

EMPLOYEE BENEFIT HANDBOOK- WAGE APPENDIXES

The wage rates included in these schedules shall be subject to annual modification, and any valid collective bargaining agreement shall supersede the applicable rates in these schedules.

If the County voluntarily provides an across the board wage increase to any Employee Group (including those classifications covered by the managerial pay schedule) greater than that provided in this schedule, said increase(s) shall be applied to all other Employees in the Employee Groups covered by the terms of this schedule on the same basis.

Dane County Employee Group 65 Classifications-Ranges-Steps-Hourly Rates Effective 12/17/23

<u>RANGE NUMBER</u>	<u>1st Prob. RATE</u>	<u>2nd AFTER 6.5LC</u>	<u>3rd AFTER 19.5LC</u>	<u>4th AFTER 32.5LC</u>	<u>5th AFTER 45.5LC</u>
06 Class:	28.27	28.54	28.99	29.46	29.85
Toll Booth Attendant					
09 Class:	29.46	29.85	30.34	30.81	31.34
Janitor I Terminal Maintenance Worker					
10 Class:	29.85	30.34	30.81	31.34	31.81
11 Class:	30.34	30.81	31.34	31.81	32.44
Lead Janitor Lead Terminal Maintenance Worker Parking Facility Worker Terminal Facility Worker					
12 Class:	30.81	31.34	31.81	32.44	33.03
Groundskeeper*					
13 Class:	31.34	31.81	32.44	33.03	33.66
Semi-Skilled Laborer - Zoo Semi-Skilled Laborer – Landfill Zoo Attendant					
14 Class:	31.81	32.44	33.03	33.66	34.21
Airport Maintenance Worker* Center Lead Worker* Skilled Laborer-Airport* Skilled Laborer-Highway*					

Skilled Laborer-Landfill*

14 Class: 31.81 32.44 33.03 33.66 34.21

Skilled Laborer Trainer
Tire Repairer*
Veterinary Technician
Horticulture Specialist
Zoo Keeper

16 Class: 33.03 33.66 34.21 34.91 35.75

Body Repair Worker
Highway Stockroom Lead Worker*
Lead Veterinary Technician
Lead Zoo Keeper
Mechanic
Mechanical Repair Worker

17 Class: 33.66 34.21 34.91 35.75 36.50

Facilities & Animal Life Support Assistant

18 Class: 34.21 34.91 35.75 36.50 37.26

Airport Maintenance Crew Leader
Airport Maintenance Mechanic*
Airport Parking Crew Leader
Crew Leader
Facilities & Animal Life Support Technician
Highway Crew Leader*
Landfill Crew Leader
Parking Ramp Crew Leader
Shop Crew Leader*

19 Class: 34.91 35.75 36.50 37.26 38.18

<u>RANGE NUMBER</u>	<u>1st Prob. RATE</u>	<u>2nd AFTER 6.5LC</u>	<u>3rd AFTER 19.5LC</u>	<u>4th AFTER 32.5LC</u>	<u>5th AFTER 45.5LC</u>	<u>6th AFTER 58.5LC</u>
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11-12 Class:	30.34	30.81	31.34	31.81	32.44	33.03
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Center Worker

12-13 Class:	30.81	31.34	31.81	32.44	33.03	33.66
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LC = Longevity Credits.

*Vacancies in these classifications may be filled through promotional recruitment only unless no qualified in-house candidates apply.

Employee Group includes all employees of the Dane County Highway Department, Alliant Energy Center of Dane County, Zoo, except casual employees, and all employees of the Dane County Regional Airport, excluding craft, supervisory, confidential, managerial, clerical and law enforcement employees.

Limited Term Employees

The hourly rates of pay for Limited term employees working in a classification that has a budgeted equivalent in the wage scale above shall be paid the starting step of the pay range of the regular classification. Limited term positions at Alliant Energy Center are exempt.

AEC LTE List	
Custodial Workers and General Labor	\$22.98 per hour up through minimum hourly rate of Range 9 (\$29.46)

LTE's to receive time and one-half their hourly rate for all work performed in excess of forty hours per week.

