

**AGENDA
OPERATIONS COMMITTEE**

DATE: Tuesday, August 20, 2024
TIME: 8:00 AM
LOCATION: Courthouse - Conference Room 114

1. Call meeting to order
2. Public Comments
3. **HUMAN RESOURCES**
 - a. Wage Project Implementation
4. **TREASURER**
 - a. Resolution - Sale of tax deeded property to former owner
5. Adjourn

Join by phone

+1-408-418-9388 United States Toll
Meeting number (access code): 2484 628 5470

Join by WebEx App or Web

<https://woodcountywi.webex.com/woodcountywi/j.php?MTID=m87e884749615dbb798df2cef4b5519a8>

Meeting number (access code): 2484 628 5470
Meeting password: 082024



Wood County WISCONSIN

HUMAN RESOURCES DEPARTMENT

August 13, 2024

To: Wood County Operations Committee
From: Kimberly McGrath, Director of Human Resources
Subject: Market Review Implementation Options

The below options are being presented to the Operations Committee for consideration in the implementation of the market review that was conducted by McGrath Human Resources Group.

Option 1

Place employees in the step of their assigned grade that provides the smallest increase.

- Fiscal impact: 3% increase in wages (\$989,306.28 total)
- Note: With this implementation model, the majority of staff receive less than a 3% increase.

Option 2

Adopt Option 1 and then advance all employees an additional step.

- Fiscal impact: 5.6% increase in wages (\$1,835,837.98 total)
- Note: With this implementation model, it would unnecessarily advance employees that are already receiving a higher percentage increase with another step.

Option 3

Place employees in the step of their assigned grade that provides a minimum of a 3% increase.

- Fiscal impact: 5.3% increase in wages (\$1,731,581.73 total)

Option 4

Adopt Option 3 and then ensure employees with at least 5 years of consecutive service (as of 12/31/2024) are at least Step 3.

- Fiscal impact: 5.7% increase in wages (\$1,888,219.80 total)
- Note: Advancing to Step 3 with at least 5 years of consecutive service is consistent with the model adopted for the implementation of the wage study in 2021. This also helps address wage compression.

Note that these costing options do not incorporate union employees (flat 3% for 2025), elected officials, or positions compensated outside of the wage plans.



**Compensation Study Update
Executive Report**

For



Wood County, WI

August 2024



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Introduction

Wood County (County) had a compensation study in 2020 by another firm. The study was implemented in 2021. In 2024, the County reached out to McGrath Human Resources as concerns have been raised as to the competitiveness of the plan.

This study is not a full classification and compensation study. Rather, to accomplish the project, the Consultants conducted a market survey. The comparables were updated from the initial study. In all, 16 organizations provided data. The Consultants, in consultation with the County added five (5) more comps to assist in data for Health and Human Services.

Table 1: Comparable Organizations

County Provided List
Calumet County
Chippewa County
City of Stevens Point
City of Wisconsin Rapids
Clark County
Dodge County
Dunn County
Fond du Lac County
Juneau County
Marathon County
North Central Health Care*
Outagamie County
Portage County
Sauk County
Sheboygan County
St. Croix County
Waukesha County
*DNP - Did not participate

This study did not include a classification analysis. Thus, positions were evaluated against the market and not for internal equity concerns. To accomplish this, position questionnaires were not completed; rather the job descriptions were evaluated not only in relation to the external market. The County has only engaged McGrath Human Resources to evaluate the schedule against the market.

Although concerns were raised by department directors of the appropriateness of the pay grade placement, these were not addressed at this time since no data was collected to ascertain the responsibilities of the positions. However, when moving a position based on market data, compression with positions was considered.

Compensation Analysis

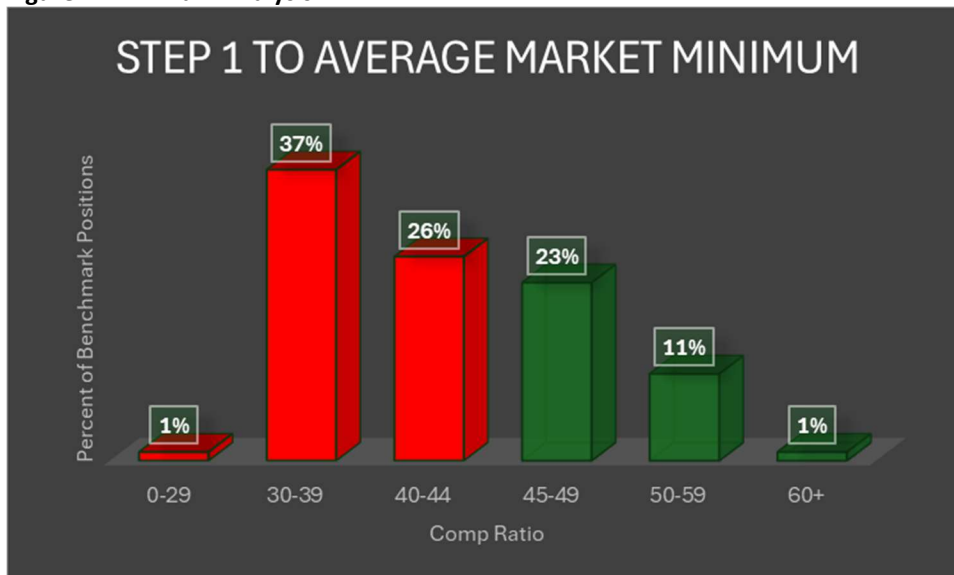
To ascertain if the County's salary schedule has remained within market parameters, several analyses were performed: 1) Review of the current salary schedule (Schedule) minimum to the *average* minimum of the external market; 2) Review of the Schedule's identified average market rate (Control Point) to the average external market rate; and 3) Review of the current average incumbent salary to the average market rate.

In this comparison, 50% is the average market rate. Since one cannot arrive at that exact number, and with the current labor market, any comp ratio below 45% would be considered under market. Therefore, if the comp-ratio is at or above 45%, the salary range is within the market.

Minimum Analysis

In the analysis of the County's minimum salary to the average market minimum salary, 65% of the positions surveyed appear to have slipped below the average market minimum. Thus, 35% of the positions would be considered within an acceptable market range. The schedule minimum, for the most part, is no longer within range and needs to be adjusted.

