.23	\$29.67
\$50,801.04	\$53,452.80	\$56,083.68	\$58,944.24	\$61,950.96

Youth Services Center Supervisor (A)\*

Range 17

\$25.25	\$26.47	\$27.77	\$29.16	\$30.61
\$52,722.00	\$55,269.36	\$57,983.76	\$60,886.08	\$63,913.68

Accountant ( C ) GIS Coordinator (B)  
 Environmental Health Specialist I (B) Human Resources Generalist ( C )  
 Conservation Specialist I (C) Materials & Environmental Services  
 Manager (C)

Range 18

\$26.10	\$27.46	\$28.78	\$30.21	\$31.74
\$54,496.80	\$57,336.48	\$60,092.64	\$63,078.48	\$66,273.12

Activity Director (C) Financial Supervisor ( C )  
 DA Office Manager ( C ) Planner III (B)  
 Child Support Supervisor ( C ) Support Services Supervisor ( C )  
 Conservation Specialist III (C) User Support Specialist (A)  
 Economic Support Supervisor ( C )

## Range 19

\$27.02	\$28.38	\$29.79	\$31.27	\$32.80
\$56,417.76	\$59,257.44	\$62,201.52	\$65,291.76	\$68,486.40

Chief Deputy Clerk of Circuit Court ( C )  
 Circuit Court Office Manager ( C )  
 Court Reporter (A)  
 Conservation Specialist IV ( C )  
 Food Service Manager (C)

Enterprise Desktop Administrator (A)  
 Health Educator (A)  
 Lead Economic Support Supervisor ( C )  
 Medicolegal Investigator (A)  
 Payroll Manager (C)

## Range 20

\$27.97	\$29.38	\$30.84	\$32.36	\$33.98
\$58,401.36	\$61,345.44	\$64,393.92	\$67,567.68	\$70,950.24

AODA Coordinator ( C )  
 Analyst ( C )  
 Communication Center Shift Supervisor (B)

Financial Office Manager ( C )  
 Medical Records Manager ( C )

## Range 21

\$28.97	\$30.39	\$31.95	\$33.48	\$35.21
\$60,489.36	\$63,454.32	\$66,711.60	\$69,906.24	\$73,518.48

Deferred Prosecution Director ( C )  
 Mediation & Fam Court Services Manager ( C )  
 Master Electrician (A)  
 Public Works Accounting Supervisor (C)  
 Public Works Superintendent (B)

Real Property Lister ( C )  
 Shop Superintendent (B)  
 Veterans Service Officer ( C )  
 Victim Witness Coordinator ( C )

## Range 22

\$29.93	\$31.51	\$33.04	\$34.71	\$36.41
\$62,493.84	\$65,792.88	\$68,987.52	\$72,474.48	\$76,024.08

Admissions Coordinator ( C )  
 Community Health Education Coordinator ( C )  
 Epidemiologist ( C )  
 Human Resources Manager ( C )  
 Lead Floor Supervisor ( C )

MOS Nurse (A\*)  
 Environmental Health Specialist III ( C )  
 Purchasing Manager (C)  
 GIS Manager ( C )  
 Surveyor ( C )  
 Training & Quality Assurance Manager ( C )

## Range 23

\$31.01	\$32.59	\$34.21	\$35.91	\$37.68
\$64,748.88	\$68,047.92	\$71,430.48	\$74,980.08	\$78,675.84

Computer Programmer/Analyst I (B)  
 Coordinator of Prevention and Community Engagement ( C )  
 Senior Conservation Specialist (C)  
 Senior Planner ( C )

Network Technician (B)  
 Parks Manager ( C )  
 Systems Analyst (B)  
 Public Safety Systems Coordinator (B)

## Range 24

\$32.11	\$33.71	\$35.36	\$37.12	\$39.02
\$67,045.68	\$70,386.48	\$73,831.68	\$77,506.56	\$81,473.76

Human Services Supervisor I ( C )  
 Director of Council on Aging ( C )

Facilities Superintendent ( C )

## Range 25

\$33.26	\$34.88	\$36.61	\$38.46	\$40.37
\$69,446.88	\$72,829.44	\$76,441.68	\$80,304.48	\$84,292.56

Environmental Health Supervisor ( C )  
 Human Services Supervisor II ( C )  
 Coordinator of Quality Improvement ( C )  
 Coordinator of Family Support ( C )  
 Infection Preventionist (A)\*

Nursing Supervisor (A)\*  
 Public Health Supervisor (C)  
 Medicolegal Investigations Manager ( C )  
 Operations Manager ( C )

Range 26

\$34.77	\$36.06	\$37.93	\$39.78	\$41.79
\$72,599.76	\$75,293.28	\$79,197.84	\$83,060.64	\$87,257.52

Airport Director ( C )  
Assistant Human Resources Director ( C )  
Business Manager ( C )  
Computer Programmer/Analyst II ( B )  
Child Support Director ( C )  
Cloud Services Coordinator ( C )  
Data Solutions Architect ( B )

Equity Manager ( C )  
Environmental Protection Director ( C )  
Human Services Lead Supervisor ( C )  
Information Technology Project Manager ( B )  
Justice System Manager ( C )  
Nurse Manager ( C )  
Network Support Administrator ( B )

Range 27

\$35.56	\$37.38	\$39.21	\$41.19	\$43.23
\$74,249.28	\$78,049.44	\$81,870.48	\$86,004.72	\$90,264.24

Assistant Public Works Director ( C )  
Assistant Director of Nursing ( C )  
Assistant Director ( C )  
Program Manager ( C )

Communications Center Assistant  
Director ( C )  
Risk Manager ( C )  
IT Customer Service Manager ( C )

Range 28

\$36.85	\$38.67	\$40.62	\$42.63	\$44.76
\$76,942.80	\$80,742.96	\$84,814.56	\$89,011.44	\$93,458.88

Assistant to County Administrator ( C )  
Assistant Finance Director ( C )

Range 29

\$38.11	\$40.00	\$42.03	\$44.14	\$46.32
\$79,573.68	\$83,520.00	\$87,758.64	\$92,164.32	\$96,716.16

Economic Support Division Manager ( C )  
ADRC/Adult Protective Services  
Division Manager ( C )

Range 30

\$39.41	\$41.38	\$43.51	\$45.71	\$47.89
\$82,288.08	\$86,401.44	\$90,848.88	\$95,442.48	\$99,994.32

Data Services Manager ( C )  
IT Security Officer ( C )  
IT Infrastructure Services Manager ( C )

Range 31

\$40.70	\$42.74	\$44.89	\$47.09	\$49.40
\$84,981.60	\$89,241.12	\$93,730.32	\$98,323.92	\$103,147.20

Economic Development Manager ( C )  
Director of Nursing ( C )

Range 32

\$42.03	\$44.14	\$46.35	\$48.61	\$51.10
\$87,758.64	\$92,164.32	\$96,778.80	\$101,497.68	\$106,696.80

Administrative Services Division Manager ( C )  
Court Commissioner ( C )

Communication Center Director ( C )  
Director of Land Conservation, Planning  
& Development

Range 33

\$43.41	\$45.56	\$47.85	\$50.27	\$52.80
\$90,640.08	\$95,129.28	\$99,910.80	\$104,963.76	\$110,246.40

Deputy Corporation Counsel ( C )  
Health Officer ( C )  
HSD Deputy Director ( C )

Information Technology Deputy  
Director ( C )

Range 34

\$44.84	\$47.06	\$49.39	\$51.88	\$54.48
\$93,625.92	\$98,261.28	\$103,126.32	\$108,325.44	\$113,754.24

Facilities Management Director ( C )  
Public Works Director ( C )