Dane County Employee Group 720 and 705
Classifications-Ranges-Steps-Hourly Rates
Effective 12/17/23

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
03	24.83	25.61	26.44	27.20	
04	26.79	27.42	27.74	28.11	28.41
05	27.11	27.74	28.11	28.41	28.95
06	27.97	28.31	28.65	29.06	29.56
07	28.31	28.65	29.06	29.56	29.93
	Laundry Worker				
08	28.65	29.06	29.56	29.93	30.40
	Lead Weapons Screening Attendant				
09	29.06	29.56	29.93	30.40	30.91
	Food Service Helper/Driver Janitor				
10	29.56	29.93	30.40	30.91	31.48
	Court Aide Equipment & Inventory Technician Food Service Lead Worker*** Pretrial Services Assessor				
11	29.93	30.40	30.91	31.48	31.99
	Account Clerk I*** Activity Assistant Cook Hazardous Waste Technician Janitor II*** Services Clerk*** Stock Clerk***				

	1st	2nd	3rd	4th	5th
RANGE NUMBER	Prob Rate	after 6.5LC	after 19.5LC	after 32.5LC	after 45.5LC
12	30.40	30.91	31.48	31.99	32.55
	Certified Nursing Assistant Cosmetologist Driver-Certified Nursing Assistant*** Offset Press Operator Public Health Aide Transportation Aide/Driver				
12F	30.81	31.34	31.81	32.44	33.03
	Dredge Laborer Park Laborer				
13	30.91	31.48	31.99	32.55	33.13
	Clerk III*** Clerk Typist III*** Land Records Technician Lead Janitor*** Library Assistant Public Safety Communications Customer Service Specialist Register of Deeds Clerk Revenue Clerk*** Security Support Specialist Security Technician Scheduling Clerk I				
14	31.48	31.99	32.55	33.13	33.75
	Account Clerk II*** Dietetic Specialist Disease Intervention Specialist Event Booking Clerk Landfill Scale Attendant*** Lead Imaging Technician Procurement Specialist Scheduling Clerk II*** Social Service Specialist				
14F	31.81	32.44	33.03	33.66	34.21
	Heavy Equipment Operator** Park Maintenance Technician***				

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
15	31.99	32.55	33.13	33.75	34.35
	Biogas Specialist CDBG and Housing Clerk Clerk IV*** Facilities Specialist Land Records Specialist*** Lead Airport Security Technician Probate Clerk Real Estate Specialist*** Representative Payee Specialist				
16	32.55	33.13	33.75	34.35	35.12
	Account Clerk III Administrative Assistant I*** Administrative Legal Assistant*** Civil Process Coordinator Communicator Court Clerk*** Court Interpreter Humane Officer Juvenile Court Worker Lead Social Service Specialist*** Medical Interpreter Park Ranger Range Repair Worker Risk Management Technician				
16F	33.03	33.66	34.21	34.91	35.75
	Mechanic Mechanical Repair Worker***				
17	33.13	33.75	34.35	35.12	35.80
	Administrative Assistant II*** Child Support Investigator Collections Specialist Court Services Clerk Economic Support Specialist Jail Clerk Lead DA Worker Lead Representative Payee*** Paralegal I Public Safety Quality Control Technician				

18	33.75	34.35	35.12	35.80	36.66
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Accounting Assistant

RANGE NUMBER	1st Prob Rate	2nd after 6.5LC	3rd after 19.5LC	4th after 32.5LC	5th after 45.5LC
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18	33.75	34.35	35.12	35.80	36.66
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Assistant Veterans Service Officer
Court Reporter
Humane Officer Lead Worker
Lead Juvenile Court Worker***
Licensed Practical Nurse
Medical Coding & Health Information Specialist
Paralegal II

18F	34.21	34.91	35.75	36.50	37.26
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Lakes Management Crew Leader
Lead Dredge Operator
Lead Park Ranger
Park Crew Leader

19	34.35	35.12	35.80	36.66	37.47
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Lead Child Support Investigator
Lead Economic Support Specialist***
Lead Mechanic***

20	35.12	35.80	36.66	37.47	38.34
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21	35.80	36.66	37.47	38.34	39.34
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22	36.66	37.47	38.34	39.34	40.32
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RANGE 3-6

1st Prob Rate	2nd after 6.5LC	3rd after 13.0LC	4th after 19.5LC	5th after 26.0LC	6th after 32.5LC	7th after 45.5LC	8th after 58.5LC	9th after 71.5LC
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24.83	25.61	26.44	27.20	27.97	28.31	28.65	29.06	29.56
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Weapons Screening Attendants

RANGE 7-10

1st	2nd	3rd	4th	5th	6th	7th	8th
Prob	after	after	after	after	after	after	after
Rate	6.5LC	13.0LC	19.5LC	32.5LC	45.5LC	58.5LC	71.5LC
28.31	28.65	29.06	29.56	29.93	30.40	30.91	31.48

Clerk I-II
 Clerk Typist I-II
 Diet Clerk
 Event & Exhibitor Services Specialist

LC = Longevity Credits

*** Vacancies in these classifications may be filled through promotional recruitment only unless no qualified in-house candidates apply.

++ Pay range equivalent to Range 14 in EG 65 wage appendix.

