

EAU CLAIRE COUNTY  
MEETING NOTICE/AGENDA

**COMMITTEE:** Committee on Human Resources  
**DATE:** Friday, January 12, 2018 **TIME:** 1:30 PM  
**PLACE:** Eau Claire County Courthouse, Room 3312  
721 Oxford Avenue, Eau Claire, WI

REASON FOR MEETING: REGULAR

1. Call to Order and Certify Compliance with Open Meetings Law
2. Public Comment
3. Review and approve minutes of the November 10, 2017 meeting
4. Human Resources: Elected Officials Salaries for upcoming Office term for Sheriff and Clerk of Circuit Court /Ordinance/Recommendation to County Board of Supervisors/Approval-Denial/Information-Discussion of Resolution 17-18/104.
5. Human Resources: Information/Discussion/Action- update to the following Eau Claire County policy –
  - a. Policy 521 – On Call (Resolution 17-18/083)
6. Department of Human Services: Consideration/Discussion/Action of Resolution 17-18/102 to abolish one 1.0 FTE CCS Supervisor position and create one 1.0 FTE Social Work Manager position.
7. Highway: Consideration/Discussion/Recommendation/Action of Resolution 17-18/103 to abolish one .73 FTE Administrative Associate III position, one 1.0 FTE Highway Field Worker and to create one 1.0 FTE Administrative Associate III position.
8. Exchange of Proposals with the Wisconsin Professional Police Association Law Enforcement Employee Relations Division of the Sheriff's Department Non-Supervisory Unit of Eau Claire County.

Proposed Closed Session pursuant to Wisconsin Statutes 19.85 (1) (c) and (e) for the purpose of discussing compensation of public employees; discussion of negotiations of the 2018-2019 Wisconsin Professional Police Association Law Enforcement Employee Relations Division Sheriff's Department Non-Supervisory Unit Collective Bargaining Agreement.

Continue in Closed Session pursuant to Wisconsin Statutes 19.85 (1) (c) and (e) for the purpose of discussing compensation of public employees; negotiations of the 2018-2019 Collective Bargaining Agreement. To wit: Bargaining relative to the Wisconsin Professional Police Association Law Enforcement Employee Relations Division of the Sheriff's Department Non-Supervisory Unit of Eau Claire County.

9. Adjourn

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**PLEASE NOTE:** Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters or other auxiliary aids. For additional information or to request the service, contact the County ADA Coordinator at 839-4710, (FAX) 839-1669 or 839-4735, tty: use Relay (711) or by writing to the ADA Coordinator, Human Resources, Eau Claire County Courthouse, 721 Oxford Avenue, Eau Claire, WI 54703.

**Future Committee on Human Resources Meetings**

*Where:* Room 1273

*Time:* 1:30p-3:30p

*Dates:* February 9, 2018, March 9, 2018, April 13, 2018

**COPIES TO:**

County Clerk J. Loomis

County Administrator K. Schauf

Corporation Counsel K. Zehms

Committee on Human Resources: K. Clark/S. Miller/M. Beckfield/J.Gatlin/M. Conlin

Human Resources Department

DATE NOTICE POSTED AND SENT:

PREPARED BY: Jill Mangus, Human Resources Department

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**COMMITTEE ON HUMAN RESOURCES**

Committee on Human Resources

Friday, November 10, 2017 TIME: 1:30 PM

Eau Claire County Courthouse, Room 3312

721 Oxford Avenue, Eau Claire, WI

**MINUTES**

Members Present: Kathleen Clark, Sue Miller, Mark Beckfield, Judy Gatlin, Mike Conlin  
Staff Present: Jamie Gower, Jill Mangus  
Others Present: Tria Vang, Tom Wirth, Joel Brettingen, Catherine Emmanuel, Rob Fadness,  
Keith Zehms

Chair Kathleen Clark called the meeting to order and certified compliance with Open Meetings Law at 1:30 p.m.

**Review and approve minutes of the November 10, 2017 meeting:**

Motion Sue Miller to approve minutes of the November 10, 2017 meetings as written. Motion carried 5 to 0.

**UW- Extension: Consideration/Discussion/Action of Resolution 17-18/084 to abolish one .73 FTE Administrative Specialist II position and increase the FTE of one Administrative Specialist II position from .73 FTE to .80 FTE.**

Motion Mike Conlin to approve the position change as requested. Motion carried 5-0.

**Human Resources: Information/Discussion/Action- update to the following Eau Claire County policy – a. Policy 521 – On Call (Resolution 17-18/083)**

Motion Sue Miller to approve the policy change as requested. Motion carried 5-0.

**Human Resources: Consideration/Discussion/Recommendation/Action the following Eau Claire County Code: To Amend Section 3.20.010 E Of the Code: Benefits of Elected Officials (Ordinance 17/08-070)**

Motion Mike Conlin to approve the 2018 clothing allowance within the County Code. Motion carried 5-0.

**Human Resources: Consideration/Discussion/Recommendation/Action the following Eau Claire County Code:**

**To amend Section 3.85.015 (C) Of the Code: Qualifications (Ordinance 17/18-085)**

Motion Judy Gatlin to approve the update of the County Code. Motion carried 5-0.

**Human Resources: Information/Discussion – Human Resources Update**

No Committee action.

**Adjourn Open Session-** 2:11pm.

Resume in Closed Session:

Staff present: Keith Zehms, Jamie Gower, Jill Mangus, Joel Brettingen, Cory Schalinske

**Exchange of Proposals with the Wisconsin Professional Police Association Law Enforcement Employee Relations Division of the Sheriff's Department Non-Supervisory Unit of Eau Claire County.**

Proposed Closed Session pursuant to Wisconsin Statutes 19.85 (1) (c) and (e) for the purpose of discussing compensation of public employees; discussion of negotiations of the 2018-2019 Wisconsin Professional Police Association Law Enforcement Employee Relations Division Sheriff's Department Non-Supervisory Unit Collective Bargaining Agreement.

Continued in Closed Session pursuant to Wisconsin Statutes 19.85 (1) (c) and (e) for the purpose of discussing compensation of public employees; negotiations of the 2018-2019 Collective Bargaining Agreement. To wit: Bargaining relative to the Wisconsin Professional Police Association Law Enforcement Employee Relations Division of the Sheriff's Department Non-Supervisory Unit of Eau Claire County. Roll Call vote. All ayes.

The Corporation Counsel, Keith Zehms, presented the proposals for negotiations with the WPPA Non-Supervisory Deputy Sheriff Unit. Committee on Human Resources reviewed and discussed the items. Remained in closed session.

Next bargaining date set: January 12, 2018 at 2:30pm.

Respectfully submitted,

Jill Mangus  
Committee Clerk

## FACT SHEET

### TO FILE NO. 17 - 18 / 104

County Code Section 3.20.001 Elected Officers and Officials Compensation, Paragraph A states:

- A. Prior to March 15th of each even numbered year the committee shall review salaries of all county elected officials and make recommendations by ordinance to the board in accordance with Wis. Stat §§ 59.22(1) for each position up for election.

State Statute 59.22 states that compensation for the four year terms need to be established before the earliest time for filing nomination papers. The earliest that nomination papers can be circulated is April 15, 2018 so the salaries will need to be set no later than the April 3, 2018 County Board meeting.

The 2016, 2017, 2018, 2019, and 2020 salaries of elected official are as follows:

B. The total annual compensation of the elected officials for calendar year 2016 shall be as follows:

1. County clerk \$59,114
2. County treasurer \$59,114
3. Register of deeds \$59,114
4. Clerk of circuit court \$71,050
5. County Sheriff \$94,903

C. The total annual compensation of the elected officials for calendar year 2017 shall be as follows:

1. County clerk \$67,373
2. County treasurer \$67,373
3. Register of deeds \$67,373
4. Clerk of circuit court \$72,116
5. County Sheriff \$96,326

D. The total annual compensation of the elected officials for calendar year 2018 shall be as follows:

1. County clerk \$69,394
2. County treasurer \$69,394
3. Register of deeds \$69,394
4. Clerk of circuit court \$73,197
5. County Sheriff \$97,771

E. The total annual compensation of the elected officials for calendar year 2019 shall be as follows:

1. County clerk \$71,475
2. County treasurer \$71,475
3. Register of deeds \$71,475

F. The total annual compensation of the elected officials for calendar year 2020 shall be as follows:

1. County clerk \$73,620
2. County treasurer \$73,620
3. Register of deeds \$73,620

A comparison survey completed by Wisconsin Counties is included in the agenda packet and includes information for the Clerk of Circuit Court and Sheriff. Additionally, Human Resources received information provided by the County Sheriff and Clerk of Circuit Court to be included in the agenda packet.

Wages need to be established for the County Sheriff and Clerk of Circuit Court through January 1, 2022. In 2014, the wages for the County Sheriff and Clerk of Circuit Court were established through calendar year 2018.

The Committee is asked to review salaries of the County Sheriff and Clerk of Circuit Court and make recommendations to the County Board of Supervisors prior to April 3, 2018.

Respectfully submitted,

A handwritten signature in cursive script that reads "Jamie K. Gower".

