

# Buffalo County Resolution



**Drafted By:**

Sonya J. Hansen

**Presented Month/Year:**

January 2017

**Involved Committees:**

Human Resources

Finance

**County Department:**

Highway & Adm

**Fiscal Impact:** YES / NO

**AC Approved:** YES / NO

RESOLUTION # 17-01-07

## A RESOLUTION TO APPROVE 2017 COMPENSATION ADJUSTMENT TO HIGHWAY SKILLED CRAFT TECHNICIANS

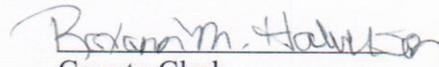
WHEREAS, the Buffalo County Board of Supervisors adopted Resolution 16-10-02 to amend the salary classification and compensation system for non-represented employees to include the Buffalo County Highway Skilled Craft Technicians; and,

WHEREAS, the Buffalo County Board of Supervisors adopted Resolution 16-12-09 to exclude the Buffalo County Highway Skilled Craft Technicians from any compensation adjustment for 2017; and,

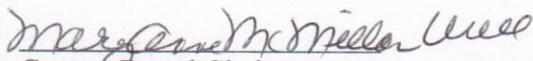
WHEREAS, the Buffalo County Highway Committee and the Buffalo County Human Resource Committee recommends an adjustment to the Buffalo County Job Classification/Pay Grade for Non-Represented Employees for 2017 to include a .67% increase effective January 1, 2017, for the Buffalo County Highway Skilled Craft Technicians, a copy of which is attached as Exhibit A and to be incorporated herein and to become a part of this resolution.

NOW, THEREFORE BE IT RESOLVED, that the Buffalo County Board of Supervisors hereby approves the authorization to the Administration Department to adjust the Job Classification/Pay Grade for the Highway Skilled Craft Technicians by an increase of .67% effective January 1, 2017 and amend the Buffalo County Job Classification/Pay Grade for Non-represented Employees for 2017, a copy of which is attached as Exhibit A and to be incorporated herein and to become a part of this resolution.

Adopted at a duly called and noticed meeting of the Buffalo County Board of Supervisors on the 23<sup>rd</sup> day of January, 2017.

  
County Clerk

ATTEST:

  
County Board Chairperson

Respectfully Submitted:

Human Resources Committee

Larry Grisen  
Larry Grisen

Mary Anne McMillan Urell  
Mary Anne McMillan Urell

Donald A. Hillert  
Donald A. Hillert

Michael L. Taylor  
Michael L. Taylor

Excused  
Nettie Rosenow

Finance Committee - Not on agenda. recommend  
to move forward

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Douglas Kane

\_\_\_\_\_  
David Danzinger

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Larry Grisen

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Donald A. Hillert

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Nettie Rosenow

**ANTICIPATED FINANCIAL IMPACT STATEMENT**

2017 Wages: Included in Budget - \$ 15,995.20

**BUFFALO COUNTY JOB CLASSIFICATION/PAY GRADE FOR  
NON REPRESENTED EMPLOYEES FOR 2017**

**OFFICIALS & ADMINISTRATORS**

<b>DIRECTORS/MANAGERS</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
EE	HHS D DIRECTOR	34.06	35.18	36.31	37.43	38.55	39.68	40.80
EE	HIGHWAY COMMISSIONER	28.22	29.15	30.08	31.01	31.94	32.87	33.80
EE	ADRC RESOURCE DIRECTOR	26.23	27.09	27.96	28.82	29.68	30.55	31.41
EE	ZONING ADMINISTRATOR	23.51	24.28	25.06	25.83	26.60	27.38	28.10
EE	LAND CONSERVATIONIST	22.49	23.23	23.97	24.71	25.45	26.19	26.93
EE	EMERGENCY MANAGEMENT/RECYCLING DIRECTOR	21.80	22.52	23.24	23.96	24.68	25.40	26.12
EP	COMMUNITY JUSTICE SERVICES COORDINATOR	21.80	22.52	23.24	23.96	24.68	25.40	26.12
E	GIS LAND RECORDS COORDINATOR/LAND INFORMATION OFFICER	21.80	22.52	23.24	23.96	24.68	25.40	26.12
EE	VETERANS SERVICE OFFICER	20.04	20.70	21.36	22.02	22.68	23.34	24.00
<b>SUPERVISORS/ASSISTANT MANAGERS</b>								
E	HHS D SOCIAL SERVICES MANAGER	26.81	27.69	28.58	29.46	30.34	31.23	32.11
E	PUBLIC HEALTH SUPERVISOR/HEALTH OFFICER	28.00	28.92	29.85	30.77	31.69	32.62	33.54
E	HWY PATROL SUPERINTENDANT	23.69	24.47	25.25	26.03	26.81	27.59	28.37
E	HHS D AGING DIRECTOR	23.50	24.27	25.05	25.82	26.59	27.37	28.14
EP	PUBLIC HEALTH NUTRITIONIST/WIC DIRECTOR	21.81	22.53	23.25	23.97	24.69	25.41	26.13
N	CS COORDINATOR/DHHS ASSISTANT TO DIRECTOR	20.74	21.42	22.11	22.79	23.47	24.16	24.84
N	REGISTER IN PROBATE	18.39	19.00	19.60	20.21	20.82	21.42	22.03
N	BUILDING & GROUNDS MANAGER	15.43	15.94	16.45	16.96	17.47	17.98	18.49

**PROFESSIONALS**

<b>PROFESSIONALS</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
EP	SOCIAL WORKER I; PUBLIC HEALTH NURSE I; ADRC I & A SPECIALIST I	19.53	20.17	20.82	21.46	22.10	22.75	23.39
EP	SOCIAL WORKER II; PUBLIC HEALTH NURSE II, ADRC I & A SPECIALIST II	20.93	21.62	22.31	23.00	23.69	24.38	25.07
EP	SOCIAL WORKER III; PUBLIC HEALTH NURSE III; ENVIRONMENTAL HEALTH SPECIALIST; ADRC I & A SPECIALIST III	22.46	23.20	23.94	24.68	25.42	26.16	26.90
EP	PUBLIC HEALTH NUTRITIONIST/WIC PT	21.27	21.97	22.67	23.37	24.07	24.77	25.47

**TECHNICIANS**

<b>TECHNICIANS</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
EP	ZONING TECHNICIAN; CONSERVATION TECHNICIAN/PLANNER; GIS/LAND INFORMATION TECHNICIAN	19.05	19.67	20.30	20.93	21.56	22.19	22.81

**PROTECTIVE SERVICE WORKERS**

<b>LAW ENFORCEMENT</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
E	CHIEF DEPUTY SHERIFF	26.72	27.60	28.48	29.36	30.24	31.12	32.00
E	JAIL ADMINISTRATOR	22.55	23.29	24.04	24.78	25.52	26.27	27.01
N	JAIL SERGEANT	20.91	21.60	22.29	22.98	23.67	24.36	25.05
N	PART TIME DEPUTIES	-	-		15.65	16.12	16.59	17.06
<b>LAW ENFORCEMENT SUPPORT -</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
N	COMMUNICATION/CORRECTION OFFICERS	19.26	19.89	20.53	21.16	21.79	22.43	23.06
		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
N	PART TIME-COMMUNICATION/CORRECTION OFFICERS	11.75	12.14	12.52	12.91	13.30	13.68	14.07
N	BAILIFF	12.58	12.99	13.41	13.82	14.23	14.65	15.06

