



Minutes - January 9, 2023

Call to Order: Chair Bostwick called the hybrid County Board Staff Committee meeting to order at 4:30 P.M. in Conference Room N1.

Committee Members Present: Supervisors Bostwick, Beaver, Brien, Peer, Wilson, Leavy, Towns, Sweeney (4:33 P.M.)

Committee Members Absent: Supervisors Podzilni.

Staff Members Present: Terri Carlson, Risk Manager; Alanna Gumise, Public Health Nurse; Josh Smith, County Administrator; Jodi Timmerman, Court Commissioner; Rich Greenlee, Corporation Counsel; Brent Sutherland, Facilities Management Director; Dave Slusser, Human Resources Director; Amy Spoden, Assistant Human Resources Director; Randy Terronez, Assistant to the Administrator; Duane Jorgenson, Public Works Director; Jodie Surber, Analyst; Bridget Laurent, Deputy Corporation Counsel.

Others Present: Supervisors Woodman, Whitley, Mawhinney; Brian Anderson; Vy Nguyen.

Approve Agenda: Supervisor Wilson moved approval of the agenda as presented, second by Supervisor Brien. ADOPTED.

Citizen Participation, Communications and Announcements: No public comment submitted.

Approval of Minutes:

December 12, 2022 Minutes: Supervisor Peer moved to approve the December 12, 2022 minutes, second by Supervisor Wilson. ADOPTED.

Approval of Transfers: None.

Review of Payments:

December Payments: The committee reviewed the payments.

Review and Approval of Resolutions:

Recognizing Deputy Niles R. Boeche: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023, does hereby recognize Deputy Niles R. Boeche for his over 17 years of faithful service and recommends that a sincere expression of appreciation be given to Deputy Niles R. Boeche along with best wishes for the future."

Supervisor Towns moved approval of the above resolution, second by Supervisor Beaver. ADOPTED.

Review, Discussion and Possible Action:

Salary Study Update: Dave Slusser presented an update on the salary study. There are 25 paygrades and 14 steps in this pay structure. The spreadsheet that he discussed is attached. Committee members asked questions to clarify the process behind the creation of the salary grid. Administration will be providing additional information and criteria detailing how to get all employees on this pay grid.

Next meeting date and time: Next meeting - Thursday, January 12 at 5 P.M.

Next regular meeting - Monday, January 23 at 4:30 P.M.

Adjournment: Supervisor Beaver moved to adjourn at 5:10 P.M., second by Supervisor Brien. ADOPTED.

Respectfully submitted,

Haley Thompson
Office Coordinator

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.

PG		Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max	Step 1	Step 6M	Step 14
A			Intern	Intern	Planning, Dev, & Land	\$15.00		\$15.25	\$17.25	\$20.37
A			Intern	Intern	Public Health	\$15.00		\$31,842.00	\$36,018.00	\$42,532.56
A		Unilateral	Nutrition Site Manager	Nutrition Site Coordinator	Human Services	\$15.00	\$18.24			
A			Pool Nutrition Site Manager	Nutrition Site Coordinator-Pool	Human Services	\$15.00	\$18.24			
A		1077	Seasonal	Seasonal - Administrative		\$15.00				
A		1077	Seasonal	Seasonal - Administrative	Co Clerk	\$15.00				
A		1077	Seasonal	Seasonal - Administrative	Treasurer	\$15.00				
A		1077	Seasonal	Seasonal - Administrative	UW-Extension	\$15.00				
PG		Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max	Step 1	Step 6M	Step 14
B								\$16.48	\$18.63	\$21.99
B		1258	Central Supply Clerk	Central Supply Tech	Rock Haven	\$15.46	\$19.87	\$34,410.24	\$38,899.44	\$45,915.12
B		1258	Environmental Services Worker	Environmental Services Tech	Rock Haven	\$15.46	\$19.87			
B		1258	Food Service Worker	Food Service Tech	Rock Haven	\$15.46	\$19.87			
B		1077	Seasonal	Seasonal - Facilities	Facilities Mgmt	\$15.00				
B			Seasonal	Seasonal - Public Works	Public Works	\$15.00				
B			Seasonal	Seasonal - Rock Haven	Rock Haven	\$15.00				
PG		Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max	Step 1	Step 6M	Step 14
C								\$17.78	\$20.12	\$23.75
C		2489	Clerk Typist II	Administrative Professional I	Child Support	\$16.55	\$19.19	\$37,124.64	\$42,011.40	\$49,590.00
C		2489	Clerk Typist III	Administrative Professional I	Child Support	\$17.06	\$19.81			
C		2489	Child Support Clerical Wkr	Administrative Professional I	Child Support	\$15.00	\$17.36			
C		2489	Council on Aging Clerical Worker	Administrative Professional I	Human Services	\$15.00	\$17.36			
C		2489	Clerk Typist II	Administrative Professional I	Human Services	\$16.55	\$19.19			
C		2489	Clerk Typist III	Administrative Professional I	Human Services	\$15.00	\$17.36			
C		2489	Clerk Typist III	Administrative Professional I	Planning, Dev, & Land	\$15.00	\$17.36			
C		2489	Administrative Assistant	Administrative Professional I	Human Services	\$18.27	\$21.50			
C		2489	Word Processing Operator	Administrative Professional I	Human Services	\$17.57	\$20.46			
C		2489	Administrative Assistant	Administrative Professional I	Medical Examiner	\$18.27	\$21.50			
C		2490	Administrative Assistant	Administrative Professional I	Rock Haven	\$18.27	\$21.50			
C		1258	Beautician	Beautician	Rock Haven	\$15.46	\$19.87			
C		1258	Cook	Cook	Rock Haven	\$15.93	\$20.18			
C		Unilateral	Specialized Transit Driver	Specialized Transit Driver	Human Services	\$15.00	\$18.24			
C		1258	Unit Clerk Coordinator	Unit Associate	Rock Haven	\$16.61	\$22.74			
PG		Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max	Step 1	Step 6M	Step 14
D								\$19.21	\$21.73	\$25.63
D		1258	Activity Therapy Assistant	Activity Therapy Assistant	Rock Haven	\$15.93	\$20.18	\$40,110.48	\$45,372.31	\$53,515.44
D		1258	Certified Nursing Assistant	Certified Nursing Assistant	Rock Haven	\$15.93	\$20.18			
D		1258	Certified Nursing Assistant - Pool	Certified Nursing Assistant	Rock Haven	\$21.04				
D		2489	Child Support Case Initiation Specialist	Child Support Case Initiation Specialist	Child Support	\$18.35	\$21.26			