Jamie K. Gower  
Human Resources Director

COUNTY INFO				SHERIFF		CHIEF DEPU	
County	Population	2016 Budget	2017 Budget	Salary 2016	Salary 2017	Salary 2018	Salary 2016
Adams	20,730	\$6,165,112	\$6,231,345	\$78,419.00	\$79,987.00	\$81,587.00	\$70,264.00
Ashland	16,500	\$3,830,554	\$4,129,843	\$62,000.00	\$62,500.00	\$63,000.00	\$61,380.00
Barron	45,412	\$7,529,944	\$7,673,893	\$79,168.00	\$83,709.00		\$81,078.00
Bayfield	15,500	\$4,271,338	\$4,424,801	\$69,500.00	\$70,601.00	\$72,600.00	\$65,832.00
Brown	250,000	\$37,590,541	\$38,640,767	\$103,000.00	\$106,000.00	\$109,000.00	\$95,435.00
Buffalo	13,400	\$2,298,700	\$2,237,700	\$65,403.00	\$65,403.00	\$66,220.00	\$60,653.00
Burnett	15,457	\$3,584,582	\$3,546,968	\$69,169.00	\$70,552.00	\$71,962.00	\$33.23
Calumet	51,669	\$4,654,480	\$4,919,889	\$86,127.00	\$87,850.00		\$70,255.00
Chippewa	65,000	\$10,354,000	\$7,838,613	\$82,512.00	\$84,987.00	\$87,500.00	\$85,000.00
Clark	34,868	\$5,675,414	\$5,733,489	\$67,701.00	\$68,221.00		\$32.42
Columbia	57,028	\$11,570,738	\$11,815,882	\$87,069.00	\$89,086.00	\$91,767.00	\$91,437.00
Crawford	16,711	\$3,255,634	\$3,508,037	\$70,838.00	\$72,979.00	\$74,439.00	\$65,403.00
Dane	523,643	\$83,587,029	\$76,633,992	\$140,595.00	\$143,407.00	\$146,300.00	\$127,420.00
Dodge	88,759	\$20,697,976	\$19,283,237	\$88,430.00	\$89,756.00	\$91,102.00	\$82,642.00
Door	27,970	\$8,094,403	\$8,170,681	\$84,407.00	\$85,673.00	\$86,958.00	\$70,283.00
Douglas	44,100	\$8,150,00.00	\$8,365,000	\$75,800.00	\$76,556.00	\$78,087.00	\$75,900.00
Dunn	44,500	\$6,509,050	\$6,612,876	\$85,902.00	\$86,548.00	\$87,195.00	\$93,268.00
Eau Claire	101,438	\$10,273,693	\$10,808,297	\$94,903.00	\$96,326.00	\$97,700.00	\$91,778.00
Florence	5,400	\$2,132,397	\$2,090,275	\$67,500.00	\$68,000.00		\$55,000 +OT
Fond du Lac	101,759	\$14,400,000	\$13,700,000	\$96,135.00	\$96,730.00		\$88,940.00
Forest	9,279	\$3,986,968	\$3,916,907	\$62,883.00	\$64,140.00	\$65,432.00	\$63,688.00
Grant	52,250	\$5,008,608	\$4,923,072	\$70,791.00	\$71,513	\$72,228	\$27.34 to
Green	37,186	\$5,906,482	\$6,316,215	\$76,240.00	\$77,386.00		\$70,075.00
Green Lake	19,000	\$4,435,435	\$4,460,161	\$81,779.00	\$83,006.00	\$84,251.00	\$75,225.00
Iowa	23,600	\$3,483,000	\$3,686,000	\$67,766.00	\$68,783.00	\$69,815.00	\$72,114.00
Iron	5,916	\$1,789,073	\$1,877,676	\$60,332.00	\$61,060.00	\$61,788.00	\$51,272.00
Jackson	20,064	\$4,571,866	\$4,652,052	\$80,192.00	\$80,992.00		\$80,891.00
Jefferson	85,000	\$14,384,392	\$14,356,965	\$90,833.00	\$90,833.00	\$90,833.00	\$94,099.00
Juneau	25,987	\$6,063,292	\$6,122,043	\$75,544.00	\$76,968.00	\$77,062.00	\$70,302.00
Kenosha	167,757	\$35,920,472	\$37,241,033	\$99,923.00	\$101,421.00		\$0.00
Kewanee	20,000	\$3,457,008	\$3,560,559	\$75,205.00	\$76,483.00		\$77,524.00
LaCrosse	119,000	\$10,755,035	\$10,800,460	\$104,756.00	\$107,899.00	\$108,988.00	\$97,494.00
Lafayette	17,000	\$2,767,278	\$2,917,722	\$70,000.00	\$71,000.00	\$72,000.00	\$55,000.00
Langlade	19,977	\$4,041,894	\$4,176,931	\$76,105.00	\$77,650.00	\$76,896.00	\$72,446.00
Lincoln	30,000	\$7,100,000	\$7,200,000	\$75,000.00	\$76,000.00		\$73,000.00
Manitowoc	81,442	\$10,389,607	\$10,944,027	\$90,324.00	\$91,679.00	\$93,513.00	\$90,002.00
Marathon	134,900	\$19,674,000	\$19,200,000	\$103,318.00	\$103,318.00	\$103,318.00	\$93,163.00
Marinette	44,000	\$6,494,435	\$6,496,103	\$83,347.00	\$84,180.00	\$85,022.00	\$79,063.00
Marquette	16,000	\$2,900,000	\$3,100,000	\$79,000.00	\$82,000.00	\$83,533.00	\$77,400.00
Menominee	4,533	\$942,126	\$957,267	\$48,859.00	\$48,672.00		\$50,754.00
Milwaukee	951,252						
Monroe	44,000	\$5,325,874	\$5,737,967	\$73,770.00	\$74,508.00	\$75,253.00	\$72,571.00
Oconto	38,200	\$6,355,891	\$6,455,894	\$81,556.00	\$83,657.00	\$85,657.00	\$79,601.00
Oneida	36,000	\$9,165,521	\$9,604,680	\$89,483.00	\$89,483.00	\$89,483.00	\$88,400.00
Outagamie	183,245	\$19,310,589	\$20,072,400	\$99,441.00	\$100,547.00		\$98,337.00
Ozaukee	87,470	\$10,685,447	\$11,302,611	\$103,006.00	\$104,335.00	\$105,681.00	\$101,193.00
Pepin	7,400	\$1,839,061	\$2,001,071	\$65,545.00	\$66,856.00	\$68,193.00	\$59,553.00
Pierce	41,251	\$6,089,513	\$6,378,606	\$76,863.00	\$78,133.00	\$79,110.00	\$80,948.00
Polk	43,437	\$7,887,779	\$7,795,401	\$85,944.00	\$87,233.00	\$88,542.00	\$89,645.00
Portage	72,000	\$10,200,000	\$10,200,000	\$81,975.00	\$83,186.00	\$84,132.00	\$87,132.00

Price	13,300	\$2,800,000	\$2,700,000	\$62,400.00	\$63,600.00		\$56,700.00
Racine	200,000	\$24,360,561	\$26,621,109	\$99,774.00	\$99,774.00		\$108,776.00
Richland	17,000					\$72,125.00	
Rock	161,188	\$20,149,509	\$20,968,452	\$112,597.00	\$114,849.00	\$117,500.00	\$104,775.84
Rusk	14,755	\$3,400,000	\$3,500,000	\$61,623.00	\$61,623.00		\$58,796.00
Sauk	63,162	\$13,727,874	\$13,626,127	\$87,821.00	\$89,586.00	\$91,371.00	\$82,643.00
Sawyer	17,000	\$4,958,424	\$5,028,938	\$70,220.00	\$70,928.00		\$62,712.00
Shawano	40,000	\$5,879,628	\$5,837,252	\$72,000.00	\$72,000.00		
Sheboygan	115,569	\$18,588,644	\$19,022,149	\$99,653.00	\$99,653.00		\$93,036.00
St. Croix	87,000	\$10,068,245	\$10,851,048	\$92,000.00	\$92,000.00	\$92,000.00	\$92,103.00
Taylor	20,600	\$3,900,000	\$3,900,000	\$81,844.00	\$83,480.00	\$85,149.00	\$75,171.00
Trempealeau	29,582	\$4,968,001	\$5,076,555	\$78,825.00	\$79,613.00	\$80,410.00	\$77,168.00
Vernon	30,000	\$4,099,976	\$4,145,455	\$70,066.00	\$71,467.00	\$72,539.00	\$63,063.00
Vilas	21,430	\$6,378,414	\$6,446,351	\$75,468.00	\$78,186.00	\$81,627.00	\$65,476.00
Walworth	102,593	\$25,913,878	\$25,865,138	\$108,482.00	\$109,151.00	\$110,242.00	\$94,274.00
Washburn	15,962	\$3,457,533	\$3,661,390	\$64,854.00	\$66,151.00	\$67,474.00	\$69,992.00
Washington	134,296	\$16,616,144	\$17,471,062	\$99,504.00	\$102,140.00	\$104,746.00	\$88,640.00
Waukesha	380,000	\$39,016,226	\$39,725,753	\$105,299.00	\$106,444.00	\$108,451.00	\$108,654.00
Waupaca	52,429	\$10,955,384	\$11,344,799	\$93,371.00	\$95,596.00	\$100,541.69	\$91,353.00
Waushara	24,500	\$5,632,557	\$5,816,291	\$82,364.00	\$83,599.00	\$84,852.00	\$81,778.00
Winnebago	169,511	\$21,913,548	\$23,116,243	\$98,208.00	\$100,172.00	\$102,175.00	\$89,670.00
Wood	74,749	\$9,466,622	\$9,561,113	\$111,072.00	\$112,174.00		\$78,956.00



