

AGENDA ITEM COVER SHEET

Title: Per Diem Compensation and Mileage Policy for County Supervisors

☒ Original

☐ Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

DESCRIPTION OF AGENDA ITEM (Please provide detailed information, including deadline):

At two County Standing Committee meetings in September, the per diem compensation policy for County Supervisors was questioned. It was asked that the current policy be added to the Executive Committee to determine if any revisions were needed. The concern was... "If a Supervisor is asked to attend a committee meeting he/she is not a member of, should they receive a per diem?"

RECOMMENDATIONS (IF ANY):

None.

ANY ATTACHMENTS? (Only 1 copy is needed)

☒ Yes

☐ No

If yes, please list below:

Attached is a copy of the current policy resolution governing per diems and mileage. Also attached is an opinion from the County's Corporation Counsel.

FISCAL IMPACT:

If changes are made, there would be a fiscal impact, though it likely would be very minimal and not require a budget amendment.

LEGAL REVIEW PERFORMED:

☒ Yes

☐ No

PUBLICATION REQUIRED:

☐ Yes

☒ No

STAFF PRESENTATION?:

☐ Yes

☒ No

How much time is needed? _____

COMPLETED BY: Larry Bierke, County Administrator

DEPT: Administration

2/3 VOTE REQUIRED:

☐ Yes

☒ No

TO BE COMPLETED BY COMMITTEE CHAIR

MEETING DATE:

AGENDA ITEM #

COMMITTEE ACTION:

Greg Klusendorf

From: Larry Bierke
Sent: Tuesday, September 13, 2016 8:52 AM
To: John and Nancy Meyers (jnmeyers@live.com); Sup Parman
Subject: FW: Per diem payments
Attachments: Resolution 9-1015.pdf; October 2015 meeting minutes.pdf; OAG-5-11.pdf

County Board Chair Meyers and Supervisor Parman;

The County Board adopted the attached resolution that directs staff on how to pay Supervisors. The County's attorney noted below that in conjunction with the minutes, it is clear that the County Board intended Supervisors to only receive mileage when attending meetings they are not appointed to.

The County staff is bound by the directions of the County Board and as such, we may not compensate Supervisors with per diems for attending meetings they are not a member of, as requested.

One solution to this would be to modify the resolution. At your direction, staff would be willing to prepare an undated resolution to accomplish the per diem payments as desired.

Thank you,

Larry Bierke
Iowa County Administrator
08.935.0318
Larry.Bierke@iowacounty.org
222 N. Iowa Street
Dodgeville, WI 53533-1564

From: Allen, Matthew [mailto:Matthew.Allen@da.wi.gov]
Sent: Wednesday, September 07, 2016 5:28 PM
To: Larry Bierke
Cc: Roxanne Hamilton
Subject: Per diem payments

Dear Larry and Roxie,

I have researched the per diem question raised by the e-mails below, and my short answer is that, consistent with Resolution 9-1015 as it presently stands, a supervisor should be paid mileage but not per diem for attending a committee meeting of which he or she is not a member. I have attached to this e-mail a copy of that resolution, as well as the minutes for the Board meeting at which it was approved. Of note, the minutes reflect that payment of mileage for attending the meeting of a committee of which a supervisor is not a member was a provision that was added as an amendment at the meeting. In other words, the Board specifically considered the possibility of supervisors attending such meetings but chose by that amendment to allow compensation only for mileage.

The longer answer below addresses whether or not the per diem payment policy can be changed during the current supervisors' term. For the reasons to follow, I believe that a midterm change could be done procedurally based on Iowa County's status as a self-organized county, but such a midterm change would run

against the policy underlying a collection of legislation that prohibits midterm changes of compensation in other elected offices throughout the state. In addition, such a midterm change by our county supervisors would also raise potential ethical concerns.

As a self-organized county, Iowa County has broad discretion in determining how it compensates board members. Specifically, Wis. Stat. 59.10(1)(c) grants that in self-organized counties, “The method of compensation for supervisors shall be determined by the board.” In a 2011 opinion, the Wisconsin Attorney General noted that for self-organized counties, this statutory section “contains no requirement that supervisor compensation be established at the annual meeting for ensuing terms of office. In self-organized counties, supervisor compensation...may be established or changed at any time” (see OAG-5-11 attached to this e-mail). This AG opinion, which dealt with the prospect of changing compensation in the form of health insurance coverage/premiums during the supervisors’ terms of office, did not specifically address supervisor per diem payments or salaries.