Figure 1: Minimum Analysis

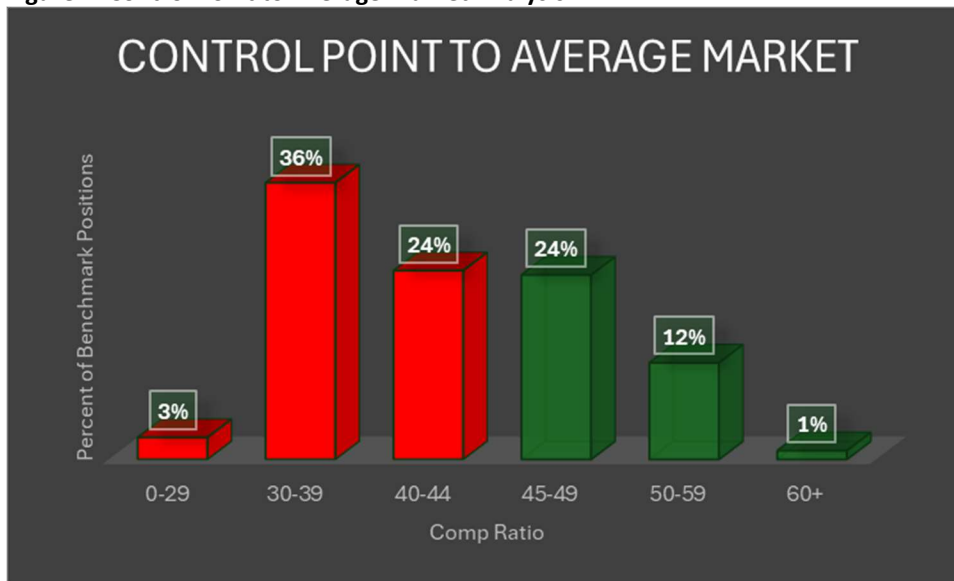


Total may not equal 100% due to rounding

Control Point to Average Market Analysis

The original compensation plan was set up so that the Control Point represented the average market rate for a position. Thus, an analysis to see if the Control Point still represents this rate was conducted. Of the benchmark positions 63% no longer have the Control Point as the average market rate, and 37% of the benchmark positions are represented by the Control Point.

Figure 2: Control Point to Average Market Analysis

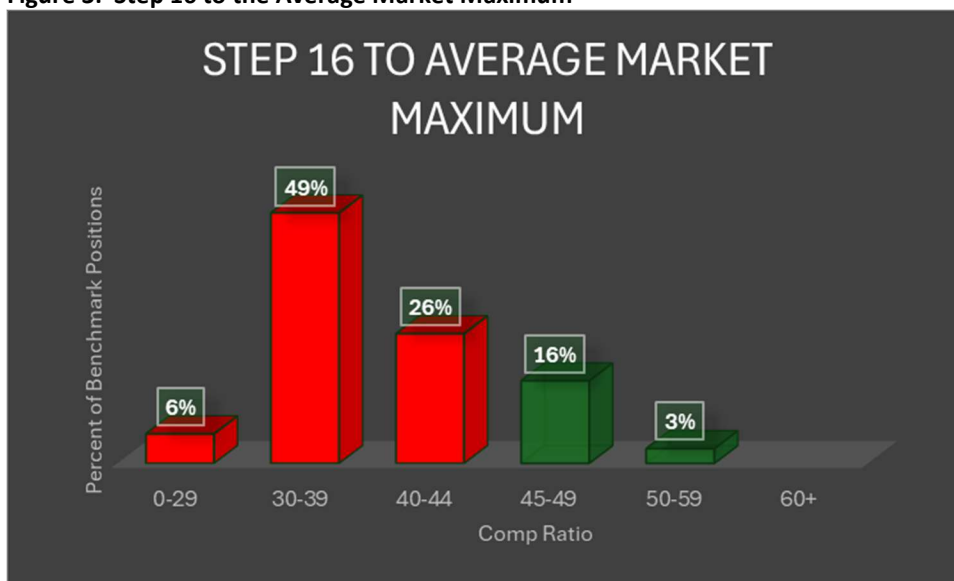


Total may not equal 100% due to rounding

Maximum Analysis

An analysis of the maximums isn't that significant due to the ways compensation systems are constructed. It is, to some extent, an indicator of the earning capacity of the position. The maximums of the current salary schedule illustrate 81% of the benchmark positions are not in line with the average market maximum. Upon examination, in most of the positions, the average market rate is close to Step 16 of the salary schedule. This indicates employees do not have the same earning capacity within the County as they would if employed by many of the comparables.

Figure 3: Step 16 to the Average Market Maximum

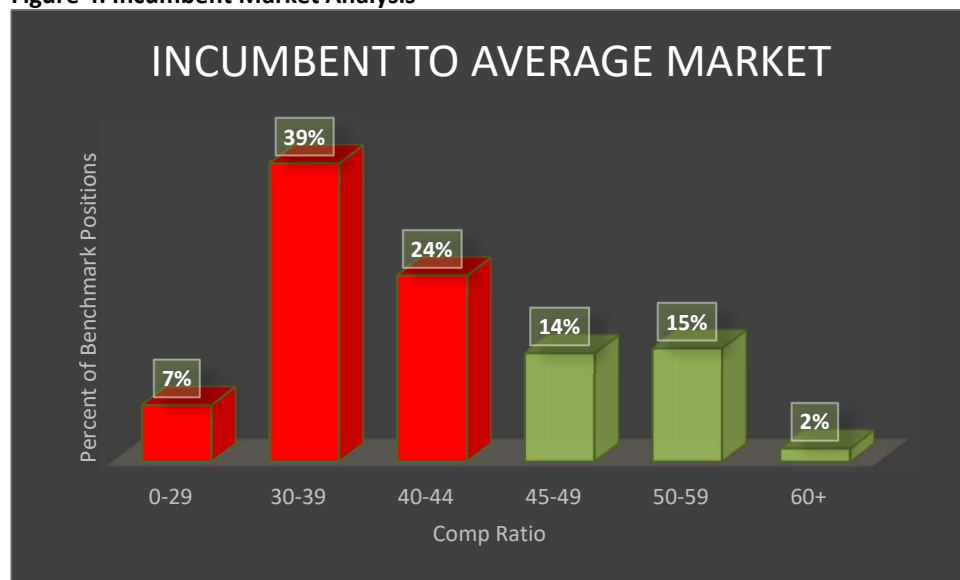


Incumbent Analysis

An analysis of current incumbents' earnings compared to the average incumbent salaries of similar positions, indicates if the compensation system has kept employees close to the average

market rate. An employee with three (3) to five (5) years should be at the average market rate. The Consultants compared the current incumbents' salaries to the average market rate. This analysis indicates that 70% of the employees in the benchmark positions are below the average market rate, some of which can be attributed to the tenure of County employees. The remaining 30% of employees are at or above the average market rate.

