



**Amended
10/6/17**

COUNTY BOARD STAFF COMMITTEE
TUESDAY – OCTOBER 10, 2017 – 4:00 P.M.
CONFERENCE ROOM N-1 – FIFTH FLOOR
ROCK COUNTY COURTHOUSE-EAST

Agenda

1. Call to Order & Approval of Agenda
2. Citizen Participation, Communications and Announcements
3. Approval of Minutes – September 12, 2017
4. Transfers
5. Review of Payments
6. Resolutions
 - A. Recognizing Marilyn Loveland for Service to Rock Haven
 - B. Recognizing John Welch for Service to Rock Haven
 - C. Recognizing Jodi Welch
 - D. Recognizing Linda Lou
 - E. Recognizing Sergeant Kenneth J. Marquardt
 - F. Amending the 2017 HSD Budget to Accept CLTS Funds and Create 11.0 FTE Positions
 - G. Requesting State Law Change Allowing Counties the Use of the Design-Build Construction Method and Update the Statutory Bidding Requirements
 - H. **Authorizing Engagement Letter in Relation to Claims against Opioid Manufacturers (Will be provided at the meeting)**
7. Review and Possible Action on Policy 5.31, Overtime, Flex and After Hours Payments
8. Review and Possible Action on Appendix A, Unilateral Wage Scale
9. Discussion of Community Agency Initiatives Funding in the 2018 Recommended Budget
10. Adjournment

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
00-0000-0063-29663	W C TRUST	P1700038	09/21/2017	MINUTE MEN HR MANAGEMENT OF WI	2,850.00
ISF-SELF INS PROG TOTAL					2,850.00

I have reviewed the preceding payments in the total \$2,850.00

Date: _____ Dept _____
Committee _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
01-1320-0000-63100	OFC SUPP & EXP	P1700320	09/14/2017	JP MORGAN CHASE BANK NA	15.19
COUNTY ADMINISTRATOR PROG TOTAL					15.19

I have reviewed the preceding payments in the total \$15.19

Date: _____ Dept _____
Committee _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
03-1110-0000-63107	PUBL & LEGAL				
		P1700715	09/14/2017	BELOIT DAILY NEWS	747.41
03-1110-0000-64201	CONVENTION EXP				
		P1700320	09/14/2017	JP MORGAN CHASE BANK NA	25.00
03-1110-0000-64904	SUNDRY EXPENSE				
		P1700320	09/14/2017	JP MORGAN CHASE BANK NA	38.18
COUNTY BOARD PROG TOTAL					810.59

I have reviewed the preceding payments in the total **\$810.59**

Date:

Dept

Committee

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
06-1620-0000-63202	LAW BOOKS	P1700022	09/28/2017	STATE BAR OF WISCONSIN	76.89
CORPORATION COUNSEL PROG TOTAL					76.89

I have reviewed the preceding payments in the total \$76.89

Date: _____ Dept _____
Committee _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
08-1420-0000-61920	PHYSICALS		09/14/2017	ILLINOIS STATE POLICE	32.00
08-1420-0000-63100	OFC SUPP & EXP	P1700311	09/14/2017	JP MORGAN CHASE BANK NA	119.88
08-1420-0000-63300	TRAVEL	P1700311	09/14/2017	JP MORGAN CHASE BANK NA	383.85
08-1420-0000-64200	TRAINING EXP	P1700311	09/14/2017	JP MORGAN CHASE BANK NA	54.38
HUMAN RESOURCES PROG TOTAL					590.11

I have reviewed the preceding payments in the total \$590.11

Date: _____ Dept _____
Committee _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2017

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
19-1910-0000-65103	PUBLIC LIABILITY	P1702452	09/14/2017	BELOIT DAILY NEWS	69.03
				PROPERTY & LIABILITY INSURANCE PROG TOTAL	69.03
19-1932-0000-64904	SUNDRY EXPENSE	P1701993	09/28/2017	MMPR	335.70
				EMPLOYEE RECOGNITION ACTIVITY PROG TOTAL	335.70

I have reviewed the preceding payments in the total **\$404.73**

Date: _____ Dept _____
Committee _____

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

Health Services Committee
INITIATED BY



Sue Prostko
DRAFTED BY

Health Services Committee
SUBMITTED BY

September 29, 2017
DATE DRAFTED

RECOGNIZING MARILYN LOVELAND FOR SERVICE TO ROCK HAVEN

- 1 **WHEREAS**, Marilyn Loveland has served the citizens of Rock County over the past 28 years, 9 months as a
- 2 dedicated and valued employee of Rock County; and,
- 3
- 4 **WHEREAS**, Marilyn Loveland began her career with Rock Haven as a Certified Nursing Assistant on January 17,
- 5 1989; and,
- 6
- 7 **WHEREAS**, Marilyn Loveland has worked diligently in that position until her retirement on October 5, 2017;
- 8 and,
- 9
- 10 **WHEREAS**, the Rock County Board of Supervisors, representing the citizens of Rock County, wishes to
- 11 recognize Marilyn Loveland for her long and faithful service.
- 12
- 13 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly assembled this
- 14 _____ day of _____, 2017 does hereby recognize Marilyn Loveland for her 28 years, 9 months of service
- 15 and extend their best wishes to her in her future endeavors.

Respectfully submitted,

HEALTH SERVICES COMMITTEE

COUNTY BOARD STAFF COMMITTEE

Norvain Pleasant, Chair

J. Russell Podzilni, Chair

Brenton Driscoll, Vice Chair

Sandra Kraft, Vice Chair

Terry Fell

Betty Jo Bussie

Dave Homan

Eva Arnold

Kara Hawes

Mary Mawhinney

Alan Sweeney

Henry Brill

Louis Peer

Terry Thomas

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

Health Services Committee
INITIATED BY



Sue Prostko
DRAFTED BY

Health Services Committee
SUBMITTED BY

September 29, 2017
DATE DRAFTED

RECOGNIZING JOHN WELCH FOR SERVICE TO ROCK HAVEN

- 1 **WHEREAS**, John Welch has served the citizens of Rock County over the past 21 years, 9 months as a dedicated
- 2 and valued employee of Rock County; and,
- 3
- 4 **WHEREAS**, John Welch began his career with Rock Haven as a Certified Nursing Assistant on December 6,
- 5 1995; and,
- 6
- 7 **WHEREAS**, John Welch has worked diligently in that position until his retirement on September 19, 2017; and,
- 8
- 9 **WHEREAS**, the Rock County Board of Supervisors, representing the citizens of Rock County, wishes to
- 10 recognize John Welch for his long and faithful service.
- 11
- 12 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly assembled this
- 13 ____day of _____, 2017 does hereby recognize John Welch for his 21 years, 9 months of service and
- 14 extend their best wishes to him in his future endeavors.