Employee Group includes all employees as hereinafter defined except the following: supervisory employees; law enforcement employees of the Sheriff's Department; non-clerical employees of the Highway, Alliant Energy Center of Dane County, Airport and Zoo Departments, confidential employees; professional employees and craft employees.

Limited Term Employees

The hourly rates of pay for Limited term employees working in a classification that has a budgeted equivalent in the wage scale above shall be paid the starting step of the pay range of the regular classification. Limited term positions at Alliant Energy Center, Juvenile Court and Land & Water Resources are exempt and their wages are listed separately below.

Limited to 1,200 hours of continuous or regularly scheduled work in a payroll year (excludes on-call LTE work)

Assistant Park Planner	\$23.94
Assistant Volunteer Coordinator	\$22.39
Aquatic Invasive Species Specialist	\$22.99
Juvenile Court Worker	\$23.36 per hour up through minimum hourly rate of Range 16 (\$32.55)
County Park Attendant	\$22.99
County Parks Maintenance Crew I	\$22.99
County Parks Maintenance Crew II	\$24.16
County Park Ranger Cadet	\$24.74
Event Laborer	\$22.99
Forestry Technician	\$22.99
GIS Mapping Technician	\$23.94
Lake Management Dredge Deckhand	\$22.99
Lake Management Harvester Mechanic	\$26.22
Lake Management Harvester Operator	\$22.99
Lake Management Truck Driver	\$24.16

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Land and Water Field Assistant	\$22.99
Lead Lake Management Harvester Operator	\$24.74
Lussier Family Heritage Center Attendant	\$22.99
Naturalist Program Coordinator	\$25.12
Restoration and Land Management Specialist	\$22.99
Service Desk Clerk	\$24.10
Tenney Lock Park Attendant	\$22.84

EMPLOYEE GROUP 2634 SALARY SCHEDULE - "SW"

Effective 12/17/23

<u>Classification</u>	<u>Range</u>	<u>Step</u>	<u>Hourly</u>
Case Manager I	18	1/(entry)	33.86
Juvenile Court Counselor		2/6.5 LC	35.16
Program Leader		3/19.5 LC	36.62
Recreation Therapist		4/32.5 LC	38.02
Quality Assurance Specialist		5/45.5 LC	39.52
Social Worker I			
Juvenile Court Counselor II	19	1/ (entry)	\$35.16
		2/ 6.5 LC	36.62
		3/19.5 LC	38.02
		4/32.5 LC	39.52
		5/45.5 LC	41.15
Behavioral Health Resource Specialist	20	1/ (entry)	\$36.62
Case Manager II*		2/ 6.5 LC	38.02
Crime Response Specialist		3/19.5 LC	39.52
Deferred Prosecution Case Manager		4/32.5 LC	41.15
Deferred Prosecution Child Abuse Specialist		5/45.5 LC	43.12
Family Court Counselor			
GAL Social Worker			
Lead Program Leader***			
Senior Juvenile Court Counselor			

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Social Worker II*

Substance Abuse Counselor

Trauma Informed Care Coordinator

Victim/Witness Case Manager

Youth Justice Coordinator

Senior Case Manager	21	1/ (entry)	\$38.11
Senior Social Worker			
Program Manager		2/ 6.5 LC	39.61
Senior Substance Abuse Counselor		3/19.5 LC	41.23
		4/32.5 LC	43.12
		5/45.5 LC	45.21
Behavioral Health Lead***	22	1/ (entry)	\$39.68
Children's Long-Term Support Lead***		2/ 6.5 LC	41.23
Lead Social Worker***		3/19.5 LC	42.92
		4/32.5 LC	44.88
		5/45.5 LC	47.06

***Case Manager II**

All employees hired with a Master's degree and six (6) months of experience or a Bachelor's degree and two and a half (2.5) years of experience will be hired as a Case Manager II, range 20. Those who do not meet these criteria upon hire will be hired as Case Manager I and will advance to Case Manager II after obtaining one of these criteria.

***Social Worker II**

All employees hired with a Master's degree and six (6) months of experience or a Bachelor's degree and two and a half (2.5) years of experience will be hired as a Social Worker II, range 20. Those who do not meet these criteria upon hire will be hired as Social Worker I and will advance to Social Worker II after obtaining one of these criteria.

***Vacancies in these classifications may be filled through promotional recruitment only unless no qualified in-house candidates apply.

NOTE: "LC" = Longevity Credits as defined in the Longevity Policy in the Employee Benefit Handbook. Next step progression occurs on pay period following achieving required longevity credits.

The hourly rates of pay for Limited term employees working in a classification that has a budgeted equivalent in the wage scale above shall be paid the starting step of the pay range of the regular classification.