Range 35

\$46.28	\$48.56	\$51.00	\$53.55	\$56.27
\$96,632.64	\$101,393.28	\$106,488.00	\$111,812.40	\$117,491.76

Range 36

\$47.76	\$50.17	\$52.65	\$55.30	\$58.08
\$99,722.88	\$104,754.96	\$109,933.20	\$115,466.40	\$121,271.04

Human Resources Director ( C )

Range 37

\$49.33	\$51.78	\$54.35	\$57.09	\$59.97
\$103,001.04	\$108,116.64	\$113,482.80	\$119,203.92	\$125,217.36

Director of Information Technology ( C )

Range 38

\$50.93	\$53.49	\$56.18	\$58.92	\$61.86
\$106,341.84	\$111,687.12	\$117,303.84	\$123,024.96	\$129,163.68

Finance Director ( C )

Range 39

\$52.57	\$55.26	\$58.03	\$60.87	\$63.90
\$109,766.16	\$115,382.88	\$121,166.64	\$127,096.56	\$133,423.20

Nursing Home Administrator ( C )

Range 40

\$54.26	\$56.97	\$59.87	\$62.80	\$65.96
\$113,294.88	\$118,953.36	\$125,008.56	\$131,126.40	\$137,724.48

Range 41

\$56.05	\$58.84	\$61.76	\$64.87	\$68.17
\$117,032.40	\$122,857.92	\$128,954.88	\$135,448.56	\$142,338.96

Corporation Counsel ( C )

Director of Human Services ( C )

Unilateral (A) employees are non-exempt FLSA covered employees, which means they are eligible for overtime compensation on a time and one-half basis over 40 hours per week.

Unilateral (B) employees are exempt employees for purposes of the FLSA, but we have decided that they are eligible for overtime compensation on a straight time basis over 40 hours per week.

Unilateral (C) employees are exempt employees for purposes of FLSA and we have decided that they are not eligible for overtime, but may utilize "flex" hours.

An \* indicates that the position is exempt for the purposes of FLSA, but we have decided to pay them overtime on a time and one half basis over 40 hours per week.



**APPENDIX A  
UNILATERAL PAY PLAN  
Salaries Effective July 1, 2021**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1	\$13.13	\$13.79	\$14.47	\$15.20	\$15.96
	\$27,415.44	\$28,793.52	\$30,213.36	\$31,737.60	\$33,324.48
	Specialized Transit Driver				
Range 2					
Range 3					
Range 4					
Range 5					
Range 6	\$17.42	\$18.36	\$19.17	\$20.20	\$21.22
	\$36,372.96	\$38,335.68	\$40,026.96	\$42,177.60	\$44,307.36
	Environmental Health Technician (A)		Vehicle Maintenance Technician (A)		
Range 7	\$18.03	\$18.95	\$19.97	\$20.90	\$21.97
	\$37,646.64	\$39,567.60	\$41,697.36	\$43,639.20	\$45,873.36
	Secretary I (A)		Fleet Specialist (A)		
Range 8	\$18.78	\$19.60	\$20.64	\$21.62	\$22.73
	\$39,212.64	\$40,924.80	\$43,096.32	\$45,142.56	\$47,460.24
Range 9	\$19.42	\$20.27	\$21.35	\$22.42	\$23.51
	\$40,548.96	\$42,323.76	\$44,578.80	\$46,812.96	\$49,088.88
	Nursing Staff Coordinator (A)				
Range 10	\$20.05	\$20.99	\$22.07	\$23.18	\$24.34
	\$41,864.40	\$43,827.12	\$46,082.16	\$48,399.84	\$50,821.92
	Court Attendant (A)		Judicial Assistant (A)		
	Human Resources Secretary (A)		Legal Assistant (A)		
	Secretary I (A)		Administrative Secretary (A)		
			Payroll Specialist (A)		

Range 11

\$20.74	\$21.74	\$22.84	\$23.98	\$25.17
\$43,305.12	\$45,393.12	\$47,689.92	\$50,070.24	\$52,554.96

Community Coordinator (A) Purchasing Specialist (A)  
 Conservation Specialist I (A) Victim Witness Specialist (B)  
 Health Promotion Coordinator (A) Vehicle Maintenance Supervisor (A)

Range 12

\$21.47	\$22.54	\$23.66	\$24.86	\$26.09
\$44,829.36	\$47,063.52	\$49,402.08	\$51,907.68	\$54,475.92

Range 13

\$22.20	\$23.32	\$24.43	\$25.69	\$27.00
\$46,353.60	\$48,692.16	\$51,009.84	\$53,640.72	\$56,376.00

Administrative Services Supervisor ( C ) RECAP Site Supervisor (A)  
 Division Leader Deputy Clerk (A) Environmental Health Specialist I (B)  
 Mobility Manager (C) Storekeeper (A)  
 Office Coordinator (A) Nutrition Program Supervisor ( C )  
 Transportation Program Supervisor ( C )

Range 14

\$22.97	\$24.10	\$25.33	\$26.60	\$27.95
\$47,961.36	\$50,320.80	\$52,889.04	\$55,540.80	\$58,359.60

Assistant Food Services Manager (A)\* Investigator (A)  
 GIS Specialist (A)

Range 15

\$23.82	\$24.96	\$26.22	\$27.52	\$28.88
\$49,736.16	\$52,116.48	\$54,747.36	\$57,461.76	\$60,301.44

Application Support Specialist (A)

Range 16

\$24.57	\$25.86	\$27.13	\$28.51	\$29.97
\$51,302.16	\$53,995.68	\$56,647.44	\$59,528.88	\$62,577.36

Youth Services Center Supervisor (A)\*

Range 17

\$25.50	\$26.73	\$28.05	\$29.45	\$30.92
\$53,244.00	\$55,812.24	\$58,568.40	\$61,491.60	\$64,560.96

Accountant ( C ) GIS Coordinator (B)  
 Environmental Health Specialist I (B) Human Resources Generalist ( C )  
 Conservation Specialist I (C) Materials & Environmental Services  
 Manager (C)

Range 18

\$26.36	\$27.73	\$29.07	\$30.51	\$32.06
\$55,039.68	\$57,900.24	\$60,698.16	\$63,704.88	\$66,941.28

Activity Director (C) Financial Supervisor ( C )  
 DA Office Manager ( C ) Planner III (B)  
 Child Support Supervisor ( C ) Support Services Supervisor ( C )  
 Conservation Specialist III (C) User Support Specialist (A)  
 Economic Support Supervisor ( C )

## Range 19

\$27.29	\$28.66	\$30.09	\$31.58	\$33.13
\$56,981.52	\$59,842.08	\$62,827.92	\$65,939.04	\$69,175.44

Chief Deputy Clerk of Circuit Court ( C )  
 Circuit Court Office Manager ( C )  
 Court Reporter (A)  
 Conservation Specialist IV ( C )  
 Food Service Manager (C)

Enterprise Desktop Administrator (A)  
 Health Educator (A)  
 Lead Economic Support Supervisor ( C )  
 Medicolegal Investigator (A)  
 Payroll Manager (C)

## Range 20

\$28.25	\$29.67	\$31.15	\$32.68	\$34.32
\$58,986.00	\$61,950.96	\$65,041.20	\$68,235.84	\$71,660.16

AODA Coordinator ( C )  
 Analyst ( C )  
 Communication Center Shift Supervisor (B)

Financial Office Manager ( C )  
 Medical Records Manager ( C )

## Range 21

\$29.26	\$30.69	\$32.27	\$33.81	\$35.56
\$61,094.88	\$64,080.72	\$67,379.76	\$70,595.28	\$74,249.28