D	2489	Bilungual Economic Support Screener	Economic Support Screener	Human Services	\$18.27	\$21.50
D	1258	Food Service Supervisor	Food Service Tech - Lead	Rock Haven	\$16.14	\$21.02
D	1259	Public Health Support Specialist	Public Health Support Assistant	Public Health	\$17.59	\$22.86
D	Unilateral	Vehicle Maintenance Tech	Vehicle Maintenance Tech	Sheriff	\$17.94	\$21.86
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max
E	2489	Administrative Assistant	Administrative Professional II	Clerk of Courts	\$18.27	\$21.50
E	2489	Legal Stenographer	Administrative Professional II	Corp Counsel	\$19.67	\$22.89
E	2489	Administrative Assistant	Administrative Professional II	DA	\$18.27	\$21.50
E	2490	Administrative Assistant	Administrative Professional II	Finance	\$18.27	\$21.50
E	Unilateral	Administrative Secretary	Administrative Professional II	IT	\$20.65	\$25.07
E	2489	Job Center Specialist	Administrative Professional II	Human Services	\$17.52	\$20.68
E	Unilateral	Secretary II	Administrative Professional II	Public Works	\$20.65	\$25.07
E	2489	Administrative Assistant	Administrative Professional II	Sheriff	\$18.27	\$21.50
E	Unilateral	Secretary I	Administrative Professional II	Human Services	\$18.57	\$22.63
E	2489	Administrative Assistant	Administrative Professional II	Human Services	\$18.27	\$21.50
E	Unilateral	Secretary II	Administrative Professional II	Human Services	\$20.65	\$25.07
E	Unilateral	Administrative Secretary	Administrative Professional II	Human Services	\$20.65	\$25.07
E	2489	Legal Stenographer	Administrative Professional II	Human Services	\$19.67	\$22.89
E	Unilateral	Secretary I	Administrative Professional II	Circuit Court	\$18.57	\$22.63
E	2489	Child Support Financial Specialist	Child Support Financial Assistant	Child Support	\$19.20	\$22.37
E	2489	Call Taker	Communications Call Taker	Communication Ctr	\$20.18	\$24.91
E	2489	County Clerk Specialist	County Clerk Assistant	Co Clerk	\$19.81	\$23.34
E	2489	Family Caregiver Support/Outreach Spe.	Family Caregiver Support Assistant	Human Services	\$19.67	\$22.89
E	Unilateral	Health Promotion Coordinator	Health Promotion Coordinator	Human Services	\$21.36	\$25.93
E	1258	Psychiatric Technician	Human Services Paraprofessional	Human Services	\$18.19	\$23.34
E	2489	Skills Specialist	Human Services Paraprofessional	Human Services	\$19.67	\$22.89
E	2489	Legal Support Specialist	Legal Support Specialist	DA	\$19.67	\$22.89
E	Unilateral	Mobility Manager	Mobility Supervisor	Human Services	\$22.87	\$27.81
E	Unilateral	Nutrition Program Assistant	Nutrition Program Associate	Human Services	\$18.57	\$22.63
E	1259	Peer Support Specialist	Peer Support Specialist	Human Services	\$18.19	\$23.34
E	2489	Printing Services Coordinator	Printing Services Coordinator	Finance	\$19.52	\$25.06
E	2489	Specialized Transit Scheduler/Clerk	Transit Scheduling Assistant	Human Services	\$16.78	\$19.56
E	1077	Parks Helper	Park Assistant	Public Works	\$22.06	\$25.07
E		Sheriff's Office Investigative Assistant	Sheriff's Office Investigative Assistant	Sheriff	\$18.36	\$19.47
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max
F	2489	Account Clerk III	Account Specialist I	Finance	\$18.74	\$21.89
F	2489	Account Clerk II	Account Specialist I	Treasurer	\$18.24	\$21.50
F	2489	Account Clerk II	Account Specialist I	Human Services	\$18.24	\$21.50
F	2489	Account Clerk III	Account Specialist I	Sheriff	\$18.74	\$21.89
F	1077	Highway Worker	Highway Tech I	Public Works	\$23.02	\$26.20
F	1077	Heavy Truck Driver	Highway Tech I	Public Works	\$23.21	\$26.40