Respectfully submitted,

HEALTH SERVICES COMMITTEE

COUNTY BOARD STAFF COMMITTEE

Norvain Pleasant, Chair

J. Russell Podzilni, Chair

Brenton Driscoll, Vice Chair

Sandra Kraft, Vice Chair

Terry Fell

Betty Jo Bussie

Dave Homan

Eva Arnold

Kara Hawes

Mary Mawhinney

Alan Sweeney

Henry Brill

Louis Peer

Terry Thomas

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Public Safety & Justice
INITIATED BY
Public Safety & Justice
SUBMITTED BY



Jacki Gackstatter
DRAFTED BY

September 11, 2017
DATE DRAFTED

RECOGNIZING JODI WELCH

1 **WHEREAS**, Jodi Welch has served the citizens of Rock County for over the past 19 years and 10 months as a
2 dedicated and valued employee of Rock County; and,
3
4 **WHEREAS**, Jodi Welch began her career as a seasonal clerical worker on November 27, 1995; and,
5
6 **WHEREAS**, Jodi Welch was hired as a Receipt and Disbursement Specialist on November 14, 1997; and,
7
8 **WHEREAS**, Jodi Welch took the position of Deputy Clerk in the Clerk of Court Office on December 1, 1998;
9 and,
10
11 **WHEREAS**, over the course of her career with the Clerk of Court Office, Jodi Welch has worked under three
12 Clerks of Court: Clerk of Court Wayne Pfister, Clerk of Court Eldred Mielke and Clerk of Court Jacki Gackstatter;
13 and,
14
15 **WHEREAS**, Jodi Welch worked diligently in her position until her resignation on September 13, 2017; and,
16
17 **WHEREAS**, the Rock County Board of Supervisors, representing the citizens of Rock County, wishes to
18 commend Jodi Welch for her long and faithful service.
19
20 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled this
21 _____ day of _____, 2017 does hereby recognize Jodi Welch for her 19 years, 10 months of service
22 and extend their best wishes to her in her future endeavors.

Respectfully submitted,

PUBLIC SAFETY AND JUSTICE COMMITTEE

COUNTY BOARD STAFF COMMITTEE

Mary Beaver
Mary Beaver, Chair

J. Russell Podzilni, Chair

Henry Brill
Henry Brill, Vice Chair

Sandra Kraft, Vice Chair

Terry Fell
Terry Fell

Eva Arnold

Brian Knudson
Brian Knudson

Henry Brill

Phillip Owens
Phillip Owens

Betty Jo Bussie

Mary Mawhinney

Louis Peer

Alan Sweeney

Terry Thomas

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Public Safety & Justice
INITIATED BY
Public Safety & Justice
SUBMITTED BY



Jacki Gackstatter
DRAFTED BY
September 11, 2017
DATE DRAFTED

RECOGNIZING LINDA LOU

- 1 **WHEREAS**, Linda Lou has served the citizens of Rock County for over the past 27 years and 8 months as a
- 2 dedicated and valued employee of Rock County; and,
- 3
- 4 **WHEREAS**, Linda Lou began her career as a seasonal worker on November 18, 1988; and,
- 5
- 6 **WHEREAS**, Linda Lou was hired full time as a Deputy Clerk of Court January 2, 1990; and,
- 7
- 8 **WHEREAS**, Linda Lou worked in Small Claims throughout her tenure with Rock County; and,
- 9
- 10 **WHEREAS**, over the course of her career with the Clerk of Court Office, Linda Lou has worked under four
- 11 Clerks of Court: Clerk of Court Randy Christensen, Clerk of Court Wayne Pfister, Clerk of Court Eldred Mielke
- 12 and Clerk of Court Jacki Gackstatter; and,
- 13
- 14 **WHEREAS**, Linda Lou exemplified the core values of Rock County, Honesty, Integrity and Respect, and she
- 15 worked diligently in her position until her retirement on September 19, 2017; and,
- 16
- 17 **WHEREAS**, the Rock County Board of Supervisors, representing the citizens of Rock County, wishes to
- 18 commend Linda Lou for her long and faithful service.
- 19
- 20 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled this
- 21 _____ day of _____, 2017 does hereby recognize Linda Lou for her 27 years, 8 months of service
- 22 and extend their best wishes to her in her future endeavors.

Respectfully submitted,

PUBLIC SAFETY AND JUSTICE COMMITTEE

COUNTY BOARD STAFF COMMITTEE

Mary Beaver
Mary Beaver, Chair

J. Russell Podzilni, Chair

Henry Brill
Henry Brill, Vice Chair

Sandra Kraft, Vice Chair

Terry Fell
Terry Fell

Eva Arnold

Brian Knudson
Brian Knudson

Henry Brill

Phillip Owens
Phillip Owens

Betty Jo Bussie

Mary Mawhinney

Louis Peer

Alan Sweeney

Terry Thomas

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

Sheriff Robert D. Spoden
INITIATED BY



Chief Deputy Barbara J. Tillman
DRAFTED BY

Public Safety & Justice
Committee
SUBMITTED BY

September 7, 2017
DATE DRAFTED

RECOGNIZING SERGEANT KENNETH J. MARQUARDT

- 1 **WHEREAS**, Kenneth J. Marquardt began his employment with Rock County on March 14, 1988 as a
- 2 Correctional Officer in the Rock County Sheriff's Office; and,
- 3
- 4 **WHEREAS**, Kenneth J. Marquardt was promoted to the rank of Deputy on January 4, 1991, working in the
- 5 Patrol Division; and,
- 6
- 7 **WHEREAS**, Kenneth J. Marquardt was promoted to the rank of Sergeant on October 8, 1998, supervising both
- 8 the Patrol and Jail Bureaus; and,
- 9
- 10 **WHEREAS**, throughout his tenure with the Sheriff's Office, Sergeant Marquardt has served in many capacities
- 11 including: Boat Patrol, Water Rescue Team, Leader of the Hostage Negotiation Team, and Commander of the
- 12 Recreation Safety Team; and,
- 13
- 14 **WHEREAS**, Sergeant Marquardt has received numerous commendations and letters of appreciation; and,
- 15
- 16 **WHEREAS**, Sergeant Marquardt will retire from public service on October 11, 2017.
- 17
- 18 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled this
- 19 _____ day of _____, 2017, does hereby recognize Sergeant Kenneth J. Marquardt for his over 29
- 20 years of faithful service and recommends that a sincere expression of appreciation be given to Sergeant Kenneth
- 21 J. Marquardt along with best wishes for the future.

