



RESOLUTION # 8-7/24

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS

ITEM # 7-15

BOARD ACTION

Adopted:
For: 26
Against: 0
Abstain: 0
Abs/Excd: 4
Vote Req: 4
Other Action: -

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 8
Against: 0
Abstain: 0
Abs/Excd: 1

RESOLUTION RE: MID-YEAR PAY MODIFICATION OF NON-UNION HOURLY WAGE EMPLOYEES

WHEREAS, in response to increasing wage disparity for county employees paid on an hourly basis resulting in inequitable pay for employees with the lowest income; and

WHEREAS, the last pay review for hourly employees was in 2016; and

WHEREAS, a Human Resources and Finance team reviewed wages for comparable jobs in 26 Wisconsin counties, which included the four counties contiguous to La Crosse County, and determined the case for a mid-year increase was supported; and

WHEREAS, the new pay scales will increase La Crosse County's competitiveness in the labor market, aid employee retention, and boost morale; and

WHEREAS, the County Administrator, Associate County Administrator, and Human Resources Director recommend modification to pay scales: CA1, CA2, CA3, CA4, CAE2, CMO2 75, CMO3 75, CMO6 80, CMO6A 80, CP1, CP2, CP3, CP4, CPE2, FA01 80, FA03 80, FA04 80, FA05 80, FA07 80, FA11 80, FA13 80, FA15 80, FA17 80, HY01, HY02, HY03, HY04, HY05, JL01, and JLS01.

NOW THEREFORE BE IT RESOLVED that the La Crosse County Board of Supervisors hereby approves the recommended changes to the wage scale.

BE IT FURTHER RESOLVED, the Finance Director and Human Resources Department are authorized to take the necessary actions to implement the modified wage scale, effective July 22, 2024.

FISCAL NOTE: The estimated cost for 2024 is \$305,046. The 2024 budget has sufficient wage and fringe savings to cover this expense.

Date: 7/10/24

Christian L. Jeger
COMMITTEE CHAIR

Date: 7-10-24

R.T.K
RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended	
Co. Admin.	<u>for</u>	<u>JL</u>		Requested By: County Administrator Date Requested: July 1, 2024 Drafted By: Corporation Counsel
Fin. Director				
Corp. Counsel				
Board Chair				

Adopted by the La Crosse County Board this 18 Day of July, 2024

STATE OF WISCONSIN
COUNTY OF LA CROSSE

I, Ginny Dankmeyer, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 19th day of July 2024.