Step 1	Step 6M	Step 14
\$20.75	\$23.47	\$27.69
\$43,326.00	\$49,002.09	\$57,816.72

Step 1	Step 6M	Step 14
\$22.41	\$25.35	\$29.92
\$46,792.08	\$52,922.26	\$62,472.96

F	2489	HSD Support Specialist	HSD Support Specialist	Human Services	\$19.67	\$22.89
F	1077	Stock Clerk	Inventory Tech	Public Works	\$22.06	\$25.07
F	1077	Mechanic I (non CDL)	Mechanic I	Public Works	\$23.72	\$27.04
F	2489	Real Property Specialist	Real Property Specialist	Real Property	\$19.67	\$22.89
F	2489	Register of Deeds Specialist	Register of Deeds Specialist	Register of Deeds	\$19.67	\$22.89
F	Unilateral	Nursing Staff Coordinator	Staffing Coordinator -Nursing	Rock Haven	\$20.00	\$24.22
F	Unilateral	YSC Coordinator	Staffing Coordinator -Youth Services	Human Services	\$20.00	\$24.22
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max
G	2489	Account Clerk - HSD	Account Specialist II	Human Services	\$18.62	\$21.71
G	2489	Account Clerk III	Account Specialist II	Public Health	\$20.18	\$24.91
G	2489	Accounting Specialist	Account Specialist II	Public Works	\$20.18	\$24.91
G	2489	Accounting Specialist	Account Specialist II	Rock Haven	\$20.18	\$24.91
G	Unilateral	Secretary I	Administrative Professional III	Human Services	\$18.57	\$22.63
G	Unilateral	Secretary II	Administrative Professional III	Human Services	\$20.65	\$25.07
G	Unilateral	Secretary II	Administrative Professional III	Airport	\$20.65	\$25.07
G	Unilateral	Secretary II	Administrative Professional III	Sheriff	\$20.65	\$25.07
G	Unilateral	Secretary I	Administrative Professional III	Sheriff	\$18.57	\$22.63
G	Unilateral	Administrative Secretary	Administrative Professional III	Child Support	\$20.65	\$25.07
G	Unilateral	Administrative Secretary	Administrative Professional III	Communication Ctr	\$20.65	\$25.07
G	Unilateral	Office Coordinator	Administrative Professional III	Facilities Mgmt	\$22.87	\$27.81
G	Unilateral	Human Resources Secretary	Administrative Professional III	Human Resources	\$20.65	\$25.07
G	Unilateral	Office Coordinator	Administrative Professional III	Planning, Dev, & Land	\$22.87	\$27.81
G	Unilateral	Administrative Secretary	Administrative Professional III	Rock Haven	\$20.65	\$25.07
G	Unilateral	Administrative Secretary	Administrative Professional III	Sheriff	\$20.65	\$25.07
G	2489	Administrative Assistant	Administrative Professional III	Sheriff	\$18.27	\$21.50
G	Unilateral	Office Coordinator	Administrative Professional III	UW-Extension	\$22.87	\$27.81
G	2489	Child Support Reimbursement Specialist	Child Support Reimbursement Specialist	Child Support	\$19.81	\$23.34
G	Unilateral	Conservation Specialist I	Conservation Specialist I	Planning, Dev, & Land	\$21.36	\$25.93
G	2489	Consumer Financial Support Specialist	Consumer Financial Support Specialist	Human Services	\$19.67	\$22.89
G	Unilateral	Court Attendant	Court Specialist	Circuit Court	\$20.65	\$25.07
G	2489	Deputy Clerk of Courts	Judicial Assistant	Circuit Court	\$19.81	\$23.34
G	2489	Deputy Clerk of Courts	Deputy Clerk of Courts	Clerk of Courts	\$19.81	\$23.34
G	2489	Deputy County Clerk	Deputy County Clerk	Co Clerk	\$20.67	\$25.40
G	2489	Deputy County Treasurer	Deputy County Treasurer	Treasurer	\$20.67	\$25.40
G	2489	Deputy Register in Probate II	Deputy Register in Probate	Circuit Court	\$19.81	\$23.34
G	2489	Deputy Register of Deeds	Deputy Register of Deeds	Register of Deeds	\$20.67	\$25.40
G	2489	Economic Support Specialist	Economic Support Specialist	Human Services	\$19.81	\$23.34
G	2490	Administrative Assistant	Evidence Records Specialist	Sheriff	\$18.27	\$21.50
G	Unilateral	Fleet Specialist	Fleet Data Specialist	Public Works	\$18.57	\$22.63
G	1077	Bridge Crew	Highway Tech II - Bridge	Public Works	\$23.72	\$27.04
G	1077	Highway Sign Maker	Highway Tech II- Sign Maker	Public Works	\$23.72	\$27.04
G	1077	Heavy Equipment Operator	Highway Tech II-Hvy Equipment Op.	Public Works	\$23.72	\$27.04
G	Unilateral	Judicial Assistant	Judicial Assistant	Circuit Court	\$20.65	\$25.07

