

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</u> <u>NUMBER</u> | <u>1st</u> <u>Prob.</u> <u>RATE</u> | <u>2nd</u> <u>AFTER</u> <u>6.5LC</u> | <u>3rd</u> <u>AFTER</u> <u>19.5LC</u> | <u>4th</u> <u>AFTER</u> <u>32.5LC</u> | <u>5th</u> <u>AFTER</u> <u>45.5LC</u> | <u>6th</u> <u>AFTER</u> <u>58.5LC</u> |
|-------------------------------|---|--|---|---|---|---|
|-------------------------------|---|--|---|---|---|---|

11-12 Class: 30.34 30.81 31.34 31.81 32.44 33.03

Center Worker

12-13 Class: 30.81 31.34 31.81 32.44 33.03 33.66

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 |
|----|-------|-------|-------|-------|-------|

Accounting Assistant

| RANGE NUMBER | 1st Prob Rate | 2nd after 6.5LC | 3rd after 19.5LC | 4th after 32.5LC | 5th after 45.5LC |
|-----------------|---------------------|-----------------------|------------------------|------------------------|------------------------|
|-----------------|---------------------|-----------------------|------------------------|------------------------|------------------------|

| | | | | | |
|----|-------|-------|-------|-------|-------|
| 18 | 33.75 | 34.35 | 35.12 | 35.80 | 36.66 |
|----|-------|-------|-------|-------|-------|

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 |
|-----|-------|-------|-------|-------|-------|

Lakes Management Crew Leader
 Lead Dredge Operator
 Lead Park Ranger
 Park Crew Leader

| | | | | | |
|----|-------|-------|-------|-------|-------|
| 19 | 34.35 | 35.12 | 35.80 | 36.66 | 37.47 |
|----|-------|-------|-------|-------|-------|

Lead Child Support Investigator
 Lead Economic Support Specialist***
 Lead Mechanic***

| | | | | | |
|----|-------|-------|-------|-------|-------|
| 20 | 35.12 | 35.80 | 36.66 | 37.47 | 38.34 |
|----|-------|-------|-------|-------|-------|

| | | | | | |
|----|-------|-------|-------|-------|-------|
| 21 | 35.80 | 36.66 | 37.47 | 38.34 | 39.34 |
|----|-------|-------|-------|-------|-------|

| | | | | | |
|----|-------|-------|-------|-------|-------|
| 22 | 36.66 | 37.47 | 38.34 | 39.34 | 40.32 |
|----|-------|-------|-------|-------|-------|

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 |
|---------------------|-----------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
|---------------------|-----------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|

| | | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 24.83 | 25.61 | 26.44 | 27.20 | 27.97 | 28.31 | 28.65 | 29.06 | 29.56 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|

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 |

| | |
|--|---------|
| 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 | | | |

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 | | | | |
| | Housing Strategy Specialist | | | | 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 | 156 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 | Rate |
|--|--|------|-----------|------|

| | | | Credits | |
|---------------------------------------|-------|------|-------------------|-------|
| 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.

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 |

| | | | | |
|-------|----------|------|-------|---------|
| 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 Bi-Weekly(K) Monthly(J) Annual(J) | | | |
|--|-------|------|--|----------|-------|--------|
| | | | Rate | Rate | Rate | 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 |

| Classification Title | Range | Step | Rate | Rate | Rate | Rate |
|---------------------------------------|-------|------|-------|----------|-------|---------|
| 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 |

| Classification Title | Range | Step | Rate | Rate | Rate | Rate |
|--|-------|------|-------|----------|-------|---------|
| 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 | | | | | | |

| Classification Title | Range | Step | Rate | Rate | Rate | Rate |
|---------------------------|-------|------|-------|----------|--------|---------|
| 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.