Figure 4: Incumbent Market Analysis



Total may not equal 100% due to rounding

Due to the number of employees new to the county, it is understandable that there are 63% of employees in the 30 – 44% comp ratios. This indicates the employees are in the lower portion of the salary range, most likely to their limited tenure with the County. It is the 7% of employees in the benchmark positions that the County must look at adjusting.

Summary

Overall, the salary schedule of non-represented employees has significantly fallen below the average market rate.

Current Compensation System

The County has two identical schedules – one for all non-union employees and one for the Care facilities. The general schedule has 19 paygrades, whereas the Care Facility schedule has 17 pay grades. Both have a couple of paygrades that are not being used. There are 16 steps and step 6 represents the Control Point – or the average market rate. A little atypical is that the steps decline as one progresses through the steps. The step range starts at 2.85% and ends at 1.12%. The range from step 1 to step 16 is 29%. Standard salary ranges are from 30 – 50%; thus, the County's salary range is shorter than a typical salary schedule.

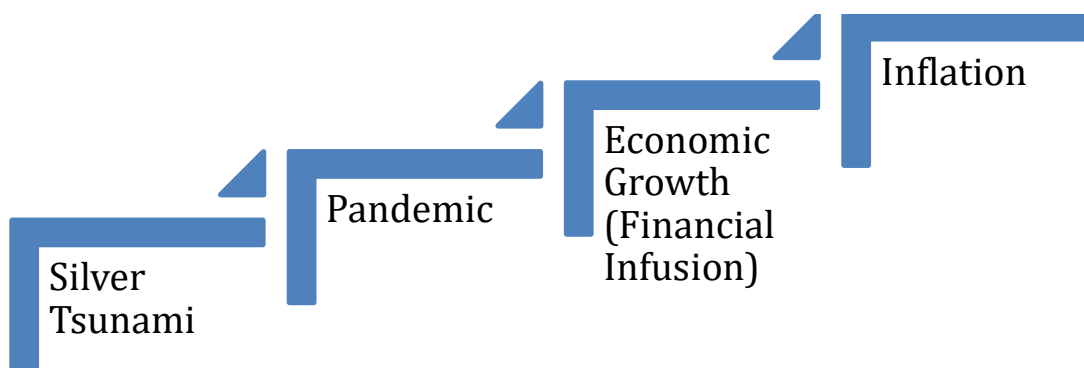
The declining structure of the compensation schedule would indicate that the structure itself is not maintaining pace with the market. The minimal step increases are insufficient to keep up not only with the market, but with the current inflation trend. To maintain this type of system, the County needs to be increasing that schedule at least 5% or better.

Future Schedule

The Consultant suggests that in the next one (1) to two (2) years, the County commission another full classification and compensation study. The purpose would be to realign positions within the schedule for internal equity as well as trying to decrease the number of steps. Sixteen steps provides a lot of overlap between the pay grades causing compression just by the nature of the schedule.

The Evolution of Recruitment and Retention with Compensation Since 2020

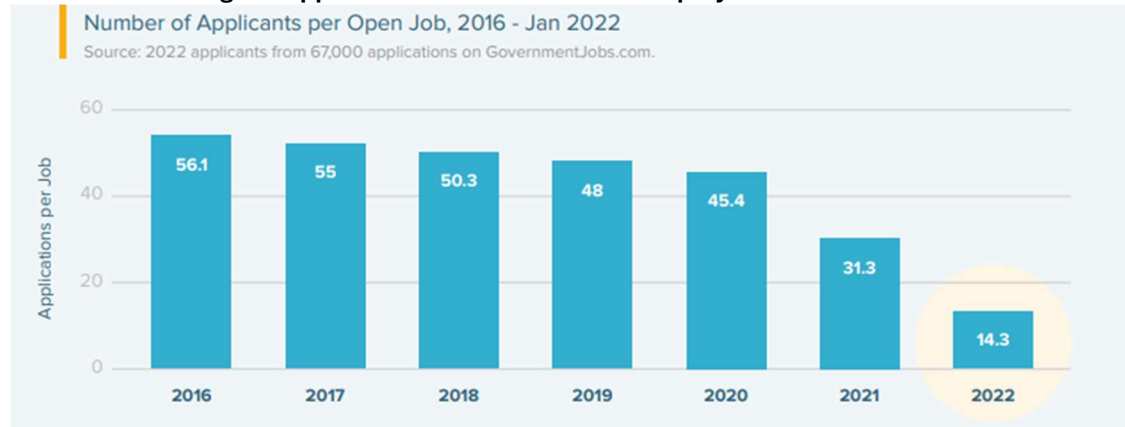
Figure 5: Evolution of Compensation Factors 2020-2024



According to human resources professionals across the United States, it is becoming progressively harder to hire qualified personnel. Looking at a tight labor market, recruitment and retention of qualified personnel with the necessary skills for public service has topped the list of workforce challenges for the last several years, and in 2021 nearly 86% of human resources professionals reported moderate to significant increases in vacancies within their organizations.

Between 2016 and 2022, applicant volume for government jobs dropped 56%, while openings are up 45%, resulting in a significant work gap in the public sector and has led up to 20% of state and local agencies reducing services due to staffing shortages (Source: The Quiet Crisis in the Public Sector, Neogov, 2022). The hardest hit are jobs that pay below \$40,000 per year, which are frequently the jobs that interface with the public and community members the most (Source: Neogov 2021 Job Seeker Report.).

Table 2: Percentage of Applications for Government Employment 2016-2022



This is not necessarily a new issue, but some employers do state it has become increasingly problematic to operations. Public employers have been experiencing ongoing challenges of this nature for almost a decade. Governments historically have had a compelling proposition to offer workers with secure lifetime employment and generous health benefits followed by a robust pension for retirement, which is no longer the case. Public employers are battling for their talent because:

- The “Silver Tsunami” identifies between 30%-40% of local government workers eligible to retire, and there is a workforce gap.
- Long term employment has less appeal to the younger workforce.
- There is a real or perceived decline in public support for government workers.
- Public employers do not feel they can compete with salaries and benefits as benefits erode and the private sector is more competitive.
- There is a growing skills gap. Many government jobs now require specialized education or training. Fewer positions are ‘learn on the job.’
- Public employers are not able to offer the same level of flexible work arrangements to all employees.
- Limitations in technologies prevent efficiencies and automation.
- There are limited financial resources.
- Not all work cultures are satisfying and supportive.

