



AGENDA

PERSONNEL AND VETERANS SERVICE

Friday, December 4, 2015

9:30 a.m.

Land Information Conference Room

1st Floor, Courthouse

1. Call meeting to order
2. Approve agenda
3. Public Comment – Speakers will be limited to 5 minutes
4. Approve minutes of November 6, 2015
5. Discuss/consider recommend County Board approve a Deputy Register in Probate/Legal Secretary LTE, effective 01-01-2016, pending Law Enforcement Committee approval, action if any
6. Discuss/consider recommend County Board approve amending the General Code of Ordinances of Marinette County – Chapter 2 County Government, Section 2.06 County Board Compensation and Reimbursement, (8) Citizen Members per diem, action if any
7. Discuss compensation for constitutionally elected officials for 2016-2020, - Discussion only
8. Human Resources Director's Report:
 - Distribute signed Letter(s) of Understanding
 - Distribute approved amendment(s) to Policies and Procedures
 - Worker's Compensation Report
 - Department of Safety and Professional Services
 - Exiting Employment
 - New Hires
 - Postings
 - Job Descriptions
9. Discuss/consider Schedule of Paid Invoices, action if any
10. Future agenda items
11. Closed session per Wisconsin Statute 19.85 (1) (e) deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; to-wit: WPPA negotiations
12. Open session per Wisconsin Statute 19.85 (2), action if any
13. Set next meeting date

14. Adjournment

Addendum(s) when applicable

cc:	Ken Casper	Human Resources Director
	Melissa Christiansen	Veterans Service Officer
	Nick Lakari	Posting
	Ken Keller	County Administration
	Joe Policello	

Supervisors present at this meeting may constitute an unintended quorum of other county board committees. Supervisors appointed to the committee shall participate in action. Others may be present to listen and observe.

PLEASE NOTE: AGENDA ITEMS MAY NOT BE CONSIDERED AND ACTED UPON IN THE ORDER LISTED

If you are an individual who needs a special accommodation while attending the meeting as required by the "Americans With Disabilities Act", please notify County Clerk Kathy Brandt, Marinette County Courthouse (715-732-7406) at least 24 hours prior to the meeting in order to make suitable arrangements. Thank you. (TDD 715-732-7760)

1926 Hall Avenue, Marinette, WI 54143-1717



MINUTES

Personnel and Veterans Service

November 6, 2015
Jury Assembly Room
Lower Level, Courthouse Annex

MEMBERS PRESENT: Supervisors Ken Casper, Melissa Christiansen, Ken Keller, Nick Lakari and Joe Policello

MEMBERS EXCUSED:

OTHERS PRESENT: County Clerk Kathy Brandt, Corporation Counsel Gale Mattison, County Administrator Shawn Hennessee, Supervisors Mike Behnke and Kathy Just, Finance Director Pat Kass, HHSD Director Robin Elsner, Sheriff Jerry Sauve, Chief Deputy James Hansen, Veterans Service Director Bill Kowalski, Bay Cities Radio, Eagle Herald and Peshtigo Times and members of the public

1. Call to order

Chair Lakari called the meeting to order at 9:30 a.m.

2. Agenda

Motion (Casper/Christiansen) to approve agenda. Motion carried.

3. Public Comment

Highway Commissioner Ray Palonen – Support of wage and salary adjustment for county highway employees and department supervisory staff

4. Minutes

Motion (Policello/Keller) to approve minutes of October 27, 2015. Motion carried.

5. Eliminate One (1) Mental Health Therapist Position and Create One (1) Additional Alcohol and Other Drug Abuse Counselor Position

Motion (Casper/Christiansen) to recommend County Board approve eliminating one (1) Mental Health Therapist position and creating one (1) additional Alcohol and Other Drug Abuse Counselor position, effective December 5, 2015. Motion carried. Exhibit A

6. Eliminate One (1) Sheriff's Financial Accountant Clerk and Create One (1) Accounting Clerk

Motion (Keller/Christiansen) to recommend County Board approve eliminating one (1) Sheriff's Financial Accountant Clerk position and create one additional (1) Accounting Clerk position, effective January 8, 2016, pending Finance Committees approval. Motion carried. Exhibit B

7. Ordinance Establishing County Supervisors Salary/Per Diem – 2016 - 2018

Main:

Motion (Keller/Christiansen) to recommend to the County Board a no increase in salary or per diem for the April, 2016 through April, 2018 County Board Supervisor term of office.

Postponement:

Motion (Policello/Christiansen) to postpone discussion until after discussion of Item 8 on this agenda. Motion carried. Voting No – Supervisor Casper and Chair Lakari

8. 2016 Wage Adjustment

Motion (Keller/Policello) to recommend to the County Board approval of a one percent (1%) wage increase effective January 1, 2016 and additional one percent (1%) beginning with the first full pay period in July 2016, excluding the County Administrator, constitutional elected officials and WPPA bargaining unit members. Motion carried. Voting No – Supervisor Casper and Chair Lakari

7a. Continued

Amendment:

Motion (Policello/Casper) to amend main motion to recommend increasing committee per diem to \$40. Motion carried. Voting No – Supervisors Christiansen and Keller.

Main Motion, as amended, carried. Voting No – Supervisors Christiansen and Keller

9. Human Resources Director's Report

Exhibit C

10. Schedule of Paid Invoices

Committee reviewed October Schedule of Paid Invoices totaling \$3,909.32.

11. WPPA Representative

Motion (Casper/Policello) to appoint Committee Chair to attend WPPA labor negotiations as a County Board liaison, not as a negotiator, effective immediately. Motion carried.

12. Future Agenda Items

- Closed session - WPPA negotiations, dismissal of employee
- Review of citizen per diem

13. Adjournment

Motion (Policello/Casper) to adjourn at 10:43 a.m. Motion carried.

Next meeting date: Friday, December 4, 2015

Kathy Brandt
County Clerk

Date approved/corrected:



MARINETTE COUNTY POSITION REQUEST FORM

Administration Completes and returns to the Department

Applicable dates:

Governing Committee 12-7-15 Law Enforcement Committee
 Personnel Committee 12-4-15
 Finance Committee _____
 County Board 12-15-15

Permission to proceed: _____

SH

(County Administrator initials and dates)

Department Completes and submits to Human Resources

Department: Court Commissioner/Register in Probate
 Department Head: Court Commissioner/Register in Probate
 Supervisor: Same
 Position Title: Deputy Register in Probate/Legal Secretary LTE
 Old Position Title: NA
 Hours per Week/Year: 1499/Year 1040/Year
 Requested Start Date: 01/01/2016

New Positions: Permanent
 Seasonal
 Project
 LTE
 Addition of Current Position

Changes to Existing: Hours of Work
 Title Change
 Location Change

Account Number(s): 100-26-51240-112

Funding taken from: _____ (i.e. salaries with or without fringes)

Justification for request: **Please attach**

Human Resources Completes and submits to Finance

Wage Scale Marinette County
 Pay Rate/Salary: \$ 13.46 - 16.82 *Add 2% 2016*
 Pay Level: 12 @ 75%

Human Resources Initials: KA

Finance Completes and returns to Administration

Cost of Request:

Wages: \$ _____ Workers Comp: \$ _____
 FICA: \$ _____ Life Insurance: \$ _____
 Retirement: \$ _____ Longevity: \$ _____
 Other (explain): _____ \$ _____

Total Cost: \$ SEE ATTACHED Finance Initials: PK

Finance Committee approval? Yes No *unless unless pay rate + hours > budget*

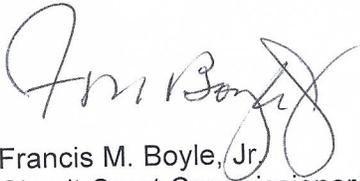
Approval*

Department Head: [Signature] 10/22/15
 County Administrator: [Signature] 11/17/15

* Minutes from the applicable Governing Committee, Personnel Committee, Finance Committee, and County Board meeting must be attached.

Marinette County Position Request Form attachment

To assist with clerical overflow, scanning documents to go paperless, covering vacations, and possible leaves of absence.

A handwritten signature in black ink, appearing to read "Francis M. Boyle, Jr.", written in a cursive style.

Francis M. Boyle, Jr.
Circuit Court Commissioner/Register in Probate

Court Commissioner/Register in Probate Legal Secretary LTE

	PAY RATE	HRS	WAGES	7.65% SOCIAL SECURITY	6.60% RETIREMENT	HEALTH * INSURANCE	Life	0.17% WORKER'S COMP	TOTAL
2016 Pay Level 12 @ 75%									
Minimum	\$ 13.73	1,199	\$ 16,461	\$ 1,259	\$ -	\$ -	\$ -	\$ 28	\$ 17,749
Midpoint	\$ 17.16	1,199	\$ 20,571	\$ 1,574	\$ -	\$ -	\$ -	\$ 35	\$ 22,179
2016 Budget									
Minimum	\$ 13.73	1,040	\$ 14,279	\$ 1,092	\$ -	\$ -	\$ -	\$ 24	\$ 15,396

* Assume no insurance

ORDINANCE No. ____

AMENDING THE GENERAL CODE OF ORDINANCES OF MARINETTE COUNTY –
CHAPTER 2 – COUNTY GOVERNMENT
2.06 COUNTY BOARD COMPENSATION AND REIMBURSEMENT –
(8) Citizen Members

The County Board of Supervisors of the County of Marinette does ordain as follows:

Section One: Section 2.06 (8) of the Marinette County Code of Ordinances is amended to read:

2.06 (8) Citizen Members

Citizen Members. The per diem payment shall be *twenty-eight dollars (\$28.00)*, plus mileage reimbursement at the current IRS rate for citizen members appointed by the County Board or Administrator to Boards, Committees and Commissions. Citizen members shall be eligible for reimbursement of meal costs incurred, as stated in Marinette County's policy and procedure manual, when committee duties require attendance at a meeting or combination of meetings that would prevent the member from returning home at a normal meal period. Specific to Board of Adjustment members, per diem shall be paid per inspection or hearing not to exceed two claimed per diems per day.

Section Three: This ordinance shall be effective immediately upon passage and publication.

ADOPTED: December 15, 2015.

Vilas Schroeder, Chairperson

Kathy Brandt, County Clerk

Recommended: Personnel Committee December 4, 2015

November 23, 2015

This introduction is submitted as a supportive attachment to item number seven, to assist with beginning a conversation on the topic of setting salaries for County Clerk, Register of Deeds, and Treasurer.

Inspection of the Wipfli Study shows huge discrepancies on how the WCAW (Wage Comparability Analysis Worksheets) were done for the Elected Officials (as it was for many county employees for whom a WCAW was completed for their position). Most noticeable is how, for all Elected Officials but the Sheriff, numerous lower paid 'support staff' positions were used in the WCAW's to arrive at Market Analysis Ranges. And the Mid-Point 'slotting' of the Treasurer only was slotted much higher in the final Wipfli 2014 Salary Ranges than was shown on the WCAW. If one looks at the Door County Elected Official hourly pay on the WCAW sheets and multiply by 2080 you pretty much arrive at what we are now paying the Elected Officials ... \$38.50 Sheriff (\$80,080), \$29.18 Clerk of Courts (\$60,694), \$28.58 Co. Clerk-ROD-Treasurer (\$59,446). Averaging in Oconto's Elected Official pay lowers this figure somewhat, especially for the ROD. Just looking at the statutory authority and responsibilities of Elected Officials should garner them adequate pay ... pay that is set by the individual counties and not by state statute.