TY	DEPARTMENT INFORMATION							
Salary 2017	# of Supervisors	Sworn Deputies	Starting Wage	Detectives/ Investigators	Correction Officers	Starting Wage	C.O. Protective Status	Jail Admin Position
\$71,677.00	4	21	\$22.86	3	17	\$18.95	N	Y
\$62,005.00	4	15	\$24.11	1	14	\$20.92	N	Y
\$86,715.00	7	19Ft 1 PT	\$25.19	5	23FT 6PT	\$20.17	N	Y
\$67,958.00	6	15	\$21.73	3	17	\$17.91	N	Y
\$96,389.00	19	131	\$22.22	13	155	\$19.58	N	Y
\$62,899.00	0	8	\$20.40	1	13 DJ	\$18.69	N	Y
\$34.09	2	12	\$22.06	3	13 DJ	\$18.36	N	Y
\$70,255.00	9	20	\$4349 mth	4	19	\$3454 mth	N	Y
\$89,000.00	6	17	\$23.15	5	20	\$21.06	N	Y
\$33.50	7	24 FT/PT	\$21.80	5	20FT/PT	\$16.30	N	Y
\$91,437.00	16	25	\$25.21	7	41	\$20.10	Y	Y w/Dis
\$67,372.00	3	16	\$44,518	3	9	\$43,780	Y	Y
\$131,102.00	51	412 w/jail	\$48,500	28				Y
\$85,788.00	13	32	\$53,761	8	79	\$36,787	N	Y
\$73,548.00	2	22	\$27.04	5	18FT 7PT	\$27.04	Y	Y
\$76,856.00	9	19	\$20.65	5	44	\$16.82	7	Y
\$86,548.00	5	17	\$20.91	3	21	\$18.90	N	Capt
\$93,634.00	8	25	\$22.96	6	58	\$22.90	N	Y
\$55,930 +OT	3	10	\$21.79	0	12 J/D	\$19.24	N	Y
\$89,040.00	13	35	\$26.06	6	60	\$21.90	N	Y
\$64,854.00	7	11	\$21.70	4	18 J/D	\$15.83	N	Y
\$34.57 wage	8	18	\$21.25	3	9	\$17.45	N	Y
\$71,136.00	3	21	\$21.36	3	13	\$19.66	Y	Y
\$76,024.00	2	10	\$24.82	3	13F 10P	\$19.00	N	Y
\$73,715.00	3	20	\$21.11	2	15 J/D	\$19.98	Y	Y
\$53,112.00	2	8	\$21.11	1	5	\$18.57	N	Y
TBD	3	13	\$21.73	3	12F 3P	\$16.40	N	Y
\$97,032.00	9	35FT 5PT	\$25.36	8	31	\$25.36	Y	Y
\$70,968.00	4	32	\$22.79	4	17	\$22.79	Y	Y
\$101,158.00	57	81	\$22.82	14	153	\$19.57	N	Capt.
\$78,687.00	6	24	\$54,993	3	12	54,993	N	J/D
\$100,887.00	12	29	\$48,108	5	57	\$45,015	N	Y
\$59,696.00	5	8FT 5PT	\$21.87	4	10F 6P	\$21.87	N	Y
\$75,025.00	5	18	\$23.33	2	18	\$18.16	N	Y J/D
\$74,000.00	5	20	\$20.77	4	24	\$19.11	N	Y
\$92,695.00	14	29	\$25.47	6	42	\$19.41	N	Y
\$96,400.00	15	42	\$57,953	9	63	\$36,400	N	Y
\$79,063.00	4	24	\$26.00	5	27	\$19.20	N	Y
\$82,000.00	4	13	\$49,165	\$3	20 JD	\$38,600	X	Y
\$51,760.00	3	7	\$19.24	0	NA	NA	NA	NA
\$74,755.00	8	18	\$23.65	3	28	\$20.80	N	Y
\$81,557.00	4	16	\$26.39	4	25	\$17.71	N	Y
\$89,284.00	4	28	\$23.97	5	25	\$16.80	N	Capt
\$100,048.00	11	60	\$23.29	6	76	\$21.88	N	Y
\$103,258.00	6	21	\$23.61	9	34	\$22.89	N	X
\$60,211.00	0	5	\$18.27	0	10 J/D	\$16.73	Y	Y
\$83,033.00	5	21	\$21.47	5	15	\$19.94	Some	Y
\$82,075.00	8	17FT 3PT	\$26.73	5	27	\$20.30	N	Y
\$89,220.00	15	28	\$22.01	5	31	\$19.54	N	Capt

TBD	4	14	\$21.04	2	8	\$17.53	N	Y
\$109,863.00	22	101	\$50,787	21	94	\$37,500	N	Y
\$106,091.28	15	60	\$22.86	11	81	\$18.14	N	Y
\$62,820.00	2	11	\$46,077	3	14 DJ	\$42,201	Y	Y
\$86,290.00	9	26	\$23.28	8	57	\$21.11	Y	Y
\$64,500.00	4	18	\$22.67	2	22	\$17.50	N	Y
\$74,000.00	5	41	\$23.00	6	44	\$16.98		
\$94,896	14	48	\$26.22	7	60	\$19.88	N	Y
TBD	10	40	\$26.38	9	30	\$24/14	Y	Y
\$76,294.00	5	12	\$20.25	2	24	\$18.86	N	N
\$79,903.00	6	15	\$27.79	4	14 w/Sup	\$22.09	N	Y
\$67,255.00	7	11	\$42,749	3	17	\$37,652	N	Y
\$65,857.00	9	22	\$22.25	5	22	\$17.31	N	Y
\$103,460.00	16	58	\$23.61	9	87	\$20.52	N	Y
\$70,449.00	3	10	\$24.44	2	13 J/D	\$19.93	N	Y
\$95,261.00	15	51F 24P	\$23.01	10	62	\$19.41	N	Y
\$111,543.00	37	121	\$23.25	29	120	\$21.81	N	Y
\$92,268.00	15	32	\$46,716	6	46	\$40,768	N	Capt
\$86,128.00	10	15	\$22.83	5	18	\$18.54	N	Y
\$91,952.00	12	127F/157P	\$24.49	8	81 w/Sup	\$24.49	Y	Y
\$83,947.00	7	26	\$23.51	6	27	\$18.24	N	Y

							OTHER	OTHER
Jail Admin Salary	Total # Jail Beds	Dispatch Sup. Position	Dispatch Sup. Salary	Dispatch Staff	Starting Wage	Office/ Support Staff	Lexipol	EMPCO
\$61,984	108	Y	\$61,984	8	\$17.64	4	Yes	Yes
59,264	68	Y	44,990	7	\$19.75	1	No	No
70,366	192	Y	67,163	11	\$20.17	4	No	No
60,080	80	Y	44,285	10	\$17.91	3	Yes	Yes
\$91,666	750	NA	NA	NA	NA	21		
Dis Sup	26	Y	53,082	13 DJ	\$18.69	1	Yes	No
\$28.79	26	N	NA	13 DJ	\$18.36	2	No	Yes
5288 mth	54	Y	4971 mth	10	3554 mth	4	Yes	No
81,100	202	Y	69,600	14	\$16.62	4 FT 1 PT	No	No
32.11	126	Y	32.11	15 FT/PT	\$16.30	3	Yes	No
88,566	336	Y w/Jail	88,566	15	\$20.10	6	Yes	No
\$57,803	43	Y	\$47,238	6	\$43,780	2		
	1013	N	NA	NA	NA	103	No	No
80,095	466	Y	69,623	18	36,787	6	Yes	No
75,358	144	Y	65,936	11	\$17.06	4	Yes	No
69,576	232	N	58,679	10	\$18.56	7	Yes	No
67,620	156	NA	NA	NA		4.5	No	No
92,134	418	By PD	NA	23	\$21.39	6.5	No	Yes
54,600	28	Y		12 D/J	19.24	0	No	No
76,050	300	N	NA	NA	NA	7	No	No
50,315	88	N	NA	18 J/D	\$15.83	2	Yes	No
\$23.31	66	Y	\$21.94	7	\$18.34	5	Yes	No
61,829	68	Y	50,710	8	\$18.47	6	Yes	No
64,688	108	Y-2 Sgt	53,539	10F 1P	\$19.00	3	Yes	Yes
69,742	36	N	NA	15 J/D	\$19.68	2	Yes	No
49,691	36	N	NA	5	\$19.98	1	No	No
59,571	60	N	NA	11F 3P	\$15.94	3	Yes	No
89,669	223	Y	65,853	9FT 2 PT	\$17.49	12	No	No
69,427	154	Y	47,965	8FT 4PT	\$17.38	3	Yes	Yes
0	970	NA	NA	32	\$18.51	13	Yes	No
same	25	Y	72,353	12	54,993	2	Yes	No
77,775	323	N	NA	NA	NA	7	Yes	No
\$24.50	27	N	NA	10F 6P	\$21.87	1	Yes	No
66,990	117	Y J/D	66,990	8	\$17.80	1	Yes	No
67,000	182	Y	69,000	10	\$19.08	4	Yes	No
83,361	199	N	NA	NA	NA	6	No	No
84,896	268	Y	85,131	28	36,400	10	Yes	No
63,595	165	NA	62,348	14	\$17.36	4	Yes	No
68,300	62	N	NA	20 JD	38,600	2.5	Yes	Yes
NA	NA	Y	41,498	6	\$15.99	2		
64,792	180	Y	59,113	14	\$18.00	3	Yes	No
68,411	148	Y	50,856	11	\$17.71	3	Yes	No
63,825	203	Y	53,477	13	\$16.80	11	No	No
96,054	556	Y	66,992	31	\$18.29	9	No	No
103,258	264	Y	65,041	16	\$19.85	10.25	Yes	No
\$25.70	32	Jail Lt.	NA	9 D/J	\$16.73	1	Yes	No
69,297	80	N	NA	8	\$19.94	1	Yes	Yes
80,382	160	Y	71,899	11	\$20.30	5	Yes	No
77,840	79	Y	58,694	19	\$19.54	5	Yes	Yes

TBD	22	N	NA	14	\$21.04	2.5	No	No
98,530	876	NA	NA	NA	NA	7+3 Con	No	No
99,597	505	N	NA	NA	NA	27.3	Yes	No
56,202	54	N	NA	14 DJ	42,201	3	Yes	Yes
75,992	369	Y	68,002	14.58	\$20.77	18	Yes	No
54,080	104	Y	22.65	7	\$17.50	2	Yes	No
83,928	395	Y	53,854	28	\$18.87	9	Yes	No
75,233	176	N	NA	NA	NA	7	Yes	Yes
NA	92	Y	60,000	10	\$18.86	2	Yes	No
68,078	30	Y	61,942	9 w/Sgt		3	Yes	No
\$60,840	128	Y	\$56,174	7	\$35,053	3	Yes	Yes
62,464	125	Y	\$28.79	12	\$15.29	4	Yes	Yes
101,504	512	Y	66,505	20	\$20.71	14	No	No
TBD	30	Y	58,593	13 D/J	\$19.93	3	Yes	No
83,287	321	Y	71,614	14.5	\$20.36	10F 2 P	Yes	No
118,867	481	Y	29.96	48	20.79	41.5		
74,152	320	Y	68,577	12	37,336	4	Yes	No
82,163	127	Y	58,635	10	\$18.13	2	Yes	No
83,183	355	Y	79,931	31	\$20.08	18	Yes	No
75,732	132	Y	68,675	20	\$18.24	2.5	Yes	No