The Great Resignation and Private Sector Influence

Compounding the public sector recruitment challenges, in 2021, as the nation re-opened following COVID shutdowns, the country experienced continued private industry prosperity, record inflation, record retirements, and record turnover from an otherwise qualified workforce, causing all industries, both public and private, to be competing for already limited human resources. This has led employers to escalate wages for all positions to help recruit and retain

their talent. The effect has been substantial, and nearly every employer is experiencing recruitment and retention challenges. Many businesses report the lack of available workers and have curtailed their ability to meet current work demands, while raising wages.

Inflationary Impact on Employees

The latest trend that has impacted human capital is Inflation. Inflation may be showing signs of it slightly cooling in 2024 over 2023, but unrelenting high costs are not lessening. Persistent inflation has pushed many in today’s workforce to live paycheck to paycheck, cut back on expenses, dip into their savings and stop contributing to their retirement accounts, etc. It is also becoming an issue for mental health, because there is no sense of control over the issue. Because there is no sense of control over high costs, the “dollar” for employees does not stretch as far. Employers have a role in addressing this issue. Offering competitive wages that keep up with the rising cost of living is crucial not only for retaining employees but also for ensuring their well-being, so employees do not feel they have to leave simply because they cannot afford to stay.

Recommended Changes

The Consultant has realigned the salary schedule so that all of the formulas to construct the schedule have been reinstated. There continues to be 16 steps; however, this would be a great time to reduce the steps to 12 as no one is above step 9 on the general schedule and step 10 on the Care Facility schedule. This would diminish the earning capacity of a few employees currently on step 8/10, however, if the schedule is maintained annually, these individuals will continue to receive the schedule increase.

The steps have been standardized to 2.5% throughout the entire schedule. The percentages between pay grades have been adjusted to better align with the external market as well as minimize the number of positions that had to be moved to different pay grades.

The following is a list of positions that have been recommended for pay grade changes for the General Schedule. (Note: Have not been approved by the County)

Table 3: General Schedule Pay Grade Changes

GRADE	New Pag	JOB CODE	JOB TITLE	DEPARTMENT	DIVISION
G	H	2117	Accountant	Human Services	Administrative Services
C	D	1705	Administrative Assistant I	District Attorney	
C	D	3223	Administrative Assistant I-Reception	Human Services	Administrative Services
B	C	2179	Bus Driver	Human Services	Community Resources
G	H	3147	Case Manager	Criminal Justice	
C	D	3252	Community Resources Receptionist	Human Services	Community Resources
I	J	3257	Community Resources Supervisor	Human Services	Community Resources

GRADE	New Pag	JOB CODE	JOB TITLE	DEPARTMENT	DIVISION
G	H	1812	Deputy Director, Emergency Management	Emergency Management	Emergency Management
F	G	1602	Deputy Register of Probate	Circuit Court	
I	J	3206	Economic Support Supervisor	Human Services	Community Resources
N	O	2501	Facilities Manager	Maintenance	
J	K	2815	Forest Administrator	Parks & Forestry	
D	E	2019	Health Screener	Health	WIC
G	H	2405	Land Conservation Specialist	Land Conservation	
J	K	3105	Lieutenant (Jail)	Sheriff	Jail
L	K		Network Administrator	IT	
G	H	2818	Office Supervisor	Parks & Forestry	
G	H	3135	Office Supervisor	Sheriff	Administration
K	L	2176	Social Work Manager (BHN)	Human Services	Behavioral Health
G	H	3305B	Systems Technician	IT	
H	I	3313	Systems Technician Lead	IT	
G	H	3261	Youth Mentor Case Manager	Human Services	Family Services

The following positions have been recommended for the Care Facility schedule: (Note: Position changes have not been approved by the County.)

Table 4: Care Facility Pay Grade Changes

GRADE	New Grade	JOB CODE	JOB TITLE	DEPARTMENT	DIVISION
DD	EE	2636	Administrative Assistant I	Norwood	Medical Records/Admin
II	JJ	2617	Building Operations Manager	Norwood	Maintenance
EE	FF	2641	Health Information Technician	Norwood	Medical Records/Admin
JJ	KK	2694	Inpatient Social Services Coordinator	Norwood	Admission
GG	GH	2692	Maintenance Specialist	Norwood	Maintenance
FF	GG	1944	Maintenance Technician	Edgewater	Maintenance
FF	GG	2652	Maintenance Technician	Norwood	Maintenance
EE	FF	2639	Scheduler/Payroll Coordinator	Norwood	Medical Records/Admin
JJ	KK	2689	Social Worker - Psych	Norwood	Admission