Sincerely,

Nick Lakari - Chairperson: Personnel Committee

MARINETTE COUNTY

2014 SALARY RANGES @ 50th PERCENTILE (Last Revised 4.17.2014)

Pay Grade	Job Title	Dept	Annual			Hourly		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	County Administrator	ADMIN	\$82,896	\$103,620	\$124,344	\$39.85	\$49.82	\$59.78
2	Corporation Counsel	CC	\$77,093	\$96,367	\$115,640	\$37.06	\$46.33	\$55.60
3	Finance Director Health & Human Services Director Human Resources Director Information Services Director	FIN HHS HR IS	\$71,697	\$89,621	\$107,545	\$34.47	\$43.09	\$51.70
4	Sheriff (EO)	SHE	\$66,678	\$83,347	\$100,017	\$32.06	\$40.07	\$48.09
5	Chief Deputy Court Commissioner/Register in Probate Highway Commissioner Land Information Director	SHE CC/RIP HWY LIO	\$62,011	\$77,513	\$93,016	\$29.81	\$37.27	\$44.72
6	Deputy Director Health & Human Services Lieutenant Public Health Officer	HHS SHE HHS	\$57,670	\$72,087	\$86,505	\$27.73	\$34.66	\$41.59
7	Assistant Manager/Programmer Analyst Library Director Coroner (EO)	IS LIB COR	\$53,633	\$67,041	\$80,449	\$25.79	\$32.23	\$38.68
8	ADRC Supervisor Assistant Finance Director Child and Family Services Manager Civilian Jail Administrator Communications Director Community Services Supervisor Community Support Program Supervisor County Conservationist Forestry & Parks Administrator Long Term Services Manager Patrol Superintendent	HHS FIN HHS SHE COMM HHS HHS LIO F&P HHS HWY	\$49,879	\$62,348	\$74,818	\$23.98	\$29.98	\$35.97
9	Child Support Director Construction Maintenance Supervisor Emergency Management Director Facilities Director Financial Manager Psychiatric RN Public Health Nurse	CS HWY EMS MAINT HHS HHS HHS	\$46,387	\$57,984	\$69,581	\$22.30	\$27.88	\$33.45
10	Adolescent Day Treatment Therapist Adolescent Mental Health/AODA Therapist Adult Services Librarian Assistant Forestry Administrator Children Services Librarian Community Services Mental Health Therapist Economic Support Manager Mental Health Case Manager, CSP - Masters Mental Health Therapist Mental Health Therapist/AODA Counselor	HHS HHS LIB F&P LIB HHS HHS HHS HHS HHS	\$43,140	\$53,925	\$64,710	\$20.74	\$25.93	\$31.11
11	Access Social Worker Accountant Adolescent Day Treatment Social Worker Assistant Communications Director Assistant Parks Administrator Child Protection Initial Assessment Social Worker Child Protective Services Ongoing Social Worker Community Services Case Manager Comprehensive Community Services Case Manager Corrections Corporal	HHS FIN HHS COMM F&P HHS HHS HHS HHS SHE	\$40,120	\$50,150	\$60,180	\$19.29	\$24.11	\$28.93

MARINETTE COUNTY

2014 SALARY RANGES @ 50th PERCENTILE (Last Revised 4.17.2014)

Pay Grade	Job Title	Dept	Annual			Hourly		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
11 (cont.)	Corrections Corporal-Huber	SHE		\$50,150				
	Economic Support Quality Control/Trainer	HHS						
	Forestry Foreman	F&P						
	Foster Care Coordinator	HHS						
	GIS Coordinator	LIO						
	Human Resources Generalist	HR						
	In Home Social Worker	HHS						
	Inpatient/Crisis Case Manager	HHS						
	Juvenile Court Intake Social Worker	HHS						
	Juvenile Court Social Worker	HHS						
	Legal/Executive Secretary	CC						
	Long Term Services Case Manager	HHS						
	Mechanic III-Chief	HWY						
	Mental Health Case Manager, CSP - Bachelors	HHS						
	Mental Health/AODA Case Manager	HHS						
	Network Coordinator	IS						
	Personal Care Registered Nurse Case Manager	HHS						
	Specialized Supervision Social Worker	HHS						
	Systems Analyst	IS						
	Treatment Alternatives and Diversion (TAD) Coordinator	HHS						
Treasurer (EO)	TRE							
Veterans Service Officer	VET							
Zoning/Sanitary Technician IV	LIO							
12	ADRC Specialist	HHS	\$37,312	\$46,640	\$55,968	\$17.94	\$22.42	\$26.91
	Adult Protective Service Worker	HHS						
	AODA Counselor	HHS						
	Birth to 3 Program Coordinator	HHS						
	County Clerk (EO)	CC						
	Conservation Technician	LIO						
	Deputy Register in Probate/Legal Secretary	RIP						
	Education Specialist	LIO						
	Equipment Operator II	HWY						
	Forester	F&P						
	Forestry Equipment Operator	F&P						
	Maintenance Technician II	MAINT						
	Mechanic II (ASE)	HWY						
	Microcomputer Specialist	IS						
	Property Lister	LIO						
	Registered Dietician	HHS						
	Special Instruction Teacher	HHS						
	Water Resource Specialist	LIO						
	Welfare Fraud Investigator	HHS						
	Wildlife Damage Program Coordinator	LIO						
Zoning/Sanitary Technician III	LIO							
13	Child Support Specialist	HHS	\$34,700	\$43,375	\$52,050	\$16.68	\$20.85	\$25.02
	Civilian Corrections Officer	SHE						
	Clerk of Courts (EO)	COC						
	Community Support Worker	HHS						
	Deputy Clerk of Courts/Register in Probate	CC						
	Disability Benefits Specialist	HHS						
	Equipment Operator I	HWY						
	Inmate Education & Programs Corrections Officer	SHE						
	Job Coach	HHS						
	Judicial Assistant/Legal Secretary	DA						
	Landfill Operator	LIO						
	Legal Secretary	DA						
	Mechanic I (No-ASE)	HWY						
	Nutrition Educator	HHS						
	Purchasing Stockroom Coordinator II (CDL)	HWY						
Register of Deeds (EO)	ROD							
Scaler Technician	F&P							
Zoning Sanitary Technician II	LIO							
14	Administrative Corrections Officer	SHE	\$32,271	\$40,339	\$48,406	\$15.51	\$19.39	\$23.27
	Administrative Secretary	ADMIN						
	Branch Librarian	LIB						
	Chief Deputy Register of Deeds/Tract Supervisor	RD						
	Deputy County Clerk	CC						
	Dispatcher	COMM						
	Economic Support Worker	HHS						

MARINETTE COUNTY

2014 SALARY RANGES @ 50th PERCENTILE (Last Revised 4.17.2014)

Pay Grade	Job Title	Dept	Annual			Hourly		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
14 (cont.)	Executive Assistant	HHS						
	Maintenance Technician I	MAINT						
	Mapping Specialist	LIO						
	Parks Foreman	F&P						
	Purchasing Stockroom Coordinator I (no-CDL)	HWY						
	Technical Assistant Branch Librarian	LIB						
	Victim Witness Coordinator	DA						
Zoning/Sanitary Technician I	LIO							
15	Accounting Clerk	FIN	\$30,012	\$37,515	\$45,018	\$14.43	\$18.04	\$21.64
	Database Specialist/Program Assistant	LIO						
	Deputy Register of Deeds	RD						
	Deputy Treasurer	TREA						
	Energy Worker	HHS						
	Financial Specialist	CS						
	Forest Patrol Officer	F&P						
	Parks Caretaker	F&P						
	Youth Camp Caretaker	F&P						
	Printer Technician	MAINT						
16	Administrative Assistant-Child Support	CS	\$27,911	\$34,889	\$41,867	\$13.42	\$16.77	\$20.13
	Custodian	MAINT						
	Customer Service Resource Screener	HHS						
	Description Specialist	LIO						
	FAC Child and Family	HHS						
	FAC HSRs	HHS						
	FAC Payroll	HHS						
	FAC Reporting/Payables	HHS						
	Financial Account Clerk	SHE						
	Program Assistant - Emergency Management	EM						
Program Assistant -Extension	EXT							
17	Administrative Assistant - ADRC	HHS	\$25,957	\$32,447	\$38,936	\$12.48	\$15.60	\$18.72
	Clerk Typist	DA						
	Head Secretary - Extension	EXT						
	Program Assistant - VSO	VSO						
	Scale Attendant	LIO						
18	Administrative Assistant - Forestry	F&P	\$24,140	\$30,175	\$36,211	\$11.61	\$14.51	\$17.41
	Library Assistant	LIB						
	LIHEAP Reception/Clerical	HHS						
	Receptionist - Clinic Division	HHS						
	Receptionist - HHS	HHS						
	Receptionist - Jail	SHE						
	Receptionist - Job Center	HHS						
	Receptionist - Medical Records Clerk Clinic Division	HHS						
	Receptionist - Medical Records Clerk Niagra Division	HHS						
	Receptionist - Medical Records Clerk Public Health	HHS						
	Receptionist - OWI Clerk Clinic Division	HHS						
	Secretary - Sheriff	SHE						
	WIC Clerk	HHS						
19	Library Page	LIB	\$22,451	\$28,063	\$33,676	\$10.79	\$13.49	\$16.19
	Transporter	HHS						
20	OPEN		\$20,879	\$26,099	\$31,318	\$10.04	\$12.55	\$15.06

Minimum and maximum values are calculated +/- 20% around midpoint
 Progression between midpoints is 7%



AGENDA

PERSONNEL AND VETERANS SERVICE

Wednesday, February 19, 2014

1:30 p.m.

Jury Assembly Room

Lower Level, Courthouse Annex

1. Call meeting to order
2. Approve agenda
3. Public Comment – Speakers will be limited to 5 minutes
4. Approve minutes of January 17, 2014
5. Discuss/consider recommend County Board eliminate the Health and Human Services Administrative Assistant position effective immediately, action if any
6. Discuss/consider recommend County Board eliminate the Health and Human Services Financial Account Clerk – Fiscal Agent position upon vacancy, action if any
7. Discuss/consider recommend County Board eliminate the Health and Human Services Financial Account Clerk- Clinic Billing/Accounts Receivable position upon vacancy, action if any
8. Discuss/consider creating three additional Finance Department Accounting Clerk positions, effective immediately, action if any (attachment)
9. Discuss/consider recommending County Board approve creating the Treatment Alternative and Diversion Coordinator position, action if any (attachment)
10. Discuss/consider recommending County Board to approve Amendment 37 – Marinette County Personnel Policies and Procedures Manual Section 1.26 (p) Conditions of Employment (p) Cell Phones, action if any (attachment)
11. Discuss/consider recommending County Board approve Amendment 38 – Marinette County Personnel Policies and Procedures Manual Section 1.29 (c) Benefits, action if any (attachment)
12. Discuss/consider resolution establishing elected officials salaries considering the WIPFLI wage benchmarks and comparable county research, action if any (attachment)
13. Discuss/consider setting wages in WIPFLI market scale, action if any
14. Discuss/consider LEAN process for hiring new employees, action if any
15. Discuss/consider LEAN conference in Brown County that committee members may attend, action if any
16. Human Resources Director's Report:
 - Distribute signed Letter(s) of Understanding
 - Distribute approved amendment(s) to Policies and Procedures
 - Worker's Compensation Report
 - Department of Safety and Professional Services
 - Exiting Employment
 - New Hires
 - Postings
 - Job Descriptions
 - 200 LOG

2-19-2014
Pers Agenda

ps 12 of 12

Wip Fl:
Elected
Official into *

not
attached
to
agenda

*
Phase
III

RESOLUTION NO. _____

RESOLUTION ESTABLISHING ANNUAL COMPENSATION
FOR ELECTED OFFICIALS

WHEREAS, the Marinette County Board of Supervisors is required to establish the annual compensation for elected officials prior to the earliest time for filing nomination papers for the upcoming election,

THEREFORE, BE IT RESOLVED by the Marinette County Board of Supervisors the annual compensation for the following elected officials to be elected in the November 2014 election and to commence serving a term of office January 1, 2015, shall be as follows:

<u>Position</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Clerk of Courts	\$ _____	\$ _____	\$ _____	\$ _____
Coroner	\$ _____	\$ _____	\$ _____	\$ _____
Sheriff	\$ _____	\$ _____	\$ _____	\$ _____

Elected officials are required to pay one-half (1/2) of total WRS required contribution. It is expressly recognized that this share may change each year, when the required WRS rate is adjusted each year. These contributions will be pre-tax.

Additionally, elected officials shall be entitled to such fringe benefits as are allowed by law and as are provided to other salaried exempt employees on the same terms as apply to those employees.

Approved by a majority of a quorum of the Marinette County Board of Supervisors this 25th day of February 2014.

Katherine Brandt, County Clerk

Vilas Schroeder, Chairperson

Recommended: Personnel and Veterans Service Committee
Date: February 19, 2014

7. Eliminate Health and Human Services Financial Account Clerk – Billing/Accounts Receivable Position

Motion (Policello/Casper) to recommend County Board eliminate the Health and Human Services Financial Account Clerk – Clinic Billing/Accounts Receivable position upon vacancy. Motion carried.

