

## **COMMITTEE ON HUMAN RESOURCES**

Monday, June 22, 2015

1:30 p.m., Room 3312

Location: Eau Claire County Courthouse  
721 Oxford Avenue  
Eau Claire, WI 54703

### **AGENDA**

1. Call to Order.
2. Human Resources: Review of Classification and Compensation Study/Information-Discussion/Direction to Staff. (pp. 2-12)
3. Adjourn.

---

**PLEASE NOTE:** *Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters or other auxiliary aids. For additional information or to request the service, contact the County ADA Coordinator at 839-4710, (FAX) 839-1669 or 839-4735, tty: use Relay (711) or by writing to the ADA Coordinator, Human Resources, Eau Claire County Courthouse, 721 Oxford Avenue, Eau Claire, WI 54703.*

## REPORT TO THE COMMITTEE ON HUMAN RESOURCES

### Action Required

<b>Meeting Date:</b> June 22, 2015	<b>X</b>	Information-Discussion		
<b>Agenda Item No. 2</b>	<b>X</b>	Direction to Staff		
<b>Department:</b> Human Resources		Approval-Denial		
<b>Subject:</b> Review of Classification and Compensation Study		Requires Recommendation to:		
		County Board		
		Other:		
		Form:	<input type="checkbox"/>	Ordinance
<b>Bargaining Unit Involved:</b> Non-represented			<input type="checkbox"/>	Resolution
<b>Prepared by:</b> H. Murray			<input type="checkbox"/>	Report
<b>Reviewed by:</b>		Other Action:		

As a follow up to the June 9, 2015 joint committee meeting, the Human Resources Committee will review the Classification and Compensation Study proposal. Chairperson Clark has requested the current 2015 wage schedule be included with the agenda packet for reference.

Approved	<input type="checkbox"/>	Denied	<input type="checkbox"/>
Effective	<input type="text"/>		
Referred to County Board on	<input type="text"/>		
Signed	<input type="text"/>		

## Appendix 501-A Salary Index Numbers and Wages

Salary Index Number	Title	Effective Date	Start Rate	6 Months	1 Year	2 Year	4 years	7 years	10 years
<b>100 Series</b>									
101	Delivery Worker Office Associate 1	1/1/2015	\$12.69	\$13.41	\$14.16				
102	Meal Site Worker Office Associate 2	1/1/2015	\$13.54	\$14.27	\$15.00				
103	Accounting Clerk 1 Custodian Human Services Assistant Office Associate 3	1/1/2015	\$14.47	\$15.19	\$15.95				
104	Office Associate 4 Printer	1/1/2015	\$15.40	\$16.09	\$16.89				
105	Accounting Clerk 2 Eligibility Specialist Home Delivered Meal Coordinator Judicial Assistant Legal Secretary Office Associate 5 Volunteer Coordinator	1/1/2015	\$16.44	\$17.10	\$17.83				
106	Accounting Clerk 3 Facility Maintenance Worker Housing Specialist Juvenile Detention Worker Land Use Technician Coordinator of Child Care Economic Support Specialist Fraud Investigator	1/1/2015	\$18.79	\$19.84	\$20.90				
		1/1/2015	\$14.47						
108	Accounting Assistant	1/1/2015	\$19.80	\$20.83	\$21.86				

Salary Index Number	Title	Effective Date	Start Rate	6 Months	1 Year	2 Year	4 years	7 years	10 years	
<b>100 Series</b>										
151	180 Program Coordinator Community Service Coordinator Computer Applications Coordinator	1/1/2015	\$20.38	\$21.24	\$22.11					
152	Child Support Specialist Diversion Program Coordinator Lead Economic Support Specialist Victim/Witness Coordinator	1/1/2015	\$21.49	\$22.54	\$23.65					
153	Conservation Technician 1 Disability Benefit Specialist Elderly Benefit Specialist Engineering Technician Prevention Program Coordinator Zoning Inspector	1/1/2015	\$22.60	\$23.48	\$24.36					
154	Applications Analyst Conservation Technician 2 Forester Naturalist Options Counselor	1/1/2015	\$24.81	\$25.68	\$26.58					
155	Assistant Surveyor	1/1/2015	\$24.72	\$26.05	\$27.20					
156	Geographic Information System Specialist Emergency Management Coordinator	1/1/2015	\$27.12	\$28.75	\$30.83					
157	Data Analyst Network Analyst Programmer/Analyst	1/1/2015	\$28.94	\$30.26	\$31.70					