Wood County General County Wage Structure 2025 DRAFT

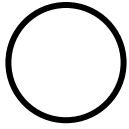
NOTE: ALL ANNUALIZED HOURS ARE BASED ON 2,080 FULL-TIME HOURS

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
S	\$ 61.70	\$ 63.24	\$ 64.82	\$ 66.44	\$ 68.10	\$ 69.80	\$ 71.55	\$ 73.34	\$ 75.17	\$ 77.05	\$ 78.98	\$ 80.95	\$ 82.97	\$ 85.04	\$ 87.17	\$ 89.35
	\$ 128,336.00	\$ 131,539.20	\$ 134,825.60	\$ 138,195.20	\$ 141,648.00	\$ 145,184.00	\$ 148,824.00	\$ 152,547.20	\$ 156,353.60	\$ 160,264.00	\$ 164,278.40	\$ 168,376.00	\$ 172,577.60	\$ 176,883.20	\$ 181,313.60	\$ 185,848.00
R	\$ 58.20	\$ 59.65	\$ 61.14	\$ 62.67	\$ 64.24	\$ 65.85	\$ 67.50	\$ 69.19	\$ 70.92	\$ 72.69	\$ 74.51	\$ 76.37	\$ 78.28	\$ 80.24	\$ 82.25	\$ 84.31
	\$ 121,056.00	\$ 124,072.00	\$ 127,171.20	\$ 130,353.60	\$ 133,619.20	\$ 136,968.00	\$ 140,400.00	\$ 143,915.20	\$ 147,513.60	\$ 151,195.20	\$ 154,980.80	\$ 158,849.60	\$ 162,822.40	\$ 166,899.20	\$ 171,080.00	\$ 175,364.80
Q	\$ 54.90	\$ 56.27	\$ 57.68	\$ 59.12	\$ 60.60	\$ 62.12	\$ 63.67	\$ 65.26	\$ 66.89	\$ 68.56	\$ 70.27	\$ 72.03	\$ 73.83	\$ 75.68	\$ 77.57	\$ 79.51
	\$ 114,192.00	\$ 117,041.60	\$ 119,974.40	\$ 122,969.60	\$ 126,048.00	\$ 129,209.60	\$ 132,433.60	\$ 135,740.80	\$ 139,131.20	\$ 142,604.80	\$ 146,161.60	\$ 149,822.40	\$ 153,566.40	\$ 157,414.40	\$ 161,345.60	\$ 165,380.80
P	\$ 51.80	\$ 53.09	\$ 54.42	\$ 55.78	\$ 57.17	\$ 58.60	\$ 60.07	\$ 61.57	\$ 63.11	\$ 64.69	\$ 66.31	\$ 67.97	\$ 69.67	\$ 71.41	\$ 73.20	\$ 75.03
	\$ 107,744.00	\$ 110,427.20	\$ 113,193.60	\$ 116,022.40	\$ 118,913.60	\$ 121,888.00	\$ 124,945.60	\$ 128,065.60	\$ 131,268.80	\$ 134,555.20	\$ 137,924.80	\$ 141,377.60	\$ 144,913.60	\$ 148,532.80	\$ 152,256.00	\$ 156,062.40
O	\$ 48.36	\$ 49.57	\$ 50.81	\$ 52.08	\$ 53.38	\$ 54.71	\$ 56.08	\$ 57.48	\$ 58.92	\$ 60.39	\$ 61.90	\$ 63.45	\$ 65.04	\$ 66.67	\$ 68.34	\$ 70.05
	\$ 100,588.80	\$ 103,105.60	\$ 105,684.80	\$ 108,326.40	\$ 111,030.40	\$ 113,796.80	\$ 116,646.40	\$ 119,558.40	\$ 122,553.60	\$ 125,611.20	\$ 128,752.00	\$ 131,976.00	\$ 135,283.20	\$ 138,673.60	\$ 142,147.20	\$ 145,704.00
N	\$ 45.61	\$ 46.75	\$ 47.92	\$ 49.12	\$ 50.35	\$ 51.61	\$ 52.90	\$ 54.22	\$ 55.58	\$ 56.97	\$ 58.39	\$ 59.85	\$ 61.35	\$ 62.88	\$ 64.45	\$ 66.06
	\$ 94,868.80	\$ 97,240.00	\$ 99,673.60	\$ 102,169.60	\$ 104,728.00	\$ 107,348.80	\$ 110,032.00	\$ 112,777.60	\$ 115,606.40	\$ 118,497.60	\$ 121,451.20	\$ 124,488.00	\$ 127,608.00	\$ 130,790.40	\$ 134,056.00	\$ 137,404.80
M	\$ 42.85	\$ 43.92	\$ 45.02	\$ 46.15	\$ 47.30	\$ 48.48	\$ 49.69	\$ 50.93	\$ 52.20	\$ 53.51	\$ 54.85	\$ 56.22	\$ 57.63	\$ 59.07	\$ 60.55	\$ 62.06
	\$ 89,128.00	\$ 91,353.60	\$ 93,641.60	\$ 95,992.00	\$ 98,384.00	\$ 100,838.40	\$ 103,355.20	\$ 105,934.40	\$ 108,576.00	\$ 111,300.80	\$ 114,088.00	\$ 116,937.60	\$ 119,870.40	\$ 122,865.60	\$ 125,944.00	\$ 129,084.80
L	\$ 38.96	\$ 39.93	\$ 40.93	\$ 41.95	\$ 43.00	\$ 44.07	\$ 45.17	\$ 46.30	\$ 47.46	\$ 48.65	\$ 49.87	\$ 51.12	\$ 52.40	\$ 53.71	\$ 55.05	\$ 56.43
	\$ 81,036.80	\$ 83,054.40	\$ 85,134.40	\$ 87,256.00	\$ 89,440.00	\$ 91,665.60	\$ 93,953.60	\$ 96,304.00	\$ 98,716.80	\$ 101,192.00	\$ 103,729.60	\$ 106,329.60	\$ 108,992.00	\$ 111,716.80	\$ 114,504.00	\$ 117,374.40
K	\$ 36.27	\$ 37.18	\$ 38.11	\$ 39.06	\$ 40.04	\$ 41.04	\$ 42.07	\$ 43.12	\$ 44.20	\$ 45.31	\$ 46.44	\$ 47.60	\$ 48.79	\$ 50.01	\$ 51.26	\$ 52.54
	\$ 75,441.60	\$ 77,334.40	\$ 79,268.80	\$ 81,244.80	\$ 83,283.20	\$ 85,363.20	\$ 87,505.60	\$ 89,689.60	\$ 91,936.00	\$ 94,244.80	\$ 96,595.20	\$ 99,008.00	\$ 101,483.20	\$ 104,020.80	\$ 106,620.80	\$ 109,283.20