Step 1	Step 6M	Step 14
\$23.52	\$26.61	\$31.41
\$49,109.76	\$55,568.37	\$65,584.08

Lead workers \$1.00 per hour stipend

G		Unilateral	Legal Assistant	Legal Assistant	Corp Counsel		\$20.65	\$25.07
G		2489	Lead Legal Support Specialist	Legal Support Associate - Lead	DA		\$20.18	\$24.91
G		Unilateral	Community Coordinator	Parks Community Liaison	Public Works		\$21.36	\$25.93
G		Unilateral	Purchasing Specialist	Purchasing Services Assistant	Finance		\$21.36	\$25.93
G		2489	Medical Records Tech	Records Specialist	Human Services		\$20.18	\$24.91
G		2489	Medical Records Tech	Records Specialist	Rock Haven		\$20.18	\$24.91
G		1258	Release of Information Coordinator	Records Specialist	Human Services		\$17.60	\$21.89
G		Unilateral	RECAP Supervisor	RECAP Site Administrator	Sheriff		\$22.87	\$27.81
G		Unilateral	Vehicle Maintenance Supervisor	Vehicle Maintenance Supervisor	Sheriff		\$21.36	\$25.93
G		2489	Deputy Veteran Service Officer I	Veterans Benefit Specialist	Veterans Affairs		\$18.74	\$21.89
G		YSC	Youth Specialist	Youth Specialist	Human Services		\$17.81	\$23.72
PG	Current Schedule	Current Title	Recommended Title	Department		Current Min	Current Max	
H		1077	Airport Maintenance Worker	Airport Maintenance Tech	Airport		\$23.72	\$27.04
H		Unilateral	Applications Support Specialist	Applications Support Specialist	Finance		\$24.53	\$29.75
H		Unilateral	Applications Support Specialist	Applications Support Specialist	Human Services		\$24.53	\$29.75
H		2489	Lead Child Support Specialist	Child Support Specialist - Lead	Child Support		\$20.18	\$24.91
H		2489	Lead Deputy Clerk of Court	Deputy Clerk of Court - Lead	Clerk of Courts		\$20.18	\$24.91
H		AMHS	Human Services Prof II	Diversion Case Coordinator	DA		\$20.39	\$30.55
H		Unilateral	Office Coordinator	Executive Assistant	Administration		\$22.87	\$27.81
H		1077	Maintenance Worker IV	Maintenance Tech	Facilities Mgmt		\$23.72	\$27.04
H		Unilateral	Human Resources Specialist	Human Resources Specialist	Human Resources		\$23.66	\$28.79
H		1258	LPN	LPN	Rock Haven		\$24.80	\$28.47
H		1258	LPN - Pool	LPN	Rock Haven		\$29.20	\$28.47
H		1077	Maintenance Worker IV	Maintenance Tech	Public Works		\$23.72	\$27.04
H		1077	Mechanic (CDL)	Mechanic II	Public Works		\$23.72	\$27.04
H		1077	Machinist	Mechanic II	Public Works		\$23.72	\$27.04
H		1077	Welder	Mechanic II	Public Works		\$23.72	\$27.04
H		Unilateral	Payroll Specialist	Payroll Specialist	Finance		\$20.65	\$25.07
H		Unilateral	Payroll Specialist	Payroll Specialist	Sheriff		\$20.65	\$25.07
H		2489	Accountant	Sr Account Specialist	Finance		\$18.74	\$21.89
H		2489	Accountant	Sr Account Specialist	Treasurer		\$20.67	\$25.40
H		2489	Collections/Accounts Specialist	Sr Account Specialist/Collections	Clerk of Courts		\$20.67	\$25.40
H		2489	Economic Support Specialist	Sr Economic Support Specialist	Human Services		\$19.81	\$23.34
H		Unilateral	Storekeeper	Sr Inventory Tech	Public Works		\$22.87	\$27.81
H		2489	Telecommunicator	Telecommunicator	Communication Ctr		\$22.37	\$27.87
H		2489	Victim Witness Specialist	Victim Witness Specialist	DA		\$21.36	\$25.93
PG	Current Schedule	Current Title	Recommended Title	Department		Current Min	Current Max	
I		Unilateral	Admissions Coordinator	Admissions Coordinator	Rock Haven		\$26.27	\$31.85
I		Unilateral	Communications Specialist	Communications Specialist	Human Services		\$28.11	\$34.12
I		Unilateral	Communications Specialist	Communications Specialist	Public Health		\$28.11	\$34.12
I		Unilateral	Conservation Specialist II	Conservation Specialist II	Planning, Dev, & Land		\$26.27	\$31.85

Lead workers \$1.00 per hour stipend

Step 1	Step 6M	Step 14
\$24.70	\$27.94	\$32.98
\$51,573.60	\$58,346.79	\$68,862.24

Step 1	Step 6M	Step 14
\$26.67	\$30.18	\$35.62
\$55,686.96	\$63,014.53	\$74,374.56