There is a statute that addresses the adjustment of “salaries” of elected county officials. That statute, Wis. Stat. 66.0505(2), dictates that “[a]n elected official of any political subdivision, who by virtue of the office held by that official is entitled to participate in the establishment of the salary attending that office, shall not during the term of the office collect salary in excess of the salary provided at the time of that official’s taking office.”

However, I do not believe this statutory prohibition would apply to a potential midterm change of a per diem policy in a self-organized county, as per diem payments for “per day” attendance are not the equivalent of a “salary” that would be paid on a regular interval regardless of day-to-day meeting attendance. In support of this subtle distinction, I note several statutes that distinguish salary from per diem payments (e.g. Wis. Stats. 62.09(6) and 61.193, which govern compensation of city and village elective offices, and Wis. Stat. 59.22, which in addressing compensation of other elected county officials distinguishes per diem fees from salary). As such, I believe that under Wis. Stat. 59.10(1)(c), which contains no restrictions on when supervisor compensation is to be set, the County could as a matter of procedure adjust its per diem policy, even in the middle of the supervisors’ terms, to allow for per diem payment of supervisors who attend meetings of committees of which they are not members.

As noted in OAG-5-11, “The distinction between self-organized counties and other counties is significant. When a county is not self-organized, the Legislature has a long history of requiring that the compensation of elective county officials, including supervisors, be established prior to their terms of office.” (See Wis. Stat. 59.10(3)(f), which requires counties that are not self-organized to set supervisor per diems for the board next elected at the annual meeting; see also Wis. Stat. 66.0505(2), cited above; Wis. Stat. 62.09(6)(am)2 and 61.193(2), which prohibit changes in compensation for city and village elective offices after the time for filing nomination papers for the offices’ terms; Wis. Stat. 59.22 which prohibits changing compensation for county elective offices other than supervisors or judges after the time for filing nomination papers for the offices’ term; and Wisconsin Const. art. IV, sec. 26(2), which prohibits midterm increases or decreases in the compensation of state public officials).

The longstanding policy against midterm changes in compensation of elected officials is “[t]o prevent the influence of partisan bias or personal feeling on the part of members of the [elected offices] in fixing the salary. And, furthermore, it was probably deemed desirable that candidates for office should know precisely what compensation was attached to the office.” Hull v. Winnebago County, 54 Wis. 291, 293-94, 11 N.W. 486 (1882). Ultimately, while this policy is borne out in the numerous statutes cited above, under a very strict statutory interpretation, it appears to me that the broad grant of authority afforded by Wis. Stat. 59.10(1)(c) to set compensation for board members would allow for a midterm change to per diem payments (but not “salary” in Iowa County if the Board chose to make such a change.

Having said all of that, it does not appear that this very narrow procedural issue has been directly addressed by either the Wisconsin state courts or the AG's office, and there also is a related question of whether increasing per diem payments midterm may constitute an ethical violation (*see* Wis. Stat. 19.59(1)(a), which indicates that "[n]o local public official may use his or her public position or office to obtain financial gain...for the private benefit of himself.")

To avoid becoming a potential test case, the safest approach – and my recommendation – would be to leave the policy of Resolution 9-1015 in effect for the remainder of this Board's term and to address the per diem issue that has been raised in advance of the election for the next Board to take office. However, if the current Board wished to consider making a midterm per diem policy change and wanted further guidance on the issue before acting, then I could seek an opinion from the AG's office specific to this point to see if the AG agrees with my interpretation of the relevant statutes on the procedural points and also to address whether the AG believes such action would be ethically permissible.

If you want to discuss this further, please let me know, and also please feel free to share this e-mail with Chairman Meyers.