8. Create Three (3) Additional Finance Department Accounting Clerk Positions

Motion (Lakari/Casper) to recommend County Board approve creating three (3) additional Finance Department Accounting Clerk positions, effective immediately. Motion carried. Exhibit A

9. Create Treatment Alternative and Diversion Coordinator Position

Motion (Keller/Lakari) to recommend County Board approve creating a Treatment Alternative and Diversion Coordinator position, effective immediately. Motion carried. Exhibit B

10. Amendment 37 to Marinette County Personnel Policies and Procedures Manual Section 1.26 Conditions of Employment (p) Cell Phones

Motion (Casper/Keller) to recommend County Board approve Amendment 37 – Marinette County Personnel Policies and Procedures Manual Section 1.26 Conditions of Employment (p) Cell Phones, contingent on Finance Committee approval. Motion carried. Exhibit C

11. Amendment 38 to Marinette Count Personnel Policies and Procedures Manual Section 1.29 Benefits (c) Wisconsin Retirement System

Motion (Lakari/Casper) to recommend County Board approve Amendment 38 – Marinette County Personnel Policies and Procedures Manual Section 1.29 Benefits (c) Wisconsin Retirement System. Motion carried. Exhibit D

12. Resolution Establishing Elected Officials Salaries – WIPFLI

Motion (Policello/Lakari) to recommend County Board approve Resolution No. 416-14 Establishing Elected Officials Salaries. Motion carried. Exhibit E

now 3 pages,
includes 2 pages
which is Phase III
of Wipfli study

RESOLUTION No. 416 - 14**RESOLUTION ESTABLISHING ANNUAL COMPENSATION
FOR ELECTED OFFICIALS**

WHEREAS, the Marinette County Board of Supervisors is required to establish the annual compensation for elected officials prior to the earliest time for filing nomination papers for the upcoming election,

THEREFORE, BE IT RESOLVED by the Marinette County Board of Supervisors the annual compensation for the following elected officials to be elected in the November 2014 election and to commence serving a term of office January 1, 2015, shall be as follows:

<u>Position</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Clerk of Courts	\$ 60,589	\$ 60,589	\$ 60,589	\$ 60,589
Coroner	\$ 30,504	\$ 30,504	\$ 30,504	\$ 30,504
Sheriff	\$ 79,552	\$ 83,347	\$ 84,180	\$ 85,022

Elected officials are required to pay one-half (½) of total WRS required contribution. It is expressly recognized that this share may change each year, when the required WRS rate is adjusted each year. These contributions will be pre-tax.

Additionally, elected officials shall be entitled to such fringe benefits as are allowed by law and as are provided to other salaried exempt employees on the same terms as apply to those employees. For the purpose of benefits the Coroner position is considered to be a 50% position.

Approved by a majority of a quorum of the Marinette County Board of Supervisors this 25rd day of February 2014.

Katherine Brandt, County Clerk

Vilas Schroeder, Chairperson

Recommended: Personnel and Veterans Service Committee

Date: February 19, 2014

Elected Officials

Pay Grade	Job Title	Current Salary	Entrance Minimum	Market Midpoint	Maximum	Minimum	Hourly Midpoint	Maximum	Yearly Difference	Yearly Sum
1	OPEN		\$82,896	\$103,620	\$124,344	\$39.85	\$49.82	\$59.78		
2	OPEN		\$77,093	\$96,367	\$115,640	\$37.06	\$46.33	\$55.60		
3	Open		\$71,897	\$89,621	\$107,545	\$34.47	\$43.09	\$51.70		
4	Sheriff	\$75,757	\$66,678	\$83,347	\$100,017	\$32.06	\$40.07	\$48.09	\$7,590	
5	Open		\$62,011	\$77,513	\$93,016	\$29.81	\$37.27	\$44.72		
6	Open		\$57,670	\$72,087	\$86,505	\$27.73	\$34.66	\$41.59		
7	Open		\$53,633	\$67,041	\$80,449	\$25.79	\$32.23	\$38.68		
8	Open		\$49,879	\$62,348	\$74,818	\$23.98	\$29.98	\$35.97		
9	Open		\$46,387	\$57,984	\$69,581	\$22.30	\$27.88	\$33.45		
10	Open		\$43,140	\$53,925	\$64,710	\$20.74	\$25.93	\$31.11		
11	Treasurer	\$58,113	\$40,120	\$50,150	\$60,180	\$19.29	\$24.11	\$28.93	-\$7,963	
12	County Clerk	\$58,113	\$37,312	\$46,640	\$55,968	\$17.94	\$22.42	\$26.91	-\$11,473	
13	Register of Deeds	\$58,113.00	\$34,700	\$43,375	\$52,050	\$16.68	\$20.85	\$25.02	-\$14,738.00	
	Clerk of Courts	\$60,589.00							-\$17,214.00	
14	Open		\$32,271	\$40,339	\$48,406	\$15.51	\$19.39	\$23.27		
15	Open		\$30,012	\$37,515	\$45,018	\$14.43	\$18.04	\$21.64		
16	Open		\$27,911	\$34,889	\$41,867	\$13.42	\$16.77	\$20.13		
17	Open		\$25,957	\$32,447	\$38,936	\$12.48	\$15.60	\$18.72		

Pg 2 of 3

Pay Grade	Job Title	Current Salary	Entrance Minimum	Market Midpoint	Maximum	Minimum	Hourly Midpoint	Maximum	Yearly Difference	Yearly Sum
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19	Open		\$22,451	\$28,083	\$33,676	\$10.79	\$13.49	\$16.19		
20	Open		\$20,879	\$26,099	\$31,318	\$10.04	\$12.55	\$15.08		

Coroner one market contract \$150 hour for six hours.

(Main)

- Main motion carried.

**RESOLUTION No. 415-14
SUPPORTING LEGISLATION TO FUND
ENHANCED 911 SERVICES**

WHEREAS, currently county 911 programs are funded through two sources: a surcharge of up to 40 cents on all landline telephones, and the county tax levy. The surcharge is collected by telecommunications providers as part of a service agreement with each county and is used to pay the cost of providing landline service to the 911 center, officially known as a public safety answering point; and

WHEREAS, the number of landline phones has declined, so too have revenues from the landline fee. The fee does not generate enough money to cover the telecommunication companies cost resulting in additional tax levy for counties; and

WHEREAS, in 2009, Wisconsin Counties Association, Wisconsin County Executives and Administrators, as well as telecommunication companies proposed a permanent grant program to fund equipment and training costs for county 911 centers. The grants would have been funded by a monthly 911 fee of up to 75 cents on every landline phone, cellular telephone, and other device capable of dialing 911; and

WHEREAS, as part of its action on the 2009-11 state biennial budget, the Joint Committee on Finance approved the new fee and the grant program. However, before final adoption of the budget, lawmakers and the Governor redirected the 911 fees collected to fill an unexpected revenue gap. The fee has been imposed and is deposited in the State's General Fund. The fee was renamed the Police and Fire Protection Fee, and is deposited into the State General Fund; and

WHEREAS, a new bill is being proposed to restore the original funding concept with grants to the counties for enhanced 911 services; and

WHEREAS, this bill would create a statewide contract to provide 911 telecommunications services to all county public safety answering points, eliminating the need for county-by-county contracts, as well as the need for any additional county funding; and

WHEREAS, a program should be established to disburse the grant monies established for county public safety answering points for equipment, software, and training as well as establishing a

statewide advisory council to the Public Service Commission to oversee the administration of the statewide 911 contract and the 911 grant program.

BE IT RESOLVED the Marinette County Board of Supervisors does hereby request the legislature fund enhanced 911 services.

BE IT FURTHER RESOLVED the County Clerk is directed to provide a copy of this resolution to State Senator Thomas Tiffany, State Senator Dave Hansen, Assembly Representative John Nygren and Assembly Representative Jeffrey Mursau as well as the Wisconsin Counties Association.

- Motion (Christiansen/Behnke) to approve Resolution No. 415-14. Motion carried.

**RESOLUTION No. 416-14
RESOLUTION ESTABLISHING ANNUAL
COMPENSATION
FOR ELECTED OFFICIALS**

WHEREAS, the Marinette County Board of Supervisors is required to establish the annual compensation for elected officials prior to the earliest time for filing nomination papers for the upcoming election,

THEREFORE, BE IT RESOLVED by the Marinette County Board of Supervisors the annual compensation for the following elected officials to be elected in the November 2014 election and to commence serving a term of office January 1, 2015, shall be as follows:

Position	2015	2016	2017	2018
Clerk of Courts	\$60,589	\$60,589	\$60,589	\$60,589
Coroner	\$30,504	\$30,504	\$30,504	\$30,504
Sheriff	\$79,552	\$83,347	\$84,180	\$85,022

Elected officials are required to pay one-half (1/2) of total WRS required contribution. It is expressly recognized that this share may change each year, when the required WRS rate is adjusted each year. These contributions will be pre-tax.

Additionally, elected officials shall be entitled to such fringe benefits as are allowed by law and as are provided to other salaried exempt employees on the same terms as apply to those employees. For the purpose of benefits the Coroner position is considered to be a 50% position.

- Motion (Seefeldt/Casper) to approve Resolution No. 416-14. Motion carried. Yes: 22 No: 6



MINUTES

Personnel and Veterans Service

June 13, 2014

Jury Assembly Room
Lower Level, Courthouse Annex

MEMBERS PRESENT: Supervisors Ken Casper, Melissa Christiansen, Ken Keller, Nick Lakari and Joe Policello

MEMBERS EXCUSED:

OTHERS PRESENT:

Deputy County Clerk BobbieJean Borkowski, Human Resources Director Jennifer Holtger, Corporation Counsel Gale Mattison, Communications Director Kirsten Bellisle, Supervisors Bauer, Just and Schroeder, Veterans Service Officer Bill Kowalski and Peshtigo Times

1. Call to order

Chair Lakari called the meeting to order at 9:00 a.m.

2. Agenda

Motion (Casper/Christiansen) to approve agenda and addendum as presented. Motion carried.

3. Public Comment

None

4. Minutes

Motion (Policello/Casper) to approve minutes of May 9, 2014. Motion carried.

5. Create Two (2) Dispatcher Positions

Motion (Keller/Christiansen) to recommend County Board approve creating two (2) 40-hour Dispatcher Positions effective immediately. Motion carried. Exhibit A

6. Eliminate Three (3) Fifty Percent Dispatcher Positions

Motion (Christiansen/Casper) to recommend County Board eliminate three (3) fifty percent Dispatcher Positions as the positions become vacant. Motion carried. Exhibit A

7. Extended Leave of Absence for Courthouse Employee

Motion (Policello/Christiansen) to approve extended unpaid leave of absence for courthouse category employee from July 14th, 2014 through August 5th, 2014. Motion carried.

8. Human Resources Director's Report

Exhibit B

9. Combine like Titles for Positions/Pay Grades Identified in Wipfli Study

Motion (Christiansen/Policello) to authorize Human Resources Department to combine like job titles for positions/pay grades identified in Wipfli study. Motion carried.

10. Develop Wipfli Pay Grade Appeal Process

Motion (Keller/Christiansen) to authorize interim County Administration to develop a Wipfli pay grade administrative review process. Motion carried. Voting no – Supervisor Casper

11. Schedule of Invoices

Committee reviewed May Schedule of Invoices totaling \$9,190.15

12. Future Agenda Items

13. Adjournment

Motion (Casper/Christiansen) to adjourn at 10:53 a.m. Motion carried.

Next meeting date: July 11, 2014 at 9:00 a.m.

BobbieJean Borkowski
Deputy County Clerk

Date approved/corrected:



HUMAN RESOURCES DEPARTMENT

Personnel Agenda Report

Personnel Committee Date: **June 13, 2014**

WORKER'S COMPENSATION

Description of Injury

Report Type

Various Physical already reported, Mental Stress	Medical
Gauge on back of left hand	Report Only
Swollen left knee	Report Only
Deer Tick	Report Only
Sore left shoulder	Report Only
Sore/Swollen right jaw	Report Only
Smashed ring and middle finger/left hand	Report Only
Deer Tick	Report Only
Sore lower back	Report Only

Total Number of Claims this Month: 9 1 - Medical, 8 - Report Only, 0 - Lost Time
 YTD Lost Time: 0
 Pending YTD Lost Time: 0
 Updates/Additional Comments:

DEPARTMENT OF SAFETY & PROFESSIONAL SERVICES

Monthly Trainings

June Bloodborne Pathogen (required annually)

EXITING EMPLOYMENT

Resignations	6
Retirements	---
Layoffs	---
Dismissals	---

NEW HIRES

Date of Hire	Job Title	Department
05/13/2014	Receptionist LTE	Health & Human Services
05/19/2014	Interim Facilities Director	Maintenance
05/20/2014	Collections LTE	Finance
05/28/2014	Child Support Specialist	Child Support
05/29/2014	Landfill LTE	Land Information
06/05/2014	Special Instruction Teacher	Health & Human Services
06/09/2014	Child Support Director	Child Support

POSTINGS

Date Closed	Job Title	Department
06/06/2014	Library Assistant - 50% Stephenson	Library
06/06/2014	Chief Deputy ROD/Tract Supervisor	Register of Deeds
06/09/2014	LIHEAP - Reception/Clerical	Health & Human Services
06/09/2014	Receptionist/OWI Clerk - Clinic Division	Health & Human Services
06/10/2014	Accounting Clerk	Finance
06/19/2014	Mental Health Case Manager - CSP	Health & Human Services
06/19/2014	AODA Counselor	Health & Human Services

JOB DESCRIPTIONS

WIPFLI - Final market information available on website within the week.