J	\$ 33.59	\$ 34.43	\$ 35.29	\$ 36.17	\$ 37.07	\$ 38.00	\$ 38.95	\$ 39.92	\$ 40.92	\$ 41.94	\$ 42.99	\$ 44.06	\$ 45.16	\$ 46.29	\$ 47.45	\$ 48.64
	\$ 69,867.20	\$ 71,614.40	\$ 73,403.20	\$ 75,233.60	\$ 77,105.60	\$ 79,040.00	\$ 81,016.00	\$ 83,033.60	\$ 85,113.60	\$ 87,235.20	\$ 89,419.20	\$ 91,644.80	\$ 93,932.80	\$ 96,283.20	\$ 98,696.00	\$ 101,171.20
I	\$ 30.94	\$ 31.71	\$ 32.50	\$ 33.31	\$ 34.14	\$ 34.99	\$ 35.86	\$ 36.76	\$ 37.68	\$ 38.62	\$ 39.59	\$ 40.58	\$ 41.59	\$ 42.63	\$ 43.70	\$ 44.79
	\$ 64,355.20	\$ 65,956.80	\$ 67,600.00	\$ 69,284.80	\$ 71,011.20	\$ 72,779.20	\$ 74,588.80	\$ 76,460.80	\$ 78,374.40	\$ 80,329.60	\$ 82,347.20	\$ 84,406.40	\$ 86,507.20	\$ 88,670.40	\$ 90,896.00	\$ 93,163.20
H	\$ 28.64	\$ 29.36	\$ 30.09	\$ 30.84	\$ 31.61	\$ 32.40	\$ 33.21	\$ 34.04	\$ 34.89	\$ 35.76	\$ 36.65	\$ 37.57	\$ 38.51	\$ 39.47	\$ 40.46	\$ 41.47
	\$ 59,571.20	\$ 61,068.80	\$ 62,587.20	\$ 64,147.20	\$ 65,748.80	\$ 67,392.00	\$ 69,076.80	\$ 70,803.20	\$ 72,571.20	\$ 74,380.80	\$ 76,232.00	\$ 78,145.60	\$ 80,100.80	\$ 82,097.60	\$ 84,156.80	\$ 86,257.60
G	\$ 26.52	\$ 27.18	\$ 27.86	\$ 28.56	\$ 29.27	\$ 30.00	\$ 30.75	\$ 31.52	\$ 32.31	\$ 33.12	\$ 33.95	\$ 34.80	\$ 35.67	\$ 36.56	\$ 37.47	\$ 38.41
	\$ 55,161.60	\$ 56,534.40	\$ 57,948.80	\$ 59,404.80	\$ 60,881.60	\$ 62,400.00	\$ 63,960.00	\$ 65,561.60	\$ 67,204.80	\$ 68,889.60	\$ 70,616.00	\$ 72,384.00	\$ 74,193.60	\$ 76,044.80	\$ 77,937.60	\$ 79,892.80
F	\$ 23.74	\$ 24.33	\$ 24.94	\$ 25.56	\$ 26.20	\$ 26.86	\$ 27.53	\$ 28.22	\$ 28.93	\$ 29.65	\$ 30.39	\$ 31.15	\$ 31.93	\$ 32.73	\$ 33.55	\$ 34.39
	\$ 49,379.20	\$ 50,606.40	\$ 51,875.20	\$ 53,164.80	\$ 54,496.00	\$ 55,868.80	\$ 57,262.40	\$ 58,697.60	\$ 60,174.40	\$ 61,672.00	\$ 63,211.20	\$ 64,792.00	\$ 66,414.40	\$ 68,078.40	\$ 69,784.00	\$ 71,531.20
E	\$ 20.97	\$ 21.49	\$ 22.03	\$ 22.58	\$ 23.14	\$ 23.72	\$ 24.31	\$ 24.92	\$ 25.54	\$ 26.18	\$ 26.83	\$ 27.50	\$ 28.19	\$ 28.89	\$ 29.61	\$ 30.35
	\$ 43,617.60	\$ 44,699.20	\$ 45,822.40	\$ 46,966.40	\$ 48,131.20	\$ 49,337.60	\$ 50,564.80	\$ 51,833.60	\$ 53,123.20	\$ 54,454.40	\$ 55,806.40	\$ 57,200.00	\$ 58,635.20	\$ 60,091.20	\$ 61,588.80	\$ 63,128.00
D	\$ 19.05	\$ 19.53	\$ 20.02	\$ 20.52	\$ 21.03	\$ 21.56	\$ 22.10	\$ 22.65	\$ 23.22	\$ 23.80	\$ 24.40	\$ 25.01	\$ 25.64	\$ 26.28	\$ 26.94	\$ 27.61
	\$ 39,624.00	\$ 40,622.40	\$ 41,641.60	\$ 42,681.60	\$ 43,742.40	\$ 44,844.80	\$ 45,968.00	\$ 47,112.00	\$ 48,297.60	\$ 49,504.00	\$ 50,752.00	\$ 52,020.80	\$ 53,331.20	\$ 54,662.40	\$ 56,035.20	\$ 57,428.80
C	\$ 17.33	\$ 17.76	\$ 18.20	\$ 18.65	\$ 19.12	\$ 19.60	\$ 20.09	\$ 20.59	\$ 21.10	\$ 21.63	\$ 22.17	\$ 22.72	\$ 23.29	\$ 23.87	\$ 24.47	\$ 25.08
	\$ 36,046.40	\$ 36,940.80	\$ 37,856.00	\$ 38,792.00	\$ 39,769.60	\$ 40,768.00	\$ 41,787.20	\$ 42,827.20	\$ 43,888.00	\$ 44,990.40	\$ 46,113.60	\$ 47,257.60	\$ 48,443.20	\$ 49,649.60	\$ 50,897.60	\$ 52,166.40
B	\$ 15.45	\$ 15.84	\$ 16.24	\$ 16.65	\$ 17.07	\$ 17.50	\$ 17.94	\$ 18.39	\$ 18.85	\$ 19.32	\$ 19.80	\$ 20.30	\$ 20.81	\$ 21.33	\$ 21.86	\$ 22.41
	\$ 32,136.00	\$ 32,947.20	\$ 33,779.20	\$ 34,632.00	\$ 35,505.60	\$ 36,400.00	\$ 37,315.20	\$ 38,251.20	\$ 39,208.00	\$ 40,185.60	\$ 41,184.00	\$ 42,224.00	\$ 43,284.80	\$ 44,366.40	\$ 45,468.80	\$ 46,612.80
A	\$ 14.15	\$ 14.50	\$ 14.86	\$ 15.23	\$ 15.61	\$ 16.00	\$ 16.40	\$ 16.81	\$ 17.23	\$ 17.66	\$ 18.10	\$ 18.55	\$ 19.01	\$ 19.49	\$ 19.98	\$ 20.48
	\$ 29,432.00	\$ 30,160.00	\$ 30,908.80	\$ 31,678.40	\$ 32,468.80	\$ 33,280.00	\$ 34,112.00	\$ 34,964.80	\$ 35,838.40	\$ 36,732.80	\$ 37,648.00	\$ 38,584.00	\$ 39,540.80	\$ 40,539.20	\$ 41,558.40	\$ 42,598.40