Respectfully submitted,

PUBLIC SAFETY & JUSTICE COMMITTEE

COUNTY BOARD STAFF COMMITTEE

Mary Beaver
Mary Beaver, Chair

J. Russell Podzilni, Chair

Henry Brill
Henry Brill, Vice Chair

Sandra Kraft, Vice Chair

Terry Fell
Terry Fell

Eva Arnold

Brian Knudson
Brian Knudson

Henry Brill

Phillip Owens
Phillip Owens

Betty Jo Bussie

Mary Mawhinney

Louis Peer

Alan Sweeney

Terry Thomas

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Katherine Luster
INITIATED BY



Marci Taets, HSD Analyst
DRAFTED BY

County Board Staff Committee
Finance Committee
Human Services Board
SUBMITTED BY

September 19, 2017
DATE DRAFTED

Amending the 2017 HSD Budget to Accept CLTS Funds and Create 11.0 FTE Positions

1 **WHEREAS**, the Children’s Long Term Support (CLTS) waiver program makes Medicaid funding
2 available to serve children who have substantial limitations due to developmental, emotional and/or
3 physical disabilities; and,
4

5 **WHEREAS**, the State of Wisconsin has launched an initiative to eliminate the waiting list for long-term
6 supports for more than 2,200 children with developmental disabilities, physical disabilities or severe
7 emotional disturbances across the state; and,
8

9 **WHEREAS**, as of September 2017 there were 181 children on the wait list for CLTS services in Rock
10 County; and,
11

12 **WHEREAS**, the Wisconsin Department of Health Services has asked all counties to submit plans that
13 call for the elimination of CLTS wait lists by December 2018; and,
14

15 **WHEREAS**, the state has made additional funds available to the Rock County Human Services
16 Department based on the number of enrollments off of the program wait list; and,
17

18 **WHEREAS**, in order to serve the children on the wait list, it is necessary to increase the capacity of the
19 CLTS program by hiring six additional case managers and a supervisor; and,
20

21 **WHEREAS**, 50 of the children on the wait list screen eligible for both CLTS and CCS services
22 resulting in the need to hire three additional joint CLTS/CCS case managers and one supervisor in the
23 CCS program; and,
24

25 **WHEREAS**, it is necessary to begin the recruitment process in 2017 in order to hire supervisors by the
26 end of the year and case managers who can start in early January; and,
27

28 **WHEREAS**, it is necessary to amend the 2017 budget to accept additional revenue in the CLTS
29 program and to cover the costs of the supervisors and the computers, phones, and furniture for all of the
30 new positions; and,
31

32 **WHEREAS**, no additional county levy is required in 2017 due to the new revenue in the CLTS budget
33 and underspending of line items within both the CLTS and CCS budgets.
34

35 **NOW, THEREFORE, BE IT RESOLVED** by the Rock County Board of Supervisors duly assembled
36 this ____ day of _____, 2017, does hereby approve the creation of 6.0 FTE Social Worker
37 positions and one Human Services Supervisor I in the CLTS Program; 3.0 FTE joint CLTS/CCS Social
38 Worker positions and one Human Services Supervisor II in the CCS program; and the purchase of
39 computers, phones and furniture for the new positions.
40

41 **BE IT FURTHER RESOLVED**, that the 2017 Budget be amended as follows:

Account/Description	Budget	Increase	Amended
<u>Source of Funds-CLTS</u>	<u>9/1/17</u>	<u>(Decrease)</u>	<u>Budget</u>
36-3691-0000-42100	\$2,446,371	\$10,760	\$2,457,131
Federal Aid			

17-9B-358

48	<u>Use of Funds-CLTS</u>			
49	36-3691-0000-61100	\$612,870	\$4,887	\$617,757
50	Regular Wages			
51				
52	36-3691-0000-61400	\$46,961	\$374	\$47,335
53	FICA			
54				
55	36-3691-0000-61510	\$41,742	332	\$42,074
56	Retirement			
57				
58	36-3691-0000-61610	\$213,828	\$1,373	\$215,201
59	Health Insurance			
60				
61	36-3691-0000-61620	\$6,042	\$54	\$6,096
62	Dental Insurance			
63				
64	36-3691-0000-64604	\$1,569,655	(\$13,690)	\$1,555,965
65	Program Expense			
66				
67	36-3691-0000-67130	\$2,800	\$10,500	\$13,300
68	Terminals & PCs			
69				
70	36-3691-0000-67160	\$2,225	\$6,930	\$9,155
71	HSD Equipment \$500 - \$5000			
72				
73	<u>Use of Funds-CCS</u>			
74	36-3707-0000-64604	\$169,627	(\$9,960)	\$159,667
75	Program Expense			
76				
77	36-3707-0000-67130	\$16,100	\$6,000	\$22,100
78	Terminals & PCs			
79				
80	36-3707-0000-67160	\$59,118	\$3,960	\$63,078
81	HSD Equipment \$500 - \$5000			


Respectfully submitted,

HUMAN SERVICES BOARD


COUNTY BOARD STAFF COMMITTEE


 Brian Knudson, Chair

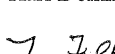
 J. Russell Podzilni, Chair


 Sally Jean Weaver Landers, Vice Chair


 Sandra Kraft, Vice Chair


 Karl Dommershausen

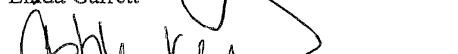
 Eva Arnold


 Terry Fell

 Henry Brill


 Linda Garrett

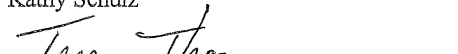
 Betty Jo Bussie


 Ashley Kleven


 Mary Mawhinney


 Kathy Schufz

 Louis Peer


 Terry Thomas

 Alan Sweeney


 Shirley Williams

 Terry Thomas

FINANCE COMMITTEE ENDORSEMENT

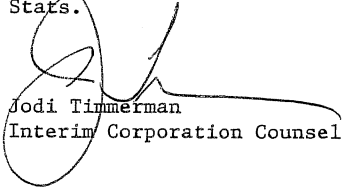
Reviewed and approved on a vote of

Mary Mawhinney, Chair

Date


LEGAL NOTE:

The County Board is authorized to accept grant funds pursuant to sec. 59.52(19), Wis. Stats and to take this action pursuant to sec. 59.22(2), Wis. Stats. As an amendment to the adopted 2017 County Budget, this Resolution requires a 2/3 vote of the entire membership of the County Board pursuant to sec. 65.90(5)(a), Wis. Stats.


Jodi Timmerman
Interim Corporation Counsel


FISCAL NOTE:

This resolution creates 11.0 new FTEs in the HSD CLTS/CCS program areas. These positions will be funded by federal aid.


Sherry Oja
Finance Director

ADMINISTRATIVE NOTE:

Recommended.


Josh Smith
County Administrator

Executive Summary

The Children's Long Term Support (CLTS) waiver program provides Medicaid funding for children who fall under three separate groups: Developmental Disabilities (DD), Physical Disabilities (PD), and Severe Emotional Disabilities (SED). At present, there are about 220 children served by this program in Rock County. The new State Budget expands access to care by providing \$14,067,300 in fiscal year 2017-18 and \$25,205,500 in fiscal year 2018-19 to eliminate the waiting list for long-term supports for more than 2,200 children with developmental disabilities, physical disabilities or severe emotional disturbances across the state.