MARINETTE COUNTY

Wage Comparability Analysis Worksheet

Clerk of Courts									
Survey	Survey Job	Demographic	# ER's	# EE's	Median	Aged	Weight	Weighted	
Profit									
ERI 2013	Administrative Assistant	Marinette, All Industries	N/A	N/A	19.25	19.25	0.05	0.96	
CompData M&D 2013	Administrative Assistant I	200-500 FTEs	67	160	17.04	17.04	0.05	0.85	
WI OES 2012	Executive Secretaries & Admin, Assistants	Statewide	N/A	26,840	16.21	17.18	0.05	0.86	
Non-Profit									
Non Profit Times 2012	Administrative Assistant, Junior Level	\$50M+ Operating Budget	20	23	17.14	18.34	0.05	0.92	
ERI 2013	Administrative Assistant	Marinette, Govt. Support Services	N/A	N/A	18.54	18.54	0.05	0.93	
County/State									
Door County	Deputy 2 Clerk of Courts	Door County	N/A	N/A	17.83	17.83	0.10	1.78	
Door County	Deputy 3 Clerk of Courts	Door County	N/A	N/A	17.83	17.83	0.10	1.78	
Door County	Clerk of Court	Door County - Actual	N/A	N/A	29.18	29.18	0.10	2.92	
Door County	Deputy 2 Clerk of Courts	Door County - Actual	N/A	N/A	18.42	18.42	0.05	0.92	
Door County	Deputy 3 Clerk of Courts	Door County - Actual	N/A	N/A	19.29	19.29	0.05	0.96	
Oconto County	Deputy Clerk of Courts	Oconto County	N/A	N/A	21.11	21.11	0.10	2.11	
Oconto County	Clerk of Court	Oconto County - Actual	N/A	N/A	26.17	26.17	0.10	2.62	
Oconto County	Deputy Clerk of Courts	Oconto County - Actual	N/A	N/A	19.59	19.59	0.05	0.98	
State of Wisconsin	Legal Secretary	Statewide	N/A	N/A	20.65	21.06	0.10	2.11	
*Average data used in the absence of the median							Hourly Weighted	1.00	20.70
							Annual Weighted		\$43,056

Market Analysis Range:		
	Annual	Hourly
Minimum	\$34,445	16.56
Mid-Point	\$43,056	20.70
Maximum	\$51,667	24.84

Data is depicted as wages based on 2080 hours worked per year.
This is base wage information only. No bonus or other perks are included.

MARINETTE COUNTY

Wage Comparability Analysis Worksheet

Coroner									
Survey	Survey Job	Demographic	# ER's	# EE's	Median	Aged	Weight	Weighted	
Profit									
ERI 2013		Marinette, All Industries				0.00		0.00	
WI OES 2012		Statewide				0.00		0.00	
Non-Profit									
Non Profit Times 2012		All Organizations				0.00		0.00	
ERI 2013		Marinette, Govt. Support Services				0.00		0.00	
County/State									
Door County		Door County				0.00		0.00	
Door County		Door County - Actual				0.00		0.00	
Oconto County		Oconto County				0.00		0.00	
Oconto County		Oconto County - Actual				0.00		0.00	
*Average data used in the absence of the median							Hourly Weighted	0.00	0.00
							Annual Weighted		\$0

Market Analysis Range:		
	Annual	Hourly
Minimum	\$0	0.00
Mid-Point	\$0	0.00
Maximum	\$0	0.00

Data is depicted as wages based on 2080 hours worked per year.
This is base wage information only. No bonus or other perks are included.

MARINETTE COUNTY

Wage Comparability Analysis Worksheet

County Clerk										
Survey	Survey Job	Demographic	# ER's	#EE's	Median	Aged	Weight	Weighted		
Profit										
ERI 2013	Administrative Assistant	Marinette, All Industries	N/A	N/A	19.25	19.25	0.10	1.93		
CompData M&D 2013	Administrative Assistant II (Senior)	200-500 FTEs	27	49	20.58	20.58	0.10	2.06		
WI OES 2012	Executive Secretaries, & Executive Administrative Assistants	Statewide	N/A	9,800	21.42	22.71	0.10	2.27		
Non-Profit										
Non Profit Times 2012	Administrative Assistant, Sr Level	\$50M+ Operating Budget	18	7	20.19	21.60	0.10	2.16		
ERI 2013	Administrative Assistant	Marinette, Govt. Support Services	N/A	N/A	18.54	18.54	0.10	1.85		
County/State										
Door County	Deputy 4 County Clerk	Door County	N/A	N/A	17.83	17.83	0.10	1.78		
Door County	County Clerk	Door County - Actual	N/A	N/A	28.58	28.58	0.10	2.86		
Door County	Deputy 4 County Clerk	Door County - Actual	N/A	N/A	19.29	19.29	0.10	1.93		
Oconto County	Deputy County Clerk	Oconto County	N/A	N/A	21.11	21.11	0.10	2.11		
Oconto County	County Clerk	Oconto County - Actual	N/A	N/A	27.77	27.77	0.10	2.78		
*Average data used in the absence of the median							Hourly Weighted	1.00	21.73	
							Annual Weighted		\$45,198	

Market Analysis Range:		
	Annual	Hourly
Minimum	\$36,159	17.38
Mid-Point	\$45,198	21.73
Maximum	\$54,238	26.08

Data is depicted as wages based on 2080 hours worked per year.
This is base wage information only. No bonus or other perks are included.

MARINETTE COUNTY

Wage Comparability Analysis Worksheet

Register of Deeds									
Survey	Survey Job	Demographic	# ER's	#EE's	Median	Aged	Weight	Weighted	
Profit									
ERI 2013	Administrative Assistant	Marinette, All Industries	N/A	N/A	19.25	19.25	0.05	0.96	
WI OES 2012	Executive Secretaries & Admin Assistants	Statewide	N/A	9,800	21.42	22.71	0.10	2.27	
Non-Profit									
Non Profit Times 2012	Office Manager	\$50M+ Operating Budget	16	4	22.76	24.35	0.10	2.44	
ERI 2013	Administrative Assistant	Marinette, Govt. Support Services	N/A	N/A	18.54	18.54	0.05	0.93	
County/State									
Door County	Deputy 2 Register of Deeds	Door County	N/A	N/A	17.49	17.49	0.10	1.75	
Door County	Deputy 2 Register of Deeds	Door County - Actual	N/A	N/A	18.53	18.53	0.10	1.85	
Door County	Chief Deputy Register of Deeds	Door County - Actual	N/A	N/A	19.29	19.29	0.10	1.93	
Door County	Register of Deeds	Door County - Actual	N/A	N/A	28.58	28.58	0.10	2.86	
Oconto County	Deputy Register of Deeds	Oconto County	N/A	N/A	21.11	21.11	0.10	2.11	
Oconto County	Deputy Register of Deeds	Oconto County - Actual	N/A	N/A	19.59	19.59	0.10	1.96	
Oconto County	Register of Deeds	Oconto County - Actual	N/A	N/A	17.39	17.39	0.10	1.74	
*Average data used in the absence of the median							Hourly Weighted	1.00	20.79
							Annual Weighted		\$43,243

Market Analysis Range:		
	Annual	Hourly
Minimum	\$34,595	16.63
Mid-Point	\$43,243	20.79
Maximum	\$51,892	24.95

Data is depicted as wages based on 2080 hours worked per year.
This is base wage information only. No bonus or other perks are included.

MARINETTE COUNTY
Wage Comparability Analysis Worksheet

Sheriff										
Survey	Survey Job	Demographic	# ER's	#EE's	Median	Aged	Weight	Weighted		
Profit										
WI OES 2012	First Line Supervisors of Police & Detectives	Statewide	N/A	1,640	35.11	37.22	0.20	7.44		
County/State										
Door County	Chief Deputy Sheriff	Door County	N/A	N/A	38.90	38.90	0.20	7.78		
Door County	Chief Deputy Sheriff	Door County - Actual	N/A	N/A	43.31	43.31	0.20	8.66		
Door County	Sheriff	Door County - Actual	N/A	N/A	38.50	38.50	0.20	7.70		
Oconto County	Sheriff	Oconto County - Actual	N/A	N/A	35.69	35.69	0.20	7.14		
*Average data used in the absence of the median							Hourly Weighted	1.00	38.72	
							Annual Weighted	\$80,538		

Market Analysis Range:		
	Annual	Hourly
Minimum	\$64,430	30.98
Mid-Point	\$80,538	38.72
Maximum	\$96,645	46.46

Data is depicted as wages based on 2080 hours worked per year.
This is base wage information only. No bonus or other perks are included.

MARINETTE COUNTY

Wage Comparability Analysis Worksheet

Treasurer									
Survey	Survey Job	Demographic	# ER's	#EE's	Median	Aged	Weight	Weighted	
WI OES 2012	Bookkeeping, Accounting Clerks	Statewide	N/A	31,470	16.62	17.62	0.15	2.64	
Non-Profit									
Non Profit Times 2012	Bookkeeper	\$50M+ Operating Budget	7	6	17.79	19.04	0.15	2.86	
ERI 2013	Treasurer Assistant	Marinette, Govt. Support Services	N/A	N/A	39.34	39.34	0.05	1.97	
County/State									
Door County	Deputy 4 Treasurer	Door County	N/A	N/A	18.46	18.46	0.15	2.77	
Door County	Treasurer	Door County - Actual	N/A	N/A	28.58	28.58	0.10	2.86	
Door County	Deputy 4 Treasurer	Door County - Actual	N/A	N/A	17.78	17.78	0.10	1.78	
Oconto County	Deputy Treasurer	Oconto County	N/A	N/A	21.11	21.11	0.10	2.11	
Oconto County	Treasurer	Oconto County - Actual	N/A	N/A	26.95	26.95	0.10	2.70	
State of Wisconsin	Deputy Treasurer	Oconto County - Actual	N/A	N/A	19.59	19.59	0.10	1.96	
							Hourly Weighted	1.00	21.63
							Annual Weighted		\$44,990

*Average data used in the absence of the median

Market Analysis Range:		
	Annual	Hourly
Minimum	\$35,992	17.30
Mid-Point	\$44,990	21.63
Maximum	\$53,988	25.96

Data is depicted as wages based on 2080 hours worked per year.
This is base wage information only. No bonus or other perks are included.