Deferred Prosecution Director ( C )  
 Mediation & Fam Court Services Manager ( C )  
 Master Electrician (A)  
 Public Works Accounting Supervisor (C)  
 Public Works Superintendent (B)

Real Property Lister ( C )  
 Shop Superintendent (B)  
 Veterans Service Officer ( C )  
 Victim Witness Coordinator ( C )

## Range 22

\$30.23	\$31.83	\$33.37	\$35.06	\$36.77
\$63,120.24	\$66,461.04	\$69,676.56	\$73,205.28	\$76,775.76

Admissions Coordinator ( C )  
 Community Health Education Coordinator ( C )  
 Epidemiologist ( C )  
 Human Resources Manager ( C )  
 Lead Floor Supervisor ( C )

MOS Nurse (A\*)  
 Environmental Health Specialist III ( C )  
 Purchasing Manager (C)  
 GIS Manager ( C )  
 Surveyor ( C )  
 Training & Quality Assurance Manager ( C )

## Range 23

\$31.32	\$32.92	\$34.55	\$36.27	\$38.06
\$65,396.16	\$68,736.96	\$72,140.40	\$75,731.76	\$79,469.28

Computer Programmer/Analyst I (B)  
 Coordinator of Prevention and Community  
 Engagement ( C )  
 Senior Conservation Specialist (C)  
 Senior Planner ( C )

Network Technician (B)  
 Parks Manager ( C )  
 Systems Analyst (B)  
 Public Safety Systems Coordinator (B)

## Range 24

\$32.43	\$34.05	\$35.71	\$37.49	\$39.41
\$67,713.84	\$71,096.40	\$74,562.48	\$78,279.12	\$82,288.08

Human Services Supervisor I ( C )  
 Director of Council on Aging ( C )

Facilities Superintendent ( C )

## Range 25

\$33.59	\$35.23	\$36.98	\$38.84	\$40.77
\$70,135.92	\$73,560.24	\$77,214.24	\$81,097.92	\$85,127.76

Environmental Health Supervisor ( C )  
 Human Services Supervisor I ( C )  
 Coordinator of Quality Improvement ( C )  
 Coordinator of Family Support ( C )  
 Infection Preventionist (A)\*

Nursing Supervisor (A)\*  
 Public Health Supervisor (C)  
 Medicolegal Investigations Manager ( C )  
 Operations Manager ( C )

Range 26

\$35.12	\$36.42	\$38.31	\$40.18	\$42.21
\$73,330.56	\$76,044.96	\$79,991.28	\$83,895.84	\$88,134.48

Airport Director ( C )	Equity Manager ( C )
Assistant Human Resources Director (C)	Environmental Protection Director ( C )
Business Manager ( C )	Human Services Lead Supervisor ( C )
Computer Programmer/Analyst I (8)	Information Technology Project Manager (8)
Child Support Director ( C )	Justice System Manager ( C )
Cloud Services Coordinator ( C )	Nurse Manager ( C )
Data Solutions Architect (8)	Network Support Administrator (8)

Range 27

\$35.92	\$37.75	\$39.60	\$41.60	\$43.66
\$75,000.96	\$78,822.00	\$82,684.80	\$86,860.80	\$91,162.08

Assistant Public Works Director ( C )	Communications Center Assistant Director ( C )
Assistant Director of Nursing (C)	Risk Manager (C)
Assistant Director ( C )	IT Customer Service Manager (C)
Program Manager ( C )	

Range 28

\$37.22	\$39.06	\$41.03	\$43.06	\$45.21
\$77,715.36	\$81,557.28	\$85,670.64	\$89,909.28	\$94,398.48

Assistant to County Administrator ( C )	Assistant Finance Director ( C )
---	----------------------------------

Range 29

\$38.49	\$40.40	\$42.45	\$44.58	\$46.78
\$80,367.12	\$84,355.20	\$88,635.60	\$93,083.04	\$97,676.64

Economic Support Division Manager ( C )	ADRC/Adult Protective Services Division Manager ( C )
---	---

Range 30

\$39.80	\$41.79	\$43.95	\$46.17	\$48.37
\$83,102.40	\$87,257.52	\$91,767.60	\$96,402.96	\$100,996.56

Data Services Manager ( C )	IT Security Officer ( C )
	IT Infrastructure Services Manager (C)

Range 31

\$41.11	\$43.17	\$45.34	\$47.56	\$49.89
\$85,837.68	\$90,138.96	\$94,669.92	\$99,305.28	\$104,170.32

Economic Development Manager ( C )	Director of Nursing ( C )
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Range 32

\$42.45	\$44.58	\$46.81	\$49.10	\$51.61
\$88,635.60	\$93,083.04	\$97,739.28	\$102,520.80	\$107,761.68

Administrative Services Division Manager (C)	Communication Center Director ( C )
Court Commissioner ( C )	Director of Land Conservation, Planning & Development

Range 33

\$43.84	\$46.02	\$48.33	\$50.77	\$53.33
\$91,537.92	\$96,089.76	\$100,913.04	\$106,007.76	\$111,353.04

Deputy Corporation Counsel ( C )	Information Technology Deputy Director ( C )
Health Officer ( C )	
HSD Deputy Director (C)	

Range 34

\$45.29	\$47.53	\$49.88	\$52.40	\$55.02
\$94,565.52	\$99,242.64	\$104,149.44	\$109,411.20	\$114,881.76

Facilities Management Director (C)	Public Works Director ( C )
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**APPENDIX A - 1**  
**SHERIFF'S COMMAND STAFF**  
**UNILATERAL PAY GRID**  
**Salaries Effective January 1, 2021**

Range 31

\$40.70	\$42.74	\$44.89	\$47.09	\$49.40
\$84,981.60	\$89,241.12	\$93,730.32	\$98,323.92	\$103,147.20

Captain ( C )

Range 33

\$43.41	\$45.56	\$47.85	\$50.27	\$52.80
\$90,640.08	\$95,129.28	\$99,910.80	\$104,963.76	\$110,246.40

Commander ( C )

Range 35

\$46.28	\$48.56	\$51.00	\$53.55	\$56.27
\$96,632.64	\$101,393.28	\$106,488.00	\$111,812.40	\$117,491.76

Chief Deputy ( C )

**APPENDIX A - 2**  
**SHERIFF'S NON-COMMAND STAFF**  
**UNILATERAL PAY GRID**  
**Salaries Effective January 1, 2021**

Range 19

\$27.02	\$28.38	\$29.79	\$31.27	\$32.80
\$56,417.76	\$59,257.44	\$62,201.52	\$65,291.76	\$68,486.40

Correctional Supervisor (A)

**APPENDIX A - 1  
SHERIFF'S COMMAND STAFF  
UNILATERAL PAY GRID  
Salaries Effective July 1, 2021**

Range 31

\$41.11	\$43.17	\$45.34	\$47.56	\$49.89
\$85,837.68	\$90,138.96	\$94,669.92	\$99,305.28	\$104,170.32

Captain ( C )

Range 33

\$43.84	\$46.02	\$48.33	\$50.77	\$53.33
\$91,537.92	\$96,089.76	\$100,913.04	\$106,007.76	\$111,353.04

Commander ( C )

Range 35

\$46.74	\$49.05	\$51.51	\$54.09	\$56.83
\$97,593.12	\$102,416.40	\$107,552.88	\$112,939.92	\$118,661.04

Chief Deputy ( C )

**APPENDIX A - 2  
SHERIFF'S NON-COMMAND STAFF  
UNILATERAL PAY GRID  
Salaries Effective July 1, 2021**

Range 19

\$27.29	\$28.66	\$30.09	\$31.58	\$33.13
\$56,981.52	\$59,842.08	\$62,827.92	\$65,939.04	\$69,175.44