Information Provided by WPELRA for the position of County Sheriff

County	2015		2016		2017		2018		2019		2020		2021		2022	
	Salary	% Inc.	Salary	% Inc.	Salary	% Inc.	Salary	% Inc.	Salary	% Inc.	Salary	% Inc.	Salary	% Inc.	Salary	% Inc.
Adams	\$76,881.00	3.00%	\$78,419.00	1.96%	\$79,987.00	2%	\$81,587.00	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Ashland			\$62,000.00		\$62,500.00	1%	\$63,000.00	1%	63,700.00	1.10%	64,400.00	1.09%	65,000.00	0.92%	65,700.00	1.07%
Barron	\$77,238.00		\$79,168.00	2.44%	\$83,709.00	5%	\$85,801.00	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Bayfield	\$67,859.00	8.26%	\$69,216.00	1.96%	\$70,601.00	1.96%	\$72,013.00	1.96%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Brown										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Buffalo										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Burnett	\$67,813.00		\$69,169.00							#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Calumet	\$84,437.64	2.00%	\$86,126.39	2.00%	\$87,848.92	2.00%	\$89,605.90	2.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Chippewa	\$80,116.56	2.97%	\$82,517.76	3.00%	\$84,993.29	3.00%	\$87,543.09	3.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Clark										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Columbia										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Crawford										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Dane	\$138,859.00		\$140,595.00		\$143,407.00		\$146,275.00			#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Dodge	\$87,123.00	3.74%	\$88,430.00	1.50%	\$89,756.00	1.50%	\$91,102.00	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Door										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Douglas	\$75,798.00	0.00%	\$75,798.00	0.00%	\$76,556.00		\$78,087.00			#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Dunn	\$85,263.00		\$85,902.00		\$86,546.00		\$87,195.00			#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Eau Claire	\$93,500.00		\$94,903.00	1.50%	\$96,326.00	1.50%	\$97,771.00	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Florence	\$46,852.84	2%	\$47,789.90	2.00%	\$48,745.69	2.00%	\$49,720.61	2.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Fond du Lac										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Forest	\$62,260.68	1.00%	\$62,883.29	1.00%	\$64,140.96	2.00%	\$65,423.78	2.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Grant	\$70,104.00	7.00%	\$70,805.00	1.00%	\$57,449.00	1.00%	\$72,228.00	1.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Green					\$74,298.14		1%Jan., 5%July		Pending Res.		Pending Res.	#VALUE!		#VALUE!		#VALUE!
Green Lake	\$80,571.14	1.50%	\$81,779.71	1.00%	\$83,006.41	1.50%	\$84,251.50	150.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Iowa										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Iron										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Jackson	\$79,398.00		\$80,192.00	1.00%	\$80,994.00	1.00%	\$81,804.00	1.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Jefferson	\$89,937.82	10.53%	\$89,937.82	0.00%	\$89,937.82	0.00%	\$89,937.82	0.00%	\$ 96,408.00	6.71%	\$ 97,364.80	0.98%	\$ 98,342.40	0.99%	\$ 99,320.00	0.98%
Juneau	\$73,344.00		\$75,544.00	2.9%	\$76,299.00	1.0%	\$77,062.00	1.0%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Kenosha										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Kewaunee										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
La Crosse	\$102,702.00	1.96%	\$104,756.00	1.96%	\$106,851.00	1.96%	\$108,988.00	1.96%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Lafayette										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Langlade										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Lincoln	\$75,482.00	12.70%	\$76,236.00	1.00%	\$76,998.00	1.00%	\$77,767.00	1.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Manitowoc										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Marathon	\$103,318.00		\$103,318.00		\$103,318.00		\$103,318.00			#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Marinette										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Marquette	\$78,715.00	3.00%	\$80,289.00	2.00%	\$81,895.00	2.00%	\$83,533.00	2.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Menominee					\$48,860.71	2.00%	\$49,837.92	2.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Milwaukee	\$132,290.00	0.00%	\$132,290.00	0.00%	\$132,290.00	0.00%	\$132,290.00	0.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Monroe	\$73,040.40	8.00%	\$73,770.80	1.00%	\$74,508.51	1.00%	\$75,253.60	1.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Oconto	\$79,478.76	3.94%	\$81,561.10	2.62%	\$83,665.38	2.58%	\$83,665.38	0.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Oneida										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Outagamie	\$97,597.00	1.50%	\$99,061.00	1.50%	\$100,547.00	1.50%	\$105,055.00	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Ozaukee										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Pepin	\$64,260.00		\$65,545.00		\$66,856.00	2%	\$68,193.00	2.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Pierce										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Polk	\$84,673.00		\$85,944.00	1.50%	\$87,233.00	1.50%	\$88,542.00	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Portage	\$80,456.88	1.50%	\$81,663.73	1.50%	\$82,888.69	1.50%	\$84,132.02	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Price	\$62,400.00	3.85%	\$62,400.00	0.00%	\$63,650.00	1.96%	\$63,650.00	0.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Racine										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Richland										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Rock	\$105,389.00	2.50%	\$112,597.00	6.84%	\$114,849.00	2.00%	\$117,146.00	2.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Rusk	\$60,002.32	-2.63%	\$60,002.32	0.00%	\$60,902.35	1.50%	\$61,815.89	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
St. Croix	\$92,001.67	9.67%	\$92,001.67	0.00%	\$92,001.67	0.00%	\$92,001.67	0.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Sauk										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Sawyer	\$68,509.00		\$70,222.00	2.44%	\$70,924.00	1.0%	\$71,633.00	1.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Shawano					\$72,641.84					#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!

TENTATI



[1] Patrick W. Glynn:

Salary reflects the salary in effect on December 1st of the year indicated.



OFFICE OF CLERK OF COURTS  
EAU CLAIRE COUNTY  
721 Oxford Avenue, Suite 2220  
Eau Claire, WI 54703

Susan Schaffer, Clerk  
715-839-4816  
715-839-4817 FAX

**MEMO**

TO: Jamie Gower  
FROM: Susan Schaffer *Susan*  
DATE: January 4, 2018  
SUBJECT: CLERK OF COURTS SALARY

Jamie,

Per your eMail, I would add the following information to consider when reviewing the Clerk of Courts salary for the next 4 years.

The Clerk has a statutory obligation for administration, budget, jury management, interpreters and various recordkeeping functions.

In previous years, certain obligations were under the administration of the judiciary (Circuit Court budget and annual report, interpreters, a portion of jury management that included supervision and training of jury trial bailiffs, videoconference, and courtroom/technology issues). I held that position for 13 ½ years.

In the months prior to the 2014 election, my previous position was brought under management of the Clerk of Courts, and during the 2015 budget proposal period, the position was eliminated. As such, when I took office in January 2015, all Circuit Court responsibilities followed me into the Clerk of Courts position. I continue to do the Circuit Court budget and annual report, as well as the Clerk of Courts budget and annual report; continue to schedule and work with other facilities on videoconference; supervision of jury trial bailiffs is now part of the Chief Deputy duties; and the interpreter program was recently assigned to another clerk with me as backup. I continue to be the contact person for issues the judiciary may have with courtrooms and technology.

I would note that it has never been the practice of previous Clerk of Courts in Eau Claire County, nor in many other counties, to clerk in court. Although we are fully staffed at this time, due to the number of hearings being held, I clerk hearings and jury trials as often as the need arises. This may not seem like much, but it



takes time away from many other duties; however, it is my responsibility to be able to work side-by-side with staff to achieve the goals of the Circuit Court and the Clerk of Courts office.

Attached to this memo are three documents: 1) by County is alphabetical and includes the salary information you previously provided along with number of case filings (case filings is important to understand the number of cases alone that are filed each year – there are numerous hearings per each case in a single year); 2) by Judges to compare same size counties; and 3) by Salary – this is where it's easier to compare the volume coming through the office with salary comparison (as does the one for number of judges).

If you are looking at work hours, I am typically here between 6:30/6:45 a.m. and work until 5 p.m. with a ½ hour lunch Monday through Friday. I do understand that this is a position I was elected to do, but wanted to make sure you were aware of the time involved with the position.

It would be beneficial to look at wages among department heads within Eau Claire County and this position, although comparing any one position to another is quite difficult when the work is so different; however, leadership and responsibility is the same.

I would be happy to answer any questions you or board supervisors may have during salary discussions.

Thank you!  
Susan

Attachments (3)

# By COUNTY

2017 Files are through Nov

<u>County</u>	<u># Judges</u>	<u>Case Filings</u>		<u>Salary</u>		
		<u>2016</u>	<u>2017</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Adams	1	6,062	Thru Nov.	\$ 60,000.00	\$ 61,200.00	\$ 62,424.00
Ashland	1	3,915		\$ 50,000.00	\$ 50,500.00	\$ 51,500.00
Barron	3	7,184	7,490	\$ 64,678.00	\$ 68,857.00	\$ 70,578.00
Bayfield	1	3,080		\$ 57,385.00	\$ 58,533.00	\$ 59,703.00
Brown	8	29,599				
Buffalo w/Pepin	1 shared judge	2,690	2,694			
Burnett	1	3,135		\$ 55,470.00		
Calumet	1	4,602		\$ 62,435.44	\$ 63,684.15	\$ 64,957.84
Chippewa	3	12,927		\$ 68,444.64	\$ 70,497.98	\$ 72,612.92
Clark	1	6,528				
Columbia	3	12,456	11,501			
Crawford	1	2,954				
Dane	17	57,145	60,771	\$ 101,650.00	\$ 103,683.00	\$ 105,756.00
Dodge	4	15,616		\$ 67,685.00	\$ 68,700.00	\$ 69,731.00
Door	2	4,181	4,254			
Douglas	2	10,125		\$ 60,090.00	\$ 60,691.00	\$ 61,905.00
Dunn	2	13,076		\$ 61,579.00	\$ 62,041.00	\$ 62,506.00
Eau Claire	5	21,889	19,671	\$ 71,050.00	\$ 72,116.00	\$ 73,197.00
Florence	1	795	717	\$ 39,547.92	\$ 40,338.80	\$ 41,145.65
Fond du Lac	5	21,827				
Forest	1	2,058	2,253	\$ 43,256.48	\$ 44,121.62	\$ 45,004.06
Grant	2	10,061		\$ 56,880.00	\$ 57,449.00	\$ 58,023.00
Green	2	6,050	4,637		\$ 63,043.50	
Green Lake	1	3,542		\$ 63,973.05	\$ 64,932.65	\$ 65,906.64
Iowa	1	8,610	6,886			
Iron	1	1,647				
Jackson	1	7,669		\$ 57,561.00	\$ 58,516.00	\$ 59,488.00
Jefferson	4	14,310		\$ 73,446.05	\$ 73,446.05	\$ 73,446.05
Juneau	2	6,994	7,231	\$ 57,111.00	\$ 57,789.00	\$ 58,330.00
Kenosha	8	30,543				
Kewaunee	1	3,053	3,144			
LaCrosse	5	14,031	13,432	\$ 75,470.00	\$ 76,979.00	\$ 78,519.00
Lafayette	1	3,209				
Langlade	1	3,806				
Lincoln	2	3,939	4,967	\$ 59,616.00	\$ 60,212.00	\$ 60,814.00
Manitowoc	3	9,091				
Marathon	5	17,181		\$ 85,371.00	\$ 85,371.00	\$ 85,371.00
Marinette	2	5,999				
Marquette	1	4,092	3,916	\$ 57,144.00	\$ 58,287.00	\$ 59,453.00
Menoninee/Shawano	2	349			\$ 43,111.41	\$ 43,973.70
Milwaukee	47	112,404		\$ 125,000.00	\$ 125,000.00	
Monroe	3	9,551		\$ 51,793.37	\$ 52,311.30	\$ 52,834.41
Oconto	2	5,003		\$ 60,059.58	\$ 60,059.58	\$ 60,059.58
Oneida	2	7,910				
Outagamie	7	23,492	25,711	\$ 77,725.00	\$ 78,891.00	\$ 80,074.00