MARINETTE COUNTY

2013 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (Last Revised 5.14.2014)

Pay Grade	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
1	County Administrator	ADMIN	\$97,465	\$46.86	\$39.85	\$49.82	\$59.78	94%		
2	Corporation Counsel	CC	\$90,193	\$43.36	\$37.06	\$46.33	\$55.60	94%		
3	Finance Director	FIN	\$81,380	\$39.13	\$34.47	\$43.09	\$51.70	91%		
	Health & Human Services Director	HHS	\$87,840	\$42.23	\$34.47	\$43.09	\$51.70	98%		
	Human Resources Director	HR	\$75,395	\$36.25	\$34.47	\$43.09	\$51.70	84%		
	Information Services Director	IS	\$79,026	\$37.99	\$34.47	\$43.09	\$51.70	88%		
4	Sheriff (EO)	SHE	\$75,757	\$36.42	\$32.06	\$40.07	\$48.09	91%		
5	Chief Deputy	SHE	\$69,854	\$33.58	\$29.81	\$37.27	\$44.72	90%		
	Court Commissioner/Register in Probate	CC/RIP	\$92,079	\$44.27	\$29.81	\$37.27	\$44.72	119%	approaching maximum	
	Highway Commissioner	HWY	\$75,395	\$36.25	\$29.81	\$37.27	\$44.72	97%		
	Land Information Director	LIO	\$81,380	\$39.13	\$29.81	\$37.27	\$44.72	105%		
6	Deputy Director Health & Human Services	HHS	\$75,395	\$36.25	\$27.73	\$34.66	\$41.59	105%		
	Lieutenant	SHE	\$64,726	\$31.12	\$27.73	\$34.66	\$41.59	90%		
	Lieutenant	SHE	\$64,726	\$31.12	\$27.73	\$34.66	\$41.59	90%		
	Lieutenant	SHE	\$62,860	\$30.22	\$27.73	\$34.66	\$41.59	87%		
	Public Health Officer	HHS	\$61,042	\$29.35	\$27.73	\$34.66	\$41.59	85%		
7	Assistant Manager/Programmer Analyst	IS	\$67,840	\$32.62	\$25.79	\$32.23	\$38.68	101%		
	Library Director	LIB	\$55,773	\$26.81	\$25.79	\$32.23	\$38.68	83%		
8	ADRC Supervisor	HHS	\$61,042	\$29.35	\$23.98	\$29.98	\$35.97	98%		
	Assistant Finance Director	FIN	\$61,042	\$29.35	\$23.98	\$29.98	\$35.97	98%		
	Child and Family Services Manager	HHS	\$62,860	\$30.22	\$23.98	\$29.98	\$35.97	101%		
	Civilian Jail Administrator	SHE	\$59,978	\$28.84	\$23.98	\$29.98	\$35.97	96%		
	Communications Director	COMM	\$56,568	\$27.20	\$23.98	\$29.98	\$35.97	91%		
	Community Services Supervisor	HHS	\$64,726	\$31.12	\$23.98	\$29.98	\$35.97	104%		
	Community Support Program Supervisor	HHS	\$62,860	\$30.22	\$23.98	\$29.98	\$35.97	101%		
	County Conservationist	LIO	\$59,978	\$28.84	\$23.98	\$29.98	\$35.97	96%		
	Forestry & Parks Administrator	F&P	\$63,979	\$30.76	\$23.98	\$29.98	\$35.97	103%		
	Long Term Services Manager	HHS	\$59,287	\$28.50	\$23.98	\$29.98	\$35.97	95%		
	Patrol Superintendent	HWY	\$62,241	\$29.92	\$23.98	\$29.98	\$35.97	100%		

MARINETTE COUNTY

2013 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (Last Revised 5.14.2014)

Pay Grade	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
9	Child Support Director	CS	\$55,578	\$26.72	\$22.30	\$27.88	\$33.45	96%		
	Construction Maintenance Supervisor	HWY	\$59,978	\$28.84	\$22.30	\$27.88	\$33.45	103%		
	Construction Maintenance Supervisor	HWY	\$53,448	\$25.70	\$22.30	\$27.88	\$33.45	92%		
	Emergency Management Director	EM	\$47,737	\$22.95	\$22.30	\$27.88	\$33.45	82%		
	Facilities Director	MAINT	\$59,978	\$28.84	\$22.30	\$27.88	\$33.45	103%		
	Financial Manager	HHS	\$64,726	\$31.12	\$22.30	\$27.88	\$33.45	112%		
	Psychiatric RN	HHS	\$57,117	\$27.46	\$22.30	\$27.88	\$33.45	99%		
	Psychiatric RN	HHS	\$58,926	\$28.33	\$22.30	\$27.88	\$33.45	102%		
	Psychiatric RN	HHS	\$58,926	\$28.33	\$22.30	\$27.88	\$33.45	102%		
	Public Health Nurse	HHS	\$53,186	\$25.57	\$22.30	\$27.88	\$33.45	92%		
	Public Health Nurse	HHS	\$55,973	\$26.91	\$22.30	\$27.88	\$33.45	97%		
	Public Health Nurse	HHS	\$58,926	\$28.33	\$22.30	\$27.88	\$33.45	102%		
	Public Health Nurse	HHS	\$58,926	\$28.33	\$22.30	\$27.88	\$33.45	102%		
	Public Health Nurse	HHS	\$58,926	\$28.33	\$22.30	\$27.88	\$33.45	102%		
10	Adolescent Day Treatment Therapist	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Adolescent Mental Health/AODA Therapist	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Adult Services Librarian	LIB	\$39,936	\$19.20	\$20.74	\$25.93	\$31.11	74%	below minimum	\$3,204
	Assistant Forestry Administrator	F&P	\$54,933	\$26.41	\$19.29	\$24.11	\$28.93	110%		
	Children Services Librarian	LIB	\$57,013	\$27.41	\$19.29	\$24.11	\$28.93	114%		
	Community Services Mental Health Therapist	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Community Services Mental Health Therapist	HHS	\$62,171	\$29.89	\$20.74	\$25.93	\$31.11	115%		
	Economic Support Manager	HHS	\$64,726	\$31.12	\$20.74	\$25.93	\$31.11	120%	at or above maximum	
	Mental Health Case Manager, CSP - Masters	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Mental Health Case Manager, CSP - Masters	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Mental Health Case Manager, CSP - Masters	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Mental Health Therapist	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Mental Health Therapist	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Mental Health Therapist	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Mental Health Therapist	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Mental Health Therapist	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Mental Health Therapist/AODA Counselor	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
	Mental Health Therapist/AODA Counselor	HHS	\$65,686	\$31.58	\$20.74	\$25.93	\$31.11	122%	at or above maximum	
11	Access Social Worker	HHS	\$51,376	\$24.70	\$19.29	\$24.11	\$28.93	102%		
	Accountant	FIN	\$44,572	\$21.43	\$19.29	\$24.11	\$28.93	89%		
	Accountant	FIN	\$47,051	\$22.62	\$19.29	\$24.11	\$28.93	94%		
	Accountant	FIN	\$47,051	\$22.62	\$19.29	\$24.11	\$28.93	94%		
	Accountant	FIN	\$49,757	\$23.92	\$19.29	\$24.11	\$28.93	99%		
	Adolescent Day Treatment Social Worker	HHS	\$51,376	\$24.70	\$19.29	\$24.11	\$28.93	102%		
	Assistant Communications Director	COMM			\$19.29	\$24.11	\$28.93	0%		

MARINETTE COUNTY

2013 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (Last Revised 5.14.2014)

Pay Grade	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
11	Assistant Parks Administrator	F&P	\$53,456	\$25.70	\$19.29	\$24.11	\$28.93	107%		
(cont.)	Child Protection Initial Assessment Social Worker	HHS	\$55,952	\$26.90	\$19.29	\$24.11	\$28.93	112%		
	Child Protection Initial Assessment Social Worker	HHS	\$55,952	\$26.90	\$19.29	\$24.11	\$28.93	112%		
	Child Protection Initial Assessment Social Worker	HHS	\$43,202	\$20.77	\$19.29	\$24.11	\$28.93	86%		
	Child Protective Services Ongoing Social Worker	HHS	\$44,366	\$21.33	\$19.29	\$24.11	\$28.93	88%		
	Child Protective Services Ongoing Social Worker	HHS	\$45,490	\$21.87	\$19.29	\$24.11	\$28.93	91%		
	Child Protective Services Ongoing Social Worker	HHS	\$44,366	\$21.33	\$19.29	\$24.11	\$28.93	88%		
	Community Services Case Manager	HHS	\$51,574	\$24.80	\$19.29	\$24.11	\$28.93	103%		
	Comprehensive Community Services Case Manager	HHS	\$46,696	\$22.45	\$19.29	\$24.11	\$28.93	93%		
	Comprehensive Community Services Case Manager	HHS	\$62,171	\$29.89	\$19.29	\$24.11	\$28.93	124%	at or above maximum	
	Corrections Corporal	SHE	\$49,442	\$23.77	\$19.29	\$24.11	\$28.93	99%		
	Corrections Corporal	SHE	\$49,442	\$23.77	\$19.29	\$24.11	\$28.93	99%		
	Corrections Corporal	SHE	\$49,442	\$23.77	\$19.29	\$24.11	\$28.93	99%		
	Corrections Corporal	SHE	\$49,442	\$23.77	\$19.29	\$24.11	\$28.93	99%		
	Corrections Corporal - Huber	SHE	\$49,442	\$23.77	\$19.29	\$24.11	\$28.93	99%		
	Economic Support Quality Control/Trainer	HHS	\$45,594	\$21.92	\$19.29	\$24.11	\$28.93	91%		
	Forestry Foreman	F&P	\$47,840	\$23.00	\$19.29	\$24.11	\$28.93	95%		
	Foster Care Coordinator	HHS	\$55,952	\$26.90	\$19.29	\$24.11	\$28.93	112%		
	GIS Coordinator	LIO	\$60,133	\$28.91	\$19.29	\$24.11	\$28.93	120%	at or above maximum	
	Human Resource Generalist	HR	\$44,246	\$21.27	\$19.29	\$24.11	\$28.93	88%		
	In Home Social Worker	HHS	\$61,360	\$29.50	\$19.29	\$24.11	\$28.93	122%	at or above maximum	
	Inpatient/Crisis Case Manager	HHS	\$61,360	\$29.50	\$19.29	\$24.11	\$28.93	122%	at or above maximum	
	Juvenile Court Intake Social Worker	HHS	\$61,360	\$29.50	\$19.29	\$24.11	\$28.93	122%	at or above maximum	
	Juvenile Court Social Worker	HHS	\$61,360	\$29.50	\$19.29	\$24.11	\$28.93	122%	at or above maximum	
	Juvenile Court Social Worker	HHS	\$51,376	\$24.70	\$19.29	\$24.11	\$28.93	102%		
	Juvenile Court Social Worker	HHS	\$51,376	\$24.70	\$19.29	\$24.11	\$28.93	102%		
	Legal/Executive Secretary	CC	\$47,737	\$22.95	\$19.29	\$24.11	\$28.93	95%		
	Long Term Services Case Manager	HHS	\$44,366	\$21.33	\$19.29	\$24.11	\$28.93	88%		
	Long Term Services Case Manager	HHS	\$55,952	\$26.90	\$19.29	\$24.11	\$28.93	112%		
	Long Term Services Case Manager	HHS	\$55,952	\$26.90	\$19.29	\$24.11	\$28.93	112%		
	Long Term Services Case Manager	HHS			\$19.29	\$24.11	\$28.93			
	Long Term Services Case Manager	HHS	\$55,952	\$26.90	\$19.29	\$24.11	\$28.93	112%		
	Long Term Services Case Manager	HHS	\$55,952	\$26.90	\$19.29	\$24.11	\$28.93	112%		
	Long Term Services Case Manager	HHS	\$46,696	\$22.45	\$19.29	\$24.11	\$28.93	93%		
	Long Term Services Case Manager	HHS	\$45,490	\$21.87	\$19.29	\$24.11	\$28.93	91%		
	Long Term Services Case Manager	HHS	\$46,696	\$22.45	\$19.29	\$24.11	\$28.93	93%		
	Long Term Services Case Manager	HHS	\$46,696	\$22.45	\$19.29	\$24.11	\$28.93	93%		
	Long Term Services Case Manager	HHS	\$46,696	\$22.45	\$19.29	\$24.11	\$28.93	93%		
	Mechanic III - Chief	HWY	\$46,301	\$22.26	\$19.29	\$24.11	\$28.93	92%		
	Mental Health Case Manager, CSP-BA	HHS	\$61,360	\$29.50	\$19.29	\$24.11	\$28.93	122%	at or above maximum	
	Mental Health/AODA Case Manager	HHS	\$55,952	\$26.90	\$19.29	\$24.11	\$28.93	112%		
	Network Coordinator	IS	\$53,851	\$25.89	\$19.29	\$24.11	\$28.93	107%		
	Personal Care Registered Nurse Case Manager	HHS	\$58,926	\$28.33	\$19.29	\$24.11	\$28.93	117%	approaching maximum	
	Personal Care Registered Nurse Case Manager	HHS	\$58,926	\$28.33	\$19.29	\$24.11	\$28.93	117%	approaching maximum	
	Specialized Supervision Social Worker	HHS	\$46,696	\$22.45	\$19.29	\$24.11	\$28.93	93%		

MARINETTE COUNTY

2013 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (Last Revised 5.14.2014)