Sincerely,
-Matt Allen

Matthew C. Allen
Iowa County A.D.A. and Corporation Counsel
222 North Iowa Street, Room 202
Dodgeville, WI 53533
Phone: 608-935-0393
Fax: 608-935-7928

This e-mail transmission is intended only for the use of the addressee named above and may contain privileged and/or confidential information. If you are not the intended recipient of this transmission, you are hereby notified that the dissemination, distribution, or copying of any of the information contained herein is strictly prohibited. Please notify the sender of the errant transmission and immediately delete this e-mail.

RESOLUTION NO. 9-1015

Establishing Per Diem Compensation and Mileage for the Iowa County Board of Supervisors and Per Diem for County Board Chair and Standing Committee Chairs

TO THE HONRABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, Iowa County is a self organized County pursuant to the laws of the State of Wisconsin;

WHEREAS, ss 59.01 (1) of the Wisconsin Statutes vests broad discretion in County Boards of Supervisors in self organized counties to determine how supervisors in such counties will be compensated;

NOW THEREFORE, BE IT RESOLVED BY THE IOWA COUNTY BOARD OF SUPERVISORS, that per diem compensation shall be paid to members of the County Board or committees of the County Board on and after the third Tuesday of April 2016 as follows:

- (1) \$40.00 paid to the Board of Supervisors for attendance of County Board meetings and for all County Board Committee meetings the Supervisors is a member of.
- (2) Mileage shall be paid to members of the Board of Supervisors for attendance of County Board meetings and for all Committee meetings the Supervisor is a member of at the rate the Internal Revenue Service allows and shall be paid for all mileage actually traveled in fulfilling his or her duties as a members of the Iowa County Board or as a member of a committee of the Board of Supervisors.
- (3) Board Supervisors will be paid mileage at the rate the Internal Revenue Service allows for attending committee meetings they are not a member of.
- (4) County Board Chair and Standing Committee Chairs will receive an additional \$10.00 paid for the Committee meeting they Chair.

NOW, THEREFORE, BE IT RESOLVED by the Iowa County Board of Supervisors that: The Iowa County Board of Supervisors adopts the recommendation of the Administrative Services Committee and approves the per diem compensation of \$40.00, mileage for the Iowa County Board of Supervisors and an additional per diem compensation of \$10.00 for Iowa County Board Chair and Standing Committee Chairs for Committees they Chair under the rules and restrictions enumerated here.

Dated this 20th day of October, 2015

Respectfully submitted by the Iowa County Administrative Services Committee

AGENDA ITEM COVER SHEET

Title: Pay Plan Market Update

☒ Original

☐ Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

DESCRIPTION OF AGENDA ITEM (Please provide detailed information, including deadline):

An updated market analysis was completed by Carlson Dettmann Consulting. As noted in his memorandum, our current pay plan is 95% below market index against 2017 market estimates. Carlson Dettmann Consulting used the same benchmark positions that were used in the original 2014 Classification/Compensation Study.

RECOMMENDATIONS (IF ANY):

Adjust the pay plan structure by 2%. Employees (62%) that are within the structure CP and below will receive a increase in pay effective January 1, 2017.

ANY ATTACHMENTS? (Only 1 copy is needed)

☒ Yes

☐ No

If yes, please list below:

A Memorandum from Carlson Dettmann Consulting
2% Market Adjustment Resolution
Current Pay Plan
Proposed Pay Plan - 2% market adjustment

FISCAL IMPACT:

\$152,018.78

LEGAL REVIEW PERFORMED:

☐ Yes

☒ No

PUBLICATION REQUIRED:

☐ Yes

☒ No

STAFF PRESENTATION?:

☒ Yes

☐ No

How much time is needed? 10-15 minutes

COMPLETED BY: Allison Leitzinger

DEPT: Employee Relations

2/3 VOTE REQUIRED:

☐ Yes

☒ No

TO BE COMPLETED BY COMMITTEE CHAIR

MEETING DATE:

AGENDA ITEM #

COMMITTEE ACTION:

RESOLUTION NO. _____

TO THE HONRABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, Iowa County Board of Supervisors adopted a classification and compensation pay plan (resolution no 4-0914) for non-represented employees in September of 2014; and

WHEREAS, Iowa County Board of Supervisors adjusted the pay plan structure by 1.5% (resolution no 7-1015) and provided a Cost of Living Adjustment to employees between Control Point and Maximum for all non-represented employees in January of 2016; and

WHEREAS, Iowa County Board of Supervisors are committed to annually monitoring and updating pay plan structure to maintain current market wages, and

WHEREAS, Iowa County General Government Committee has evaluated the updated market information provided to them by Carlson Dettmann Consulting.