Correctional Supervisor (A)

**APPENDIX 8**  
**AFSCME LOCAL 1077 PAY GRID**

	Start	6 Mos	5 Years*	10 Years*	15 Years*	20 Years*	
Classification I Stock Clerk	1/1/2021	21,211	22,301	22,611	22,931	23,871	24,101
Classification II Building Maintenance Worker II	1/1/2021	21,731	22,851	23,181	23,501	24,481	24,761
Classification III Highway Worker	1/1/2021	22,131	23,321	23,641	23,981	24,991	25,191
Classification III(A)	1/1/2021	22,131	23,321	23,641	23,981	24,991	25,191
Classification III(B)	1/1/2021	22,131	23,321	23,641	23,981	24,991	25,191
Classification III(C) Heavy Truck Driver	1/1/2021	22,311	23,491	23,821	24,141	25,171	25,381
Classification IV Bridge Crew Crusher Operator Heavy Equipment Operator Machinist Maintenance Worker IV Mechanic Highway Sign Maker Welder	1/1/2021	22,801	23,981	24,321	24,741	25,701	25,991
Classification IV(A) Airport Maintenance Worker	1/1/2021	22,801	23,981	24,321	24,741	25,701	25,991
Classification V Crew Leader	1/1/2021	23,721	24,951	25,311	25,691	26,731	27,001
Classification V(A) Airport Crew Leader Rock Haven Crew Leader	1/1/2021	24,391	25,601	25,971	26,351	27,511	27,651
Seasonal Employees	1/1/2021	14,401					

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.



**APPENDIX B**  
**AFSCME LOCAL 1077 PAY GRID**

		Start	6 Mos	5 Years*	10 Years*	15 Years*	20 Years*
Classification I	7/1/2021	21.42	22.52	22.84	23.16	24.11	24.34
Stock Clerk							
Classification II	7/1/2021	21.95	23.08	23.41	23.74	24.72	25.01
Building Maintenance Worker I							
Classification 111	7/1/2021	22.35	23.55	23.88	24.22	25.24	25.44
Highway Worker							
Classification III(A)	7/1/2021	22.35	23.55	23.88	24.22	25.24	25.44
Classification 111(B)	7/1/2021	22.35	23.55	23.88	24.22	25.24	25.44
Classification III(C)	7/1/2021	22.53	23.72	24.06	24.38	25.42	25.63
Heavy Truck Driver							
Classification IV	7/1/2021	23.03	24.22	24.56	24.99	25.96	26.25
Bridge Crew Crusher Operator Heavy Equipment Operator Machnist Maintenance Worker IV Mechanic Highway Sign Maker Welder							
Classification IV(A)	7/1/2021	23.03	24.22	24.56	24.99	25.96	26.25
Airport Maintenance Worker							
Classification V	7/1/2021	23.96	25.20	25.56	25.95	27.00	27.27
Crew Leader							
Classification V(A)	7/1/2021	24.63	25.86	26.23	26.61	27.79	27.93
Airport Crew Leader Rock Haven Crew Leader							
Seasonal Employees	11/1/2021	14.54					

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

**APPENDIX C**  
**AFSCME LOCAL 1258 PAY GRID**

RANGE AND JOB CLASSIFICATION	STEP:	<table style="display: inline-table; border: none;"> <tr> <td></td><td style="text-align: center;">6</td><td style="text-align: center;">18</td><td style="text-align: center;">30</td><td style="text-align: center;">60</td><td style="text-align: center;">120</td><td style="text-align: center;">180</td><td style="text-align: center;">240</td> </tr> <tr> <td></td><td style="text-align: center;">mos</td><td style="text-align: center;">mos</td><td style="text-align: center;">mos</td><td style="text-align: center;">mos*</td><td style="text-align: center;">mos*</td><td style="text-align: center;">mos*</td><td style="text-align: center;">mos)</td> </tr> </table>									6	18	30	60	120	180	240		mos	mos	mos	mos*	mos*	mos*	mos)
			6	18	30	60	120	180	240																
	mos	mos	mos	mos*	mos*	mos*	mos)																		
		A	B	C	D	E	F	G	H																
Range 1	1/1/2021	\$19.86	\$20.81	\$21.91	\$23.38	\$24.01	\$24.79	\$25.78	\$26.31																
Range 2	1/1/2021	\$19.10	\$20.68	\$21.15	\$23.11	\$23.80	\$24.52	\$25.49	\$26.03																
Range 2A	1/1/2021	\$22.15	\$23.19	\$23.64	\$24.13	\$24.61	\$25.11	\$25.86	\$26.37																
<b>LPN</b>																									
Range 3	1/1/2021	\$19.57	\$20.83	\$21.66	\$22.39	\$23.19	\$23.91	\$24.85	\$25.33																
Range 3A	1/1/2021	\$18.50	\$19.01	\$20.41	\$22.05	\$22.12	\$23.39	\$24.30	\$24.81																
Range 4	1/1/2021	\$18.50	\$19.57	\$20.83	\$21.66	\$22.39	\$23.03	\$23.98	\$24.45																
Range 5	1/1/2021	\$18.65	\$19.73	\$20.50	\$21.28	\$21.96	\$22.62	\$23.54	\$24.02																
<b>Environmental Services Supervisor</b>																									
Range 6	1/1/2021	\$18.60	\$19.67	\$20.42	\$21.22	\$21.81	\$22.51	\$23.52	\$24.00																
<b>Medical Records Tech.</b>																									
Range 7	1/1/2021	\$17.11	\$18.01	\$19.13	\$20.46	\$21.22	\$21.16	\$22.62	\$23.01																
Range 8	1/1/2021	\$17.49	\$18.49	\$19.18	\$19.86	\$20.53	\$21.14	\$22.00	\$22.44																
<b>Psychiatric Technician Peer Support Specialist</b>																									
Range 9A	1/1/2021	\$11.19	\$13.32	\$18.82	\$19.26	\$19.77	\$20.38	\$21.23	\$21.62																
Range 9	1/1/2021	\$16.88	\$17.91	\$18.11	\$19.51	\$20.16	\$20.13	\$21.55	\$21.99																
Range 10	1/1/2021	\$15.97	\$11.01	\$18.11	\$19.49	\$20.16	\$20.12	\$21.51	\$21.86																
<b>Unit Clerk Coordinator</b>																									
Range 11	1/1/2021	\$16.91	\$17.96	\$18.11	\$19.48	\$20.15	\$20.12	\$21.49	\$21.97																
<b>Public Health Support Specialist</b>																									
Range 12	1/1/2021	\$16.59	\$17.64	\$18.21	\$18.99	\$19.58	\$20.19	\$20.96	\$21.37																
<b>Administrative Assistant</b>																									
Range 12A	1/1/2021	\$11.29	\$17.84	\$18.40	\$18.93	\$19.48	\$20.00	\$20.83	\$21.21																
<b>Account Clerk II</b>																									