Pay Grade	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
11	Systems Analyst	IS			\$19.29	\$24.11	\$28.93			
(cont.)	Treatment Alternatives and Diversion (TAD) Coordinator	HHS			\$19.29	\$24.11	\$28.93			
	Treasurer (EO)	TRE	\$58,113	\$27.94	\$19.29	\$24.11	\$28.93	116%	approaching maximum	
	Veterans Services Officer	VSO	\$55,578	\$26.72	\$19.29	\$24.11	\$28.93	111%		
	Zoning/Sanitary Technician IV	LIO			\$19.29	\$24.11	\$28.93			
12	ADRC Specialist	HHS	\$46,696	\$22.45	\$17.94	\$22.42	\$26.91	100%		
	ADRC Specialist	HHS	\$55,952	\$26.90	\$17.94	\$22.42	\$26.91	120%	at or above maximum	
	Adult Protective Service Worker	HHS	\$51,376	\$24.70	\$17.94	\$22.42	\$26.91	110%		
	Adult Protective Service Worker	HHS	\$61,360	\$29.50	\$17.94	\$22.42	\$26.91	132%	at or above maximum	
	AODA Counselor	HHS	\$61,360	\$29.50	\$17.94	\$22.42	\$26.91	132%	at or above maximum	
	AODA Counselor	HHS	\$45,490	\$21.87	\$17.94	\$22.42	\$26.91	98%		
	Birth to 3 Program Coordinator	HHS	\$55,952	\$26.90	\$17.94	\$22.42	\$26.91	120%	at or above maximum	
	Conservation Technician	LIO	\$51,376	\$24.70	\$17.94	\$22.42	\$26.91	110%		
	County Clerk (EO)	CC	\$58,113	\$27.94	\$17.94	\$22.42	\$26.91	125%	at or above maximum	
	Deputy Register in Probate/Legal Secretary	RIP	\$40,040	\$19.25	\$17.94	\$22.42	\$26.91	86%		
	Education Specialist	LIO	\$51,376	\$24.70	\$17.94	\$22.42	\$26.91	110%		
	Equipment Operator II	HWY			\$17.94	\$22.42	\$26.91			
	Forester	F&P	\$44,366	\$21.33	\$17.94	\$22.42	\$26.91	95%		
	Forester	F&P	\$50,170	\$24.12	\$17.94	\$22.42	\$26.91	108%		
	Forester	F&P	\$45,469	\$21.86	\$17.94	\$22.42	\$26.91	97%		
	Forestry Equipment Operator	F&P	\$41,912	\$20.15	\$17.94	\$22.42	\$26.91	90%		
	Forestry Equipment Operator	F&P	\$41,912	\$20.15	\$17.94	\$22.42	\$26.91	90%		
	Forestry Equipment Operator	F&P	\$41,912	\$20.15	\$17.94	\$22.42	\$26.91	90%		
	Forestry Equipment Operator	F&P	\$41,912	\$20.15	\$17.94	\$22.42	\$26.91	90%		
	Maintenance Technician II	MAINT	\$45,594	\$21.92	\$17.94	\$22.42	\$26.91	98%		
	Maintenance Technician II	MAINT	\$45,594	\$21.92	\$17.94	\$22.42	\$26.91	98%		
	Maintenance Technician II	MAINT	\$41,496	\$19.95	\$17.94	\$22.42	\$26.91	89%		
	Mechanic II (ASE)	HWY	\$45,989	\$22.11	\$17.94	\$22.42	\$26.91	99%		
	Microcomputer Specialist	IS	\$49,442	\$23.77	\$17.94	\$22.42	\$26.91	106%		
	Property Lister	LIO	\$50,024	\$24.05	\$17.94	\$22.42	\$26.91	107%		
	Registered Dietician	HHS	\$58,926	\$28.33	\$17.94	\$22.42	\$26.91	126%	at or above maximum	
	Special Instruction Teacher	HHS	\$44,366	\$21.33	\$17.94	\$22.42	\$26.91	95%		
	Water Resource Specialist	LIO	\$51,376	\$24.70	\$17.94	\$22.42	\$26.91	110%		
	Welfare Fraud Investigator	HHS	\$49,442	\$23.77	\$17.94	\$22.42	\$26.91	106%		
	Wildlife Damage Program Coordinator	LIO	\$46,696	\$22.45	\$17.94	\$22.42	\$26.91	100%		
	Zoning/Sanitary Technician III	LIO	\$43,139	\$20.74	\$17.94	\$22.42	\$26.91	92%		
13	Child Support Specialist	CS	\$41,912	\$20.15	\$16.68	\$20.85	\$25.02	97%		
	Child Support Specialist	CS	\$36,920	\$17.75	\$16.68	\$20.85	\$25.02	85%		
	Child Support Specialist	CS	\$41,912	\$20.15	\$16.68	\$20.85	\$25.02	97%		
	Child Support Specialist	CS	\$41,912	\$20.15	\$16.68	\$20.85	\$25.02	97%		

MARINETTE COUNTY

2013 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (Last Revised 5.14.2014)

Pay Grade	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
13	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
(cont.)	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Civilian Corrections Officer	SHE	\$44,221	\$21.26	\$16.68	\$20.85	\$25.02	102%		
	Civilian Corrections Officer	SHE	\$44,221	\$21.26	\$16.68	\$20.85	\$25.02	102%		
	Civilian Corrections Officer	SHE	\$42,827	\$20.59	\$16.68	\$20.85	\$25.02	99%		
	Civilian Corrections Officer	SHE	\$42,827	\$20.59	\$16.68	\$20.85	\$25.02	99%		
	Civilian Corrections Officer	SHE	\$41,496	\$19.95	\$16.68	\$20.85	\$25.02	96%		
	Civilian Corrections Officer	SHE	\$42,827	\$20.59	\$16.68	\$20.85	\$25.02	99%		
	Civilian Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Clerk of Courts (EO)	COC	\$60,589	\$29.13	\$16.68	\$20.85	\$25.02	140%	at or above maximum	
	Community Support Worker	HHS	\$47,424	\$22.80	\$16.68	\$20.85	\$25.02	109%		
	Community Support Worker	HHS	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		
	Deputy Clerk of Courts/Register in Probate	COC	\$40,040	\$19.25	\$16.68	\$20.85	\$25.02	92%		
	Deputy Clerk of Courts/Register in Probate	COC	\$40,040	\$19.25	\$16.68	\$20.85	\$25.02	92%		
	Deputy Clerk of Courts/Register in Probate	COC	\$40,040	\$19.25	\$16.68	\$20.85	\$25.02	92%		
	Deputy Clerk of Courts/Register in Probate	COC	\$40,040	\$19.25	\$16.68	\$20.85	\$25.02	92%		
	Deputy Clerk of Courts/Register in Probate	COC	\$38,875	\$18.69	\$16.68	\$20.85	\$25.02	90%		
	Deputy Clerk of Courts/Register in Probate	COC	\$35,298	\$16.97	\$16.68	\$20.85	\$25.02	81%		
	Disability Benefits Specialist	HHS	\$44,366	\$21.33	\$16.68	\$20.85	\$25.02	102%		
	Equipment Operator I	HWY	\$43,181	\$20.76	\$16.68	\$20.85	\$25.02	100%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Equipment Operator I	HWY	\$45,240	\$21.75	\$16.68	\$20.85	\$25.02	104%		
	Inmate Education & Programs Corrections Officer	SHE	\$45,594	\$21.92	\$16.68	\$20.85	\$25.02	105%		

MARINETTE COUNTY

2013 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (Last Revised 5.14.2014)

Pay Grade	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
13	Job Coach	HHS	\$41,163	\$19.79	\$16.68	\$20.85	\$25.02	95%		
(cont.)	Judicial Assistant/Legal Secretary	DA	\$40,040	\$19.25	\$16.68	\$20.85	\$25.02	92%		
	Landfill Operator	LIO	\$41,912	\$20.15	\$16.68	\$20.85	\$25.02	97%		
	Legal Secretary	DA	\$40,040	\$19.25	\$16.68	\$20.85	\$25.02	92%		
	Legal Secretary	DA	\$40,040	\$19.25	\$16.68	\$20.85	\$25.02	92%		
	Mechanic I (No-ASE)	HWY	\$34,694	\$16.68	\$16.68	\$20.85	\$25.02	80%		
	Nutrition Educator	HHS	\$58,926	\$28.33	\$16.68	\$20.85	\$25.02	136%	at or above maximum	
	Purchasing/Stockroom Coordinator II (w/CDL)	HWY			\$16.68	\$20.85	\$25.02			
	Register of Deeds (EO)	ROD	\$58,113	\$27.94	\$16.68	\$20.85	\$25.02	134%	at or above maximum	
	Scaler Technician	F&P	\$41,912	\$20.15	\$16.68	\$20.85	\$25.02	97%		
	Zoning/Sanitary Technician II	LIO	\$43,763	\$21.04	\$16.68	\$20.85	\$25.02	101%		
14	Administrative Corrections Officer	SHE	\$47,424	\$22.80	\$15.51	\$19.39	\$23.27	118%	approaching maximum	
	Administrative Secretary	ADMIN	\$45,910	\$22.07	\$15.51	\$19.39	\$23.27	114%		
	Branch Librarian	LIB	\$29,994	\$14.42	\$15.51	\$19.39	\$23.27	74%	below minimum	\$2,277
	Branch Librarian	LIB	\$29,994	\$14.42	\$15.51	\$19.39	\$23.27	74%	below minimum	\$2,277
	Branch Librarian	LIB	\$24,502	\$11.78	\$15.51	\$19.39	\$23.27	61%	below minimum	\$7,769
	Branch Librarian	LIB	\$29,994	\$14.42	\$15.51	\$19.39	\$23.27	74%	below minimum	\$2,277
	Branch Librarian	LIB	\$29,994	\$14.42	\$15.51	\$19.39	\$23.27	74%	below minimum	\$2,277
	Chief Deputy Register of Deeds/Tract Supervisor	ROD	\$40,040	\$19.25	\$15.51	\$19.39	\$23.27	99%		
	Deputy County Clerk	CC	\$36,421	\$17.51	\$15.51	\$19.39	\$23.27	90%		
	Dispatcher	COMM	\$47,424	\$22.80	\$15.51	\$19.39	\$23.27	118%	approaching maximum	
	Dispatcher	COMM	\$47,424	\$22.80	\$15.51	\$19.39	\$23.27	118%	approaching maximum	
	Dispatcher	COMM	\$47,424	\$22.80	\$15.51	\$19.39	\$23.27	118%	approaching maximum	
	Dispatcher	COMM	\$47,424	\$22.80	\$15.51	\$19.39	\$23.27	118%	approaching maximum	
	Dispatcher	COMM	\$47,424	\$22.80	\$15.51	\$19.39	\$23.27	118%	approaching maximum	
	Dispatcher	COMM	\$47,424	\$22.80	\$15.51	\$19.39	\$23.27	118%	approaching maximum	
	Dispatcher	COMM	\$47,424	\$22.80	\$15.51	\$19.39	\$23.27	118%	approaching maximum	
	Dispatcher	COMM	\$47,424	\$22.80	\$15.51	\$19.39	\$23.27	118%	approaching maximum	
	Dispatcher	COMM	\$47,424	\$22.80	\$15.51	\$19.39	\$23.27	118%	approaching maximum	
	Dispatcher	COMM	\$46,030	\$22.13	\$15.51	\$19.39	\$23.27	114%		
	Dispatcher	COMM	\$46,030	\$22.13	\$15.51	\$19.39	\$23.27	114%		
	Dispatcher	COMM	\$43,139	\$20.74	\$15.51	\$19.39	\$23.27	107%		
	Dispatcher	COMM	\$41,704	\$20.05	\$15.51	\$19.39	\$23.27	103%		
	Economic Support Worker	HHS	\$38,106	\$18.32	\$15.51	\$19.39	\$23.27	94%		
	Economic Support Worker	HHS	\$41,912	\$20.15	\$15.51	\$19.39	\$23.27	104%		
	Economic Support Worker	HHS	\$41,912	\$20.15	\$15.51	\$19.39	\$23.27	104%		
	Economic Support Worker	HHS	\$41,912	\$20.15	\$15.51	\$19.39	\$23.27	104%		
	Economic Support Worker	HHS	\$40,643	\$19.54	\$15.51	\$19.39	\$23.27	101%		
	Economic Support Worker	HHS	\$41,912	\$20.15	\$15.51	\$19.39	\$23.27	104%		
	Economic Support Worker	HHS	\$41,912	\$20.15	\$15.51	\$19.39	\$23.27	104%		
	Economic Support Worker	HHS	\$41,912	\$20.15	\$15.51	\$19.39	\$23.27	104%		
	Economic Support Worker	HHS	\$41,912	\$20.15	\$15.51	\$19.39	\$23.27	104%		

MARINETTE COUNTY

2013 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (Last Revised 5.14.2014)