NOW THEREFORE, BE IT RESOLVED, that the General Government Committee recommends to the Iowa County Board of Supervisors to adjust the classification and compensation pay plan structure by 2% and provide an increase in wages to employees within the structure (Step 1 to Step 6 (Control Point) and Maximum for employees covered under Resolution no 05-0615 effective January 1, 2017.

Dated this 6th day of October, 2016

Respectfully submitted by the Iowa County Government Committee

CARLSON DETTMANN CONSULTING

September 28, 2016

MEMORANDUM

TO: Allison Leitzinger

FR: Charlie Carlson

RE: Pay Plan Market Pricing – Executive Summary

The County retained our services to review the competitiveness of its Combination Salary Structure. Our firm assisted the County in developing the current plan implemented by the County Board of Supervisors in 2014. The plan is a “combination” pay plan with nineteen pay grades. Each range has a minimum and maximum rate of pay with a range “control point” that was based upon average compensation paid to a measured group of surveyed benchmark positions from both the public and private sectors. Our assignment was to measure current market values for a similar benchmark group.

Findings and Recommendations

- The County’s current pay plan is slightly below market estimates for 2017. The overall market index of the present plan is 95% measured against data aged to January 2017.
- A reasonable structure adjustment of 2-3% for the coming year should keep the plan competitive.
- The only present areas of concern are classifications with Compa-Ratio’s below 90%.
- The distribution of current pay relative to pay grade midpoints is balanced and appropriate.
- The County has utilized performance-based increases since adopting the plan, and it should continue to do so.

Discussion

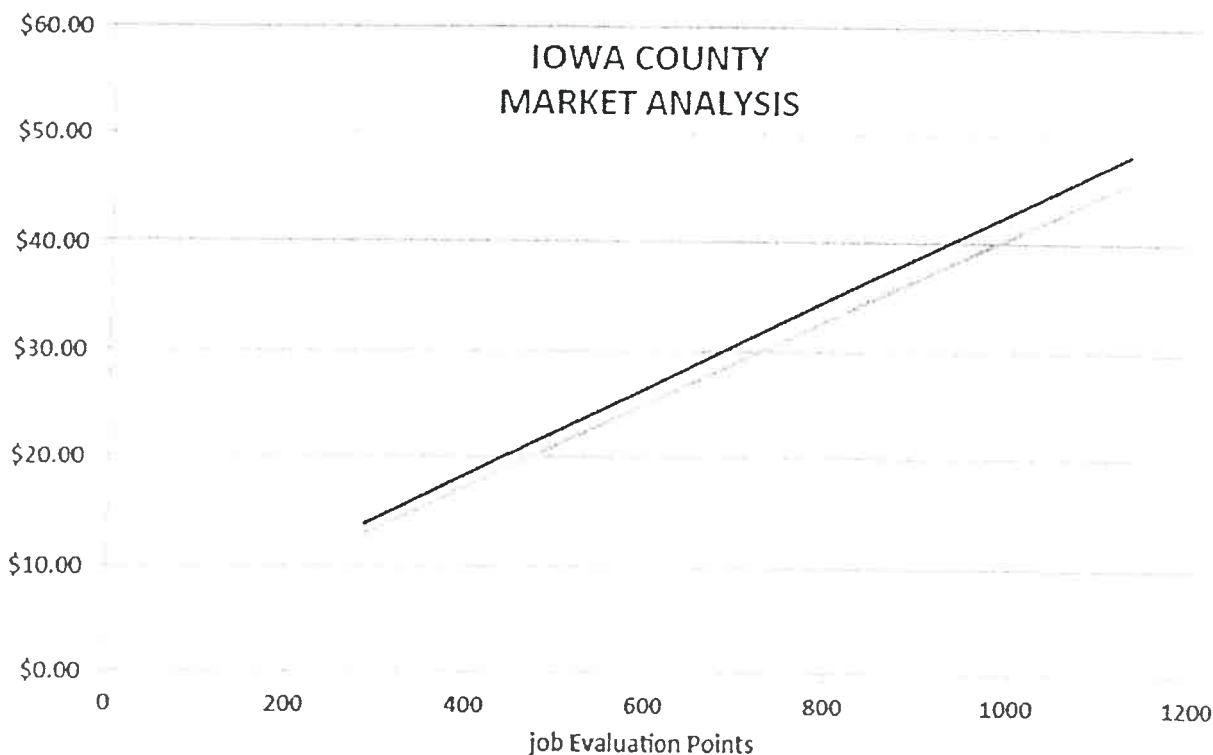
The adopted pay plan covers 214 employees assigned to approximately 80 job classifications. We measured market data on 39 benchmark positions (just under 50% of the total classifications), employing 159 employees, or 74%, covered by the plan. We developed market analysis from three primary survey sources: our custom survey of county employers, matching