Employee Group includes all professional employees of Dane County who are engaged in providing social and related services, but excluding all other professional employees, law enforcement personnel, supervisory, confidential and managerial/executive employees, craft employees and employees in other Employee Groups.

Employee Group 1871
Wage Appendix
Effective 12/17/23

Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.	273 Cr.
Pay Range									
P5	\$31.19	\$32.37	\$33.62	\$34.92	\$35.79	\$36.70	\$37.61	\$38.57	\$39.56
Positions	Arborist				Mobility Program Specialist				
	Chronic Disease Specialist				Peer Support Specialist				
	Cultural Affairs Specialist				Public Information & Education Officer				
	Educational Program Coordinator				Sales Coordinator				
	Grants & Billing Specialist				Stormwater Education Coordinator				
	Human Services Program Specialist								
P5A*	See wages at end of schedule								
P6	\$32.53	\$33.81	\$35.11	\$36.46	\$37.40	\$38.35	\$39.30	\$40.31	\$41.38
Positions	Environmental Health Technician								
P7	\$34.14	\$35.46	\$36.88	\$38.34	\$39.28	\$40.30	\$41.40	\$42.64	\$43.91
Positions	Accounts Payable Specialist				Human Services Community Programs Coord				
	AmeriCorps Coordinator				Land and Water Volunteer Coordinator				
	Benefit Administration Specialist				Morgue Technician				
	Caregiver Specialist				Outreach and Response Specialist				
	Classification and Hearing Specialist				Payroll Specialist				
	Education Coordinator				Public Health Specialist				
	Energy Specialist				Re-Entry Coordinator				
	Environmental Health Specialist				Strategic Engagement Coordinator				
	Forester Specialist				Volunteer Services Coordinator				
	Guest Service Coordinator				Well Woman Program Specialist				
	Human Resources Analyst								
P7A*	See wages at end of schedule								
P8	\$36.22	\$37.67	\$39.15	\$40.73	\$41.94	\$43.15	\$44.45	\$45.80	\$47.18
Positions	Assistant Zoning Administrator				Event Coordinator				
	Botanist/Naturalist				Fleet and Asset Coordinator				
	Chemical Analyst I				Human Resources Specialist				
	Conservation Specialist II				Hydrologic Technician				
	Conservation Technician				Information Technology Specialist I (HS, Highway, Courts)				
	Contract Compliance Specialist				Land Records Review Analyst				
	Diversity Recruitment Specialist				Landscape Architect I				
	Environmental Technician				Microbiologist I				
	Evidence Coordinator				Urban Erosion Control Analyst				

Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.	273 Cr.
Pay Range									
P9	\$38.80	\$40.32	\$42.11	\$44.14	\$45.49	\$46.84	\$48.18	\$49.65	\$51.14
Positions	Agronomist				Information Technology Specialist II				
	Beyond the Page Manager				Legislative Mgmt Sys Specialist/Policy Analyst				
	Biogas Technician I				Librarian				
	Chemical Analyst II				Marketing & Outreach Coordinator				
	Conservation Specialist Advanced				Microbiologist II				
	Crime Analyst				Noise Abatement/Environmental Officer				
	Elections Management Specialist/Policy Analyst				Public Safety Information Tech Spec I				
	Energy & Climate Specialist				Purchasing Officer				
	Enterprise IT Specialist I				Regional Housing Project Assistant				
	Environmental Planner				Resident Medical Service Coordinator				
	Grants Manager				Sanitarian I				
P10	\$41.61	\$43.55	\$45.60	\$47.76	\$49.15	\$50.63	\$52.17	\$53.79	\$55.41
Positions	Behavioral Health Program Specialist				Information Technology Business Analyst				
	Biogas Technician II				Land and Water Scientist				
	Broadband Coordinator				Landscape Architect II				
	Building Automation Specialist				Medicolegal Investigator				
	Chemical Analyst III				Mental Health Crisis Dispatch Coordinator				
	Communications Coordinator				Microbiologist III				
	Community Dev Block Grant Prog Spec				Opiate Prevention Specialist				
	County Surveyor				Out of Home Care Program Specialist				
	Criminal Justice Council Data & Evaluation Analyst				Population Protection Planner				
	Crisis Response Program Developer				Program Specialist/Aging				
	Crisis Team Coordinator				Public Health Analyst				
	Data Analyst				Public Health Communications Coordinator				
	Data Communications Coordinator				Public Health Preparedness Coordinator				
	Developmental Disabilities Program Specialist				Public Health Program Coordinator				
	Economic Development Program Specialist				Real Estate Coordinator				
	Emergency Management Specialist				Response Equipment Specialist				
	Environmental Protection Lead Worker				Sanitarian II				
	Hazardous Materials Planner				Systems Accountant				
	Health Education Coordinator				Violence Prevention Grant Program Spec				
	Housing Program Specialist				Well Woman Program Coordinator				
					Wellfield Technician				

Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Longevity Credits	Hire	13 Cr.	26 Cr.	39 Cr.	52 Cr.	117 Cr.	169 Cr.	208 Cr.	273 Cr.
Pay Range									
P11	\$45.01	\$47.10	\$49.30	\$51.58	\$53.16	\$54.76	\$56.42	\$58.11	\$59.86
Positions	ADA Coordinator				Lead Medicolegal Investigator				
	Budget and Contract Analyst				Public Health Epidemiologist				
	Carbon Offset Program Manager				Public Health Planner				
	CDBG/RLF Administrative Specialist				Public Safety Information Tech Spec II				
	Enterprise IT Specialist II				Safety Coordinator				
	Community Court Coordinator				Sanitarian III				
	Enterprise Accountant				Senior Planner				
	Health Equity Coordinator				Solid Waste Engineer				
	Human Services Program Analyst				Strategic Projects Coordinator				
	Information Management Programming Specialist I				Sustainability Engagement Coordinator				
	Information Technology Project Manager				Systems Administrator I				
	Land & Water Resource Engineer I				Violence Intervention and Outreach Coord				
	Language Access Coordinator				Waste and Renewables Safety & Compliance Coordinator				
	Language Access and Reporting Specialist				Workforce Development Coordinator				
	Lead Housing Program Specialist								
P12	\$48.31	\$50.57	\$52.95	\$55.45	\$57.15	\$58.82	\$60.59	\$62.42	\$64.29
Positions	Conservation GIS Analyst				Public Safety Information Tech Spec III				
	Information Management Programming Specialist II				Senior Help Desk Analyst				
	Management Information Project Leader I				Systems Administrator II				
	Lakes and Watershed Program Coordinator				Systems Coordinator				
	Land & Water Resource Engineer II								
	Project Engineer Manager								
P13	\$51.95	\$54.37	\$56.95	\$59.61	\$61.38	\$63.25	\$65.09	\$67.08	\$69.10
Positions	Biogas Engineer				Management Information Project Leader II				
	Information Management Programming Specialist III				Systems Administrator III				
	Lead Project Engineer								
P14	\$55.52	\$58.23	\$61.00	\$63.94	\$65.87	\$67.95	\$69.96	\$72.06	\$74.24
Positions									

Special Wage Scales (5A and 7A):

Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Longevity Credits	Hire	13 Cr.	26 Cr	39 Cr.	52 Cr.	104 Cr.	117 Cr.	169 Cr.	208 Cr.	273 Cr.
5A	\$31.86	\$33.11	\$35.11	\$36.46	\$37.40	\$38.35	\$39.31	\$40.32	\$41.46	\$42.70
Positions	Care Coordinator				Elder Benefit Specialist					
	Dementia Care Specialist				Information & Assistance Specialist					
	Disability Benefit Specialist				Resource Specialist					
7A	\$35.19	\$36.58	\$39.15	\$40.73	\$42.42	\$43.73	\$45.00	\$46.31	\$47.74	\$49.17
Positions	Information & Assistance Lead Specialist									

The hourly rates of pay for Limited term employees working in a classification that has a budgeted equivalent in the wage scale above shall be paid the starting step of the pay range of the regular classification.

	Employee Group 1871			
	Multi Range Pay Scale			
	effective December 17, 2023			
Positions	Range	Step	Longevity Credits	Rate
Conservation Specialist I	05-06	Hire	0 Cr	31.19
Erosion Control Specialist		3	13 Cr	32.37
Land Restoration Specialist		4	26 Cr	33.62
Zoning Inspector		5	39 Cr	34.92
		6	52 Cr	35.11
		7	65 Cr	36.46
		8	78 Cr	37.40
		9	117 Cr	38.35
		10	169 Cr	39.30
		11	208 Cr	40.31
		12	273 Cr.	41.38
GIS Specialist	05-09	Step	Longevity Credits	Rate
		Hire	0 Cr	31.19
		3	13 Cr	32.37
		4	26 Cr	33.62
		5	39 Cr	34.92
		6	52 Cr	35.11
		7	65 Cr	36.46
		8	78 Cr	36.88

	05-09	9	91 Cr	38.34
		10	104 Cr	39.15
		11	117 Cr	40.73
		12	130 Cr	42.11
		13	143 Cr	44.14
		14	156 Cr	45.49
		15	169 Cr	46.84
		16	182 Cr	48.18
		17	208 Cr	49.65
		18	273 Cr.	51.14