The Wisconsin Department of Health Services has asked all counties to submit plans that call for the elimination of CLTS wait lists by December of 2018. Additional funding will be made available to counties based on the number of enrollments off of the program wait lists. As of September 18, 2017 there were 181 children on the wait list for CLTS services in Rock County. Of the 181 children, approximately 50 children screen eligible for both CLTS and CCS services. This resolution will provide Rock County with the capacity to serve the children on the wait list by authorizing six additional case managers and one supervisor in the CLTS program and three joint CLTS/CCS case managers and one supervisor in the CCS program. State mandate requires a child who is dually eligible for both CCS and CLTS to be funded first by CCS and CLTS be the funding of last resort to cover any unmet needs the child has. This resolution also includes funding for phones, computers, and furniture for the new positions.

The funding for the salaries and benefits for 11.0 FTE are already included in the 2018 HSD Budget Request and Administrator's Recommendation. The creation of the new positions is accomplished by the adoption of this resolution. The delay in the passage of the State Budget makes it difficult to hire new staff by year end. The HSD hopes to have the new Supervisors in place by December. The goal is to finish the recruitment process in 2017 so that all new staff can start in early January. There is no additional levy cost attributed to the 11.0 FTE in 2017.

The expansion of the CLTS program will help meet HSD's goal of having long term care services available and accessible to assist with and reduce the number of out-of-home placements and reduce the substitute care budget. The CLTS program will have the capacity to serve 400 children by the end of 2018.

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

SUPERVISOR PHILLIP OWENS
INITIATED BY



SUPERVISOR PHILLIP OWENS &
JEFFREY S. KUGLITSCH
DRAFTED BY

GENERAL SERVICES
COMMITTEE
SUBMITTED BY

JULY 12, 2017
DATE DRAFTED

REQUESTING STATE LAW CHANGE ALLOWING COUNTIES THE USE OF
THE DESIGN-BUILD CONSTRUCTION METHOD AND UPDATE THE
STATUTORY BIDDING REQUIREMENTS

1 **WHEREAS**, under Wisconsin Statutes § 59.52(29), counties are required to engage in a competitive
2 bidding process on public work construction projects greater than \$25,000 and provide a Class I notice on
3 any public work with a cost between \$5,000-\$25,000; and
4

5 **WHEREAS**, these statutory limits of \$5,000 and \$25,000 have been in place for decades and need to
6 be updated; and
7

8 **WHEREAS**, the State of Wisconsin has recognized the advantages of the Design-Build Method and
9 authorizes that process to be followed for state-controlled building projects and certain other entities; and
10

11 **WHEREAS**, at the current time, Wisconsin counties are not authorized to use the Design-Build
12 Method for construction projects; and
13

14 **WHEREAS**, under the Design-Build Construction Method, counties would contract with a single
15 entity to provide both the design and the construction of a public work project as opposed to having bid
16 those projects separately; and
17

18 **WHEREAS**, in addition to a single source of responsibility, other advantages of Design-Build
19 include enhanced creativity, guaranteed costs, faster project completion, improved risk management,
20 fewer change orders and less administrative burden.
21

22 **NOW, THEREFORE, BE IT RESOLVED** by the Rock County Board of Supervisors duly
23 assembled this _____ day of _____ 2017 does hereby request that the Rock County Legislators introduce
24 and support legislation authorizing counties to utilize the Design-Build option.
25

26 **BE IT FURTHER RESOLVED** that the legislature take action to update the antiquated project limit
27 in Sec. 59.52(29), Stats., ~~from \$25,000 to \$250,000~~ and the requirement of a Class I notice be raised for
28 any public work to a cost in excess of \$50,000.
29

30 **BE IT FURTHER RESOLVED** that the County Clerk is authorized to send copies of this resolution
31 to the Rock County Legislative Delegation and the Wisconsin Counties Association to elicit support for
32 this requested change in state law.

Respectfully submitted:

GENERAL SERVICES COMMITTEE

Henry Brill, Chair

Absent
Bob Yeomans

Jason Heidenreich, Vice Chair

Jeremy Zajac

David Homan

17-9A-351

REQUESTING STATE LAW CHANGE ALLOWING COUNTIES THE USE OF THE DESIGN-BUILD CONSTRUCTION METHOD AND UPDATE THE STATUTORY BIDDING REQUIREMENTS

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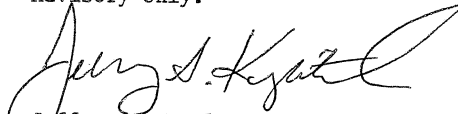
FISCAL NOTE:

This resolution requests State legislation changes that could potentially save the County time, effort and funds for future construction projects.


Sherry Oja
Finance Director

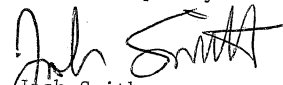
LEGAL NOTE:

Advisory only.


Jeffrey S. Kuglitsch
Corporation Counsel

ADMINISTRATIVE NOTE:

Matter of policy.


Josh Smith
County Administrator

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Sandra Kraft, Vice Chair

Eva Arnold

Henry Brill

Betty Jo Bussie

Mary Mawhinney

Louis Peer

Alan Sweeney

Terry Thomas

EXECUTIVE SUMMARY

Under § 59.52(29), Wis. Stats., county construction contracts that exceed \$25,000 must be awarded to the lowest responsible bidder using the competitive bidding process. In addition, if the estimated public work is between \$5,000 and \$25,000, the County must give a Class I notice before it contracts for such work. These dollar limits have been in place for decades and are unrealistic and need to be updated to a more current number.

Under the current practice, an architect first designs the construction project, construction designs are then let for bid and contractors submit bids to construct the project based on those design plans. There are inherent disadvantages to a competitive bidding process. Most notably are the lengthy processes and the incentive to low-ball the bid and make up the difference through change orders. Though change orders are a normal condition of any construction project, currently they have become an income generating tool. The time and effort required in negotiating change orders is significant and increases the overall cost of the project.

Another problem is performance quality. If the project is completed and has been done in either a substandard method or with substandard materials in order to meet the low ball bid, the overall project suffers and actual cost is then again increased. We need to have contractors that are willing to prepare fair and accurate proposals for the work and live up to those terms. This also includes the architects and those associated with the preparation and completion of any given project. Design Build concepts allow for that process to happen.

Many of the projects involved in these situations represent millions of dollars and have long-term effects upon counties in the term of operation and maintenance of facilities. This in turn is reflected in taxation of residents and the ability for the county to provide necessary services. We need to have a more affective process in establishing and choosing the appropriate bid for these county projects. Allowing Design Build benefits not only the County, but also the taxpayers.

Overtime for Unilateral Employees.

Comp time used will not be considered as hours worked for the purpose of computing overtime.

- (A) Unilateral A employees are eligible for overtime compensation on a time and one-half basis over forty hours per week.