RANGE AND JOB CLASSIFICATION	STEP:	<table border="0"> <tr> <td></td> <td>6</td> <td>18</td> <td>30</td> <td>60</td> <td>120</td> <td>180</td> <td>240</td> </tr> <tr> <td></td> <td>mos</td> <td>mos</td> <td>mos</td> <td>mos*</td> <td>mos*</td> <td>mos*</td> <td>mos*</td> </tr> <tr> <td>A</td> <td>B</td> <td>C</td> <td>D</td> <td>E</td> <td>F</td> <td>G</td> <td>H</td> </tr> </table>									6	18	30	60	120	180	240		mos	mos	mos	mos*	mos*	mos*	mos*	A	B	C	D	E	F	G	H
			6	18	30	60	120	180	240																								
	mos	mos	mos	mos*	mos*	mos*	mos*																										
A	B	C	D	E	F	G	H																										
Range 13	1/1/2021	\$16.92	\$17.93	\$18.26	\$18.75	\$19.26	\$19.82	\$20.61	\$21.04																								
Release of Information Coordinator																																	
Range 14	1/1/2021	\$16.55	\$17.56	\$18.02	\$18.59	\$19.13	\$19.68	\$20.47	\$20.89																								
Range 15	1/1/2021	\$15.92	\$16.96	\$17.65	\$18.32	\$18.91	\$19.49	\$20.32	\$20.67																								
Range 16	1/1/2021	\$16.21	\$11.22	\$17.81	\$18.29	\$18.83	\$19.34	\$20.12	\$20.5s																								
Range 17	1/1/2021	\$15.95	\$11.12	\$11.12	\$18.26	\$18.75	\$19.28	\$20.05	\$20.47																								
Range 18	1/1/2021	\$16.19	\$11.15	\$17.60	\$17.98	\$18.46	\$19.04	\$19.78	\$20.16																								
Range 19	1/1/2021	\$15.19	\$16.21	\$16.78	\$17.32	\$17.88	\$18.40	\$19.10	\$19.51																								
Clerk Typist II																																	
Range 20	1/1/2021	\$15.51	\$16.59	\$11.19	\$17.98	\$18.50	\$19.06	\$19.82	\$20.2,																								
Food Service Supervisor																																	
Range 21	1/1/2021	\$15.32	\$16.39	\$16.81	\$11.11	\$17.75	\$18.26	\$19.02	\$19.40																								
Range 22	1/1/2021	\$14.86	\$15.92	\$16.42	\$16.94	\$11.50	\$17.98	\$18.69	\$19.10																								
Central Supply Clerk																																	
Range 23	1/1/2021	\$14.96	\$15.98	\$16.21	\$16.73	\$11.24	\$17.79	\$18.52	\$18.89																								
Range 24	1/1/2021	\$14.52	\$15.58	\$16.09	\$16.61	\$11.12	\$17.64	\$18.36	\$18.69																								
Cook																																	
Range 25	1/1/2021	\$14.23	\$15.25	\$15.73	\$16.21	\$16.81	\$11.28	\$17.98	\$18.40																								
Activity Therapy Assitant Beautician Medical Record Clerk Certified Nursing Assistant																																	
Range 26	1/1/2021	\$14.21	\$15.24	\$15.72	\$16.26	\$16.79	\$11.24	\$17.97	\$18.39																								
Range 27	1/1/2021	\$13.84	\$14.92	\$15.43	\$15.98	\$16.47	\$16.99	\$11.10	\$17.98																								
Range 28	1/1/2021	\$14.01	\$15.11	\$15.61	\$16.16	\$16.66	\$11.13	\$11.81	\$18.19																								
Environmental Service Worker Food Service Worker																																	
Range 29	1/1/2021	\$13.94	\$15.03	\$15.49	\$16.00	\$16.51	\$11.02	\$17.73	\$18.02																								
Range 30	1/1/2021	\$13.64	\$14.70	\$15.09	\$15.47	\$15.96	\$16.43	\$11.11	\$17.42																								
Clerk Steno II																																	

RANGE AND JOB CLASSIFICATION	STEP:	<table border="0" style="display: inline-table; vertical-align: middle;"> <tr> <td></td> <td style="text-align: center;">6</td> <td style="text-align: center;">18</td> <td style="text-align: center;">30</td> <td style="text-align: center;">60</td> <td style="text-align: center;">120</td> <td style="text-align: center;">180</td> <td style="text-align: center;">240</td> </tr> <tr> <td></td> <td style="text-align: center;">mos</td> <td style="text-align: center;">mos</td> <td style="text-align: center;">mos</td> <td style="text-align: center;">mos*</td> <td style="text-align: center;">mos*</td> <td style="text-align: center;">mos*</td> <td style="text-align: center;">mos*</td> </tr> </table>									6	18	30	60	120	180	240		mos	mos	mos	mos*	mos*	mos*	mos*
			6	18	30	60	120	180	240																
	mos	mos	mos	mos*	mos*	mos*	mos*																		
	A	B	C	D	E	F	G	H																	
Range 31	1/1/2021	\$13.60	\$14.65	\$15.05	\$15.43	\$15.92	\$16.40	\$17.06	\$17.37																
Range 32	1/1/2021	\$13.49	\$14.56	\$14.96	\$15.32	\$15.82	\$16.26	\$16.92	\$17.24																
Range 33	1/1/2021	\$13.09	\$14.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00																

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

**APPENDIX C  
AFSCME LOCAL 1258  
POOL PAY GRID**

**Start            1,000 hours    5,200 hours  
                     worked            worked**

**Pool C.N.A**

1/1/2021	\$19.23	\$19.80	\$20.41
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**Pool ATA**

1/1/2021	\$19.23	\$19.80	\$20.41
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**Pool LPN**

1/1/2021	\$27.07	\$27.87	\$28.71
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**Pool Pscyh Tech**

1/1/2021	\$21.59	\$22.27	\$22.93
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**Pool Unit Clerk**

1/1/2021	\$20.45	\$21.05	\$21.71
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**The wage scale is printed in the contract for reference purposes only. Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.**

**APPENDIX C**  
**AFSCME LOCAL 1258 PAY GRID**

RANGE AND JOB CLASSIFICATION	STEP:	6 mos		18 mos		30 mos		60 mos*		120 mos*		180 mos*		240 mos*	
		A	B	C	D	E	F	G	H						
Range 1	7/1/2021	\$20.06	\$21.08	\$22.13	\$23.61	\$24.31	\$25.04	\$26.04	\$26.57						
Range 2	7/1/2021	\$19.90	\$20.89	\$21.97	\$23.34	\$24.04	\$24.77	\$25.74	\$26.29						
Range 2A	7/1/2021	\$22.98	\$23.42	\$23.88	\$24.37	\$24.86	\$25.36	\$26.12	\$26.63						
LPN															
Range 3	7/1/2021	\$19.77	\$21.04	\$21.88	\$22.61	\$23.42	\$24.15	\$25.10	\$25.58						
Range 3A	7/1/2021	\$18.69	\$19.26	\$20.61	\$22.21	\$22.95	\$23.62	\$24.54	\$25.06						
Range 4	7/1/2021	\$18.69	\$19.77	\$21.04	\$21.88	\$22.61	\$23.26	\$24.22	\$24.69						
Range 5	7/1/2021	\$18.84	\$19.93	\$20.11	\$21.49	\$22.18	\$22.85	\$23.78	\$24.26						
Environmental Services Supervisor															
Range 6	7/1/2021	\$18.79	\$19.87	\$20.62	\$21.43	\$22.09	\$22.80	\$23.76	\$24.24						
Medical Records Tech.															
Range 7	7/1/2021	\$17.28	\$18.25	\$19.32	\$20.66	\$21.33	\$21.98	\$22.85	\$23.30						
Range 8	7/1/2021	\$17.66	\$18.67	\$19.37	\$20.06	\$20.74	\$21.35	\$22.22	\$22.66						
Psychiatric Technician Peer Support Specialist															
Range 8A	7/1/2021	\$17.97	\$18.50	\$19.01	\$19.45	\$19.97	\$20.58	\$21.44	\$21.84						
Range 9	7/1/2021	\$11.05	\$18.09	\$18.90	\$19.71	\$20.36	\$20.94	\$21.77	\$22.21						
Range 10	7/1/2021	\$16.13	\$11.18	\$18.35	\$19.68	\$20.36	\$20.93	\$21.13	\$22.08						
Unit Clerk Coordinator															
Range 11	7/1/2021	\$11.08	\$18.14	\$18.90	\$19.67	\$20.35	\$20.93	\$21.10	\$22.19						
Public Health Support Specialist															
Range 12	7/1/2021	\$16.76	\$11.82	\$18.45	\$19.18	\$19.78	\$20.39	\$21.11	\$21.58						
Administrative Assistant															
Range 12A	7/1/2021	\$17.46	\$18.02	\$18.58	\$19.12	\$19.67	\$20.20	\$21.04	\$21.48						
Account Clerk II															