	06-08	Step	Longevity Credits	Rate
		Hire	0 Cr	32.53
		3	13 Cr	33.81
		4	26 Cr	35.11
		5	39 Cr	36.46
		6	52 Cr	36.88
		7	65 Cr	38.34
		8	78 Cr	39.15
		9	91 Cr	40.73
		10	104 Cr	41.94
		11	117 Cr	43.15
		12	169 Cr	44.45
		13	208 Cr	45.80
		14	273 Cr	47.17

	07-09	Step	Longevity Credits	Rate
		Hire	0 Cr	34.14
		3	13 Cr	35.46
		4	26 Cr	36.88
		5	39 Cr	38.34
		6	52 Cr	39.15
		7	65 Cr	40.73
		8	78 Cr	42.11
		9	91 Cr	44.14
		10	104 Cr	45.49
		11	117 Cr	46.84
		12	169 Cr	48.18
		13	208 Cr	49.65
		14	273 Cr	51.14

Accountant	08-09	Step	Longevity Credits	Rate
		Hire	0 Cr	36.22
		3	13 Cr	37.67
		4	26 Cr	39.15
		5	39 Cr	40.73
		6	52 Cr	42.11
		7	65 Cr	44.14
		8	78 Cr	45.49
		9	117 Cr	46.84

		10	169 Cr	48.18
		11	208 Cr	49.65
		12	273 Cr.	51.14
	08-10	Step	Longevity Credits	Rate
		Hire	0 Cr	36.22
		3	13 Cr	37.67
		4	26 Cr	39.15
		5	39 Cr	40.73
		6	52 Cr	42.11
		7	65 Cr	44.14
		8	78 Cr	45.60
		9	91 Cr	47.76
		10	104 Cr	49.15
		11	117 Cr	50.63
		12	169 Cr	52.17
		13	208 Cr	53.79
		14	273 Cr	55.40

	09-10	Step	Longevity Credits	Rate
		Hire	0 Cr	38.80
		3	13 Cr	40.32
		4	26 Cr	42.11
		5	39 Cr	44.14
		6	52 Cr	45.60
		7	65 Cr	47.76

	09-10	8	78 Cr	49.15
		9	117 Cr	50.63
		10	169 Cr	52.17
		11	208 Cr	53.79
		12	273 Cr.	55.40
Electronic Systems Specialist	09-11	Step	Longevity Credits	Rate
Network Systems Programmer		Hire	0 Cr	38.80
		3	13 Cr	40.32
		4	26 Cr	42.11
		5	39 Cr	44.14
		6	52 Cr	45.60
		7	65 Cr	47.76
		8	78 Cr	49.30
		9	91 Cr	51.58
		10	104 Cr	53.16
		11	117 Cr	54.76
		12	169 Cr	56.42
		13	208 Cr	58.11
		14	273 Cr	59.86

	10-11	Step	Longevity Credits	Rate
		Hire	0 Cr	41.61
		3	13 Cr	43.55
		4	26 Cr	45.60
		5	39 Cr	47.76

		6	52 Cr	49.30
		7	65 Cr	51.58
		8	78 Cr	53.16
		9	117 Cr	54.76
		10	169 Cr	56.42
		11	208 Cr	58.11
		12	273 Cr	59.86
	11-12	Step	Longevity Credits	Rate
		Hire	0 Cr	45.01
		3	13 Cr	47.10
		4	26 Cr	49.30
		5	39 Cr	51.58
		6	52 Cr	52.95
		7	65 Cr	55.45
		8	78 Cr	57.15
		9	117 Cr	58.82
		10	169 Cr	60.59
		11	208 Cr	62.42
		12	273 Cr	64.29

		Step	Longevity Credits	Rate
Management Information Project Leader	12-13	Hire	0 Cr	48.31
Senior GIS Analyst		3	13 Cr	50.57
		4	26 Cr	52.95
		5	39 Cr	55.45

		6	52 Cr	56.95
		7	65 Cr	59.61
		8	78 Cr	61.38
		9	117 Cr	63.25
		10	169 Cr	65.09
		11	208 Cr	67.08
		12	273 Cr	69.10
	13-15	Step	Longevity Credits	Rate
		Hire	0 Cr	51.95
		3	13 Cr	54.37
		4	26 Cr	56.95
		5	39 Cr	59.61
		6	52 Cr	61.00
		7	65 Cr	63.94
		8	78 Cr	65.18
		9	91 Cr	68.34
		10	104 Cr	70.40
		11	117 Cr	72.55
		12	169 Cr	74.78
		13	208 Cr	77.04
		14	273 Cr	79.35

Employee Group includes all regular full-time and regular part-time professional employees of Dane County, excluding supervisors, managerial, confidential and executive employees and all employees in other Employee Groups.