Wood County Care Facilities Wage Structure 2025 DRAFT

NOTE: ALL ANNUALIZED HOURS ARE BASED ON 2,080 FULL-TIME HOURS

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
QQ	\$119,184.00 \$57.30	\$122,158.40 \$58.73	\$125,216.00 \$60.20	\$128,336.00 \$61.70	\$131,539.20 \$63.24	\$134,825.60 \$64.82	\$138,195.20 \$66.44	\$141,648.00 \$68.10	\$145,184.00 \$69.80	\$148,824.00 \$71.55	\$152,547.20 \$73.34	\$156,353.60 \$75.17	\$160,264.00 \$77.05	\$164,278.40 \$78.98	\$168,376.00 \$80.95	\$172,577.60 \$82.97
PP	\$109,324.80 \$52.56	\$112,049.60 \$53.87	\$114,857.60 \$55.22	\$117,728.00 \$56.60	\$120,660.80 \$58.01	\$123,676.80 \$59.46	\$126,776.00 \$60.95	\$129,937.60 \$62.47	\$133,182.40 \$64.03	\$136,510.40 \$65.63	\$139,921.60 \$67.27	\$143,416.00 \$68.95	\$146,993.60 \$70.67	\$150,675.20 \$72.44	\$154,440.00 \$74.25	\$158,308.80 \$76.11
OO	\$101,108.80 \$48.61	\$103,646.40 \$49.83	\$106,246.40 \$51.08	\$108,908.80 \$52.36	\$111,633.60 \$53.67	\$114,420.80 \$55.01	\$117,291.20 \$56.39	\$120,224.00 \$57.80	\$123,240.00 \$59.25	\$126,318.40 \$60.73	\$129,480.00 \$62.25	\$132,724.80 \$63.81	\$136,052.80 \$65.41	\$139,464.00 \$67.05	\$142,958.40 \$68.73	\$146,536.00 \$70.45
NN	\$96,283.20 \$46.29	\$98,696.00 \$47.45	\$101,171.20 \$48.64	\$103,708.80 \$49.86	\$106,308.80 \$51.11	\$108,971.20 \$52.39	\$111,696.00 \$53.70	\$114,483.20 \$55.04	\$117,353.60 \$56.42	\$120,286.40 \$57.83	\$123,302.40 \$59.28	\$126,380.80 \$60.76	\$129,542.40 \$62.28	\$132,787.20 \$63.84	\$136,115.20 \$65.44	\$139,526.40 \$67.08
MM	\$89,648.00 \$43.10	\$91,894.40 \$44.18	\$94,182.40 \$45.28	\$96,532.80 \$46.41	\$98,945.60 \$47.57	\$101,420.80 \$48.76	\$103,958.40 \$49.98	\$106,558.40 \$51.23	\$109,220.80 \$52.51	\$111,945.60 \$53.82	\$114,753.60 \$55.17	\$117,624.00 \$56.55	\$120,556.80 \$57.96	\$123,572.80 \$59.41	\$126,672.00 \$60.90	\$129,833.60 \$62.42
LL	\$82,992.00 \$39.90	\$85,072.00 \$40.90	\$87,193.60 \$41.92	\$89,377.60 \$42.97	\$91,603.20 \$44.04	\$93,891.20 \$45.14	\$96,241.60 \$46.27	\$98,654.40 \$47.43	\$101,129.60 \$48.62	\$103,667.20 \$49.84	\$106,267.20 \$51.09	\$108,929.60 \$52.37	\$111,654.40 \$53.68	\$114,441.60 \$55.02	\$117,312.00 \$56.40	\$120,244.80 \$57.81
KK	\$76,315.20 \$36.69	\$78,228.80 \$37.61	\$80,184.00 \$38.55	\$82,180.80 \$39.51	\$84,240.00 \$40.50	\$86,340.80 \$41.51	\$88,504.00 \$42.55	\$90,708.80 \$43.61	\$92,976.00 \$44.70	\$95,305.60 \$45.82	\$97,697.60 \$46.97	\$100,131.20 \$48.14	\$102,627.20 \$49.34	\$105,185.60 \$50.57	\$107,806.40 \$51.83	\$110,510.40 \$53.13
JJ	\$72,675.20 \$34.94	\$74,484.80 \$35.81	\$76,356.80 \$36.71	\$78,270.40 \$37.63	\$80,225.60 \$38.57	\$82,222.40 \$39.53	\$84,281.60 \$40.52	\$86,382.40 \$41.53	\$88,545.60 \$42.57	\$90,750.40 \$43.63	\$93,017.60 \$44.72	\$95,347.20 \$45.84	\$97,739.20 \$46.99	\$100,172.80 \$48.16	\$102,668.80 \$49.36	\$105,227.20 \$50.59
II	\$66,081.60 \$31.77	\$67,724.80 \$32.56	\$69,409.60 \$33.37	\$71,136.00 \$34.20	\$72,924.80 \$35.06	\$74,755.20 \$35.94	\$76,627.20 \$36.84	\$78,540.80 \$37.76	\$80,496.00 \$38.70	\$82,513.60 \$39.67	\$84,572.80 \$40.66	\$86,694.40 \$41.68	\$88,857.60 \$42.72	\$91,083.20 \$43.79	\$93,350.40 \$44.88	\$95,680.00 \$46.00
HH	\$60,049.60 \$28.87	\$61,547.20 \$29.59	\$63,086.40 \$30.33	\$64,667.20 \$31.09	\$66,289.60 \$31.87	\$67,953.60 \$32.67	\$69,659.20 \$33.49	\$71,406.40 \$34.33	\$73,195.20 \$35.19	\$75,025.60 \$36.07	\$76,897.60 \$36.97	\$78,811.20 \$37.89	\$80,787.20 \$38.84	\$82,804.80 \$39.81	\$84,884.80 \$40.81	\$87,006.40 \$41.83
GH	\$54,100.80 \$26.01	\$55,452.80 \$26.66	\$56,846.40 \$27.33	\$58,260.80 \$28.01	\$59,716.80 \$28.71	\$61,214.40 \$29.43	\$62,753.60 \$30.17	\$64,313.60 \$30.92	\$65,915.20 \$31.69	\$67,558.40 \$32.48	\$69,243.20 \$33.29	\$70,969.60 \$34.12	\$72,737.60 \$34.97	\$74,547.20 \$35.84	\$76,419.20 \$36.74	\$78,332.80 \$37.66
GG	\$49,171.20 \$23.64	\$50,398.40 \$24.23	\$51,667.20 \$24.84	\$52,956.80 \$25.46	\$54,288.00 \$26.10	\$55,640.00 \$26.75	\$57,033.60 \$27.42	\$58,468.80 \$28.11	\$59,924.80 \$28.81	\$61,422.40 \$29.53	\$62,961.60 \$30.27	\$64,542.40 \$31.03	\$66,164.80 \$31.81	\$67,828.80 \$32.61	\$69,534.40 \$33.43	\$71,281.60 \$34.27
FF	\$45,968.00 \$22.10	\$47,112.00 \$22.65	\$48,297.60 \$23.22	\$49,504.00 \$23.80	\$50,731.20 \$24.39	\$52,000.00 \$25.00	\$53,310.40 \$25.63	\$54,641.60 \$26.27	\$56,014.40 \$26.93	\$57,408.00 \$27.60	\$58,843.20 \$28.29	\$60,320.00 \$29.00	\$61,838.40 \$29.73	\$63,377.60 \$30.47	\$64,958.40 \$31.23	\$66,580.80 \$32.01
EF	\$41,038.40 \$19.73	\$42,057.60 \$20.22	\$43,118.40 \$20.73	\$44,200.00 \$21.25	\$45,302.40 \$21.78	\$46,425.60 \$22.32	\$47,590.40 \$22.88	\$48,776.00 \$23.45	\$50,003.20 \$24.04	\$51,251.20 \$24.64	\$52,540.80 \$25.26	\$53,851.20 \$25.89	\$55,203.20 \$26.54	\$56,576.00 \$27.20	\$57,990.40 \$27.88	\$59,446.40 \$28.58
EE	\$38,001.60 \$18.27	\$38,958.40 \$18.73	\$39,936.00 \$19.20	\$40,934.40 \$19.68	\$41,953.60 \$20.17	\$42,993.60 \$20.67	\$44,075.20 \$21.19	\$45,177.60 \$21.72	\$46,300.80 \$22.26	\$47,465.60 \$22.82	\$48,651.20 \$23.39	\$49,857.60 \$23.97	\$51,105.60 \$24.57	\$52,374.40 \$25.18	\$53,684.80 \$25.81	\$55,036.80 \$26.46
DD	\$34,528.00 \$16.60	\$35,380.80 \$17.01	\$36,275.20 \$17.44	\$37,190.40 \$17.88	\$38,126.40 \$18.33	\$39,083.20 \$18.79	\$40,060.80 \$19.26	\$41,059.20 \$19.74	\$42,078.40 \$20.23	\$43,139.20 \$20.74	\$44,220.80 \$21.26	\$45,323.20 \$21.79	\$46,446.40 \$22.33	\$47,611.20 \$22.89	\$48,796.80 \$23.46	\$50,024.00 \$24.05
CC	\$31,366.40 \$15.08	\$32,156.80 \$15.46	\$32,968.00 \$15.85	\$33,800.00 \$16.25	\$34,652.80 \$16.66	\$35,526.40 \$17.08	\$36,420.80 \$17.51	\$37,336.00 \$17.95	\$38,272.00 \$18.40	\$39,228.80 \$18.86	\$40,206.40 \$19.33	\$41,204.80 \$19.81	\$42,244.80 \$20.31	\$43,305.60 \$20.82	\$44,387.20 \$21.34	\$45,489.60 \$21.87
BB	\$27,310.40 \$13.13	\$27,996.80 \$13.46	\$28,704.00 \$13.80	\$29,411.20 \$14.14	\$30,139.20 \$14.49	\$30,888.00 \$14.85	\$31,657.60 \$15.22	\$32,448.00 \$15.60	\$33,259.20 \$15.99	\$34,091.20 \$16.39	\$34,944.00 \$16.80	\$35,817.60 \$17.22	\$36,712.00 \$17.65	\$37,627.20 \$18.09	\$38,563.20 \$18.54	\$39,520.00 \$19.00
AA	\$ 24,814.40 \$11.93	\$ 25,438.40 \$12.23	\$ 26,083.20 \$12.54	\$ 26,728.00 \$12.85	\$ 27,393.60 \$13.17	\$ 28,080.00 \$13.50	\$ 28,787.20 \$13.84	\$ 29,515.20 \$14.19	\$ 30,243.20 \$14.54	\$ 30,992.00 \$14.90	\$ 31,761.60 \$15.27	\$ 32,552.00 \$15.65	\$ 33,363.20 \$16.04	\$ 34,195.20 \$16.44	\$ 35,048.00 \$16.85	\$ 35,921.60 \$17.27