RANGE AND JOB CLASSIFICATION	STEP:	<table style="display: inline-table; border: none;"> <tr> <td></td><td>6</td><td>18</td><td>30</td><td>60</td><td>120</td><td>180</td><td>240</td> </tr> <tr> <td></td><td>mos</td><td>mos</td><td>mos</td><td>mos*</td><td>mos*</td><td>mos*</td><td>mos*</td> </tr> <tr> <td></td><td>A</td><td>B</td><td>C</td><td>D</td><td>E</td><td>F</td><td>G</td><td>H</td> </tr> </table>									6	18	30	60	120	180	240		mos	mos	mos	mos*	mos*	mos*	mos*		A	B	C	D	E	F	G	H
			6	18	30	60	120	180	240																									
	mos	mos	mos	mos*	mos*	mos*	mos*																											
	A	B	C	D	E	F	G	H																										
Range 13 Release of Information Coordinator	7/1/2021	\$17.09	\$18.11	\$18.44	\$18.94	\$19.45	\$20.02	\$20.82	\$21.25																									
Range 14	7/1/2021	\$16.00	\$17.74	\$18.20	\$18.78	\$19.32	\$19.88	\$20.67	\$21.00																									
Range 15	7/1/2021	\$16.08	\$17.13	\$17.83	\$18.50	\$19.10	\$19.68	\$20.52	\$20.88																									
Range 16	7/1/2021	\$16.43	\$17.39	\$17.99	\$18.47	\$19.02	\$19.53	\$20.32	\$20.76																									
Range 17	7/1/2021	\$16.11	\$17.29	\$17.90	\$18.44	\$18.94	\$19.47	\$20.25	\$20.67																									
Range 18	7/1/2021	\$16.35	\$17.32	\$17.78	\$18.16	\$18.64	\$19.23	\$19.98	\$20.36																									
Range 19 Clerk Typist II	7/1/2021	\$15.34	\$16.43	\$16.95	\$17.49	\$18.06	\$18.58	\$19.29	\$19.71																									
Range 20 Food Service Supervisor	7/1/2021	\$15.67	\$16.76	\$17.36	\$18.16	\$18.69	\$19.25	\$20.02	\$20.41																									
Range 21	7/1/2021	\$15.47	\$16.55	\$16.98	\$17.34	\$17.93	\$18.44	\$19.21	\$19.59																									
Range 22 Central Supply Clerk	7/1/2021	\$15.01	\$16.08	\$16.58	\$17.11	\$17.68	\$18.16	\$18.88	\$19.29																									
Range 23	7/1/2021	\$15.11	\$16.14	\$16.43	\$16.90	\$17.41	\$17.97	\$18.71	\$19.05																									
Range 24 Cook	7/1/2021	\$14.67	\$15.74	\$16.25	\$16.78	\$17.29	\$17.82	\$18.54	\$18.88																									
Range 25 Activity Therapy Assistant Beautician Medical Record Clerk Certified Nursing Assistant	7/1/2021	\$14.37	\$15.40	\$15.89	\$16.43	\$16.98	\$17.45	\$18.16	\$18.58																									
Range 26	7/1/2021	\$14.35	\$15.39	\$15.88	\$16.42	\$16.96	\$17.41	\$18.15	\$18.57																									
Range 27	7/1/2021	\$13.98	\$15.07	\$15.58	\$16.14	\$16.63	\$17.16	\$17.88	\$18.16																									
Range 28 Environmental Service Worker Food Service Worker	7/1/2021	\$14.21	\$15.26	\$15.77	\$16.32	\$16.83	\$17.30	\$17.99	\$18.37																									
Range 29	7/1/2021	\$14.08	\$15.18	\$15.64	\$16.16	\$16.68	\$17.19	\$17.91	\$18.20																									
Range 30 Clerk Steno II	7/1/2021	\$13.78	\$14.85	\$15.24	\$15.62	\$16.12	\$16.59	\$17.28	\$17.59																									

RANGE AND JOB CLASSIFICATION	STEP:	6		18		30		60		120		180		240	
		A	B	C	D	E	F	G	H						
Range 31	7/1/2021	\$13.74	\$14.80	\$15.20	\$15.58	\$16.08	\$16.56	\$11.23	\$17.54						
Range 32	7/1/2021	\$13.62	\$14.71	\$15.11	\$15.47	\$15.98	\$16.42	\$11.09	\$11.41						
Range 33	7/1/2021	\$13.22	\$14.29	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00						

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.



<b>APPENDIX C</b> <b>AFSCME LOCAL 1258</b> <b>POOL PAY GRID</b>
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	Start	1,000 hours worked	5,200 hours worked
<b>Pool C.N.A</b>			
7/1/2021	\$19.42	\$20.00	\$20.61
<b>Pool ATA</b>			
7/1/2021	\$19.42	\$20.00	\$20.61
<b>Pool LPN</b>			
7/1/2021	\$27.34	\$28.15	\$29.00
<b>Pool Pscyh Tech</b>			
7/1/2021	\$21.81	\$22.49	\$23.16
<b>Pool Unit Clerk</b>			
7/1/2021	\$20.65	\$21.26	\$21.93

<p>The wage scale is printed in the contract for reference purposes only. Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.</p>
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**APPENDIX D  
AFSCME LOCAL 2489 PAY GRID**

<b>RANGE AND JOB CLASSIFICATION</b>	<b>STEP:</b>	<b>Start</b>	<b>6 mos</b>	<b>18 mos</b>	<b>60 mos*</b>	<b>120 mos*</b>	<b>180 mos*</b>	<b>240 mos*</b>
Telecom municator	1/1/2021	21.50	22.79	24.16	25.24	25.75	26.26	26.79
<b>Range 0.5</b>	1/1/2021	19.871	21.01	22.041	23.091	23.21	24.151	24.421
Accountant Deputy County Clerk Deputy County Treasurer				Collections/Accounts Specialist Deputy Register of Deeds Information Technology Support Specialist				
<b>Range 1</b>	1/1/2021	18.861	20.041	21.71	22.751	22.971	23.91	24.091
Printing Services Coordinator								
<b>Range 1a</b>	1/1/2021	19.401	20.451	21.461	22.531	22.761	23.671	23.941
Accounting Specialist Call Taker Lead Child Support Specialist Lead Economic Support Specialist				Lead Legal Support Specialist Medical Record Technician Lead Worker				
<b>Range 2</b>	1/1/2021	18.391	19.461	20.531	21.561	21.771	22.621	22.851
Deputy Veterans Service Officer II								
<b>Range 3</b>	1/1/2021	19.041	19.591	20.251	21.171	21.351	22.221	22.441
County Clerk Specialist Child Support Reimbursement Specialist				Deputy Clerk of Court Deputy Register in Probate II Economic Support Specialist				
<b>Range 4</b>	1/1/2021	18.91	19.261	19.781	20.791	20.941	21.791	22.001
Consumer Financial Support Specialist Deputy Surveyor Family Care Giver Support/Outreach Specialist HSD Support Specialist				Legal Stenographer Legal Support Specialist Real Property Specialist Register of Deeds Specialist Skill Development Specialist				
<b>Range 4a</b>	1/1/2021	18.461	18.881	19.371	20.321	20.461	21.351	21.501
Child Support Financial Specialist								
<b>Range 5</b>	1/1/2021	18.01	18.461	18.931	19.851	20.01	20.851	21.041
Account Clerk III Deputy Veterans Service Officer								
<b>Range 6</b>	1/1/2021	17.901	18.291	18.791	19.691	19.841	20.641	20.871
Account Clerk - HSD Administrative Assistant/ Stenographer								
<b>Range 7</b>	1/1/2021	17.561	18.061	18.601	19.501	19.681	20.461	20.661