the list approved for the 2014 study; occupational survey data from the U.S. Department of Labor Bureau of Labor Statistics for the Iowa County area; and the Dane County SHRM Survey.

In the 2014 study, we developed pay plan Control Points for the new plan based on market estimates (average rates) for the survey sample group. I have attached the data summary table from our analysis as Attachment A. The column on the right of table is called the "Market Index", and it is the relationship between our market estimate for 2017 and the grade Control Point for each benchmark classification. Overall, the benchmark group has a market index of 95%.

The identified slight market "lag" should not be a concern, provided the County adjusts the plan for 2017. We note that the County did not adjust the plan in 2015, then increased it by 1.5%. For your consideration, our survey of public employers indicates plans were increased an average of 1.8% in 2015 and 1.6% 2016. Nationally, a frequently referenced survey of employers indicates pay structure changes have been averaging 2%.

The regression analysis of the current plan Control Points and the market estimates for 2017 is shown below. As you can see, the current pay plan, represented by the shaded line, slightly lags the market estimate for the coming year.



We also analyzed current pay levels relative to the County's policy focus (range midpoints). The statistic we use for this purpose is called a compa-ratio, and it is the relationship between an employee's current rate of pay and the range Control Point. Given the County's policy of aiming its pay plan at market estimates, the question is: How do compa-ratio's look relative to pay range Control Points?

The overall compa-ratio average is 97.2%, meaning, overall, current pay is close to target. The distribution by step or pay plan zone is as follows:

	n	C/Ratio	Pct of Total	Cum. Pct
Step 1	23	87.5%	11%	11%
Step 2	22	90.0%	10%	21%
Step 3	32	92.5%	15%	36%
Step 4	26	95.0%	12%	48%
Step 5	31	97.5%	14%	62%
Perf *	70	101.9%	33%	95%
Max	10	120.0%	5%	100%

* Performance includes all at Control Point and less than Maximum

The only areas of concern – meaning, worth watching relative to turnover and recruitment experience – are patient care positions in the care center and highway patrol and equipment operators. The markets are tightening across the state in both areas.

It also will important to make a reasonable adjustment to the plan for 2017 and continue with performance-based pay for employees in the performance zone of plan (almost a third of the workforce) and the 62% of the workforce that have not reached their range Control Point. The County has an excellent policy of granting top performers who are below the Control Point an extra step at their annual review, and, provided resources are available, this is policy should be continued.

I also want to note the County's excellent situation regarding health insurance. Generally, public sector clients have struggled with soaring plan costs that interfere with the ability to keep pace with the market in terms of pay. Iowa County has been able to keep its plan costs at a relatively reasonable level, both in terms of County and employee contributions.

Overall, congratulations to Iowa County for continuing to maintain a competitive plan grounded in good policy and practice. Please let me know if you have questions.