Salary Index Number	Title	Effective Date	Start Rate	6 Months	1 Year	2 Year	4 years	7 years	10 years	
<b>400 Series</b>										
401	Seasonal Laborer - Highway	1/1/2015	\$13.29							
402	Highway Laborer (County and State)*	1/1/2015	\$20.31							
TS I	Hydroseeder Operator									
	Mower Operator									
	Mulch Machine Operator									
	Small Tractors (Mower)									
	Truck Driver (other than above)									
<b>400 Series</b>										
405	Brush Saw Operator	1/1/2015	\$20.65							
TS II	Chain Saw Operator									
	Compressor Operator and Helper									
	Concrete Saw Operator									
	County and State Patrol Section Workers (Single Axle)*									
	County and State Patrol Section Workers (Tandem)*									
	Forklift/Telehandler									
	Fuel System Operator*									
	Kick-Off Broom Operator									
	Mud Pump Crew									
	Parts Room Helper*									
	Quad-Axle Truck Driver*									
	Rubber Crack Sealer/Crack Route									
	Screener Operator									
	Sign Worker Helper*									
	Skid Steer Loader Operator									
	Tri-Axle Truck Driver*									

Salary Index Number	Title	Effective Date	Start Rate	6 Months	1 Year	2 Year	4 years	7 years	10 years	
<b>400 Series</b>										
409 TS III	Bridge Worker	1/1/2015	\$21.15							
	Carpenter									
	Centerline Striping Machine Operator									
	Concrete Finisher									
	Distributor Operator (not driver of towing vehicle)									
	Dozer/Pavement Grinder Operator*									
	Excavator Operator, Large*									
	Excavator Operator, Small*									
	Front End Loader Operator*									
	Mechanic I*									
	Motor Grader Operator*									
	Motor Scraper									
	Parts Room Worker*									
	Paver/Chip Spreader Helper*									
	Roller Operator (Steel and Rubber)*									
	Sign Worker*									
	Sweeper Operator (pick-up broom only)*									
	Tire Repair/Equipment Mover*									
Tractor-Mounted Backhoe										
Welder*										
451	Seasonal Laborer - Parks	1/1/2015	\$13.54							
452	*Park Ranger - Coon Fork Park (Seasonal)	1/1/2015	\$17.01							
453	Park Ranger - Lake Altoona and Lake Eau Claire	1/1/2015	\$18.51							
457		1/1/2015	\$22.28							
458		1/1/2015	\$19.71							
459		1/1/2015	\$20.14							
460	Maintenance Technician	1/1/2015	\$20.43							
*The Coon Fork Park Ranger pay rate will receive a .78¢ per hour adjustment in recognition of the on-										

Salary Index Number	Title	Effective Date	Start Rate	6 Months	1 Year	2 Year	4 years	7 years	10 years	
<b>500 Series</b>										
500	Reserve Officer *	1/1/2015	\$15.40							
	*Reserves shall be paid the Start Rate of the Patrol Deputy, Process Server/Bailiff and Correctional Officer classification for filing shifts. They shall be paid minimum wage when attending basic recruit training to become certified.									
530	Civilian Jail Sergeant	1/1/2015	\$23.26	\$24.83		\$26.30	\$27.76			
531	Correctional Officer Compliance Officer	1/1/2015	\$18.45	\$19.41		\$20.43	\$21.38	\$21.48	\$21.68	
561	Sergeant	1/1/2015	\$26.85	\$27.58	\$28.71					
582	Maintenance/Custodian Technician**	1/1/2015	\$20.02							
583	Maintenance Person **	1/1/2015	\$21.78							
	** The Maintenance Person positions at the Airport will receive an additional fifty cents (\$.50) per hour for all hours worked as long as these positions provide ARFF services at the airport.									
<b>700 Series</b>										
700	Minimum Wage	1/1/2015	\$7.25							
701		1/1/2015	\$8.18							
702	Park Attendant	1/1/2015	\$9.76							
703	Planning & Development Intern	1/1/2015	\$10.21							
704	4H Assistant Civilian Jury Bailiff	1/1/2015	\$11.52							
705	Law Clerk	1/1/2015	\$15.15							
706	Highway Engineering Interns	1/1/2015	\$15.76							
<b>800 Series</b>										
		Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
			01/01/15	01/01/15	01/01/15	01/01/15	01/01/15	01/01/15	01/01/15	01/01/15
801		1/1/2015	\$13.50	\$13.96	\$14.40	\$14.87	\$15.35	\$15.85	\$16.36	\$16.90
802		1/1/2015	\$14.31	\$14.77	\$15.26	\$15.75	\$16.27	\$16.79	\$17.34	\$17.91
803		1/1/2015	\$15.15	\$15.63	\$16.15	\$16.67	\$17.22	\$17.77	\$18.35	\$18.95
804		1/1/2015	\$16.06	\$16.57	\$17.12	\$17.66	\$18.25	\$18.84	\$19.45	\$20.08