I		2489	Deputy Veteran Service Officer II	Deputy Veteran Service Officer	Veterans Affairs	\$19.13	\$23.77	Lead workers \$1.00 per hour stipend	
I		Unilateral	Engineering Tech	Engineering Tech	Public Works	\$25.31	\$30.87		
I		Unilateral	Environmental Health Specialist I	Environmental Health Specialist I	Public Health	\$22.87	\$27.81		
I		Unilateral	GIS Specialist	GIS Specialist	Real Property	\$23.66	\$28.79		
I		AMHS	Human Services Profsssional I-V	Human Services Professional I	Human Services	\$19.21	\$35.24		
I		AMHS-RH	RH Case Manager	Social Services Case Worker	Rock Haven	\$26.13	\$36.84		
I		Unilateral	Human Resource Generalist	Human Resource Partner I	Human Resources	\$26.27	\$31.85		
I		Unilateral	Investigator	Investigator	DA	\$23.66	\$28.79		
I		Unilateral	User Support Specialist	IT Service Support Specialist I	IT	\$27.15	\$33.02		
I		Unilateral	Materials & Environmental Services Manag	Materials & Environmental Services Supervisor	Rock Haven	\$26.27	\$31.85		
I		Unilateral	Nutrition Program Supervisor	Nutrition Program Supervisor	Human Services	\$22.87	\$27.81		
I		Unilateral	Support Services Supervisor	Support Services Supervisor	Human Services	\$27.15	\$33.02		
I		Unilateral	Transportation Program Supervisor	Transportation Program Supervisor	Human Services	\$22.87	\$27.81		
I		Unilateral	Treatment Coordinator	Treatment Coordinator	Sheriff	\$26.13	\$36.84		
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max	Step 1	Step 6M	Step 14
J	Unilateral	Accountant	Accountant	Finance	\$26.27	\$31.85	\$29.35	\$33.20	\$39.17
J	Unilateral	Accountant	Accountant	Human Services	\$26.27	\$31.85	\$61,282.80	\$69,315.99	\$81,786.96
J	Unilateral	Activity Director	Activity Supervisor	Rock Haven	\$27.15	\$33.02			
J	Unilateral	DA Office Manager	Administrative Services Supervisor - DA	DA	\$27.15	\$33.02			
J	Unilateral	Administrative Services Supervisor	Administrative Services Supervisor - PH	Public Health	\$22.87	\$27.81			
J	Unilateral	Child Support Supervisor	Child Support Supervisor	Child Support	\$27.15	\$33.02			
J	Unilateral	Court Reporter	Court Reporter	Circuit Court	\$28.11	\$34.12			
J	1077	Crew Leader	Crew Leader - Facility Maintenance	Facilities Mgmt	\$24.68	\$28.09			
J	1078	Crew Leader	Crew Leader - PW	Public Works	\$24.68	\$28.09			
J	Unilateral	Deputy Clerk Supervisor	Deputy Clerk Supervisor	Clerk of Courts	\$27.15	\$33.02			
J	2489	Deputy Surveyor	Deputy Land Surveyor	Planning, Dev, & Land	\$19.37	\$22.89			
J	Unilateral	User Support Specialist	Deskside Support Specialist I	IT	\$27.15	\$33.02			
J	Unilateral	Environmental Health Specialist II	Environmental Health Specialist II	Public Health	\$26.27	\$31.85			
J	Unilateral	Financial Supervisor	Financial Supervisor	Clerk of Courts	\$27.15	\$33.02			
J	Unilateral	GIS Coordinator	GIS Coordinator	Communication Ctr	\$26.27	\$31.85			
J	AMHS	Human Services Professional VI	Human Services Professional II	Human Services	\$26.13	\$36.84			
J	Unilateral	Human Resource Generalist	Human Resource Partner II	Human Resources	\$26.27	\$31.85			
J	Unilateral	User Support Specialist	IT Service Support Specialist II	IT	\$27.15	\$33.02			
J	Unilateral	Planner III	Planner	Planning, Dev, & Land	\$27.15	\$33.02			
J	Unilateral	Public Health Strategist	Public Health Strategist	Public Health	\$28.11	\$34.12			
J	AMHS-RH	Master Case Manager	Social Services Case Specialist	Rock Haven	\$26.13	\$36.84			
J	AMHS-RH	Master Social Worker	Rock Haven Social Worker	Rock Haven	\$26.13	\$36.84			
J	Unilateral	Payroll Specialist	Sr. Payroll Specialist	Finance	\$20.65	\$25.07			
J	Unilateral	Victim Witness Coordinator	Victim Witness Supervisor	DA	\$21.36	\$25.93			
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max	Step 1	Step 6M	Step 14
K	Unilateral	Analyst	Analyst - Administration	Administration	\$29.10	\$35.35	\$31.70	\$35.85	\$42.31