Employees may be paid in compensatory time off or in cash payment upon the request of the employee and subject to appropriate federal laws, budgetary and work scheduling limitations and approval of the Department Head.

- (B) Unilateral B Employees (those employees in the following job classifications) shall be eligible for overtime compensation on a straight time basis over forty hours per week.

Employees may be paid in compensatory time off or in cash payment upon the request of the employee and subject to appropriate federal laws, budgetary and work scheduling limitations and the approval of the Department Head:

Assistant to the Information Technology Director
Communications Center Shift Supervisor
Computer Programmer/Analyst I
Computer Programmer/Analyst II
GEO Application Specialist
Materials & Environmental Services Manager
Mobility Manager
Network Support Administrator
Network Technician
Office Manager
Payroll Coordinator/Manager
Planner I
Planner II
Planner III
Public Safety Systems Manager
Public Works Accounting Supervisor
Public Works Superintendent
Sanitarian I

Senior Conservation Specialist
Shop Superintendent
Victim/Witness Coordinator
Victim/Witness Specialist

(C) Unilateral C employees, shall not be eligible for overtime. The only exceptions would be:

- (1) in the case of an employment services agreement, which contained such a provision; and
- (2) employees in the following job classifications who are eligible for overtime compensation on a time and one-half basis over forty hours per week:

Assistant Food Service Manager
Food Services Manager
~~Assistant Director of Nursing~~
Nursing Supervisor
Admission Nurse
YSC Supervisor

Full-time, FLSA exempt (salaried), employees classified as “Unilateral C” shall exercise discretion over the methods and manners in which they effectively utilize work time. Exempt employees are expected to average not less than forty (40) hours of work per week. They may be required to attend regular or special meetings, or events, to perform other services outside of regular working hours. In return for these services, these employees may take time off when the workload of the office permits. It is not the intent of this provision to allow time off on an hour for hour basis, which means that “Unilateral C” employees shall take no more than eight (8) hours off per calendar week for hours worked in excess of forty (40) hours, without approval of their supervisor.

All employees shall keep accurate accounts of all hours worked, on time sheets promulgated by the County.

Flex time may be used contiguous to any other paid benefit time (vacation, sick leave, holiday, etc.).

Flex time is intended to allow some flexibility in work schedules. It is not intended to be an hour-for-hour exchange. Under no circumstances will compensation be paid for any additional time upon separation, termination, resignation or any other departure for any exempt salaried employee.

Any violations or abuse of this Policy shall be reported to the Human Resources Director for appropriate disciplinary action, up to and including termination.

- (D) The accumulation of compensatory time off for unilateral employees shall not exceed eighty hours. No more than twenty (20) hours shall be carried over into the next calendar year.
- (E) Overtime for unilateral employees shall be approved in advance by a Department Head or supervisor and reviewed periodically by the Human Resources Director. Overtime shall be kept to a minimum and shall be utilized to relieve specific occasional peak workloads or emergencies.
- (F) Overtime for unilateral employees shall be scheduled as fairly and equally as practicable among employees based on their qualifications to perform the job.
- (G) Unilateral Employees in the classifications of Human Services Supervisors I and II assigned after-hours on-call responsibility for Child Protective Services or Mental Health Services oversight shall receive one hour of pay or compensatory time for each weekday and two hours for each 24-hour period for weekend coverage. For purposes of this section, "weekend coverage" shall include Friday, Saturday, and/or Sunday.
- (H) The Communication Center Operations Manager and the Information Technology employee who is on-call for the Communication Center shall receive four hours of pay for each week of on-call coverage.
- (I) Unilateral Employees in the classification of ~~Assistant Director of Nursing~~ and Nursing Supervisor shall be eligible for overtime compensation on a time and one-half basis over eight (8) hours per day, forty (40) hours per week in compensatory time off, or in cash payment upon the request of the employee and subject to appropriate federal laws, budgetary and work scheduling limitations and approval of the Department Head.
- J) Employees in the Public Works Department in the classifications of Storekeeper, Public Works Superintendent, Shop Superintendent, and Assistant Public Works Director who is on call for Public Works shall receive four hours of pay for each week of on-call coverage.
- (K) A Council on Aging employee whose job requires the ability to be reached after hours for the transportation program will follow the procedure listed below:
 - a. After hours are designated as:
 - Monday, thru Friday 6:00 am to start of shift and end of shift to 6:30pm
 - Saturday 8:45am-6:30pm
 - b. Compensation for on-call hours will be paid as follows:
 - 1. The on call worker is compensated at a rate of \$3.50 per hour while on call.
 - 2. The on call worker is compensated at straight time for the actual time worked on a response until they have worked eight (8) hours per day, or forty (40) hours in

a week. Overtime hours will be compensated at a rate of time and one-half their hourly wage.

The following language only applies to employees who are in job classes that were covered by the following collective bargaining agreements on December 31, 2011:

The following are exceptions to the County Ordinance, which provides for overtime compensation on a time and a one-half basis over forty hours per week. Comp time used will not be considered as hours worked for the purpose of computing overtime.

If an employee and the employer agree to a flexible schedule within a two (2) week payroll period, which causes the employee to work in excess of eight (8) hours per day or forty (40) hours per week, the overtime provision does not apply until over eighty (80) hours in a two (2) week payroll period.

(AFSCME 1077)

(Public Works) Employees shall be expected to respond to a call and report to work outside their respective regular and normal schedule of daily work hours. When an Employee is off duty and directed to report to work outside of his/her regular and normal schedule of daily work hours, he/she shall receive time and one-half of his/her hourly rate of pay for all hours actually worked, provided that in the event he/she works less than two hours, he/she shall, nevertheless receive time and one-half his/her hourly rate of pay for a two hour period of time; further provided, that the aforesaid two hour minimum call-in provision of this section shall apply only if the Employee called into work is sent home prior to the commencement of his/her next regular and normal schedule of daily work hours, in which event the hours actually worked as a result of such call-in shall not be considered a part of the regular and normal schedule of daily work hours.

Any airport Employee required by management to carry a pager during non-work hours will be compensated at the rate of \$75.00 per week for each week that the Employee carries the pager.

(Facilities Management) Each regular full-time Employee shall receive time and one-half of his/her hourly wage rate for all hours worked in excess of eight hours per day, or forty hours per week. In the event an Employee is off duty and called in to work in excess of eight hours per day, he/she shall be paid a minimum of time and one-half for two hours.

Employees shall be expected to respond to a call to work outside their respective regular and normal schedule of daily work hours. When an Employee is off duty and directed to report to work outside of his/her regular and normal schedule of daily work hours, he/she shall receive time and one-half of his/her hourly rate of pay for all hours actually worked, provided that in the event he/she work less than two hours, he/she shall, nevertheless receive time and one-half his/her hourly rate of pay for a two-hour period of time; further provided, that the aforesaid two-hour minimum call-in provision of this section shall apply only if the Employee called into work is sent home prior to the commencement of his/her next regular and normal schedule of daily work hours, in which event the hours actually worked as a result of such call-in shall not be considered a part of the regular and normal schedule of daily work hours.