Attachment 1

Ozaukee	3	7,750				
Pepin w/Buffalo	1 judge shared	1,296			\$ 50,200.00	\$ 51,204.00 \$ 52,228.00
Pierce	1	4,502				
Polk	2	5,860			\$ 56,814.00	\$ 57,666.00 \$ 58,531.00
Portage	3	8,206			\$ 66,310.55	\$ 67,305.20 \$ 68,314.78
Price	1	2,578			\$ 48,000.00	\$ 49,000.00 \$ 49,000.00
Racine	10	48,481				
Richland	1	3,620	4,105			
Rock	7	36,331			\$ 73,510.54	\$ 74,980.00 \$ 76,458.00
Rusk	1	2,861	2,457		\$ 50,081.86	\$ 50,833.09 \$ 51,595.59
St. Croix	4	11,731	11,540		\$ 70,005.55	\$ 70,005.55 \$ 70,005.55
Sauk	3	15,281				
Sawyer	1	3,643			\$ 52,737.00	\$ 53,264.00 \$ 53,797.00
Shawano/Menominee	2	9,523				\$ 57,300.13
Sheboygan	5	15,175			\$ 72,281.00	\$ 72,281.00 \$ 72,281.00
Taylor	1	2,623	2,835		\$ 55,339.00	\$ 56,445.00 \$ 57,573.00
Trempeleau	1	4,851			\$ 60,433.00	\$ 61,037.00 \$ 61,648.00
Vernon	1	2,525			\$ 55,327.00	\$ 56,433.54 \$ 57,280.04
Vilas	1	3,536			\$ 54,367.00	\$ 55,726.00 \$ 57,119.00
Walworth	4	13,406			\$ 77,896.00	\$ 79,454.00 \$ 81,043.00
Washburn	1	3,379			\$ 53,385.00	\$ 54,453.00 \$ 55,542.00
Washington	4	10,687	13,087		\$ 76,069.73	\$ 78,085.58 \$ 80,076.77
Waukesha	12	26,791			\$ 79,287.00	\$ 80,476.00 \$ 82,085.52
Waupaca	3	9,338	9,101			
Waushara	1	5,724			\$ 62,801.00	\$ 63,743.00 \$ 64,699.00
Winnebago	6	30,339			\$ 75,409.00	\$ 76,917.18 \$ 78,456.00
Wood	3	9,586			\$ 76,000.00	

# By # JUDGES

2017 Files are through Nov

County	# Judges	Case Filings		Salary		
		2016	2017	2016	2017	2018
Buffalo w/Pepin	1 shared judge	2,690	Thru Nov.			
Pepin w/Buffalo	1 judge shared	1,296		\$ 50,200.00	\$ 51,204.00	\$ 52,228.00
Milwaukee	47	112,404		\$ 125,000.00	\$ 125,000.00	
Dane	17	57,145	60,771	\$ 101,650.00	\$ 103,683.00	\$ 105,756.00
Waukesha	12	26,791		\$ 79,287.00	\$ 80,476.00	\$ 82,085.52
Racine	10	48,481				
Brown	8	29,599				
Kenosha	8	30,543				
Outagamie	7	23,492	25,711	\$ 77,725.00	\$ 78,891.00	\$ 80,074.00
Rock	7	36,331		\$ 73,510.54	\$ 74,980.00	\$ 76,458.00
Winnebago	6	30,339		\$ 75,409.00	\$ 76,917.18	\$ 78,456.00
Eau Claire	5	21,889	19,671	\$ 71,050.00	\$ 72,116.00	\$ 73,197.00
Fond du Lac	5	21,827				
Marathon	5	17,181		\$ 85,371.00	\$ 85,371.00	\$ 85,371.00
Sheboygan	5	15,175		\$ 72,281.00	\$ 72,281.00	\$ 72,281.00
LaCrosse	5	14,031	13,432	\$ 75,470.00	\$ 76,979.00	\$ 78,519.00
Dodge	4	15,616		\$ 67,685.00	\$ 68,700.00	\$ 69,731.00
Jefferson	4	14,310		\$ 73,446.05	\$ 73,446.05	\$ 73,446.05
St. Croix	4	11,731	11,540	\$ 70,005.55	\$ 70,005.55	\$ 70,005.55
Walworth	4	13,406		\$ 77,896.00	\$ 79,454.00	\$ 81,043.00
Washington	4	10,687	13,087	\$ 76,069.73	\$ 78,085.58	\$ 80,076.77
Barron	3	7,184	7,490	\$ 64,678.00	\$ 68,857.00	\$ 70,578.00
Chippewa	3	12,927		\$ 68,444.64	\$ 70,497.98	\$ 72,612.92
Columbia	3	12,456	11,501			
Manitowoc	3	9,091				
Monroe	3	9,551		\$ 51,793.37	\$ 52,311.30	\$ 52,834.41
Ozaukee	3	7,750				
Portage	3	8,206		\$ 66,310.55	\$ 67,305.20	\$ 68,314.78
Sauk	3	15,281				
Waupaca	3	9,338	9,101			
Wood	3	9,586		\$ 76,000.00		
Door	2	4,181	4,254			
Douglas	2	10,125		\$ 60,090.00	\$ 60,691.00	\$ 61,905.00
Dunn	2	13,076		\$ 61,579.00	\$ 62,041.00	\$ 62,506.00
Grant	2	10,061		\$ 56,880.00	\$ 57,449.00	\$ 58,023.00
Green	2	6,050			\$ 63,043.50	
Juneau	2	6,994	7,231	\$ 57,111.00	\$ 57,789.00	\$ 58,330.00
Lincoln	2	3,939	4,967	\$ 59,616.00	\$ 60,212.00	\$ 60,814.00
Marinette	2	5,999				
Menoninee/Shawano	2	349			\$ 43,111.41	\$ 43,973.70
Oconto	2	5,003		\$ 60,059.58	\$ 60,059.58	\$ 60,059.58
Oneida	2	7,910				
Polk	2	5,860		\$ 56,814.00	\$ 57,666.00	\$ 58,531.00
Shawano/Menominee	2	9,523			\$ 57,300.13	
Adams	1	6,062		\$ 60,000.00	\$ 61,200.00	\$ 62,424.00

Attachment 2

Ashland	1	3,915		\$ 50,000.00	\$ 50,500.00	\$ 51,500.00
Bayfield	1	3,080		\$ 57,385.00	\$ 58,533.00	\$ 59,703.00
Burnett	1	3,135		\$ 55,470.00		
Calumet	1	4,602		\$ 62,435.44	\$ 63,684.15	\$ 64,957.84
Clark	1	6,528				
Crawford	1	2,954				
Florence	1	795	717	\$ 39,547.92	\$ 40,338.80	\$ 41,145.65
Forest	1	2,058	2,253	\$ 43,256.48	\$ 44,121.62	\$ 45,004.06
Green Lake	1	3,542		\$ 63,973.05	\$ 64,932.65	\$ 65,906.64
Iowa	1	8,610	6,886			
Iron	1	1,647				
Jackson	1	7,669		\$ 57,561.00	\$ 58,516.00	\$ 59,488.00
Kewaunee	1	3,053	3,144			
Lafayette	1	3,209				
Langlade	1	3,806				
Marquette	1	4,092	3,916	\$ 57,144.00	\$ 58,287.00	\$ 59,453.00
Pierce	1	4,502				
Price	1	2,578		\$ 48,000.00	\$ 49,000.00	\$ 49,000.00
Richland	1	3,620	4,105			
Rusk	1	2,861	2,457	\$ 50,081.86	\$ 50,833.09	\$ 51,595.59
Sawyer	1	3,643		\$ 52,737.00	\$ 53,264.00	\$ 53,797.00
Taylor	1	2,623	2,835	\$ 55,339.00	\$ 56,445.00	\$ 57,573.00
Trempeleau	1	4,851		\$ 60,433.00	\$ 61,037.00	\$ 61,648.00
Vernon	1	2,525		\$ 55,327.00	\$ 56,433.54	\$ 57,280.04
Vilas	1	3,536		\$ 54,367.00	\$ 55,726.00	\$ 57,119.00
Washburn	1	3,379		\$ 53,385.00	\$ 54,453.00	\$ 55,542.00
Waushara	1	5,724		\$ 62,801.00	\$ 63,743.00	\$ 64,699.00