The hourly rates of pay for Limited term employees working in a classification that has a budgeted equivalent in the wage scale above shall be paid the starting step of the pay range of the regular classification.

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ATTORNEYS SALARY SCHEDULE

Effective 12/17/23

		<u>Step</u>	<u>Hourly Rate</u>	<u>Annual Rate</u>
PROB RATE		22	40.61	84,469
After	6.5 LC	23	42.19	87,755
		23.5	43.11	89,669
After	19.5 LC	24	43.93	91,374
		24.5	44.88	93,350
After	32.5 LC	25	45.79	95,243
		25.5	46.65	97,032
After	45.5 LC	26	47.61	99,029
		26.5	48.58	101,046
After	58.5 LC	27	49.41	102,773
		27.5	50.54	105,123
After	71.5 LC	28	51.49	107,099
		28.5	52.35	108,888
After	84.5 LC	29	53.41	111,093
		29.5	54.44	113,235
After	97.5 LC	30	55.47	115,378
		30.5	56.49	117,499
After	110.5 LC	31	57.66	119,933
		31.5	58.77	122,242
After	123.5 LC	32	59.97	124,738
		32.5	61.03	126,942
After	136.5 LC	33	62.25	129,480
		33.5	63.53	132,142
After	149.5 LC	34	64.78	134,742
		34.5	65.99	137,259
After	162.5 LC	35	67.22	139,818
		35.5	68.77	143,042
After	175.5 LC	36	70.09	145,787
		36.5	71.61	148,949

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After	188.5 LC	37	73.07	151,986
		37.5	74.69	155,355
After	201.5 LC	38	76.29	158,683
		38.5	77.98	162,198
After	214.5 LC	39	79.65	165,672
		39.5	81.62	169,770
After	227.5 LC	40	83.57	173,826

Job classifications on this schedule start at different probationary step levels. The probationary or entry step levels are as follows:

Assistant Corporation Counsel - Step 22
Circuit Court Commissioner - Step 30

**Wage Scale-Judicial Staff Attorney
Effective 12/17/23**

	<u>Step</u>	<u>Hourly Rate</u>	<u>Annual Rate</u>
PROB RATE	1	36.66	76,253
After 6.5 LC	2	38.24	79,539
	2.5	39.16	81,453
After 19.5 LC	3	39.98	83,158
	3.5	40.93	85,134
After 32.5 LC	4	41.84	87,027
	4.5	42.70	88,816
After 45.5 LC	5	43.66	90,813

Second step of each respective salary range is reached after six and one-half (6.50) longevity credits and all remaining steps after each additional thirteen (13) longevity credits.

Actual pay based on hourly rates: annual rates based on hourly conversions.

* Based on two thousand eighty (2,080) hours per year.

NOTE: "LC" means "Longevity Credits" as defined in Longevity Policy in the Employee Benefit Handbook. The longevity schedule, as presented, assumes that an employee is hired at step 22 and moves straight through the schedule without receiving half steps.

Building & Construction Trades Council of South Central WI
Effective 12/17/23

Rates of Pay.

The following hourly wage rates will be payable effective as noted for employees in each of the following crafts:

Job Classifications			Effective 12/17/23
Carpenters			39.82
Electricians			46.16
Apprentice Electrician	50%		23.08
% of Electrician	55%		25.39
	65%		30.00
	75%		34.62
	80%		36.93
	100%		46.16
Painters			38.52
Apprentice Painter	50%		19.26
% of Painter	55%		21.19
	65%		25.04
	75%		28.89
	85%		32.74
	100%		38.52
Steamfitters			48.57
Apprentice Steamfitter			
% of Steamfitter	40%		19.43

	45%		21.86
	50%		24.29
	55%		26.71
	60%		29.14
	65%		31.57
	70%		34.00
	75%		36.43
	80%		38.86
	85%		41.28
Lead Building Trades			52.34

Employee Group includes all full-time and regular part-time carpenters, electricians, painters and steamfitters employed by the County. Employees excluded from this employee group are all office, blue collar, technical, security and public safety, clerical, professional, confidential, managerial and supervisory employees.

Limited Term Employees shall be paid the Area Standard Wage Rate for the craft work involved as reported to the County from time to time by the Employee Group. The Area Standard Wage Rate is the combined total of wages and fringe benefit costs in the appropriate Standard Area Agreement for the craft work involved. The hourly rate of pay and the hourly fringe benefit costs combined will be paid to the craft worker on the paycheck.