RESOLUTION# _____

Introduced by Operations Committee
Page 1 of 1

CAK

Motion:	Adopted: <input type="checkbox"/>
1 st _____	Lost: <input type="checkbox"/>
2 nd _____	Tabled: <input type="checkbox"/>
No: _____ Yes: _____ Absent: _____	
Number of votes required:	
<input checked="" type="checkbox"/> Majority	<input type="checkbox"/> Two-thirds
Reviewed by: _____, Corp Counsel	
Reviewed by: _____, Finance Dir.	

INTENT & SYNOPSIS: Authorize the sale of tax deed property back to former owner.

FISCAL NOTE: Paid Amount \$7,909.35

WHEREAS, by Resolution No. 24-7-3, the Wood County Board of Supervisors authorized the taking of a tax deed on parcel number 01-00218A, more particularly described as:

		NO	YES	A
1	Schulz, W			
2	Rozar, D			
3	Buttke, T			
4	Perlock, R			
5	Hovendick, T			
6	Breu, A			
7	Voight, W			
8	Hahn, J			
9	Brehm, S			
10	Thao, L			
11	Penzkover, J			
12	Valenstein, L			
13	Hokamp, J			
14	Polach, D			
15	Clendenning, B			
16	Pliml, L			
17	Zurfluh, J			
18	Hamilton, B			
19	Leichtnam, B			

The South 220 feet of the North 818 feet of the East 208 feet of the SE ¼ of the SE ¼ of Section 14, Township 24 North, Range 4 East, in the Town of Arpin, Wood County, Wisconsin; except those parts used for road purposes.

WHEREAS, Wood County Ordinance 904 and Wis. Stat. § 75.35(3) authorizes Wood County to sell tax deed property back to the former owner upon payment of all taxes, interest, fees, and special charges and assessments,

WHEREAS, it is beneficial for Wood County to sell to the former owner of this property because the funds received on August 15, 2024 will compensate the County in full for the amounts due and owing,

THEREFORE BE IT RESOLVED, that the Wood County Board of Supervisors authorize the County Clerk to sell the above referenced property back to the former owner by Quit Claim Deed.

{ }

LAURA VALENSTEIN, CHAIR

DONNA ROZAR, VICE CHAIR

JAKE HAHN

LANCE A PLIML

JOSEPH H ZURFLUH

Adopted by the County Board of Wood County, this _____ day of _____ 20 _____.

County Clerk

County Board Chairman