# By SALARY

2017 Files are through Nover

County	# Judges	Case Filings		Salary		
		2016	2017	2016	2017	2018
Dane	17	57,145	60,771	\$ 101,650.00	\$ 103,683.00	\$ 105,756.00
Marathon	5	<b>17,181</b>		\$ 85,371.00	\$ 85,371.00	\$ 85,371.00
Waukesha	12	26,791		\$ 79,287.00	\$ 80,476.00	\$ 82,085.52
Walworth	4	13,406		\$ 77,896.00	\$ 79,454.00	\$ 81,043.00
Washington	4	10,687	13,087	\$ 76,069.73	\$ 78,085.58	\$ 80,076.77
Outagamie	7	23,492	25,711	\$ 77,725.00	\$ 78,891.00	\$ 80,074.00
LaCrosse	5	<b>14,031</b>	13,432	\$ 75,470.00	\$ 76,979.00	\$ 78,519.00
Winnebago	6	30,339		\$ 75,409.00	\$ 76,917.18	\$ 78,456.00
Rock	7	36,331		\$ 73,510.54	\$ 74,980.00	\$ 76,458.00
Jefferson	4	14,310		\$ 73,446.05	\$ 73,446.05	\$ 73,446.05
Eau Claire	5	<b>21,889</b>	<b>19,671</b>	\$ 71,050.00	\$ 72,116.00	\$ 73,197.00
Chippewa	3	12,927		\$ 68,444.64	\$ 70,497.98	\$ 72,612.92
Sheboygan	5	<b>15,175</b>		\$ 72,281.00	\$ 72,281.00	\$ 72,281.00
Barron	3	7,184	7,490	\$ 64,678.00	\$ 68,857.00	\$ 70,578.00
St. Croix	4	11,731	11,540	\$ 70,005.55	\$ 70,005.55	\$ 70,005.55
Dodge	4	15,616		\$ 67,685.00	\$ 68,700.00	\$ 69,731.00
Portage	3	8,206		\$ 66,310.55	\$ 67,305.20	\$ 68,314.78
Green Lake	1	3,542		\$ 63,973.05	\$ 64,932.65	\$ 65,906.64
Calumet	1	4,602		\$ 62,435.44	\$ 63,684.15	\$ 64,957.84
Waushara	1	5,724		\$ 62,801.00	\$ 63,743.00	\$ 64,699.00
Dunn	2	13,076		\$ 61,579.00	\$ 62,041.00	\$ 62,506.00
Adams	1	6,062		\$ 60,000.00	\$ 61,200.00	\$ 62,424.00
Douglas	2	10,125		\$ 60,090.00	\$ 60,691.00	\$ 61,905.00
Trempeleau	1	4,851		\$ 60,433.00	\$ 61,037.00	\$ 61,648.00
Lincoln	2	3,939	4,967	\$ 59,616.00	\$ 60,212.00	\$ 60,814.00
Oconto	2	5,003		\$ 60,059.58	\$ 60,059.58	\$ 60,059.58
Bayfield	1	3,080		\$ 57,385.00	\$ 58,533.00	\$ 59,703.00
Jackson	1	7,669		\$ 57,561.00	\$ 58,516.00	\$ 59,488.00
Marquette	1	4,092	3,916	\$ 57,144.00	\$ 58,287.00	\$ 59,453.00
Polk	2	5,860		\$ 56,814.00	\$ 57,666.00	\$ 58,531.00
Juneau	2	6,994	7,231	\$ 57,111.00	\$ 57,789.00	\$ 58,330.00
Grant	2	10,061		\$ 56,880.00	\$ 57,449.00	\$ 58,023.00
Taylor	1	2,623	2,835	\$ 55,339.00	\$ 56,445.00	\$ 57,573.00
Vernon	1	2,525		\$ 55,327.00	\$ 56,433.54	\$ 57,280.04
Vilas	1	3,536		\$ 54,367.00	\$ 55,726.00	\$ 57,119.00
Washburn	1	3,379		\$ 53,385.00	\$ 54,453.00	\$ 55,542.00
Sawyer	1	3,643		\$ 52,737.00	\$ 53,264.00	\$ 53,797.00
Monroe	3	9,551		\$ 51,793.37	\$ 52,311.30	\$ 52,834.41
Pepin w/ Buffalo	1 judge shared	1,296		\$ 50,200.00	\$ 51,204.00	\$ 52,228.00
Rusk	1	2,861	2,457	\$ 50,081.86	\$ 50,833.09	\$ 51,595.59
Ashland	1	3,915		\$ 50,000.00	\$ 50,500.00	\$ 51,500.00
Price	1	2,578		\$ 48,000.00	\$ 49,000.00	\$ 49,000.00
Forest	1	2,058	2,253	\$ 43,256.48	\$ 44,121.62	\$ 45,004.06

Attachment 3

Menoninee/Shawano	2	349			\$ 43,111.41	\$ 43,973.70
Florence	1	795				
<b>Fond du Lac</b>	<b>5</b>	<b>21,827</b>		717	\$ 39,547.92	\$ 40,338.80
Buffalo w/Pepin	1 shared judge	2,690				
Milwaukee	47	112,404			\$ 125,000.00	\$ 125,000.00
Racine	10	48,481				
Brown	8	29,599				
Kenosha	8	30,543				
Columbia	3	12,456	11,501			
Manitowoc	3	9,091				
Ozaukee	3	7,750				
Sauk	3	15,281				
Waupaca	3	9,338	9,101			
Wood	3	9,586			\$ 76,000.00	
Door	2	4,181	4,254			
Green	2	6,050				\$ 63,043.50
Marinette	2	5,999				
Oneida	2	7,910				
Shawano/Menominee	2	9,523				\$ 57,300.13
Burnett	1	3,135			\$ 55,470.00	
Clark	1	6,528				
Crawford	1	2,954				
Iowa	1	8,610	6,886			
Iron	1	1,647				
Kewaunee	1	3,053	3,144			
Lafayette	1	3,209				
Langlade	1	3,806				
Pierce	1	4,502				
Richland	1	3,620	4,105			

Clerk of Courts

Last updated 12/27/17

County	2015 [1] Salary	2015 % Inc.	2016 Salary	2016 % Inc.	2017 Salary	2017 % Inc.	2018 Salary	2018 % Inc.	2019 Salary	2019 % Inc.	2020 Salary	2020 % Inc.	2021 Salary	2021 % Inc.	2022 Salary	2022 % Inc.
Adams	\$59,000.00	0.90%	\$60,000.00	1.67%	\$61,200.00	1.96%	\$62,424.00	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Ashland			\$50,000.00		\$50,500.00	1.0%	\$51,500.00	2%	52,000.00	0.96%	52,500.00	0.95%	53,100.00	1.13%	53,700.00	1.12%
Barron	\$63,100.00		\$64,678.00	2.44%	\$68,857.00	6.1%	\$70,578.00	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Bayfield	\$56,185.00	2.14%	\$57,385.00	2.09%	\$58,533.00	1.96%	\$59,703.00	1.96%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Brown										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Buffalo										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Burnett	\$54,382.00		\$55,470.00							#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Calumet	\$61,211.22	2%	\$62,435.44	2%	\$63,684.15	2%	\$64,957.84	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Chippewa	\$66,481.92	1.10%	\$68,444.64	3%	\$70,497.98	3%	\$72,612.92	3%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Clark										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Columbia										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Crawford										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Dane	\$100,395.00		\$101,650.00		\$103,683.00		\$105,756.00			#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Dodge	\$66,685.00	3.63%	\$67,685.00	1.50%	\$68,700.00	1.50%	\$69,731.00	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Door										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Douglas	\$60,090.00	0.00%	\$60,090.00	0	\$60,691.00		\$61,905.00			#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Dunn	\$61,121.00	1.00%	\$61,579.00	1.00%	\$62,041.00	1.00%	\$62,506.00	1.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Eau Claire	\$70,000.00	9.86%	\$71,050.00	1.50%	\$72,116.00	1.50%	\$73,197.00	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Florence	\$38,772.47	2.00%	\$39,547.92	2%	\$40,338.80	2%	\$41,145.65	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Fond du Lac										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Forest	\$42,828.20	1%	\$43,256.48	1%	\$44,121.62	2%	\$45,004.06	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Grant	\$55,223.00	3%	\$56,880.00	3%	\$57,449.00	1%	\$58,023.00	1%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Green					\$63,043.50		1%Jan, .5%July		Pending Res.		Pending Res	#VALUE!		#VALUE!		#DIV/0!
Green Lake	\$63,027.64	1.50%	\$63,973.05	1%	\$64,932.65	1.50%	\$65,906.64	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Iowa										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Iron										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Jackson	\$56,621.00		\$57,561.00	1.66%	\$58,516.00	1.66%	\$59,488.00	1.66%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Jefferson	\$73,446.05	17%	\$73,446.05	0	\$73,446.05	0	\$73,446.05	0	\$ 78,728.0	6.71%	\$ 79,518.40	0.99%	\$ 80,308.80	0.98%	\$ 81,120.00	1.00%
Juneau	\$56,411.00	3%	\$57,111.00	1%	\$57,789.00	1%	\$58,330.00	1%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Kenosha										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Kewaunee										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
La Crosse	\$73,990.00	1.96%	\$75,470.00	1.96%	\$76,979.00	2.0%	\$78,519.00	2.0%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Lafayette										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!



**Clerk of Courts**

Last updated 12/27/17

County	2015 [1] Salary	2015 % Inc.	2016 Salary	2016 % Inc.	2017 Salary	2017 % Inc.	2018 Salary	2018 % Inc.	2019 Salary	2019 % Inc.	2020 Salary	2020 % Inc.	2021 Salary	2021 % Inc.	2022 Salary	2022 % Inc.
Langlade										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Lincoln	\$59,026.00	1%	\$59,616.00	1%	\$60,212.00	1%	\$60,814.00	1%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Manitowoc										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Marathon	\$85,371.00		\$85,371.00		\$85,371.00		\$85,371.00			#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Marinette										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Marquette	\$56,024.00	3%	\$57,144.00	2%	\$58,287.00	2%	\$59,453.00	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Menominee					\$43,111.41	2%	\$43,973.70	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Milwaukee	\$125,000.00	0%	\$125,000.00	0%	\$125,000.00	0%				#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Monroe	\$51,280.56	8%	\$51,793.37	1%	\$52,311.30	1%	\$52,834.41	1%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Oconto	\$58,560.44	4.41%	\$60,059.58	2.56%	\$60,059.58	0	\$60,059.58	0		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Oneida										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Outagamie	\$76,576.00	1.50%	\$77,725.00	1.50%	\$78,891.00	1.50%	\$80,074.00	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Ozaukee										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Pepin	\$49,216.00		\$50,200.00	2%	\$51,204.00	2%	\$52,228.00	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Pierce										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Polk	\$55,974.00		\$56,814.00	1.50%	\$57,666.00	1.50%	\$58,531.00	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Portage	\$65,330.59	1.50%	\$66,310.55	1.50%	\$67,305.20	1.50%	\$68,314.78	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Price	\$48,000.00	2.67%	\$48,000.00	0%	\$49,000.00	2%	\$49,000.00	0%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Racine										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Richland										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Rock	\$72,069.16	4.07	\$73,510.54	2%	\$74,980.00	2%	\$76,458.00	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Rusk	\$49,071.00	2.98%	\$50,081.86	2.06%	\$50,833.09	1.50%	\$51,595.59	1.50%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
St. Croix	\$70,005.56	9.75%	\$70,005.55	0	\$70,005.55	0	\$70,005.55	0		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Sauk										#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Sawyer	\$51,450.00		\$52,737.00	2%	\$53,264.00	1%	\$53,797.00	1%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Shawano					\$57,300.13					#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Sheboygan	\$72,281.00	6.66%	\$72,281.00	0	\$72,281.00	0	\$72,281.00	0		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Taylor	\$54,254.00	4.20%	\$55,339.00	2%	\$56,445.00	2%	\$57,573.00	2%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Trempealeau	\$59,835.00	1%	\$60,433.00	1%	\$61,037.00	1%	\$61,648.00	1%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Vernon	\$54,242.00	0%	\$55,327.00	0%	\$56,433.54	2%	\$57,280.04	1.5%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Vilas	\$52,529.00		\$54,367.00	3.4%	\$55,726.00	2.4%	\$57,119.00	2.4%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Walworth	\$76,369.00	2%	\$77,896.00	2.00%	\$79,454.00	2.00%	\$81,043.00	2.00%		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!
Washburn	\$52,339.00		\$53,385.00		\$54,453.00		\$55,542.00			#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!