Ginny Dankmeyer
Ginny Dankmeyer, La Crosse County Clerk

SUMMARY OF PROPOSED CHANGES FOR NON-UNION HOURLY WAGE SCHEDULES

Title	EXISTING PAY SCHEDULE							PROPOSED PAY SCHEDULE									
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
LIBRARY CLERK-SEASONAL	CA1	16.88	17.39	17.90	18.44	19.00	19.57	20.15	CA1	17.39	17.90	18.44	19.00	19.57	20.15	20.75	21.38
LIBRARY CLERK-SUB	CA1	16.88	17.39	17.90	18.44	19.00	19.57	20.15	CA1	17.39	17.90	18.44	19.00	19.57	20.15	20.75	21.38
LIBRARY CLERK	CA1	16.88	17.39	17.90	18.44	19.00	19.57	20.15	CA1	17.39	17.90	18.44	19.00	19.57	20.15	20.75	21.38
COMMUNITY HEALTH WORKER	CA1	16.88	17.39	17.90	18.44	19.00	19.57	20.15	CA1	17.39	17.90	18.44	19.00	19.57	20.15	20.75	21.38
SCALE ATTENDANT	CA2	17.55	18.08	18.63	19.17	19.77	20.36	20.96	CA2	18.08	18.63	19.17	19.77	20.36	20.96	21.59	22.24
ADOLESCENT SHELTER UNIT WORKER	CA2	17.55	18.08	18.63	19.17	19.77	20.36	20.96	CA2	18.08	18.63	19.17	19.77	20.36	20.96	21.59	22.24
ADMINISTRATIVE CLERK	CA2	17.55	18.08	18.63	19.17	19.77	20.36	20.96	CA2	18.08	18.63	19.17	19.77	20.36	20.96	21.59	22.24
ACCOUNT CLERK	CA3	18.27	18.81	19.37	19.95	20.56	21.17	21.81	CA3	18.81	19.37	19.95	20.56	21.17	21.81	22.46	23.14
ASST DEPUTY COUNTY TREASURER	CA3	18.27	18.81	19.37	19.95	20.56	21.17	21.81	CA3	18.81	19.37	19.95	20.56	21.17	21.81	22.46	23.14
ADMINISTRATIVE ASSOCIATE	CA3	18.27	18.81	19.37	19.95	20.56	21.17	21.81	CA3	18.81	19.37	19.95	20.56	21.17	21.81	22.46	23.14
ASST DEPUTY REGISTER OF DEEDS	CA3	18.27	18.81	19.37	19.95	20.56	21.17	21.81	CA3	18.81	19.37	19.95	20.56	21.17	21.81	22.46	23.14
PUBLIC SERVICES LIBRARY SPEC.	CA4	18.99	19.56	20.14	20.74	21.37	22.01	22.67	CA4	19.56	20.14	20.74	21.37	22.01	22.67	23.35	24.05
LIBRARY SPECIALIST	CA4	18.99	19.56	20.14	20.74	21.37	22.01	22.67	CA4	19.56	20.14	20.74	21.37	22.01	22.67	23.35	24.05
ADMINISTRATIVE ASSISTANT	CA4	18.99	19.56	20.14	20.74	21.37	22.01	22.67	CA4	19.56	20.14	20.74	21.37	22.01	22.67	23.35	24.05
ADMINISTRATIVE CLERK	CAE2	17.55	18.08	18.63	19.17	19.77	20.36	20.96	CAE2	18.08	18.63	19.17	19.77	20.36	20.96	21.59	22.24
LIBRARY PAGE	CM02 75	10.03							CM02 75	12.00							
WINS TOBACCO CHECKER	CM02 75	10.03							CM02 75	12.00							
BAILIFF	CM03 75	12.33							CM03 75	16.00							
RESERVE DEPUTY	CM06 80	16.81							CM06 80	20.00							
DEPUTY MEDICAL EXAMINER	CM06A 80	22.00							CM06A 80	25.00							
SOCIAL SERVICE SPECIALIST	CP1	19.54	20.12	20.72	21.34	21.99	22.65	23.33	CP1	20.12	20.72	21.34	21.99	22.65	23.33	24.03	24.75
JUSTICE SUP. SVCS. SPEC-SUB	CP1	19.54	20.12	20.72	21.34	21.99	22.65	23.33	CP1	20.12	20.72	21.34	21.99	22.65	23.33	24.03	24.75
JUSTICE SUPPORT SVCS SPEC	CP1	19.54	20.12	20.72	21.34	21.99	22.65	23.33	CP1	20.12	20.72	21.34	21.99	22.65	23.33	24.03	24.75
CHILD SUPPORT SPECIALIST	CP2	20.24	20.86	21.49	22.13	22.78	23.46	24.17	CP4	22.01	22.67	23.35	24.05	24.78	25.52	26.29	27.07
VETERAN'S SPECIALIST	CP2	20.24	20.86	21.49	22.13	22.78	23.46	24.17	CP4	22.01	22.67	23.35	24.05	24.78	25.52	26.29	27.07
ECONOMIC SUPPORT SPEC.	CP2	20.24	20.86	21.49	22.13	22.78	23.46	24.17	CP4	22.01	22.67	23.35	24.05	24.78	25.52	26.29	27.07
ADMINISTRATIVE SPECIALIST	CP2	20.24	20.86	21.49	22.13	22.78	23.46	24.17	CP2	20.86	21.49	22.13	22.78	23.46	24.17	24.90	25.64
ASSISTED LIVING SPECIALIST	CP2	20.24	20.86	21.49	22.13	22.78	23.46	24.17	CP2	20.86	21.49	22.13	22.78	23.46	24.17	24.90	25.64
JUDICIAL ASSISTANT	CP3	20.92	21.55	22.20	22.86	23.55	24.26	24.98	CP3	21.55	22.20	22.86	23.55	24.26	24.98	25.73	26.50
ACCOUNTING SPECIALIST	CP3	20.92	21.55	22.20	22.86	23.55	24.26	24.98	CP3	21.55	22.20	22.86	23.55	24.26	24.98	25.73	26.50
ADOLESCENT SECURE UNIT WORKER	CP3	20.92	21.55	22.20	22.86	23.55	24.26	24.98	CP3	21.55	22.20	22.86	23.55	24.26	24.98	25.73	26.50
JUDICIAL ASSISTANT	CP3	20.92	21.55	22.20	22.86	23.55	24.26	24.98	CP3	21.55	22.20	22.86	23.55	24.26	24.98	25.73	26.50
HUM.SERV.CONTR.SPECIALIST	CP3	20.92	21.55	22.20	22.86	23.55	24.26	24.98	CP3	21.55	22.20	22.86	23.55	24.26	24.98	25.73	26.50
DEPUTY CLK.OF COURT	CP3	20.92	21.55	22.20	22.86	23.55	24.26	24.98	CP3	21.55	22.20	22.86	23.55	24.26	24.98	25.73	26.50
LIBRARY CATALOGER	CP4	21.37	22.01	22.67	23.35	24.05	24.78	25.52	CP4	22.01	22.67	23.35	24.05	24.78	25.52	26.29	27.07
DEPARTMENT TECHNICIAN - SOL. WST	CP4	21.37	22.01	22.67	23.35	24.05	24.78	25.52	CP4	22.01	22.67	23.35	24.05	24.78	25.52	26.29	27.07
EMERGENCY MANAGEMENT SPECIALIST	CP4	21.37	22.01	22.67	23.35	24.05	24.78	25.52	CP4	22.01	22.67	23.35	24.05	24.78	25.52	26.29	27.07