			6	18	60	120	180	240
<b>RANGE AND JOB CLASSIFICATION</b>	<b>STEP:</b>	<b>Start</b>	<b>mos</b>	<b>mos</b>	<b>mos*</b>	<b>mos*</b>	<b>mos*</b>	<b>mos*</b>
Account Clerk I Administrative Assistant								
<b>Range 8</b>	1/1/2021	17.641	17.91	18.421	19.31	19.481	20.261	20.441
Child Support Case Initiation Specialist								
<b>Range 9</b>	1/1/2021	16.841	17.431	17.91	18.781	18.951	19.71	19.881
Job Center Support Specialist								
<b>Range 10</b>	1/1/2021	16.891	17.201	17.661	18.491	18.681	19.421	19.661
Word Processing Operator								
<b>Range 11</b>	1/1/2021	16.401	16.681	17.071	17.931	18.091	18.81	19.041
Clerk Typist III								
<b>Range 12</b>	1/1/2021	16.131	16.481	16.921	17.751	17.891	18.621	18.801
Specialized Transit Scheduler/Clerk								
<b>Range 13</b>	1/1/2021	15.91	16.331	16.651	17.421	17.601	18.261	18.451
Clerk II Clerk Typist I								

Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

**APPENDIX D  
AFSCME LOCAL 2489 PAY GRID**

RANGE AND JOB CLASSIFICATION	STEP:	Start	6 mos	18 mos	60 mos*	120 mos*	180 mos*	240 mos*
Telecommunicator	7/1/2021	21.72	23.02	24.40	25.49	26.01	26.52	27.06
<b>Range 0.5</b>	7/1/2021	20.071	21.221	22.261	23.321	23.441	24.391	24.661
Accountant Deputy County Clerk Deputy County Treasurer				Collections/Accounts Specialist Deputy Register of Deeds Information Technology Support Specialist				
<b>Range 1</b>	7/1/2021	19.051	20.241	21.931	22.981	23.201	24.151	24.331
Printing Services Coordinator								
<b>Range 1a</b>	7/1/2021	19.591	20.651	21.671	22.761	22.991	23.91	24.181
Accounting Specialist Call Taker Lead Child Support Specialist Lead Economic Support Specialist				Lead Legal Support Specialist Medical Record Technician Lead Worker				
<b>Range 2</b>	7/1/2021	18.571	19.651	20.741	21.781	21.991	22.851	23.081
Deputy Veterans Service Officer II								
<b>Range 3</b>	7/1/2021	19.231	19.791	20.451	21.381	21.561	22.441	22.661
County Clerk Specialist Child Support Reimbursement Specialist				Deputy Clerk of Court Deputy Register in Probate II Economic Support Specialist				
<b>Range 4</b>	7/1/2021	19.101	19.451	19.981	21.001	21.151	22.01	22.221
Consumer Financial Support Specialist Deputy Surveyor Family Care Giver Support/Outreach Specialist HSD Support Specialist				Legal Stenographer Legal Support Specialist Real Property Specialist Register of Deeds Specialist Skill Development Specialist				
<b>Range 4a</b>	7/1/2021	18.641	19.071	19.561	20.521	20.661	21.561	21.721
Child Support Financial Specialist								
<b>Range 5</b>	7/1/2021	18.191	18.641	19.121	20.051	20.21	21.061	21.251
Account Clerk III Deputy Veterans Service Officer								
<b>Range 6</b>	7/1/2021	18.081	18.471	18.981	19.891	20.041	20.851	21.081
Account Clerk - HSD Administrative Assistant/ Stenographer								
<b>Range 7</b>	7/1/2021	17.741	18.241	18.791	19.701	19.881	20.661	20.871

RANGE AND JOB CLASSIFICATION	STEP:	Start	6 mos	18 mos	60 mos*	120 mos*	180 mos*	240 mos*
Account Clerk II Administrative Assistant								
<b>Range 8</b>	7/1/2021	17.821	18.091	18.601	19.501	19.671	20.461	20.641
Child Support Case Initiation Specialist								
<b>Range 9</b>	7/1/2021	17.01	17.601	18.091	18.971	19.141	19.91	20.081
Job Center Support Specialist								
<b>Range 10</b>	7/1/2021	17.061	17.371	17.841	18.671	18.871	19.61	19.861
Word Processing Operator								
<b>Range 11</b>	7/1/2021	16.561	16.851	17.241	18.11	18.271	19.001	19.231
Clerk Typist III								
<b>Range 12</b>	7/1/2021	16.291	16.641	17.091	17.931	18.071	18.81	18.991
Specialized Transit Scheduler/Clerk								
<b>Range 13</b>	7/1/2021	16.071	16.491	16.821	17.591	17.781	18.441	18.631
Clerk II Clerk Typist II								

**Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.**

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

**AFSCME 2489-Y  
YOUTH SERVICES CENTER PAY GRID**

<b>Youth Specialists</b>	<b>STEP</b>	<b>1/1/2021</b>
<b>Start</b>	<b>A</b>	<b>\$17.12</b>
<b>After 12 months</b>	<b>B</b>	<b>\$18.06</b>
<b>After 24 months</b>	<b>C</b>	<b>\$20.00</b>
<b>After 36 months</b>	<b>D</b>	<b>\$20.75</b>
<b>After 48 months</b>	<b>E</b>	<b>\$21.08</b>
<b>After 60 months*</b>	<b>F</b>	<b>\$21.74</b>
<b>After 120 months*</b>	<b>G</b>	<b>\$22.08</b>
<b>After 180 months*</b>	<b>H</b>	<b>\$22.36</b>
<b>After 240 months*</b>	<b>I</b>	<b>\$22.80</b>

**Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.**

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

**AFSCME 2489-Y  
YOUTH SERVICES CENTER PAY GRID**

Youth Specialists	STEP	7/1/2021
Start	A	\$17.29
After 12 months	B	\$18.24
After 24 months	C	\$20.20
After 36 months	D	\$20.96
After 48 months	E	\$21.29
After 60 months*	F	\$21.96
After 120 months*	G	\$22.30
After 180 months*	H	\$22.58
After 240 months*	I	\$23.03

**Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.**

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

APPENDIX F  
AMHS - HUMAN SERVICES

Range 1

**Human Services Professional I**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2021	18.48	19.36	20.27	21.10	21.98	22.83	23.67	24.56	25.43	26.29	27.10	27.71

Range 2

**Human Services Professional II**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2021	19.60	20.54	21.49	22.40	23.33	24.24	25.14	26.10	26.99	27.92	28.78	29.37

Range 3

**Human Services Professional III**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2021	21.63	22.19	22.52	23.56	24.61	25.62	26.69	27.74	28.75	29.81	30.71	31.30