ATTACHMENT A

IOWA COUNTY, WI
Market Analysis

	n	Control Pt	2017 Mkt Est	Mkt Index
Housekeeper/Laundry	8	\$11.62	\$10.59	110%
Cook	3	\$13.01	\$13.83	94%
Certified Nursing Assistant	34	\$14.58	\$14.74	99%
Environmental Services - Maint	3	\$16.32	\$18.78	87%
Department Assistant	6	\$16.32	\$16.86	97%
Deputy Clerk of Courts	2	\$20.20	\$18.98	106%
Section Maintenance Patrol	12	\$18.26	\$20.60	89%
Deputy County Treasurer	1	\$18.26	\$20.78	88%
Accountant Specialist	4	\$18.26	\$18.27	100%
Licensed Practical Nurse	10	\$18.26	\$21.17	86%
Information Technical Support Spec	2	\$20.20	\$22.83	88%
Economic Support Specialist	6	\$20.20	\$19.72	102%
Equipment Operator	12	\$20.20	\$22.61	89%
Child Support Specialist	1	\$20.20	\$20.19	100%
Deputy County Clerk	1	\$18.26	\$22.31	82%
Legal Secretary	1	\$20.20	\$18.94	107%
Victim Witness Coordinator	1	\$20.20	\$19.61	103%
Mechanic	3	\$22.13	\$22.79	97%
Benefit Specialist	3	\$22.13	\$24.21	91%
Social Worker	11	\$24.07	\$24.50	98%
Conservation Planner/Conservationist	1	\$24.07	\$28.60	84%
Veterans Officer	1	\$24.07	\$28.95	83%
Registered Nurse	15	\$26.00	\$29.67	88%
Public Health Nurse	2	\$27.94	\$28.55	98%
Child Support Director	1	\$29.88	\$32.71	91%
Emergency Management Director	1	\$29.88	\$30.24	99%
Patrol Superintendent	1	\$29.88	\$30.10	99%
Economic Support Manager	1	\$29.88	\$31.43	95%
Nurse Manager	2	\$31.81	\$30.98	103%
County Conservationist	1	\$31.81	\$33.04	96%
ADRC Manager	1	\$33.75	\$32.03	105%
Information Systems Director	1	\$35.69	\$37.48	95%
Chief Deputy Sheriff	1	\$35.69	\$40.76	88%
Director of Nursing	1	\$35.69	\$40.39	88%
Public Health Officer/Director	1	\$37.63	\$36.72	102%
Finance Director	1	\$39.56	\$43.73	90%
Bloomfield Nursing Home Administrator	1	\$42.47	\$48.82	87%
Highway Commissioner	1	\$42.47	\$40.04	106%
Corporate Counsel	1	\$46.34	\$47.88	97%
	159	Avg Mkt Index		95%

Lower County

Combination Salary Structure

Original Pay Plan Matrix was Adopted by County Board on September 16, 2014 with an implementation date of October 5, 2014

1.5% Market Adjustment adopted by County Board on October 20, 2015 with an implementation date of January 1, 2016

Job Code			Minimum						Control Point						Maximum	
In Payroll	Grade	Job Title	Department	87.5%	90%	92.5%	95.0%	97.5%	100%	Pay For Performance	120%					
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6							
281	T	Corporation Counsel	District Attorney	\$ 40.55	\$ 41.71	\$ 42.86	\$ 44.02	\$ 45.18	\$ 46.34	<div></div>	\$ 55.61					
601	S	Nursing Home Administrator	Bloomfield Healthcare	\$ 37.16	\$ 38.22	\$ 39.28	\$ 40.35	\$ 41.41	\$ 42.47	<div></div>	\$ 50.96					
311		Highway Commissioner	Highway													
460		Social Services Director	Social Services													
202	R	Finance Director	Finance	\$ 34.62	\$ 35.60	\$ 36.59	\$ 37.58	\$ 38.57	\$ 39.56	<div></div>	\$ 47.47					
387	Q	Planning & Development Director	Planning & Development	\$ 32.93	\$ 33.87	\$ 34.81	\$ 35.75	\$ 36.69	\$ 37.63	<div></div>	\$ 45.16					
426		Public Health Officer/Director	Health													
404	P	Chief Deputy	Sheriff	\$ 31.23	\$ 32.12	\$ 33.01	\$ 33.91	\$ 34.80	\$ 35.69	<div></div>	\$ 42.83					
603		Director of Nursing	Bloomfield Healthcare													
201		Employee Relations Director	Employee Relations													
301		Information Systems Director	Information Systems													
372	O	ADRC Manager	ADRC	\$ 29.53	\$ 30.38	\$ 31.22	\$ 32.06	\$ 32.91	\$ 33.75	<div></div>	\$ 40.50					
409		Jail Administrator	Sheriff													
459		Youth and Family Unity Manager	Social Services													
382	N	County Conservationist	Land Conservation	\$ 27.83	\$ 28.63	\$ 29.42	\$ 30.22	\$ 31.01	\$ 31.81	<div></div>	\$ 38.17					
624		Nurse Manager	Bloomfield Healthcare													
638		MDS & Infection Prevention Manager	Bloomfield Healthcare													
500		Operations Manager	Highway													
443	M	Child Support Manager	Child Support	\$ 26.15	\$ 26.89	\$ 27.64	\$ 28.39	\$ 29.13	\$ 29.88	<div></div>	\$ 35.86					
458		Economic Support Manager	Social Services													
380		Emergency Management Director	Emergency Management													
501 & 502		Patrol Superintendent	Highway													
631		Director of Environment Services	Environmental Services													
631	L	Environmental Services Director	Bloomfield Healthcare	\$ 24.45	\$ 25.15	\$ 25.84	\$ 26.54	\$ 27.24	\$ 27.94	<div></div>	\$ 33.53					
422		Public Health Nurse	Health													