HEALTHCARE PROFESSIONALS SALARY SCHEDULE

For Positions Coded with "N" in the Salary Schedule

Effective 12/17/23

Classification Title	Range	Step	Hourly Rate	Bi-Weekly(K) Rate	Monthly(J) Rate	Annual(J) Rate
Communicable Disease Outreach Specialist	16	1	35.69	2,855.20	6,187	74,235
		2	36.62	2,929.60	6,348	76,170
		3	37.61	3,008.80	6,519	78,229
		4	38.58	3,086.40	6,687	80,246
		5	39.62	3,169.60	6,868	82,410
		*6	40.69	3,255.20	7,053	84,635
		**7	41.94	3,355.20	7,270	87,235

Classification Title	Range	Step	Rate	Rate	Rate	Rate
	17	1	40.10	3,208.00	6,951	83,408
		2	41.24	3,299.20	7,149	85,779
		3	42.55	3,404.00	7,376	88,504
		4	43.86	3,508.80	7,603	91,229
		5	45.21	3,616.80	7,837	94,037
		*6	46.62	3,729.60	8,081	96,970
		**7	48.08	3,846.40	8,334	100,006

<u>Classification Title</u>	<u>Range</u>	<u>Step</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>
Dental Health Coordinator	18	1	40.79	3,263.20	7,071	84,843
Public Health Nurse		2	42.06	3,364.80	7,291	87,485
Public Health Infection Preventionist		3	43.43	3,474.40	7,528	90,334
		4	44.76	3,580.80	7,759	93,101
		5	46.08	3,686.40	7,988	95,846
		*6	47.63	3,810.40	8,256	99,070
		**7	49.03	3,922.40	8,499	101,982

<u>Classification Title</u>	<u>Range</u>	<u>Step</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>
Communicable Disease Coordinator	18A	1	42.80	3,424.00	7,419	89,024
Immunization Coordinator		2	44.16	3,532.80	7,655	91,853
Nurse Family Partnership Coordinator		3	45.54	3,643.20	7,894	94,723
Registered Dietician		4	46.95	3,756.00	8,138	97,656
Registered Nurse		5	48.43	3,874.40	8,395	100,734
Sexual and Reproductive Health Coordinator		*6	49.89	3,991.20	8,648	103,771
Tuberculosis Coordinator		**7	51.33	4,106.40	8,898	106,766
WIC Lead worker						

<u>Classification Title</u>	<u>Range</u>	<u>Step</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>
Clinical Care Coordinator	19	1	49.71	3,976.80	8,617	103,397
		2	51.14	4,091.20	8,865	106,371
		3	52.64	4,211.20	9,125	109,491
		4	54.07	4,325.60	9,372	112,466
		5	55.56	4,444.80	9,631	115,565
		*6	57.25	4,580.00	9,924	119,080
		**7	58.81	4,704.80	10,194	122,325

<u>Classification Title</u>	<u>Range</u>	<u>Step</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>	<u>Rate</u>
Nurse Practitioner	20	1	57.50	4,600.00	9,967	119,600
		2	59.19	4,735.20	10,260	123,115
		3	60.87	4,869.60	10,551	126,610
		4	62.55	5,004.00	10,842	130,104
		5	64.25	5,140.00	11,137	133,640
		6	65.93	5,274.40	11,428	137,134
		7	67.61	5,408.80	11,720	140,629

^K Biweekly rate based on 80 hours.

^J Monthly and Annual rates based on 2,080 hours per year.

*Employees are eligible for step 6 on the following basis:

If the employee is an RN or PHN position and possesses a bachelors degree in nursing; or if the employee possesses a bachelors degree required by the County for the position occupied by the employee.

**Employees are eligible for step 7 on the following basis:

If the employee group employee:

- a) Possesses a master's degree in nursing, or
- b) Possesses a master's degree in another related health care field related to the position occupied by the employee (each unit - Public Health and Badger Prairie Health Care Center - shall designate a listing of master's degrees in related health care fields that are job related for purposes of this step. Such listing is subject to periodic review and modification), or
- c) Possesses a master's degree required by the County for the position occupied by the employee.
- d) Possesses a DNP or PHD degree.

The hourly rates of pay for Limited term employees working in a classification that has a budgeted equivalent in the wage scale above shall be paid the starting step of the pay range of the regular classification.

Employee Group includes all persons employed by the County in the classifications of Communicable Disease Outreach Specialist, Registered Nurse, Public Health Nurse, Public Health Dietician, Public Health Information Officer, HIV/AIDS Coordinator, Inservice Education Coordinator, Registered Dietician, Occupational Therapist, WIC Leadworker and Dental Health Coordinator, but excluding supervisors, craft employees, managerial and confidential employees.