Range 4

**Human Services Professional IV; Lead Worker**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2021	22.62	23.19	23.55	24.64	25.73	26.79	27.90	29.01	30.06	31.16	32.11	32.73

Ranges

**Human Services Professional V; Lead Worker**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2021	23.42	24.01	24.39	25.51	26.63	27.73	28.88	30.03	31.11	32.25	33.23	33.87

Range 6

**Human Services Professional VI**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2021	25.12	26.06	27.02	27.97	28.96	29.88	30.83	31.80	32.79	33.73	34.73	35.42

Range 7

**Human Services Professional VII**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2021	26.23	27.22	28.24	29.22	30.24	31.20	32.21	33.22	34.25	35.24	36.28	37.00

Range 8

**Human Services Professional VIII**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2021	27.23	28.26	29.33	30.35	31.42	32.39	33.44	34.49	35.56	36.58	37.67	38.42

Range 9

**Human Services Professional IX; Lead Worker; Registered Nurse**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
1/1/2021	29.06	30.01	31.00	31.91	32.87	33.80	34.74	35.68	36.61	37.58	38.68	39.47

**Wage scales are maintained in the Rock County Policy and Procedure Manual under Appendices.**

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.



**APPENDIX F**  
**AMHS - HUMAN SERVICES**

**Range 1**

**Human Services Professional I**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
7/1/2021	18.66	19.55	20.47	21.31	22.20	23.06	23.91	24.81	25.68	26.55	27.37	27.99

**Range 2**

**Human Services Professional II**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
7/1/2021	19.80	20.75	21.70	22.62	23.56	24.48	25.39	26.36	27.26	28.20	29.07	29.66

**Range 3**

**Human Services Professional III**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
7/1/2021	21.85	22.41	22.75	23.80	24.86	25.88	26.96	28.02	29.04	30.11	31.02	31.61

**Range 4**

**Human Services Professional IV; Lead Worker**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
7/1/2021	22.85	23.42	23.79	24.89	25.99	27.06	28.18	29.30	30.36	31.47	32.43	33.06

**Range 5**

**Human Services Professional V; Lead Worker**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
7/1/2021	23.65	24.25	24.63	25.77	26.90	28.01	29.17	30.33	31.42	32.57	33.56	34.21

**Range 6**

**Human Services Professional VI**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
7/1/2021	25.37	26.32	27.29	28.25	29.25	30.18	31.14	32.12	33.12	34.07	35.08	35.77

**Range 7**

**Human Services Professional VII**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
7/1/2021	26.49	27.49	28.52	29.51	30.54	31.51	32.53	33.55	34.59	35.59	36.64	37.37

**Range 8**

**Human Services Professional VIII**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
7/1/2021	27.50	28.54	29.62	30.65	31.73	32.71	33.77	34.83	35.92	36.95	38.05	38.80

**Range 9**

**Human Services Professional IX; Lead Worker; Registered Nurse**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years*	20 Years*
7/1/2021	29.35	30.31	31.31	32.23	33.20	34.14	35.09	36.04	36.98	37.96	39.07	39.86

Wage scales are maintained in the Rock County Policy and Procedure Manual under Appendices.

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

**APPENDIX G**  
**AMHS - ROCK HAVEN**

**Range II**

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years*	20 Years*
1/1/2021	\$21.42	\$21.98	\$22.32	\$23.35	\$24.39	\$25.36	\$26.42	\$27.47	\$28.47	\$29.52	\$30.43	\$31.02

**Range III**

**Social Worker- MA, MSW, MSSW with certification, Master Case Manager Therapists, Counselors, Family Therapists- MA, MS, MSW, MSSW with certification**

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years*	20 Years*
1/1/2021	\$25.12	\$26.06	\$27.02	\$27.97	\$28.96	\$29.88	\$30.83	\$31.80	\$32.79	\$33.73	\$34.73	\$35.42

**Range IV**  
**Registered Nurse**

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years*	20 Years*
1/1/2021	\$29.06	\$30.01	\$31.00	\$31.91	\$32.87	\$33.80	\$34.74	\$35.68	\$36.61	\$37.58	\$38.68	\$39.47

**Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.**

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

**APPENDIX G**  
**AMHS - ROCK HAVEN**

**Range II**

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years*	20 Years*
7/1/2021	\$21.63	\$22.20	\$22.54	\$23.58	\$24.63	\$25.61	\$26.68	\$27.74	\$28.75	\$29.82	\$30.73	\$31.33

**Range III**

**Social Worker- MA, MSW, MSSW with certification, Master Case Manager Therapists, Counselors, Family Therapists- MA, MS, MSW, MSSW with certification**

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years*	20 Years*
7/1/2021	\$25.37	\$26.32	\$27.29	\$28.25	\$29.25	\$30.18	\$31.14	\$32.12	\$33.12	\$34.07	\$35.08	\$35.77

**Range IV**  
**Registered Nurse**

	Start	Six Months	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	15 Years*	20 Years*
7/1/2021	\$29.35	\$30.31	\$31.31	\$32.23	\$33.20	\$34.14	\$35.09	\$36.04	\$36.98	\$37.96	\$39.07	\$39.86

**Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.**

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

**APPENDIXH**

**SEIUPUBLIC**

**HEALTH NURSES**

	<b>1/1/2021</b>
<b>Length of Service</b>	
Start	\$30.01
6 Months	\$31.56
18 Months	\$32.62
30 Months	\$33.04
54 Months	\$33.69
78 Months	\$34.37
144 Months	\$35.07
180 Months*	\$35.42

**Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.**

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

<b>APPENDIXH</b>  <b>SEIUPUBLIC</b> <b>HEALTH NURSES</b>
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	7/1/2021
<b>Length of Service</b>	
Start	\$30.31
6 Months	\$31.88
18 Months	\$32.95
30 Months	\$33.37
54 Months	\$34.03
78 Months	\$34.71
144 Months	\$35.42
180 Months*	\$35.77

**Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.**

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

**APPENDIX I**  
**ROCK COUNTY ATTORNEYS'**  
**ASSOCIATION PAY GRID**

	1/1/2021
<b>Entry</b>	<b>\$ 55,709.22</b>
<b>Step A</b>	<b>\$ 59,193.19</b>
<b>Step B</b>	<b>\$ 62,615.87</b>
<b>Step C</b>	<b>\$ 70,971.69</b>
<b>Step D</b>	<b>\$ 79,337.51</b>
<b>Step E</b>	<b>\$ 86,437.91</b>
<b>Step F</b>	<b>\$ 92,771.75</b>
<b>Step G</b>	<b>\$ 99,335.00</b>
<b>Step H*</b>	<b>\$ 101,322.80</b>
<b>Step I*</b>	<b>\$ 103,349.26</b>

**Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.**

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.

**APPENDIX I**  
**ROCK COUNTY ATTORNEYS'**  
**ASSOCIATION PAY GRID**

	7/1/2021
<b>Entry</b>	<b>\$ 56,266.31</b>
<b>Step A</b>	<b>\$ 59,785.12</b>
<b>Step B</b>	<b>\$ 63,242.03</b>
<b>Step C</b>	<b>\$ 71,681.41</b>
<b>Step D</b>	<b>\$ 80,130.89</b>
<b>Step E</b>	<b>\$ 87,302.29</b>
<b>Step F</b>	<b>\$ 93,699.47</b>
<b>Step G</b>	<b>\$ 100,328.35</b>
<b>Step H*</b>	<b>\$ 102,336.03</b>
<b>Step I*</b>	<b>\$ 104,382.79</b>

**Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.**

\*These are longevity steps. Employees must have continuous Rock County employment equal to the designated years of service to be placed in the corresponding pay step.