Original Pay Plan Matrix was Adopted by County Board on September 16, 2014 with an implementation date of October 5, 2014

1.5% Market Adjustment adopted by County Board on October 20, 2015 with an implementation date of January 1, 2016

[illegible]

Original Pay Plan Matrix was Adopted by County Board on September 16, 2014 with an implementation date of October 5, 2014
1.5% Market Adjustment adopted by County Board on October 20, 2015 with an implementation date of January 1, 2016


[illegible]

Iowa County
Combination Salary Structure
Proposed: 2017 Market Adjustment of a 2% Increase

Job Code	Grade	Job Title	Department	Minimum					Control Point					Pay For	Maximum
In Payroll				87.5%	90%	92.5%	95.0%	97.5%	100%					120%	
281	T	Corporation Counsel	District Attorney	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6			Performance			
				\$ 41.36	\$ 42.54	\$ 43.72	\$ 44.91	\$ 46.09	\$ 47.27				\$ 56.72		
601	S	Nursing Home Administrator	Bloomfield Healthcare	\$ 37.91	\$ 38.99	\$ 40.07	\$ 41.15	\$ 42.24	\$ 43.32				\$ 51.98		
311		Highway Commissioner	Highway												
460		Social Services Director	Social Services												
202	R	Finance Director	Finance	\$ 35.31	\$ 36.32	\$ 37.32	\$ 38.33	\$ 39.34	\$ 40.35				\$ 48.42		
387	Q	Planning & Development Director	Planning & Development	\$ 33.58	\$ 34.54	\$ 35.50	\$ 36.46	\$ 37.42	\$ 38.38				\$ 46.06		
426		Public Health Officer/Director	Health												
404	P	Chief Deputy	Sheriff	\$ 31.85	\$ 32.76	\$ 33.67	\$ 34.58	\$ 35.49	\$ 36.40				\$ 43.68		
603		Director of Nursing	Bloomfield Healthcare												
201		Employee Relations Director	Employee Relations												
301		Information Systems Director	Information Systems												
372	O	ADRC Manager	ADRC	\$ 30.13	\$ 30.99	\$ 31.85	\$ 32.71	\$ 33.57	\$ 34.43				\$ 41.32		
409		Jail Administrator	Sheriff												
459		Youth and Family Unity Manager	Social Services												
382	N	County Conservationist	Land Conservation	\$ 28.39	\$ 29.21	\$ 30.02	\$ 30.83	\$ 31.64	\$ 32.45				\$ 38.94		
624		Nurse Manager	Bloomfield Healthcare												
638		MDS & Infection Prevention Manager	Bloomfield Healthcare												
500		Operations Manager	Highway												
443	M	Child Support Manager	Child Support	\$ 26.67	\$ 27.43	\$ 28.19	\$ 28.96	\$ 29.72	\$ 30.48				\$ 36.58		
458		Economic Support Manager	Social Services												
380		Emergency Management Director	Emergency Management												
631		Environmental Services Director	County Wide												
501 & 502		Patrol Superintendent	Highway												
631		Environmental Services Director	Bloomfield Healthcare Only	\$ 24.94	\$ 25.65	\$ 26.36	\$ 27.08	\$ 27.79	\$ 28.50				\$ 34.20		