Any Maintenance Staff at the Youth Services Center, Rock Haven, or the Jail that is required by management to carry a pager during non-work hours will be compensated at the rate of \$75.00 per week for each week that the Employee carries the pager.

(AFSCME 2489)

14.01 Section B. Each regular full-time employee shall receive time and one-half his/her hourly wage or time and one-half compensatory time off for all hours worked in excess of eight hours per day or forty hours per week; time and one-half compensatory time off shall be taken within the calendar year in which it was earned.

In order to accommodate Family Skills Specialists and Family Service Coordinators, who sometimes work past 5:00 pm in order to meet the needs of the clients they serve, full-time employees shall have some flexibility in scheduling and receiving time and one-half their hourly wage or time and one-half compensatory time off for all hours worked in excess of forty hours per week.

(AMHS RH)

14.01 (E) Registered Nurses volunteering to pick up open shifts and/or volunteer to work on short notice as a result of call-offs, shall receive one and one-half times the regular rate of pay for such duty.

14.03 Overtime Pay.

1. All hours worked in excess of forty hours per week by regular full-time employees of the Social Work Division shall be compensated at the rate of time and one-half the regular rate of pay, or time and one-half compensatory time, at the option of the employee.
2. All hours worked in excess of eight hours per day, or forty hours per week, by members of the Nurses Division shall be compensated at the rate of time and one-half the regular rate of pay.

The only exception would be those Nurses assigned to the night shift who will receive overtime after 8 hours in a day and 80 hours in a pay period.

Overtime pay may be taken in cash or time and one-half compensatory time off, at the option of the employee.

(AFSCME 1258)

C. Overtime and Comp Time: Time and one-half shall be paid for all time worked over eight hours per day and forty hours per week. The only exception would be those Full Time

Employees assigned to the night shift who will receive overtime after 8 hours in a day and 80 hours in a pay period.

Employees will be permitted to accumulate up to eighty hours of compensatory time. Employees may, with the Department Head's approval, elect to take compensatory time off. An employee may use compensatory time on weekend shifts, but only when they arrange for their own replacement to cover their shift at straight-time wages (except for the four hours of overtime that naturally occur in a regular twelve-hour shift). Up to forty (40) hours of unused compensatory time will be carried over into the following year. Each year, as of December 31, accumulated compensatory time in excess of forty (40) hours will be paid.

In order to accommodate non-crisis Psychiatric Technicians within the Human Services Department who sometimes work past 5:00 pm in order to meet the needs of the clients they serve, full-time employees shall have some flexibility in scheduling and receiving time and one-half their hourly wage or time and one-half compensatory time off for all hours worked in excess of forty hours per week.

(SEIU NURSES)

Section B. Overtime. The Employer shall have the right to require reasonable overtime work in the Rock County Health Department from all employees governed by this labor agreement, if the Employer is unable to find volunteers to work overtime. Each employee shall have the right of refusal on three occasions where a request for overtime work has been made by the Assistant Director. Occasions where the most senior employees refuse such overtime work consistent with this provision, the least senior employee of the unit shall be required to perform the overtime work. Refusals shall not apply to required evening and weekend meetings.

All time worked in excess of forty (40) hours per week shall be paid at the rate of one and one-half times the employee's regular salary. When the employee is required to attend an evening or weekend meeting, this shall be considered overtime. Overtime compensation shall be paid in cash or compensatory time off at the rate of time and one-half as the employee may elect, with the approval of the Assistant Director. Employees shall be permitted to accumulate up to forty (40) hours of compensatory time in a "comp time bank". Each year, as of December 31, accumulated compensatory time in excess of twenty (20) hours will be paid on the next pay period.

Section C. An employee required by management to carry a pager shall be compensated at the rate of two dollars and fifty cents (\$2.50) per hour. If the employee is required to report to work while carrying a pager, the employee will be paid the greater of two (2) hours pay paid at time and one-half or pay for time actually worked paid at time and one-half. The employee shall also be reimbursed for mileage which is in excess of the distance which she/he travels from his/her residence to the Rock County Public Health Department at the mileage rate specified by the Internal Revenue Service. The two hour minimum pay provision shall apply only if the employee called into work is sent home prior to the commencement of his/her next regular schedule of daily work hours. Any employee will be required to carry a pager only in the event of an emergent public health need.

(YSC)

Employees working overtime shall be compensated at a rate of time and one-half the regular rate of pay, or time and one-half in compensatory time, at the option of the employee, not to exceed a total of sixty (60) hours in a calendar year, for any hours worked over eight and one half (8 ½) in one day or any hours worked outside of their normal 5/2 – 5/3 work schedule.

Please see Policy 5.04: Compensatory Time, for information regarding the use of comp time.

(AMHS HSD)

14.03. Overtime Pay.

1. For employees working an eight (8) hour day, all hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be compensated at the rate of time and one-half the regular rate of pay, or time and one-half compensatory time, at the option of the employee.

For employees working a ten (10) hour day schedule, all hours worked in excess of ten (10) hours per day or forty (40) hours per week shall be compensated at the rate of time and one-half the regular rate of pay, or time and one-half compensatory time, at the option of the employee.

2. In order to accommodate the specified needs of an HSD client, or insure the fidelity of a treatment model for an HSD client and stay in compliance with state statutes with respect to the care, treatment or supervision of HSD clients, or as a means to prevent the removal of an adult, child or youth from the community, staff may sometimes need to report to work before or stay after their normally scheduled work hours.

If an employee and the employer agree to a flexible schedule within a two (2) week payroll period, which causes the employee to work in excess of eight (8) hours per day, the eight (8) hour overtime provision does not apply.

3. An employee who is designated for after-hours coverage is not eligible for time and one-half until the end of his/her regularly scheduled shift.

Child Protective Services Division

After-hours procedures for those employees whose job duties require carrying an after hours cell phone are generally as follows:

After hours are designated as:

Monday, 5:00 pm to Tuesday, 8:00 am	(15 hrs.)
Tuesday, 5:00 pm to Wednesday, 8:00 am	(15 hrs.)
Wednesday, 5:00 pm to Thursday, 8:00 am	(15 hrs.)
Thursday, 5:00 pm to Friday, 8:00 am	(15 hrs.)
Fri. 5 p.m.-Sat. 8 a.m.	(15 hrs.)
Sat. 8 a.m.-Sat. 5 p.m.	(9 hrs)
Sat. 5 p.m.-Sun. 8 a.m.	(15 hrs)
Sun. 8 a.m.-Sun. 5 p.m.	(9 hrs)
Sunday, 5:00 pm to Monday, 8:00 am	(15 hrs.)