K	Unilateral	Analyst	Analyst - HS	Human Services	\$29.10	\$35.35	Lead workers \$1.00 per hour stipend			
K	Unilateral	Chief Deputy Clerk of Circuit Court	Chief Deputy Clerk of Circuit Court	Clerk of Courts	\$28.11	\$34.12				
K	Unilateral	Circuit Court Office Manager	Circuit Court Administrative Supervisor	Circuit Court	\$28.11	\$34.12				
K	Unilateral	Communications Ctr Shift Supervisor	Communications Ctr Shift Supervisor	Communication Ctr	\$29.10	\$35.35				
K	Unilateral	Conservation Specialist III	Conservation Specialist III	Planning, Dev, & Land	\$27.15	\$33.02				
K	Unilateral	Correctional Supervisor	Correctional Supervisor	Sheriff	\$28.11	\$34.12				
K	Unilateral	Analyst	Crime Investigation Analyst	Sheriff	\$29.10	\$35.35				
K	Unilateral	User Support Specialist	Deskside Support Specialist II	IT	\$27.15	\$33.02				
K	Unilateral	Food Service Manager	Food Service Supervisor	Rock Haven	\$28.11	\$34.12				
K	Unilateral	Economic Support Supervisor	Economic Support Supervisor	Human Services	\$27.15	\$33.02				
K	Unilateral	Facilities Supervisor	Facilities Supervisor	Facilities Mgmt	\$27.15	\$33.02				
K	Unilateral	GIS Manager	Geospatial Services Administrator	Planning, Dev, & Land	\$31.14	\$37.87				
K	AMHS	Human Services Professional VII-VIII	Human Services Professional III	Human Services	\$27.28	\$39.96				
K	Unilateral	Medicolegal Investigator	Medicolegal Investigator	Medical Examiner	\$28.11	\$34.12				
K	Unilateral	Purchasing Manager	Purchasing Supervisor	Finance	\$31.14	\$37.87				
K	1077	RH Crew Leader	Sr Crew Leader - Rock Haven	Facilities Mgmt	\$25.37	\$28.77				
K	Unilateral	Youth Services Center Supervisor	Youth Services Supervisor	Human Services	\$25.31	\$30.87				
K	Unilateral	Assistant Food Service Manager	Registered Dietitian	Rock Haven	\$23.66	\$40.53				
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max		Step 1	Step 6M	Step 14
								\$34.22	\$38.72	\$45.70
							\$71,451.36	\$80,850.17	\$95,421.60	
L	Unilateral	PWD Accounting Supervisor	Accounting Supervisor	Public Works	\$30.14	\$36.63				
L	Unilateral	Deferred Prosecution Director	Deferred Prosecution Supervisor	DA	\$30.14	\$34.14				
L	Unilateral	User Support Specialist	Deskside Support Specialist III-PS	IT	\$28.11	\$34.12				
L	Unilateral	User Support Specialist	Deskside Support Specialist Lead	IT	\$28.11	\$34.12				
L	Unilateral	Enterprise Desktop Administrator	Enterprise Desktop Specialist III	IT	\$28.11	\$34.12				
L	Unilateral	Environmental Health Specialist III	Environmental Health Specialist III	Public Health	\$31.14	\$37.87				
L	Unilateral	Finance Office Manager	Finance Office Supervisor	Sheriff	\$31.14	\$37.87				
L	Unilateral	Human Resources Manager	Human Resources Partner III	Human Resources	\$31.14	\$37.87				
L	Unilateral	Surveyor	Land Surveyor	Planning, Dev, & Land	\$31.14	\$37.87				
L	Unilateral	Master Electrician	Master Electrician	Facilities Mgmt	\$32.26	\$39.20				
L	Unilateral	Mediation & Family Court Services Manager	Mediation & Family Court Services Director	Circuit Court	\$30.14	\$36.63				
L	Unilateral	Network Technician	Network Engineer I	IT	\$32.26	\$39.20				
L	Unilateral	Payroll Manager	Payroll Supervisor	Finance	\$28.11	\$34.12				
L	SEIU	Public Health Nurse	Public Health Nurse	Public Health	\$31.22	\$36.84				
L	Unilateral	Real Property Lister	Real Property Lister	Real Property	\$30.14	\$36.63				
L	Unilateral	Senior Conservation Specialist	Senior Conservation Specialist	Planning, Dev, & Land	\$32.26	\$39.20				
L	Unilateral	Sr Planner	Sr Planner	Planning, Dev, & Land	\$31.14	\$37.87				
L	Unilateral	System Administrator	Systems Administrator I	IT	\$32.26	\$39.20				
L	Unilateral	Systems Analyst	Systems Analyst I	IT	\$32.26	\$39.20				
L	Unilateral	Training & Quality Assurance	Training & Quality Assurance Coordinator	Communication Ctr	\$31.14	\$37.87				
L	Unilateral	Homelessness Prevention Coordinator	Homelessness Prevention Coordinator	Human Services	\$31.14	\$37.87				
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max	Step 1	Step 6M	Step 14	
							\$36.96	\$41.82	\$49.35	
							\$77,172.48	\$87,318.18	\$103,042.80	