Pay Grade	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
14	Economic Support Worker	HHS	\$41,912	\$20.15	\$15.51	\$19.39	\$23.27	104%		
(cont.)	Economic Support Worker	HHS	\$36,920	\$17.75	\$15.51	\$19.39	\$23.27	92%		
	Executive Assistant	HHS	\$35,901	\$17.26	\$15.51	\$19.39	\$23.27	89%		
	Maintenance Technician I	MAINT			\$15.51	\$19.39	\$23.27			
	Mapping Specialist	LIO	\$41,912	\$20.15	\$15.51	\$19.39	\$23.27	104%		
	Mapping Specialist	LIO	\$40,643	\$19.54	\$15.51	\$19.39	\$23.27	101%		
	Parks Foreman	F&P	\$47,424	\$22.80	\$15.51	\$19.39	\$23.27	118%	approaching maximum	
	Purchasing Stockroom Coordinator I (no-CDL)	HWY	\$32,261	\$15.51	\$15.51	\$19.39	\$23.27	80%		
	Technical Assistant Branch Librarian	LIB	\$29,682	\$14.27	\$15.51	\$19.39	\$23.27	74%	below minimum	\$2,589
	Victim Witness Coordinator	DA	\$40,643	\$19.54	\$15.51	\$19.39	\$23.27	101%		
	Zoning/Sanitary Technician I	LIO			\$15.51	\$19.39	\$23.27			
15	Accounting Clerk	FIN	\$38,168	\$18.35	\$14.43	\$18.04	\$21.64	102%		
	Administrative Assistant - HHS	HHS	\$38,168	\$18.35	\$14.43	\$18.04	\$21.64	102%		
	Database Specialist/Program Assistant	LIO	\$38,168	\$18.35	\$14.43	\$18.04	\$21.64	102%		
	Deputy Register of Deeds	ROD	\$36,421	\$17.51	\$14.43	\$18.04	\$21.64	97%		
	Deputy Treasurer	TREA	\$36,421	\$17.51	\$14.43	\$18.04	\$21.64	97%		
	Deputy Treasurer	TREA	\$36,421	\$17.51	\$14.43	\$18.04	\$21.64	97%		
	Energy Worker	HHS	\$33,509	\$16.11	\$14.43	\$18.04	\$21.64	89%		
	Energy Worker	HHS	\$34,570	\$16.62	\$14.43	\$18.04	\$21.64	92%		
	Energy Worker	HHS	\$34,570	\$16.62	\$14.43	\$18.04	\$21.64	92%		
	Financial Specialist	CS	\$40,040	\$19.25	\$14.43	\$18.04	\$21.64	107%		
	Forest Patrol Officer	F&P	\$34,798	\$16.73	\$14.43	\$18.04	\$21.64	93%		
	Forest Patrol Officer	F&P	\$38,168	\$18.35	\$14.43	\$18.04	\$21.64	102%		
	Parks Caretaker	F&P	\$41,912	\$20.15	\$14.43	\$18.04	\$21.64	112%		
	Parks Caretaker	F&P	\$41,912	\$20.15	\$14.43	\$18.04	\$21.64	112%		
	Parks Caretaker	F&P	\$40,643	\$19.54	\$14.43	\$18.04	\$21.64	108%		
	Parks Caretaker	F&P	\$41,912	\$20.15	\$14.43	\$18.04	\$21.64	112%		
	Parks Caretaker	F&P	\$36,920	\$17.75	\$14.43	\$18.04	\$21.64	98%		
	Parks Caretaker	F&P	\$38,106	\$18.32	\$14.43	\$18.04	\$21.64	102%		
	Parks Caretaker	F&P	\$41,912	\$20.15	\$14.43	\$18.04	\$21.64	112%		
	Printer Technician	MAINT	\$41,912	\$20.15	\$14.43	\$18.04	\$21.64	112%		
	Youth Camp Caretaker	F&P	\$41,912	\$20.15	\$14.43	\$18.04	\$21.64	112%		
16	Administrative Assistant - Child Support	CS	\$32,011	\$15.39	\$13.42	\$16.77	\$20.13	92%		
	Custodian	MAINT	\$34,570	\$16.62	\$13.42	\$16.77	\$20.13	99%		
	Custodian	MAINT	\$34,570	\$16.62	\$13.42	\$16.77	\$20.13	99%		
	Custodian	MAINT	\$32,490	\$15.62	\$13.42	\$16.77	\$20.13	93%		
	Custodian	MAINT	\$34,570	\$16.62	\$13.42	\$16.77	\$20.13	99%		
	Custodian	MAINT	\$34,570	\$16.62	\$13.42	\$16.77	\$20.13	99%		
	Customer Service Resource Screener	HHS	\$32,490	\$15.62	\$13.42	\$16.77	\$20.13	93%		
	Customer Service Resource Screener	HHS	\$34,570	\$16.62	\$13.42	\$16.77	\$20.13	99%		

MARINETTE COUNTY

2013 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (Last Revised 5.14.2014)

Pay Grade	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
16	Description Specialist	LIO	\$38,168	\$18.35	\$13.42	\$16.77	\$20.13	109%		
(cont.)	FAC Child & Family	HHS	\$36,421	\$17.51	\$13.42	\$16.77	\$20.13	104%		
	FAC Clinic Billing/Acct Rec	HHS	\$34,174	\$16.43	\$13.42	\$16.77	\$20.13	98%		
	FAC Fiscal Agent	HHS	\$33,134	\$15.93	\$13.42	\$16.77	\$20.13	95%		
	FAC HSRS Case Mgmt	HHS	\$36,421	\$17.51	\$13.42	\$16.77	\$20.13	104%		
	FAC Payroll	HHS	\$36,421	\$17.51	\$13.42	\$16.77	\$20.13	104%		
	Protective Payee/AR/HSRS Spec	HHS			\$13.42	\$16.77	\$20.13			
	FAC Reporting/Payables	HHS	\$36,421	\$17.51	\$13.42	\$16.77	\$20.13	104%		
	Financial Account Clerk	SHE	\$38,168	\$18.35	\$13.42	\$16.77	\$20.13	109%		
	Financial Account Clerk	SHE	\$38,168	\$18.35	\$13.42	\$16.77	\$20.13	109%		
	Program Assistant - Emergency Management	EM	\$36,421	\$17.51	\$13.42	\$16.77	\$20.13	104%		
	Program Assistant - Extension	EXT	\$38,168	\$18.35	\$13.42	\$16.77	\$20.13	109%		
17	Administrative Assistant - ADRC	HHS	\$35,339	\$16.99	\$12.48	\$15.60	\$18.72	109%		
	Clerk Typist	DA	\$34,570	\$16.62	\$12.48	\$15.60	\$18.72	107%		
	Head Secretary - Extension	EXT	\$36,421	\$17.51	\$12.48	\$15.60	\$18.72	112%		
	Program Assistant - VSO	VSO	\$38,168	\$18.35	\$12.48	\$15.60	\$18.72	118%	approaching maximum	
	Scale Attendant	LIO	\$32,490	\$15.62	\$12.48	\$15.60	\$18.72	100%		
18	Administrative Assistant - Forestry	F&P	\$34,570	\$16.62	\$11.61	\$14.51	\$17.41	115%		
	Library Assistant	LIB	\$24,731	\$11.89	\$11.61	\$14.51	\$17.41	82%		
	Library Assistant	LIB	\$24,149	\$11.61	\$11.61	\$14.51	\$17.41	80%		
	Library Assistant	LIB	\$26,125	\$12.56	\$11.61	\$14.51	\$17.41	87%		
	Library Assistant	LIB	\$24,752	\$11.90	\$11.61	\$14.51	\$17.41	82%		
	Library Assistant	LIB	\$23,400	\$11.25	\$11.61	\$14.51	\$17.41	78%	below minimum	\$740
	Library Assistant	LIB	\$23,400	\$11.25	\$11.61	\$14.51	\$17.41	78%	below minimum	\$740
	Library Assistant	LIB	\$20,654	\$9.93	\$11.61	\$14.51	\$17.41	68%	below minimum	\$3,486
	Library Assistant	LIB	\$20,654	\$9.93	\$11.61	\$14.51	\$17.41	68%	below minimum	\$3,486
	Library Assistant	LIB	\$20,654	\$9.93	\$11.61	\$14.51	\$17.41	68%	below minimum	\$3,486
	Library Assistant	LIB	\$19,261	\$9.26	\$11.61	\$14.51	\$17.41	64%	below minimum	\$4,880
	Library Assistant	LIB	\$26,125	\$12.56	\$11.61	\$14.51	\$17.41	87%		
	Library Assistant	LIB	\$19,261	\$9.26	\$11.61	\$14.51	\$17.41	64%	below minimum	\$4,880
	Library Assistant	LIB	\$26,125	\$12.56	\$11.61	\$14.51	\$17.41	87%		
	Library Assistant	LIB	\$23,400	\$11.25	\$11.61	\$14.51	\$17.41	78%	below minimum	\$740
	Library Assistant	LIB	\$26,125	\$12.56	\$11.61	\$14.51	\$17.41	87%		
	Library Assistant	LIB	\$26,125	\$12.56	\$11.61	\$14.51	\$17.41	87%		
	Library Assistant	LIB	\$26,125	\$12.56	\$11.61	\$14.51	\$17.41	87%		
	Library Assistant	LIB	\$26,125	\$12.56	\$11.61	\$14.51	\$17.41	87%		
	LIHEAP Reception/Clerical	HHS	\$28,787	\$13.84	\$11.61	\$14.51	\$17.41	95%		
	Receptionist - Clinic Division	HHS	\$32,490	\$15.62	\$11.61	\$14.51	\$17.41	108%		
	Receptionist - HHS	HHS	\$32,490	\$15.62	\$11.61	\$14.51	\$17.41	108%		
	Receptionist - HHS	HHS	\$30,389	\$14.61	\$11.61	\$14.51	\$17.41	101%		

MARINETTE COUNTY

2013 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (Last Revised 5.14.2014)

Pay Grade	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
18	Receptionist - Jail	SHE	\$36,421	\$17.51	\$11.61	\$14.51	\$17.41	121%	at or above maximum	
(cont.)	Receptionist - Job Center	HHS	\$24,149	\$11.61	\$11.61	\$14.51	\$17.41	80%		
	Receptionist - Medical Records Clerk Clinic Division	HHS	\$34,570	\$16.62	\$11.61	\$14.51	\$17.41	115%		
	Receptionist - Medical Records Niagra	HHS	\$38,168	\$18.35	\$11.61	\$14.51	\$17.41	126%	at or above maximum	
	Receptionist - Medical Records Public Health	HHS	\$34,570	\$16.62	\$11.61	\$14.51	\$17.41	115%		
	Receptionist - OWI Clerk	HHS	\$32,490	\$15.62	\$11.61	\$14.51	\$17.41	108%		
	Secretary - Sheriff	SHE	\$36,421	\$17.51	\$11.61	\$14.51	\$17.41	121%	at or above maximum	
	WIC Clerk	HHS	\$32,698	\$15.72	\$11.61	\$14.51	\$17.41	108%		
19	Library Page	LIB	\$17,930	\$8.62	\$10.79	\$13.49	\$16.19	64%	below minimum	\$4,521
	Transporter	HHS	\$34,570	\$16.62	\$10.79	\$13.49	\$16.19	123%	at or above maximum	
	Transporter	HHS	\$34,570	\$16.62	\$10.79	\$13.49	\$16.19	123%	at or above maximum	
	Transporter	HHS	\$34,570	\$16.62	\$10.79	\$13.49	\$16.19	123%	at or above maximum	
	Transporter	HHS	\$34,570	\$16.62	\$10.79	\$13.49	\$16.19	123%	at or above maximum	
20	OPEN				\$10.04	\$12.55	\$15.06			

- below minimum (<80%)
- approaching maximum (116%-119%)
- at or above maximum (120% and over)

Estimated Impact of Bringing Employees To Minimum of Range Assuming All Employees Work 2080 hours*

CR AVERAGE	101%	\$49,630.36
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	CLERK			OF DEEDS	
Marinette	58,113	58,113	58,113	58,113	58,113
Brown	69,000	69,000	69,000	69,000	69,000
Calumet	60,011	61,211	62,435	60,011	60,011
Door	60,348	60,951	61,561	60,348	60,348
Kewaunee	58,725	59,925	61,125	58,725	58,725
Langlade	55,000	56,143	57,270	55,000	55,000
Marathon	69,904	69,098	69,098	66,414	66,414
Oconto	58,922	59,511	60,106	57,189	57,189
Oneida	59,586	59,586	59,856	59,586	59,586
Outagamie	67,639	68,654	69,684	69,668	69,668
Sauk	65,574	66,251	66,898	59,561	65,474
Shawano	55,614	56,171	56,733	55,614	55,614
Waupaca	66,231	68,549	69,927	66,231	66,231
	Average	62,921	63,641		

RESOLUTION No. 374 - 12

**RESOLUTION ESTABLISHING ANNUAL COMPENSATION
FOR ELECTED OFFICIALS**

WHEREAS, the Marinette County Board of Supervisors is required to establish the annual compensation for elected officials prior to the earliest time for filing nomination papers for the upcoming election,

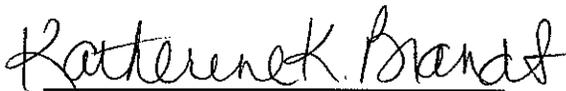
THEREFORE, BE IT RESOLVED by the Marinette County Board of Supervisors the annual compensation for the following elected officials to be elected in the November 2012 election and to commence serving a term of office January 1, 2013, shall be as follows:

<u>Position</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>
County Clerk	\$56,974	\$58,113	\$58,113	\$58,113
Register of Deeds	\$56,974	\$58,113	\$58,113	\$58,113
Treasurer	\$56,974	\$58,113	\$58,113	\$58,113

Elected officials are required to pay one-half (1/2) of total WRS required contribution. It is expressly recognized that this share may change each year, when the required WRS rate is adjusted each year. These contributions will be pre-tax.