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CCS-CLTS PROGRAM SPECIALIST	CP4	21.37	22.01	22.67	23.35	24.05	24.78	25.52	CP4	22.01	22.67	23.35	24.05	24.78	25.52	26.29	27.07
MENTAL HEALTH CRISIS SPECIALIST	CP4	21.37	22.01	22.67	23.35	24.05	24.78	25.52	CP4	22.01	22.67	23.35	24.05	24.78	25.52	26.29	27.07
ADMINISTRATIVE SPECIALIST	CPE2	20.24	20.86	21.49	22.13	22.78	23.46	24.17	CPE2	20.86	21.49	22.13	22.78	23.46	24.17	24.90	25.64
SEASONAL WORKER	FA01 80	16.96	17.42	17.90					FA01 80	16.96	17.42	17.90	18.44				
BUILDING SERVICES WKR.	FA03 80	16.03	16.51	17.01	17.52	18.05	18.59		FA03 80	16.03	16.51	17.01	17.52	18.05	18.59	19.15	19.72
BUILDING SERVICES WKR., LEAD	FA04 80	17.20	17.73	18.26	18.80	19.37	19.94		FA04 80	17.20	17.73	18.26	18.80	19.37	19.94	20.54	21.15
CUSTODIAN	FA05 80	16.98	17.49	18.03	18.54	19.11	19.69		FA05 80	16.98	17.49	18.03	18.54	19.11	19.69	20.28	20.89
CUSTODIAL LEAD	FA07 80	18.18	18.74	19.30	19.86	20.47	21.07		FA07 80	18.18	18.74	19.30	19.86	20.47	21.07	21.70	22.35
FACILITIES MAINTENANCE WORKER	FA11 80	19.67	20.26	20.87	21.50	22.15	22.81		FA11 80	20.26	20.87	21.50	22.15	22.81	23.49	24.20	24.93
FACILITIES MAINT. JOURNEYMAN	FA13 80	20.87	21.50	22.15	22.79	23.47	24.17		FA13 80	20.87	21.50	22.15	22.79	23.47	24.17	24.90	25.64
PARKS-MAINT. CREW LEADER	FA15 80	23.83	24.54	25.31	26.05	26.84	27.63		FA15 80	24.54	25.31	26.05	26.84	27.63	28.46	29.31	30.19
ELECTRONICS TECHNICIAN	FA17 80	24.74	25.47	26.24	27.02	27.83	28.68		FA17 80	24.74	25.47	26.24	27.02	27.83	28.68	29.54	30.43
SEASONAL LABORER (HWY)	HY01	19.80	19.90	21.00	21.81				HY01	20.30	20.40	21.50	22.31				
SIGNMAKER	HY02	23.90	24.61	25.36	26.10	26.89	27.70		HY02	24.40	25.11	25.86	26.60	27.39	28.20	29.03	29.89
UTILITY WORKER	HY02	23.90	24.61	25.36	26.10	26.89	27.70		HY02	24.40	25.11	25.86	26.60	27.39	28.20	29.03	29.89
LIGHT EQUIPMENT OPERATOR	HY02	23.90	24.61	25.36	26.10	26.89	27.70		HY02	24.40	25.11	25.86	26.60	27.39	28.20	29.03	29.89
SECTION PATROLWORKER	HY02	23.90	24.61	25.36	26.10	26.89	27.70		HY02	24.40	25.11	25.86	26.60	27.39	28.20	29.03	29.89
SHOP COORDINATOR	HY03	24.61	25.36	26.10	26.89	27.70	28.54		HY03	25.11	25.86	26.60	27.39	28.20	29.04	29.90	30.78
HEAVY EQUIPMENT OPERATOR	HY03	24.61	25.36	26.10	26.89	27.70	28.54		HY03	25.11	25.86	26.60	27.39	28.20	29.04	29.90	30.78
SERVICE & PARTS SPECIALIST	HY03	24.61	25.36	26.10	26.89	27.70	28.54		HY03	25.11	25.86	26.60	27.39	28.20	29.04	29.90	30.78
MECHANIC	HY04	25.36	26.10	26.89	27.70	28.54	29.39		HY04	25.86	26.60	27.39	28.20	29.04	29.89	30.77	31.68
HIGHWAY ENGINEERING TECHNICIAN	HY05	26.10	26.89	27.70	28.54	29.39	30.26		HY05	26.60	27.39	28.20	29.04	29.89	30.76	31.67	32.60
CREW LEADER - HIGHWAY	HY05	26.10	26.89	27.70	28.54	29.39	30.26		HY05	26.60	27.39	28.20	29.04	29.89	30.76	31.67	32.60
JAILER	JL01	26.42	26.90	27.70	28.50	29.32	30.17		JL01	26.90	27.70	28.50	29.32	30.17	31.08	32.01	32.97
JAIL SERGEANT-NON PROTECTIVE	JLS01	33.50	34.65	36.13	37.57	38.67	39.87		JLS01	34.00	35.17	36.67	38.13	39.25	40.47	-	-