M	Unilateral	Airport Superintendent	Airport Superintendent	Airport	\$29.10	\$35.35
M	Unilateral	Computer Programmer/Analyst I	Computer Programmer/Analyst I	IT	\$36.17	\$43.48
M	Unilateral	Epidemiologist	Epidemiologist	Public Health	\$31.14	\$37.87
M	Unilateral	Facilities Superintendent	Facilities Superintendent	Facilities Mgmt	\$33.40	\$40.60
M	Unilateral	HSD Supervisor - Prevention	HSD Supervisor - Prevention	Human Services	\$27.15	\$33.02
M	Unilateral	Assistant Operations Supervisor	Assistant Operations Manager	Human Services	\$32.26	\$39.20
M	Unilateral	HSD Supervisor I	HSD Supervisor I	Human Services	\$28.11	\$34.12
M	Unilateral	Infection Preventionist	Infection Preventionist	Rock Haven	\$34.60	\$41.99
M	Unilateral	MDS Registered Nurse	MDS Registered Nurse	Rock Haven	\$31.14	\$37.87
M	Unilateral	Medicolegal Investigations Manager	Medicolegal Investigations Coordinator	Medical Examiner	\$36.17	\$43.48
M	Unilateral	Parks Manager	Park Superintendent	Public Works	\$32.26	\$39.20
M	Unilateral	Public Health Data Scientist	Public Health Data Scientist	Public Health	\$31.14	\$37.87
M	Unilateral	Public Health Planner	Public Health Planner	Public Health	\$31.14	\$37.87
M	Unilateral	Public Health Policy Specialist	Public Health Policy Specialist	Public Health	\$31.14	\$37.87
M	Unilateral	Public Works Superintendent	Public Works Superintendent	Public Works	\$30.14	\$36.63
M	AMHS	Registered Nurse	Registered Nurse	Human Services	\$30.23	\$41.06
M	AMHS	Registered Nurse	Registered Nurse	Rock Haven	\$31.27	\$42.10
M	Unilateral	Shop Superintendent	Shop Superintendent	Public Works	\$30.14	\$36.63
M	Unilateral	Veterans Service Officer	Veterans Service Officer	Veterans Affairs	\$30.14	\$36.63
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max
N	Unilateral	Business Manager	Business Supervisor - HS	Human Services	\$36.17	\$43.48
N	Unilateral	Business Manager	Business Supervisor - IT	IT	\$36.17	\$43.48
N	Unilateral	Business Manager	Business Supervisor - RH	Rock Haven	\$36.17	\$43.48
N	Unilateral	Communications Assistant Director	911 Communications Assistant Director	Communication Ctr	\$37.00	\$44.97
N	Unilateral	Computer Programmer/Analyst II	Computer Programmer/Analyst II	IT	\$36.17	\$43.48
N	Unilateral	Data Solutions Architect	Data Solutions Architect	IT	\$36.17	\$43.48
N	Unilateral	Environmental Health Supervisor	Environmental Health Supervisor	Public Health	\$34.60	\$41.99
N	Unilateral	Equity Manager	Equity and Engagement Strategist	Administration	\$36.17	\$43.48
N	Unilateral	Equity Manager	Equity and Engagement Strategist	Human Services	\$34.60	\$41.99
N	Unilateral	Human Services Supervisor II	HSD Supervisor II	Human Services	\$33.40	\$40.60
N	Unilateral	Human Services Supervisor II	HSD Supervisor II - Quality	Human Services	\$33.40	\$40.60
N	Unilateral	Medical Records Manager	Medical Records Supervisor	Human Services	\$29.10	\$35.35
N	Unilateral	Nursing Supervisor	Nursing Supervisor	Human Services	\$34.60	\$41.99
N	Unilateral	Nursing Supervisor	Nursing Supervisor	Rock Haven	\$34.60	\$41.99
N	Unilateral	Public Health Supervisor	Public Health Supervisor	Public Health	\$34.60	\$41.99
N	Unilateral	Public Safety Systems Coordinator	Public Safety Systems Supervisor	IT	\$32.26	\$39.20
N	Unilateral	Risk Manager	Risk Management Administrator	Corp Counsel	\$37.00	\$44.97
N	Unilateral	Systems Analyst	Systems Analyst II	IT	\$32.26	\$39.20
N	Unilateral	Operations Manager	Youth Services Center Operation Manager	Human Services	\$34.60	\$41.99
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max
O	Unilateral	ADRC/Adult Protective Servcies Div Mgr	ADRC/APS Manager	Human Services	\$39.64	\$48.18

Step 1	Step 6M	Step 14
\$39.92	\$45.16	\$53.31
\$83,352.96	\$94,303.63	\$111,311.28

Step 1	Step 6M	Step 14
\$41.92	\$47.42	\$55.97
\$87,528.96	\$99,018.82	\$116,865.36