The County will provide the designated after-hours cell phones to employees on call during after-hours.

An initial after-hours schedule will be established covering a minimum three (3) month period of time. Using seniority, employees within the Division who have been designated by the County as trained may sign up for after-hours duty on a daily or weekly basis for after-hours shifts during the scheduled period. The maximum number of days scheduled in succession will not exceed seven (7) days. For those trained employees who sign up for and keep at least one shift, will be exempt from being mandated to an assigned after-hours shift. If no employee signs up for a shift, employees who have not signed up and fulfilled a shift will be assigned on a rotating basis starting with the least senior qualified trained employee.

Employees who have the qualifications and training may be designated to respond to after-hours duties during their off hours will be paid at the applicable overtime rate.

Each documented Afterhours Access report involving a separate family will be compensated at a one hour minimum. Actual time over the hour will be compensated at time and one-half. Compensation for phone calls on currently open cases will be handled in the same manner.

A back-up pool of qualified and trained employees will be established to provide coverage if the employee scheduled is unavailable.

When an employee is off duty and directed to report to work by a supervisor outside of his/her normal schedule he/she will receive time and one-half of his/her hourly rate of pay for all hours actually worked. The two-hour minimum call-in provision may apply only if the employee called into work is sent home prior to the commencement of his/her next regular and normal schedule, of daily work hours.

If an employee receives an off-duty phone call and performs services for the County without leaving home, the employee will receive time and one-half of his/her hourly rate of pay for all hours actually worked

In addition to the normal scheduled work hours, employees will be paid \$3.50 per hour for hours they are on call. Employees will be paid \$5.75 per hour for hours they are on-call on holidays. No employee will be required to take after hours duty for both Thanksgiving and Christmas holidays in the same year or for the same of those holidays in successive years.

Crisis Intervention

If a part-time employee is called in to cover a vacant shift, the employee shall be paid at a straight time rate until they reach eight (8) hours in a day. If he/she receives less than four hours advance notice of such assignment, he/she shall receive one and one-half his/her regular pay for their entire shift.

Compensation for on-call hours will be paid as follows:

- a. The on call Crisis worker is compensated at a rate of \$3.50 per hour while on call.
- b. The on call worker is compensated at a rate \$5.75 per hour on holidays while on call.
- c. The on call worker is compensated at straight time for the actual time worked on a documented call/response until they have worked eight (8) hours per day, or forty (40) hours in a week. Overtime hours will be compensated at a rate of time and one-half their hourly wage.

APPENDIX A
UNILATERAL PAY PLAN
Salaries Effective January 1, 2017
Updated July 2, 2017

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1					
Range 2					
Range 3					
Range 4					
Range 5					
Range 6	\$15.78	\$16.63	\$17.37	\$18.30	\$19.23
	\$32,948.64	\$34,723.44	\$36,268.56	\$38,210.40	\$40,152.24
	Environmental Health Technician (A)		Vehicle Maintenance Technician (A)		
Range 7	\$16.33	\$17.16	\$18.09	\$18.92	\$19.89
	\$34,097.04	\$35,830.08	\$37,771.92	\$39,504.96	\$41,530.32
	Secretary I (A)				
Range 8	\$17.01	\$17.76	\$18.71	\$19.59	\$20.59
	\$35,516.88	\$37,082.88	\$39,066.48	\$40,903.92	\$42,991.92
	Purchasing Specialist (A)				
Range 9	\$17.59	\$18.37	\$19.35	\$20.31	\$21.30
	\$36,727.92	\$38,356.56	\$40,402.80	\$42,407.28	\$44,474.40
	Nursing Staff Coordinator (A)				
Range 10	\$18.16	\$19.01	\$19.99	\$20.99	\$22.05
	\$37,918.08	\$39,692.88	\$41,739.12	\$43,827.12	\$46,040.40
	Court Attendant (A)	Page 1 of 5		Judicial Assistant (A)	
	Human Resources Secretary (A)			Legal Assistant (A)	
	Secretary II (A)			Administrative Secretary (A)	
				Payroll Specialist (A)	

Range 11

\$18.78	\$19.70	\$20.69	\$21.72	\$22.79
\$39,212.64	\$41,133.60	\$43,200.72	\$45,351.36	\$47,585.52

Community Coordinator (A) Health Promotion Coordinator (A)
 Confidential Administrative Assistant (A) Victim Witness Specialist (B)
 Conservationist I (A) Vehicle Maintenance Supervisor (A)

Range 12

\$19.44	\$20.41	\$21.43	\$22.52	\$23.63
\$40,590.72	\$42,616.08	\$44,745.84	\$47,021.76	\$49,339.44

Range 13

\$20.11	\$21.13	\$22.14	\$23.27	\$24.46
\$41,989.68	\$44,119.44	\$46,228.32	\$48,587.76	\$51,072.48

Division Leader Deputy Clerk (A) RECAP Site Supervisor (A)
 Help Desk/Operations Technician (A) Sanitarian I (B)
 Mobility Manager (B) Storekeeper (A)
 Planning Services Coordinator (A) Nutrition Program Supervisor (C)
 Transportation Program Supervisor (C)

Range 14

\$20.80	\$21.82	\$22.94	\$24.10	\$25.31
\$43,430.40	\$45,560.16	\$47,898.72	\$50,320.80	\$52,847.28

Assistant Food Services Manager (A)* Human Resources Office Coordinator (A)
 Cartographer I (A) Investigator (A)

Range 15

\$21.58	\$22.61	\$23.75	\$24.93	\$26.16
\$45,059.04	\$47,209.68	\$49,590.00	\$52,053.84	\$54,622.08

Application Support Specialist (A)
 Support Services Supervisor (C)

Range 16

\$22.26	\$23.42	\$24.57	\$25.82	\$27.15
\$46,478.88	\$48,900.96	\$51,302.16	\$53,912.16	\$56,689.20

Youth Services Center Supervisor (C)-A*

Range 17

\$23.10	\$24.22	\$25.41	\$26.69	\$28.01
\$48,232.80	\$50,571.36	\$53,056.08	\$55,728.72	\$58,484.88

Accountant (C) GEO Application Specialist (B)
 Certified Sanitarian I (B) Human Resources Analyst (C)
 Conservation Specialist II (A) Victim/Witness Coordinator (B)
 Materials & Environmental Services Manager (B)

Range 18

\$23.87	\$25.13	\$26.33	\$27.65	\$29.04
\$49,840.56	\$52,471.44	\$54,977.04	\$57,733.20	\$60,635.52

Activity Director (C) Economic Support Supervisor (C)
 Chief Deputy Clerk of Circuit Court (C) Financial Supervisor (C)
 Circuit Court Office Manager (C) Planner III (B)
 DA Office Manager (C) User Support Specialist (A)
 Child Support Supervisor (C)