Combination Salary Structure

Job Code	Grade	Job Title	Department	Minimum					Control Point		Pay For	Maximum
In Payroll				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6			
422		Public Health Nurse	Health	87.5%	90%	92.5%	95.0%	97.5%	100%		Performance	Maximum

134	K	Business Manager	Bloomfield, Highway & Social Services	\$ 23.21	\$ 23.87	\$ 24.53	\$ 25.19	\$ 25.86	\$ 26.52		\$ 31.82
385		GIS Coordinator	Planning & Development								
271		Judicial Assistant/Register in Probate	Judicial/Probate								
454		Lead Social Worker	Social Services								
609		Registered Nurse	Bloomfield Healthcare								

[illegible]

617	Activity Director	Bloomfield Healthcare	\$ 19.75	\$ 20.31	\$ 20.88	\$ 21.44	\$ 22.01	\$ 22.57	\$ 27.08
367	ADRC Information & Assistance Specialist	ADRC							
365 & 371	Benefit Specialist	ADRC							
606	Dietary Supervisor	Bloomfield Healthcare							
365	Elderly Benefits & Wellness / Prevention Coord	ADRC							
388	County Sanitarian/Asst Zoning Administrator	Planning & Development							
495	Highway Crew Lead	Highway							
491	Mechanic	Highway							

Iowa County
Combination Salary Structure
Proposed: 2017 Market Adjustment of a 2% Increase

Job Code In Payroll	Grade	Job Title	Department	Minimum 87.5% Step 1	90% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	Control Point 100% Step 6	Pay For Performance	Maximum 120% Maximum
101		Social Services Department Secretary	Social Services								
525		AUXILIARY MAINT PATROL	Highway								
<hr/>											
100	F	Department Assistant - ADRC	ADRC	\$ 14.57	\$ 14.99	\$ 15.40	\$ 15.82	\$ 16.23	\$ 16.65		\$ 19.98
100		Department Assistant - District Attorney	District Attorney								
100		Department Assistant - Health	Health								
100		Department Assistant - Land Conservation	Land Conservation								
408		Department Assistant - Sheriff	Sheriff								
100		Department Assistant - Social Services	Social Services								
100		Department Assistant - UW Extension	UW Extension								
636		Environmental Services - Maintenance	Bloomfield Healthcare / County Maintenance								
625		Medical Records Coordinator	Bloomfield Healthcare								
600		Medication Technician	Bloomfield Healthcare								
618	E	Activity Assistant	Bloomfield Healthcare	\$ 13.01	\$ 13.38	\$ 13.75	\$ 14.13	\$ 14.50	\$ 14.87		\$ 17.84
615		Certified Nursing Assistant (C N A)	Bloomfield Healthcare								
616		Health Unit Coordinator	Bloomfield Healthcare								
374	D	ADRC Bus Driver	ADRC	\$ 11.61	\$ 11.94	\$ 12.27	\$ 12.61	\$ 12.94	\$ 13.27		\$ 15.92
622		Cook	Bloomfield Healthcare								
620	C	Dietary Aide	Bloomfield Healthcare	\$ 10.37	\$ 10.67	\$ 10.96	\$ 11.26	\$ 11.55	\$ 11.85		\$ 14.22
627		Environmental Services - Laundry/Housekeeping	Bloomfield Healthcare								

Iowa County

Job Code	Grade	Job Title	Department	Minimum		Control Point	Pay For	Maximum
				87.5%	Step 1	90%	Step 2	92.5%
						95.0%	Step 4	97.5%
						100%	Step 6	
							Performance	Maximum

[illegible][illegible]

Compensation Timeline

October 5, 2014: County implemented the adopted Classification/Compensation Pay Plan Structure completed by Carlson Dettmann Consulting.

January 1, 2016: County approved a 1.5% adjustment to the 2014 Pay Plan and also granted a Cost of Living Adjustment to employees between the Control Point and Maximum indicating this may be a one-time event.

January 1, 2017: Proposed 2% adjustment to the Pay Plan structure.