Additionally, elected officials shall be entitled to such fringe benefits as are allowed by law and as are provided to other salaried exempt employees on the same terms as apply to those employees.

Approved by a majority of a quorum of the Marinette County Board of Supervisors this 28th day of February 2012.


Katherine Brandt, County Clerk


George Bousley, Chairperson

Recommended: Personnel and Veterans Service Committee
Date: February 17, 2012

Marathon

**RESOLUTION #R- 24 -12
ESTABLISH SALARIES FOR ELECTED DEPARTMENT HEADS
FOR THEIR UPCOMING TERM OF OFFICE**

WHEREAS, pursuant to Wis. Stat § 59.22(1), the Board must establish the annual compensation for services to be paid to county elected officials (other than county board supervisors and circuit judges) prior to the earliest time for filing nomination papers for county elective offices, and

WHEREAS, the Human Resources Committee considered the need to provide annual salary adjustments for the positions of Register of Deeds, County Treasurer, and County Clerk during their upcoming terms of office, and

WHEREAS, the Human Resources Committee at their 3/5/12 meeting decided to increase the salaries for the elected department heads for the next 4-year term (2013, 2014, 2015, and 2016) by the average of the adjustments provided to other county department heads in 2013, 2014, 2015, and 2016, and

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Marathon does ordain the following

- (1) To announce the following annual salaries for elected department head positions with the intent to provide their positions with the average of the annual adjustments provided to other County Department Heads in 2013, 2014, 2015, and 2016

Current Salaries

Register of Deeds	\$66,414
County Treasurer	\$66,414
County Clerk	\$69,904

- (2) Authorize the County Clerk to issue checks pursuant to this resolution and the County Treasurer to honor said checks

DATE: March 27, 2012

HUMAN RESOURCES COMMITTEE

[Handwritten signatures of Human Resources Committee members]

[Handwritten signatures of Human Resources Committee members]

FISCAL IMPACT STATEMENT: Undetermined at this time. The cost will depend upon the average size of the annual adjustments (if any) the County provides to its Department Heads

REF NBR	CHECK NBR	VOUCH NBR	DATE PAID	PO NBR	VENDOR NBR	PAYEE	DESCRIPTION	ACCOUNT NUMBER	SUB-TOTAL	TOTALS
00000	165617	10154	11/19/15	00000	00387	DEPT OF ADMINISTRATION	CIVIL SERVICE LIEUTENANT EXAM			
00000	165617	10154	11/19/15	00000	00387	DEPT OF ADMINISTRATION	I#505-636 7/21/15	100-08-52190-441-000		186.00
00000	000000	08974	10/13/15	00000	02371	JP MORGAN CHASE	BELLEVUE TOTAL HEALTH SC			
00000	000000	08974	10/13/15	00000	02371	JP MORGAN CHASE	RANDOMS, PRE EMPLOY DRUG/PHYSI	100-41-51430-441-000	947.00	
00000	000000	10111	11/16/15	00000	02371	JP MORGAN CHASE	PRE EMPLOY DS/RANDOMS	100-41-51430-441-000	143.00	
00000	000000	09792	11/09/15	00000	02371	JP MORGAN CHASE	EAGLEHERALD PUBLISHING			
00000	000000	09792	11/09/15	00000	02371	JP MORGAN CHASE	POSITION ADS	100-41-51430-426-000	28.34	
00000	000000	09113	10/19/15	00000	02371	JP MORGAN CHASE	HO CHUNK NATION			
00000	000000	09113	10/19/15	00000	02371	JP MORGAN CHASE	CVSO ASSN CONF LODGING	100-68-54720-435-000	350.00	
00000	000000	09123	10/19/15	00000	02371	JP MORGAN CHASE	PESHITGO TIMES			
00000	000000	09123	10/19/15	00000	02371	JP MORGAN CHASE	POSITION ADS	100-41-51430-426-000	138.70	
00000	000000	08545	10/05/15	00000	02371	JP MORGAN CHASE	S & O LOCK SERVICE			
00000	000000	08545	10/05/15	00000	02371	JP MORGAN CHASE	KEYS, WALL 'SAFE'	100-68-54720-410-000	45.00	
00000	000000	09793	11/09/15	00000	02371	JP MORGAN CHASE	SEARCH FIRST INFORMATION			
00000	000000	09793	11/09/15	00000	02371	JP MORGAN CHASE	BACKGROUND CHECK	100-41-51430-441-000	60.00	
00000	000000	09899	11/09/15	00000	02371	JP MORGAN CHASE	BACKGROUND CHECKS	100-41-51430-441-000	50.00	
00000	000000	10217	11/23/15	00000	02371	JP MORGAN CHASE	BACKGROUND CHECKS	100-41-51430-441-000	86.00	
00000	000000	09648	11/02/15	00000	02371	JP MORGAN CHASE	WPUS CC DMV DLR			
00000	000000	09648	11/02/15	00000	02371	JP MORGAN CHASE	DL CHECK	100-41-51430-441-000	3.00	1,851.04
00000	169497	09733	11/05/15	00000	06365	MARINETTE CO CLERK	POSTAGE DUE OCTOBER 30, 2015			
00000	169497	09733	11/05/15	00000	06365	MARINETTE CO CLERK	VETERANS	100-68-54720-411-000		12.25
00000	165607	10193	11/19/15	00000	00096	UNITED MAILING SERVICES INC	#133482 POSTAGE OCTOBER			
00000	165607	10193	11/19/15	00000	00096	UNITED MAILING SERVICES INC	HUMAN RESOURCES	100-41-51430-411-000	14.34	
00000	165607	10193	11/19/15	00000	00096	UNITED MAILING SERVICES INC	VETERANS	100-68-54720-411-000	30.86	
00000	169285	09279	10/22/15	00000	00096	UNITED MAILING SERVICES INC	I#132118 POSTAGE			
00000	169285	09279	10/22/15	00000	00096	UNITED MAILING SERVICES INC	HUMAN RESOURCES	100-41-51430-411-000	21.44	
00000	169285	09279	10/22/15	00000	00096	UNITED MAILING SERVICES INC	VETERANS	100-68-54720-411-000	46.14	112.78
REPORT TOTALS										----- 2,162.07
ACH PAYMENTS ELECTRONIC PAYMENTS DISBURSEMENTS										

NOTE: AN ASTERISK (*) FOLLOWING THE ACCOUNT NUMBER INDICATES THE ACCOUNT IS TO BE APPLIED TO THE PRIOR YEAR.

Appendix A

**WPPA Wage and Salary Schedule
2013-2015**

		2013		2014		2015	
		2%	2%	2%	2%	2%	2%
Step		1/1/13- 6/30/13	7/1/13- 12/31/12	1/1/14- 6/30/14	7/1/14- 12/31/14	1/1/15- 6/30/15	7/1/15- 12/31/15
Deputy	0	22.75	23.21	23.67	24.14	24.62	25.11
	12	23.83	24.31	24.80	25.30	25.81	26.33
	24	24.88	25.38	25.89	26.41	26.94	27.48
	36	25.19	25.69	26.20	26.72	27.25	27.80
	48	25.52	26.03	26.55	27.08	27.62	28.17
Investigator		26.21	26.73	27.26	27.81	28.37	28.94
Sergeant	0	24.20	24.68	25.17	25.67	26.18	26.70
	12	25.21	25.71	26.22	26.74	27.27	27.82
	24	26.54	27.07	27.61	28.16	28.72	29.29
	36	26.94	27.48	28.03	28.59	29.16	29.74
	48	27.33	27.88	28.44	29.01	29.59	30.18

WPPA Wage and Salary Schedule 2010-2012

		2%	1%	2%	0.15/hr	2%
	Step	1/1/10- 6/30/10	7/1/10- 12/31/10	1/1/2011- 6/30/11	7/1/11- 3/31/12	4/1/12- 12/31/12
Deputy	0	21.07	21.28	21.71	21.86	22.30
	12	22.08	22.30	22.75	22.90	23.36
	24	23.06	23.29	23.76	23.91	24.39
	36	23.36	23.59	24.06	24.21	24.70
	48	23.66	23.90	24.38	24.53	25.02
Investigator		24.07	24.31	25.04	25.19	25.70
Sergeant	0	22.44	22.66	23.11	23.26	23.73
	12	23.38	23.62	24.09	24.24	24.72
	24	24.62	24.86	25.36	25.51	26.02
	36	24.99	25.23	25.74	25.89	26.41
	48	25.35	25.61	26.12	26.27	26.79

Appendix A - Wage Scale

January 1, 2007 at 3%

Classification	Start	6 months	18 months
Sergeant	\$20.50	\$21.38	\$22.51
Detective	\$22.01		
Deputy	\$19.48	\$20.41	\$21.31

January 1, 2008 at 3%

Classification	Start	6 months	18 months
Sergeant	\$21.12	\$22.02	\$23.19
Detective	\$22.67		
Deputy	\$20.06	\$21.02	\$21.95

January 1, 2009 at 3%

Classification	Start	6 months	18 months
Sergeant	\$21.75	\$22.68	\$23.89
Detective	\$23.35		
Deputy	\$20.66	\$21.65	\$22.61

Appendix A

Wage Scale

January 1, 2004 at 3%

Classification	Start	6 months	18 months
Sergeant	\$18.94	\$19.76	\$20.80
Investigator Deputy			
Investigator	\$20.34		
Officer in Charge	\$20.18		
Deputy	\$18.00	\$18.86	\$19.69

January 1, 2005 at 3%

Classification	Start	6 months	18 months
Sergeant	\$19.51	\$20.35	\$21.42
Investigator Deputy			
Investigator	\$20.95		
Officer in Charge	\$20.79		
Deputy	\$18.54	\$19.43	\$20.28

January 1, 2006 at 2%

Classification	Start	6 months	18 months
Sergeant	\$19.90	\$20.76	\$21.85
Investigator Deputy			
Investigator	\$21.37		
Officer in Charge	\$21.21		
Deputy	\$18.91	\$19.82	\$20.69

APPENDIX "A"
WAGES

3.0% General Increase Effective January 1, 2001

CLASSIFICATION	START	6 MONTHS	18 MONTHS
Sergeant Investigator Deputy	\$17.16	\$17.91	\$18.86
Investigator	\$18.44		
Officer in Charge	\$18.29		
Deputy	\$16.30	\$17.09	\$17.84

3.0% General Increase Effective January 1, 2002

CLASSIFICATION	START	6 MONTHS	18 MONTH
Sergeant Investigator Deputy	\$17.67	\$18.45	\$19.43
Investigator	\$18.99		
Officer in Charge	\$18.84		
Deputy	\$16.79	\$17.60	\$18.38

3.0% General Increase Effective January 1, 2003

CLASSIFICATION	START	6 MONTHS	18 MONTH
Sergeant Investigator Deputy	\$18.20	\$19.00	\$20.01
Investigator	\$19.56		
Officer in Charge	\$19.41		
Deputy	\$17.29	\$18.13	\$18.93