**Clerk of Courts**

Last updated 12/27/17

County	2015 [1] Salary	2015 % Inc.	2016 Salary	2016 % Inc.	2017 Salary	2017 % Inc.	2018 Salary	2018 % Inc.	2019 Salary	2019 % Inc.	2020 Salary	2020 % Inc.	2021 Salary	2021 % Inc.	2022 Salary	2022 % Inc.
Washington	\$74,077.06	5.26%	\$76,069.73	2.69%	\$78,085.58	2.65%	\$80,076.77	2.55%				#DIV/0!		#DIV/0!		#DIV/0!
Waukesha	\$78,115.00	1.50%	\$79,287.00	1.50%	\$80,476.00	1.50%	\$82,085.52	2%				#DIV/0!		#DIV/0!		#DIV/0!
Waupaca												#DIV/0!		#DIV/0!		#DIV/0!
Waushara	\$61,873.00		\$62,801.00		\$63,743.00		\$64,699.00			Stop Loss Level	\$85,000	#DIV/0!		#DIV/0!		#DIV/0!
Winnebago	\$73,931.00	12.05%	\$75,409.00	2%	\$76,917.18	2%	\$78,456.00	2%		Renewal Premium		#DIV/0!		#DIV/0!		#DIV/0!
Wood	\$74,877.40	1.70%	\$76,000.00	1.5					\$1,208,814			#DIV/0!		#DIV/0!		#DIV/0!

\$61,725.04

\$64,556.58

Premium Savings

\$42,433

\$99,450

Expected Claims over Specific

\$943,281

\$894,759

\$850,257

Additional Claim Exposure

\$48,522

\$93,023

Employer Net Savings/(Cost)

(\$6,089)

\$6,427

**Statistical Information**

# of Responses

Minimum
25th Percentile
50th Percentile (Median)
66th Percentile
75th Percentile
Maximum

Average (Mean)

Trimmed Mean (10%)

The "Trimmed Mean" is a calculation excluding the outlying data from your analysis. In this case, the high and low values may skew the data, so the top 5% and bottom 5% are excluded for a more accurate picture.

[1] Patrick W. Glynn:

Salary reflects the salary in effect on December 1st of the year indicated.

**FACT SHEET**  
**TO FILE NO. 17-18/083**

Amending the Eau Claire County Human Resources Policy Manual

Human Resources, Payroll and Human Services have been working collaboratively on an analysis to update Policy 521 On Call Pay in the Eau Claire County Human Resources Policy Manual. The recommended amendments to the policy are:

- 1) Amend the policy to include all eligible Human Services staff, not just the juvenile intake workers.
- 2) Amend the policy to amend the pay practice thus compensating on-call staff a daily rate.
- 3) Amend the policy to include additional pays for eligible Human Services staff who are 'called-in' during their 'on-call' shifts.

These amendments will ensure the on-call process and procedure aligns with the trends and pay practices within the Human Services market. Representatives from Payroll, Human Services, and Human Resources will present a PowerPoint to further explain the policy amendments and review the fiscal impact.

A copy of the policy with the proposed changes has been provided for review.

The Committee on Human Resources is asked to review and vote on each policy amendment.

Respectfully submitted,



Diane Cable  
Human Services Director



Jamie K. Gower  
Human Resources Director



Tria Vang  
Payroll Administrator

## POLICY 521 ON CALL PAY

1. **Purpose.** To ensure an employee are available at any time to respond to emergency situations as they arise.

2. Highway Department.

2.1 Eligible staff in the Highway department will assigned to be the primary on-call person will be available for emergency work evenings and weekends and for all legal holidays. One employee will be assigned to be the primary on-call person each day.

2.1.1 Assignments will normally be made on a rotational basis.

~~2.1 Employees assigned to be the primary on-call person will be One of the Patrol Superintendent, Shop Superintendent or Highway Supervisors will be the lead on-call supervisor for each Saturday and Sunday and will be compensated at the rate of \$40 per day.~~

~~2.2 When the highway employees and highway supervisors are working the four (4) day per week schedule, working office staff will handle Friday calls with the on-call supervisor being paid \$40 for Friday, Saturday and Sunday.~~

~~2.3 When an incident occurs requiring the on-call supervisor to leave home, drive to a site to inspect the situation and then determine that additional staff are required to be called in, the supervisor will be paid straight time overtime.~~

3. Facilities Department.

3.1 Facilities employees will be available for emergency work evenings and weekends and for all legal holidays. One maintenance employee will be assigned to be the primary on-call person each week, Monday through Sunday.

3.1.1 Assignments will normally be made on a rotational basis.

3.2 Facilities Maintenance Worker, Maintenance Tech Lead, and Facilities Supervisor assigned to be the primary on-call person each week will be compensated \$100 per week.

4. Juvenile Intake Workers. Human Services Department

~~4.1 Eligible staff in Human Services assigned to be the primary on-call person juvenile Intake Workers will be available for emergency work evenings and weekends~~

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## POLICY 521 ON CALL PAY

Effective Date: January 1, 2012, January 1, 2018

Revised Date: September 2016, November 2017

Eau Claire County  
Employee Policy Manual

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and for all legal holidays. One employee will be assigned to be the primary on-call person each day.

4.1.1 Assignments will normally be made on a rotational basis.

4.2 Employees assigned to be the primary on-call person will receive ~~two dollars (\$2) per hour~~ pay as follows:

o Weeknights: \$30.00 day

o Weekends: \$48.00 day

o Holidays: \$60.00 day

4.2.1 When an employee is called in during his/her on-call shift he or she will receive additional pays equivalent to the employee's base rate as a stipend in 15 minute increments.

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## 5. Parks and Forest.

5.1 Coon Fork Park Ranger. On-call pay of one dollar and fifty cents (\$1.50) per hour will be paid for all hours spent while on on-call status.

5.2 Lake Altoona Park Ranger. On-call pay of one dollar and fifty cents (\$1.50) per hour for all hours during on-call status at the direction of the department head or designee using the one-foot dam gate-opening standard.

5.3 Lake Eau Claire Rangers. On-call pay of one dollar and fifty cents (\$1.50) per hour for all hours during on-call status at the direction of the department head or designee using the two-foot dam gate-opening standard.

5.4 Employees working on the dams alone will receive an additional two dollars (\$2) per hour.

## 6. Airport.

6.1 The Airport Maintenance Supervisor will be the primary on-call person each week, Monday through Sunday, and compensated \$100 per week for being the primary on-call person.

6.2 Airport maintenance employees will be available for emergency work evenings and weekends and for all legal holidays.

### **POLICY 521 ON CALL PAY**

Effective Date: January 1, 2012, January 1, 2018

Revised Date: September 2016, November 2017

*Eau Claire County*  
Employee Policy Manual

**FACT SHEET**

**TO FILE NO. 17-18/102**

The Department of Human Services is requesting a staffing change – Abolish (1) 1.0 FTE CCS Supervisor; create (1) 1.0 FTE Social Work Manager. The position request document and fiscal analysis will be provided at the meeting. In addition, a member of the Human Services leadership team will present at the committee meeting to answer any questions.

This change will result in an increase of \$6,993; however, 100% will be covered by various funding sources. This change is levy neutral.

Respectfully Submitted,



Diane Cable  
Human Services Director



Jamie K. Gower  
Human Resources Director

## NEW POSITION REQUEST FORM INSTRUCTIONS FOR 2018 BUDGET

This form is to provide County leadership, including the Board of Supervisors, a thorough explanation of reasons for new position requests to adequately assess all costs associated with the position. Additionally, this is to assist departments with the planning process for all new positions and make the transition process smoother. While most fields/questions are self-explanatory, others require further explanation.

**Funding Source(s):** Is this County Levy, Grant Funded, or funded by user fees? If it is grant funded, what is the duration of the grant? If it is funded by user fees, how stable is the client-base in terms of future success?

**Anticipated Start Date:** Is the position to be effective on January 1, or at some later time of the year? If so, please explain later anticipated start date.

**Sunset Date:** Many County positions are tied to grant funds, or to the length of a specific project. Please indicate the date that this position is anticipated to expire and attached supporting grant documentation.

**Pay Grade and FLSA Status:** *Please contact the Human Resources Department prior to completing these two sections.*

**Does this position already have a position classification and job description?** It is extremely important that we have a completed position questionnaire for new position requests before consideration by the County Board of Supervisors. Positions without completed position questionnaires will not be considered.

**What are the major functions?** You should be able to extract this information from the completed job questionnaire. However, please summarize the information on this form to assist the individuals reviewing this form.

**What caused the need?** Not only is this an important item for tracking the workload of the various departments, but this is also helpful in tracking the changing mandates (funded and unfunded) of federal and state agencies.

**Is this work currently being performed by someone else?** If this is a matter of shifting job duties from one individual to another, further review may be necessary. If the work is being performed by someone else, but it is a matter of increased workload, please indicate here.

**How does this position fit into the organizational structure?** It is important to identify the reporting relationships before the position is created rather than trying to fit the position into the department's structure after-the-fact. *Please review your department's organizational chart with your Human Resources partner.*

**What - if any - client groups?** Who will benefit from the services provided by this individual?

**Are there alternatives?** As a rule, the last option to be considered should be the creation of a new position. What resources are available in the community? Are there technological advancements that could be utilized? ***This may require further research or creativity on the part of the department.***

**What will be the effect if the position is not created?** What would happen if the County Board denied the new position request? Please provide documentation supporting your statement.

**Can the position costs be offset by eliminating or reducing a lower priority function?** Have you reviewed the effectiveness of your existing programs? You may need to research some of the following issues: client base served; cost per client; changes in mandates; changes in demographics; participation rates; etc.

**How does this position fit into the long-range and strategic plans?** Please review your Mission/Goals and Programs/Priorities. Does this position or change assist you in reaching these targets?

**Financial Analysis:** In this form you are being asked to not only identify the costs associated with adding this position in the 2018 budget, but the estimated costs for the following year as well. It is hoped that this will assist the Departments in developing a long-range focus on the addition of positions, in addition to assisting County leadership with estimating future-year costs.