O	Unilateral	Program Manager	HSD - DSMS Manager	Human Services	\$37.00	\$44.97			
O	Unilateral	Economic Support Division Manager	Economic Support Manager	Human Services	\$39.64	\$48.18			
O	Unilateral	Human Services Lead Supervisor	Human Services Lead Supervisor	Human Services	\$36.17	\$43.48			
O	Unilateral	Justice System Manager	Justice System Strategist	Administration	\$36.17	\$43.48			
O	Unilateral	Network Administrator	Network Engineer II	IT	\$36.17	\$43.48			
O	Unilateral	Network Technician	System Administrator II	IT	\$32.26	\$39.20			
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max		Step 1	Step 6M
P	Unilateral	Airport Director	Airport Director	Airport	\$36.17	\$43.48			
P	Unilateral	Assistant Finance Director	Assistant Finance Director	Finance	\$38.34	\$46.57			
P	Unilateral	Child Support Director	Child Support Director	Child Support	\$36.17	\$43.48			
P	Unilateral	Economic Development Manager	Economic Development Administrator	Planning, Dev, & Land	\$42.34	\$51.39			
P	Unilateral	Security Officer	Information Security Program Officer	IT	\$40.99	\$49.82			
P	Unilateral	Computer Network Engineer	IT Infrastructure Supervisor	IT	\$40.99	\$49.82			
P	Unilateral	IT Customer Service Manager	IT Service Operations Supervisor	IT	\$40.99	\$49.82			
P	Unilateral	Nursing Manager	Nursing Manager	Rock Haven	\$36.17	\$43.48			
P	Unilateral	Information Technology Project Manager	Portfolio Administrator	IT	\$36.17	\$43.48			
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max		Step 1	Step 6M
Q	Attn	Assistant Corporation Counsel	Assistant Corporation Counsel	Corp Counsel	\$27.76	\$51.49			
Q	Unilateral	Captain	Captain	Sheriff	\$42.34	\$51.39			
Q	Unilateral	Program Manager	CCS Manager	Human Services	\$37.00	\$44.97			
Q	Unilateral	Program Manager	CLTS Manager	Human Services	\$37.00	\$44.97			
Q	Unilateral	Program Manager	CSP Manager	Human Services	\$37.00	\$44.97			
Q	Unilateral	Environmental Health Director	Environmental Health Manager	Public Health	\$36.17	\$43.48			
Q	Unilateral	Data Services Manager	IT Data Services Supervisor	IT	\$40.99	\$49.82			
Q	Unilateral	Cloud Services Coordinator	IT Enterprise Systems Supervisor	IT	\$36.17	\$43.48			
Q	Unilateral	Program Manager	Youth Justice Manager	Human Services	\$37.00	\$44.97			
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max		Step 1	Step 6M
R	Unilateral	Assistant Human Resource Director	Assistant Director - Human Resources	Human Resources	\$36.17	\$43.48			
R	Unilateral	Information Technology Deputy Director	Assistant Director Information Technology	IT	\$45.16	\$54.93			
R	Unilateral	Assistant Director of Nursing	Assistant Director of Nursing	Rock Haven	\$37.00	\$44.97			
R	Unilateral	Assistant Director	Assistant Director Public Health	Public Health	\$37.00	\$44.97			
R	Unilateral	Assistant PW Director	Assistant Director Public Works	Public Works	\$37.00	\$44.97			
R	Unilateral	Assistant To County Administrator	Assistant To County Administrator	Administration	\$38.34	\$46.57			
R	Unilateral	Court Commissioner	Court Commissioner	Circuit Court	\$43.72	\$53.16			
R	Unilateral	CPS Program Manager	CPS Program Manager	Human Services	\$40.99	\$49.82			
R	Unilateral	Program Manager	Crisis and Outpatient Manager	Human Services	\$37.00	\$44.97			
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max		Step 1	Step 6M
							Step 1	Step 6M	Step 14
							\$45.27	\$51.22	\$60.46
							\$94,523.76	\$106,940.32	\$126,240.48

S	Unilateral	Program Manager	Administrative Services Manager	Human Services	\$37.00	\$44.97				
S	Unilateral	Commander	Commander	Sheriff	\$45.16	\$54.93				
S	Unilateral	911 Communications Director	911 Communications Director	Communication Ctr	\$45.16	\$54.93				
S	Unilateral	Director of Nursing	Director of Nursing	Rock Haven	\$42.34	\$51.39				
S	Unilateral	Facilities Management Director	Facilities Management Director	Facilities Mgmt	\$46.65	\$56.67				
S	Unilateral	Health Officer	Health Officer	Public Health	\$45.16	\$54.93				
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max		Step 1	Step 6M	Step 14
								\$56.60	\$64.03	\$75.57
								\$118,180.80	\$133,700.53	\$157,790.16
T	Unilateral	Deputy Corporation Counsel	Deputy Corporation Counsel	Corp Counsel	\$45.16	\$54.93				
T	Unilateral	Nursing Home Administrator	Nursing Home Administrator	Rock Haven	\$54.69	\$66.48				
T	Unilateral	Director of Land Conservation	Planning & Land Conservation Director	Planning, Dev, & Land	\$43.72	\$53.16				
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max	Step 1		Step 6M	Step 14
							\$61.11		\$69.16	\$81.63
							\$127,597.68		\$144,396.58	\$170,443.44
U	Unilateral	Chief Deputy	Chief Deputy	Sheriff	\$48.14	\$58.53				
U	Unilateral	Finance Director	Finance Director	Finance	\$49.69	\$60.42				
U	Unilateral	HSD Deputy Director	HSD Deputy Director	Human Services	\$45.16	\$54.93				
U	Unilateral	Human Resource Director	Human Resource Director	Human Resources	\$49.69	\$60.42				
U	Unilateral	Director of Information Technology	Information Technology Director	IT	\$51.31	\$62.39				
U	Unilateral	Public Works Director	Public Works Director	Public Works	\$46.65	\$56.67				
PG	Current Schedule	Current Title	Recommended Title	Department	Current Min	Current Max		Step 1	Step 6M	Step 14
								\$66.02	\$74.69	\$88.16
								\$137,849.76	\$155,948.30	\$184,078.08
V	Unilateral	Corporation Counsel	Corporation Counsel	Corp Counsel	\$58.31	\$70.92				
V	Unilateral	Human Services Director	Human Services Director	Human Services	\$58.31	\$70.92				