805		1/1/2015	\$16.96	\$17.50	\$18.08	\$18.65	\$19.27	\$19.90	\$20.54	\$21.22
-----	--	----------	---------	---------	---------	---------	---------	---------	---------	---------

800 Series		Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
			01/01/15	01/01/15	01/01/15	01/01/15	01/01/15	01/01/15	01/01/15	01/01/15
806	Administrative Assistant (DHS) Human Resources Assistant Office Manager (UW-Ext)	1/1/2015	\$18.00	\$18.58	\$19.20	\$19.82	\$20.47	\$21.15	\$21.83	\$22.54
807	Chief Deputy Register of Deeds Legal Secretary-Corporation Counsel Payroll & Benefits Assistant	1/1/2015	\$19.11	\$19.72	\$20.36	\$21.02	\$21.69	\$22.40	\$23.13	\$23.88
808	Deputy Clerk Supervisor	1/1/2015	\$20.25	\$20.90	\$21.58	\$22.29	\$23.01	\$23.76	\$24.53	#REF!
809	Assistant to the County Administrator Building Inspector	1/1/2015	\$21.42	\$22.12	\$22.84	\$23.58	\$24.35	\$25.14	\$25.95	#REF!
810	Chief Deputy Clerk of Courts Highway Supervisor Maintenance Supervisor Nutrition Program Supervisor Office Manager (DA) Office Manager (Treasurer) Shop Superintendent	1/1/2015	\$22.70	\$23.45	\$24.22	\$25.00	\$25.81	\$26.64	\$27.51	\$28.41
811	Accountant Emergency Management Coordinator Register in Probate Safety Coordinator Veteran's Service Officer	1/1/2015	\$24.09	\$24.87	\$25.67	\$26.51	\$27.38	\$28.26	\$29.18	\$30.13
812	Budget Analyst Economic Support Consortium Supervisor Housing Supervisor Human Resources Advisor Payroll & Benefits Supervisor	1/1/2015	\$25.52	\$26.36	\$27.21	\$28.10	\$29.01	\$29.96	\$30.94	\$31.95

800 Series		Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
			01/01/15	01/01/15	01/01/15	01/01/15	01/01/15	01/01/15	01/01/15	01/01/15
813	Aging & Disability Resource Center Supervisor Child Support Manager Children's Court Services Supervisor Criminal Justice Collaborating Council Coordinator Environmental Engineer Facilities Director Highway Engineer	1/1/2015	\$26.99	\$27.87	\$28.77	\$29.71	\$30.68	\$31.68	\$32.71	\$33.77
814	Highway Accountant Land Conservation Supervisor Land Use Supervisor Network Administrator Organizational Services Team Supervisor Patrol Superintendent Senior Planner Social Worker Supervisor	1/1/2015	\$28.62	\$29.55	\$30.51	\$31.50	\$32.52	\$33.58	\$34.67	\$35.79
815	Administrative Services Division Manager Children's Court Director Economic Support Consortium Manager	1/1/2015	\$30.40	\$31.38	\$32.40	\$33.45	\$34.55	\$35.67	\$36.83	\$38.03
816	Airport Manager Lieutenant Parks & Forest Director	1/1/2015	\$32.18	\$33.22	\$34.30	\$35.41	\$36.56	\$37.75	\$38.98	\$40.24
817	Aging & Disability Resource Center Director Captain Direct Services Team Supervisor (Adult, Family) Fiscal Services Manager Human Resources Director Purchasing and Central Services Director	1/1/2015	\$34.11	\$35.23	\$36.37	\$37.55	\$38.77	\$40.03	\$41.33	\$42.66
818	Assistant Corporation Counsel Direct Services Division Manager Family Court Commissioner Information Systems Director Planning & Development Director	1/1/2015	\$36.20	\$37.38	\$38.59	\$39.85	\$41.15	\$42.49	\$43.87	\$45.29
819	Finance Director	1/1/2015	\$38.39	\$39.63	\$40.93	\$42.25	\$43.62	\$45.05	\$46.51	\$48.03
820		1/1/2015	\$40.74	\$42.07	\$43.44	\$44.85	\$46.30	\$47.80	\$49.36	\$50.96
821	Highway Commissioner	1/1/2015	\$43.26	\$44.66	\$46.12	\$47.61	\$49.16	\$50.75	\$52.40	\$54.11

822	Corporation Counsel Human Services Director	1/1/2015	\$45.81	\$47.31	\$48.84	\$50.43	\$52.08	\$53.76	\$55.51	\$57.32
823		1/1/2015	\$48.17	\$49.73	\$51.35	\$53.01	\$54.74	\$56.52	\$58.36	\$60.25