### PARAPROFESSIONALS

CLERICAL SUPPORT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N	PART TIME CLERICAL	13.06	13.49	13.92	14.35	14.78	15.21	15.64
N	WIC TECHNICIAN; SUPPORT STAFF SPECIALIST; ADMINISTRATIVE CONFIDENTIAL; DEPUTY CLERK OF COURT I;	13.81	14.27	14.72	15.18	15.64	16.09	16.55
ADVANCED CLERICAL SUPPORT								
N	UW ADMINISTRATIVE ASSISTANT; HWY OFFICE ASSISTANT; CHIEF DEPUTY CLERK OF COURT II; CHIEF DEPUTY COUNTY CLERK I; CHIEF DEPUTY REGISTER OF DEEDS; DEPUTY REGISTER IN PROBATE	15.15	15.65	16.15	16.65	17.15	17.65	18.15
ADVANCED TECHNICAL SUPPORT								
N	DEPUTY COUNTY TREASURER-REAL PROPERTY LISTER	15.65	16.17	16.68	17.20	17.72	18.23	18.75

### ADMINISTRATIVE SUPPORT

ACCOUNTING SUPPORT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N	HHSD BENEFIT SPECIALIST; ADRC DISABILITY BENEFIT SPECIALIST; VETERANS SERVICE BENEFIT SPECIALIST; HHSD CHILD SUPPORT FINANCIAL SPECIALIST; HHSD ECONOMIC SUPPORT SPECIALIST; HHSD ACCOUNT CLERK/ECONOMIC SUPPORT SPECIALIST; HHSD ECONOMIC SUPPORT SPECIALIST LEAD; HHSD ACCOUNT CLERK;	15.56	16.07	16.59	17.10	17.61	18.13	18.64
CASE MANAGER		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
E	CASE MANAGER	17.55	18.13	18.71	19.29	19.87	20.45	21.03
ADMINISTRATION - FINANCIAL		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
E	ADMINISTRATION ADMINISTRATIVE ASSISTANT; LAW ENFORCEMENT ADMINISTRATIVE ASSISTANT; ZONING ADMINISTRATIVE ASSISTANT;	15.86	16.38	16.91	17.43	17.95	18.48	19.00
E	ADMINISTRATION PERSONNEL ADVISOR; HHSD ACCOUNT CLERK LEAD; HWY OFFICE MANAGER; ADMINISTRATION FINANCIAL ADVISOR	18.05	18.64	19.24	19.83	20.42	21.02	21.61

### SKILLED CRAFT TECHNICIANS

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N	Class IV - Foreman - shop, construction, general; Signman	20.64	21.00	21.37	21.74	22.13	22.51	22.90
N	Class III - State Patrolman, Operator of high level equipment (ie: paver, grader, dozer, excavator, steel roller, etc.) Experienced Mechanic	20.04	20.40	20.75	21.11	21.48	21.86	22.24
N	Class II - Patrolman w/5 years experience, and low level equipment operation experience (ie: loader, skid steer, broom, rubber tired roller, etc.)	19.55	19.89	20.24	20.60	20.96	21.32	21.69
N	Class II - Entry level Mechanic							
N	Class I - Entry level Patrolman	19.08	19.41	19.75	20.09	20.45	20.80	21.17
N	MATERIALS RECOVERY FACILITY SUPERVISOR/TRUCK DRIVER; E-911 CORRINATOR PT	18.32	18.90	19.48	20.07	20.67	21.28	

### SERVICE - MAINTENANCE

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N	BUILDING & GROUNDS JANITOR	13.51	13.96	14.40	14.85	15.30	15.74	16.19
N	SENIOR DINING CENTER MANAGER	9.50	9.81	10.13	10.44	10.75	11.07	11.38
N	HHSD VAN DRIVER	9.80	10.12	10.45	10.77	11.09	11.42	11.74
N	RECYCLING TRUCK DRIVERS PART TIME	11.30	11.67	12.05	12.42	12.79	13.17	13.54
		YR 1	YR 2					
N	HWY - SEASONAL PATROLMAN	14.80	15.65					
N	HWY - SEASONAL MOWING	10.91	11.55					
		START	AFTER TRAINING					
N	PART TIME	9.13	10.36					

EE EXEMPT EXECUTIVE EMPLOYEE  
 EA EXEMPT ADMINISTRATIVE EMPLOYEE  
 EP EXEMPT PROFESSIONAL EMPLOYEE  
 E EXEMPT  
 N NON-EXEMPT EMPLOYEE