Range 19

\$24.73	\$25.96	\$27.25	\$28.62	\$30.01
\$51,636.24	\$54,204.48	\$56,898.00	\$59,758.56	\$62,660.88

Communication Center Shift Supervisor (B) Medicolegal Investigator (A)
 Court Reporter (A) Payroll Manager (B)
 Deputy Superintendent (C) Public Works Accounting Supervisor (B)
 Food Service Manager (A)* Public Works Superintendent (B)
 Health Educator (A) Senior Conservation Specialist (B)
 Instructor/Support Specialist (A) Shop Superintendent (B)
 Lead Economic Support Supervisor (C) Telecom/Network Specialist (A)

Range 20

\$25.59	\$26.87	\$28.22	\$29.62	\$31.09
\$53,431.92	\$56,104.56	\$58,923.36	\$61,846.56	\$64,915.92

AODA Coordinator (C) Medical Records Manager (C)
 HSD Analyst (C) Purchasing Manager (C)
 Financial Office Manager (C)

Range 21

\$26.50	\$27.79	\$29.23	\$30.63	\$32.21
\$55,332.00	\$58,025.52	\$61,032.24	\$63,955.44	\$67,254.48

Deferred Prosecution Director (C) Surveyor (C)
 Director of Mediation & Fam Court Services (C) Veterans Service Officer (C)
 Real Property Lister (C)

Range 22

\$27.38	\$28.82	\$30.23	\$31.75	\$33.31
\$57,169.44	\$60,176.16	\$63,120.24	\$66,294.00	\$69,551.28

Admissions Registered Nurse (A)* MDS Nurse (A)*
 Community Health Education Coordinator (C) Sanitarian II (C)
 Senior Planner (C) Senior Planner/GIS Manager (C)
 Human Resources Manager (C)

Range 23

\$28.36	\$29.81	\$31.29	\$32.85	\$34.47
\$59,215.68	\$62,243.28	\$65,333.52	\$68,590.80	\$71,973.36

Computer Programmer/Analyst I (B) Lead Medicolegal Investigator (C)
 Criminal Justice System Planner/Analyst (C) Parks Director (C)
 Network Technician (B)

Range 24

\$29.37	\$30.84	\$32.35	\$33.96	\$35.70
\$61,324.56	\$64,393.92	\$67,546.80	\$70,908.48	\$74,541.60

Human Services Supervisor I (C) Technology, Records, & Quality
 Director of Council on Aging (C) Management Supervisor (C)
 Facilities Superintendent (C)

Range 25

\$30.43	\$31.91	\$33.49	\$35.19	\$36.94
\$63,537.84	\$66,628.08	\$69,927.12	\$73,476.72	\$77,130.72

Environmental Health Supervisor (C) Human Services Supervisor II (C)
 Nursing Supervisor (A)*
 Public Health Nursing Supervisor (B)

Range 26

\$31.81	\$32.99	\$34.71	\$36.39	\$38.24
\$66,419.28	\$68,883.12	\$72,474.48	\$75,982.32	\$79,845.12

Airport Director (C)
 Assistant to Information Technology Director (B)
 Computer Programmer/Analyst II (B)
 Child Support Director (C)
 Controller (C)
 County Conservationist (C)
 Environmental Protection Director (C)
 Network Support Administrator (B)

Range 27

\$32.53	\$34.20	\$35.87	\$37.68	\$39.55
\$67,922.64	\$71,409.60	\$74,896.56	\$78,675.84	\$82,580.40

Assistant Public Works Director (C)
 Program Manager (C)
 Assistant Director (C)
 Public Safety Systems Manager (B)
 Communications Center Operations Manager (C)
 Youth Services Center Superintendent (C)

Range 28

\$33.72	\$35.38	\$37.16	\$38.99	\$40.94
\$70,407.36	\$73,873.44	\$77,590.08	\$81,411.12	\$85,482.72

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

Range 29

\$34.86	\$36.60	\$38.46	\$40.38	\$42.38
\$72,787.68	\$76,420.80	\$80,304.48	\$84,313.44	\$88,489.44

Administrative Services Division Manager (C)
 Economic Support Division Manager (C)
 Long Term Support and ADRC Division Manager (C)

Range 30

\$36.05	\$37.86	\$39.81	\$41.81	\$43.81
\$75,272.40	\$79,051.68	\$83,123.28	\$87,299.28	\$91,475.28

Computer Network Engineer (C)

Range 31

\$37.24	\$39.10	\$41.07	\$43.09	\$45.20
\$77,757.12	\$81,640.80	\$85,754.16	\$89,971.92	\$94,377.60

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

Range 32

\$38.46	\$40.38	\$42.40	\$44.47	\$46.75
\$80,304.48	\$84,313.44	\$88,531.20	\$92,853.36	\$97,614.00

Children, Youth & Families Division Manager (C)
 Communication Center Director (C)
 Court Commissioner (C)
 HSD Deputy Director (C)
 Facilities Management Director (C)
 Behavioral Health Division Mgr (C)

Range 33

\$39.72	\$41.69	\$43.77	\$45.98	\$48.29
\$82,935.36	\$87,048.72	\$91,391.76	\$96,006.24	\$100,829.52

Deputy Corporation Counsel (C)
 Health Officer (C)
 Programming & Technical Services Manager (C)

Range 34

\$41.02	\$43.06	\$45.19	\$47.46	\$49.83
\$85,649.76	\$89,909.28	\$94,356.72	\$99,096.48	\$104,045.04

Director of Planning and Development (C)
 Public Works Director (C)

Range 35

\$42.34	\$44.42	\$46.66	\$48.99	\$51.48
\$88,405.92	\$92,748.96	\$97,426.08	\$102,291.12	\$107,490.24

Nursing Home Administrator (C)

Range 36

\$43.70	\$45.90	\$48.18	\$50.60	\$53.14
\$91,245.60	\$95,839.20	\$100,599.84	\$105,652.80	\$110,956.32

Human Resources Director (C)

Range 37

\$45.13	\$47.36	\$49.73	\$52.23	\$54.86
\$94,231.44	\$98,887.68	\$103,836.24	\$109,056.24	\$114,547.68

Director of Information Technology (C)

Range 38

\$46.60	\$48.93	\$51.40	\$53.90	\$56.60
\$97,300.80	\$102,165.84	\$107,323.20	\$112,543.20	\$118,180.80

Finance Director (C)

Range 39

\$48.10	\$50.56	\$53.09	\$55.69	\$58.47
\$100,432.80	\$105,569.28	\$110,851.92	\$116,280.72	\$122,085.36

Range 40

\$49.65	\$52.12	\$54.77	\$57.46	\$60.35
\$103,669.20	\$108,826.56	\$114,359.76	\$119,976.48	\$126,010.80

Range 41

\$51.27	\$53.83	\$56.51	\$59.35	\$62.36
\$107,051.76	\$112,397.04	\$117,992.88	\$123,922.80	\$130,207.68

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.