**EAU CLAIRE COUNTY NEW POSITION AUTHORIZATION FORM  
BUDGET YEAR 2018**

Department:	DHS	Position Requested:	Behavior Health Manager (CCS, CLTS, CST)
FTE Requested:	1	Funding Source(s):	50% CCS Funding, 40% CLTS Funding, 10% CST Funding
Anticipated Start Date:	February 1, 2018	Sunset Date (If Applicable):	
Pay grade:		FLSA Status:	

**DISCUSSION AND JUSTIFICATION OF PROPOSED POSITION**

Does this position already have a position classification and position description?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No # _____ a new position classification and job description will need to be developed
What are the major functions of the proposed position?	Serves as a Manager working with children who are dually eligible for programming in the Children's Long Term Support (CLTS), Comprehensive Community Services (CCS) Program, or Coordinated Service Teams (CST). This manager would supervise these three program areas in the Behavioral Health Division.
What caused the need for this position? (i.e. State or Federal initiatives, increased workload, etc.)	Expansion of the CCS program and the integration of CLTS and CST best meet the needs of families and children with special needs. This move only meets a department desire to align services more effectively. There is no additional cost to this action.
Is this work currently being performed by someone else? If yes, please describe who is doing the work and what the individual will be doing if the proposed position is created?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Currently we have one social work manager in the CCS program. As anticipated, this program has experienced significant growth. We expect the growth to continue into the future. The alignment of CCS service with CLTS and CST makes good programmatic sense and consolidates program area in one Division.
What, if any are the client or groups served by this position?	This position would manage staff who serve children with special needs while supporting their families. These three programs intersect and work to support children with special needs. They include CCS, CST and CLTS.
Are there alternatives to the services that this individual would provide? Please explain.	The County operates the CCS, CLTS and CST programs. In these programs, supervision is required both by Statute and by best practice models.

What will be the anticipated effect if this position is not created? <i>Please explain.</i>	Quality of services would be impacted and we would be out of compliance with program certification.
Can the position costs be offset by having the work done in a more innovative way that can reduce operational costs? <i>Please explain.</i>	No. The programs identified require a level of supervision and can positively impact the county budget.
How does this position fit into the long-range and strategic plans of the Department and/or County? How does this position fit into the organizational structure of the Department? <i>(Please attach a departmental organizational chart.)</i>	CCS is a fully funded Medical Assistance reimbursable program that serves adults and children with mental health and/or substance abuse disorders. Mental health and substance abuse programming has been identified as one of the greatest needs in our community. Children who have these special needs might also be dually eligible for other programming the department offers. Alimnet of these child related programs under the direction and supervision of a Behavioral Health Manager is recommended by the State and is the most efficient way of managing these program areas.
If you wish to clarify or make additional comments regarding this request, please do so here. <i>Please be as specific and to-the-point as possible.</i>	CCS is a fully funded Medical Assistance reimbursed program that serves adults and children with mental health and/or substance abuse disorders. CSS is a program that serves individuals across the life span. Children are afforded other programming to assist in maintaining community based placements. Assessing children for dual eligibility allows us to more effectively utilize services and State dollars to support families. It is a long term investment of the needs and health of the community.  Because of the MA reimbursement structure in CLTS and CCS, as well as the allocation of dollars through the CST program there is no impact to the county tax levy.

***Please Complete the Fiscal Analysis Portion of this request (excel form 2018 Fiscal Analysis Position Request)***

**PLEASE ATTACH ANY SUPPORTING DOCUMENTATION AND CALCULATIONS**

<b>INTERNAL USE ONLY</b>	
COUNTY ADMINISTRATORS REVIEW & COMMENTS:	
HR DIRECTOR'S REVIEW & COMMENTS:	
FINANCE DIRECTOR'S REVIEW & COMMENTS:	

COUNTY BOARD RESOLUTION NUMBER:		DATE OF ADOPTION BY THE COUNTY BOARD:	
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**2018 Fiscal Analysis  
Position Request**

Abolish

Indicate Abolish or Create

Create

Position Title	FTE - CCS Supervisor	FTE - Position Title	FTE - SW Manager	DIFFERENCE
Salary for FY 2018 (Hours/year * pay rate)	\$ 59,623	\$ -	\$ 65,738	\$ 6,115
FICA (7.65%)	4,561	-	5,029	468
WRS Employer (6.70%)	3,995	-	4,404	410
Health Insurance (or incentive)	18,596		18,596	-
Wellness HSA	2,000		2,000	-
Life Insurance				
Computer Equipment				
Other MIS Costs (Software, etc.)				-
Office Furniture				
Office Supplies				
Other Operating Expenditures			-	-
Renovation/Relocation Costs				
Revenues (Use Negative #)	(88,775)		(95,768)	(6,993)
Other				
<b>*TOTAL</b>	<b>\$ (0)</b>	<b>\$ -</b>	<b>\$ (0)</b>	<b>\$ (0)</b>

\*If position is funded with grant dollars, supporting documentation substantiating grant must be attached.

**\*\*50% Comprehensive Community Services Funding, 40% Children's Long Term Services , 10% Coordinated Services Team Funding\*\***

Calculations

	Paygrade P, Step 1 CCS Supervisor		Paygrade R, Step 1 SW Manager
	1.00	-	1.00
Jan-18	59,030.40	-	65,083.20
Jul-18	60,216.00	-	66,393.60
Average Yearly Salary	<u>59,623.20</u>	-	<u>65,738.40</u>

**Notes:**

Request: Abolish CCS Supervisor (1.0 FTE) , replace with Social Work Manager (1.0 FTE)

Note: All positions are currently vacant. Budgeted at Step 1.

Contact the Finance Department for assistance in making estimates or calculations.  
Please review your calculations with the Finance Department prior to submitting this form to the Human Resources Department

## NEW POSITION REQUEST FORM INSTRUCTIONS FOR 2018 BUDGET

This form is to provide County leadership, including the Board of Supervisors, a thorough explanation of reasons for new position requests to adequately assess all costs associated with the position. Additionally, this is to assist departments with the planning process for all new positions and make the transition process smoother. While most fields/questions are self-explanatory, others require further explanation.

**Funding Source(s):** Is this County Levy, Grant Funded, or funded by user fees? If it is grant funded, what is the duration of the grant? If it is funded by user fees, how stable is the client-base in terms of future success?

**Anticipated Start Date:** Is the position to be effective on January 1, or at some later time of the year? If so, please explain later anticipated start date.

**Sunset Date:** Many County positions are tied to grant funds, or to the length of a specific project. Please indicate the date that this position is anticipated to expire and attached supporting grant documentation.

**Pay Grade and FLSA Status:** *Please contact the Human Resources Department prior to completing these two sections.*

**Does this position already have a position classification and job description?** It is extremely important that we have a completed position questionnaire for new position requests before consideration by the County Board of Supervisors. Positions without completed position questionnaires will not be considered.

**What are the major functions?** You should be able to extract this information from the completed job questionnaire. However, please summarize the information on this form to assist the individuals reviewing this form.

**What caused the need?** Not only is this an important item for tracking the workload of the various departments, but this is also helpful in tracking the changing mandates (funded and unfunded) of federal and state agencies.

**Is this work currently being performed by someone else?** If this is a matter of shifting job duties from one individual to another, further review may be necessary. If the work is being performed by someone else, but it is a matter of increased workload, please indicate here.

**How does this position fit into the organizational structure?** It is important to identify the reporting relationships before the position is created rather than trying to fit the position into the department's structure after-the-fact. *Please review your department's organizational chart with your Human Resources partner.*

**What - if any - client groups?** Who will benefit from the services provided by this individual?

**Are there alternatives?** As a rule, the last option to be considered should be the creation of a new position. What resources are available in the community? Are there technological advancements that could be utilized? ***This may require further research or creativity on the part of the department.***

**What will be the effect if the position is not created?** What would happen if the County Board denied the new position request? Please provide documentation supporting your statement.

**Can the position costs be offset by eliminating or reducing a lower priority function?** Have you reviewed the effectiveness of your existing programs? You may need to research some of the following issues: client base served; cost per client; changes in mandates; changes in demographics; participation rates; etc.

**How does this position fit into the long-range and strategic plans?** Please review your Mission/Goals and Programs/Priorities. Does this position or change assist you in reaching these targets?

**Financial Analysis:** In this form you are being asked to not only identify the costs associated with adding this position in the 2018 budget, but the estimated costs for the following year as well. It is hoped that this will assist the Departments in developing a long-range focus on the addition of positions, in addition to assisting County leadership with estimating future-year costs.

**EAU CLAIRE COUNTY NEW POSITION AUTHORIZATION FORM  
BUDGET YEAR 2018**

Department:	Highway	Position Requested:	Administrative Associate III
FTE Requested:	1	Funding Source(s):	General Transportation Aid
Anticipated Start Date:	February 1, 2018	Sunset Date (If Applicable):	
Pay grade:	C	FLSA Status:	Non Exempt

**DISCUSSION AND JUSTIFICATION OF PROPOSED POSITION**

Does this position already have a position classification and position description?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No # _____ a new position classification and job description will need to be developed
What are the major functions of the proposed position?	Perform clerical and administrative duties
What caused the need for this position? (i.e. State or Federal initiatives, increased workload, etc.)	This is currently a .73 FTE position. Request is to increase the FTE to 1.0 (full-time.) Additional clerical duties supporting fiscal reporting and internal communication were added to this position.
Is this work currently being performed by someone else? If yes, please describe who is doing the work and what the individual will be doing if the proposed position is created?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Work is currently done by an LTE equivalent
What, if any are the client or groups served by this position?	Public, Townships, Cities, Villages, WiDOT, Private companies, and Schools.
Are there alternatives to the services that this individual would provide? Please explain.	The clerical duties could remain with the accountant level positions, but are truly clerical in nature.

<p>What will be the anticipated effect if this position is not created? <i>Please explain.</i></p>	<p>Added duties will be performed by the accountant level positions. Internal communication will need to be coordinated by the Highway Commissioner or Operations Manager.</p>
<p>Can the position costs be offset by having the work done in a more innovative way that can reduce operational costs? <i>Please explain.</i></p>	<p>I've been trying to think of ways to be innovative with this position. I was hopeful that cutting the position back from 1 FTE to 0.73 FTE we could save money but so far we've had to train in two different people and are now going onto our third.</p>
<p>How does this position fit into the long-range and strategic plans of the Department and/or County? How does this position fit into the organizational structure of the Department? <i>(Please attach a departmental organizational chart.)</i></p>	<p>This position is very important for our communication system and its success. Without an administrative associate at the front we have many breakdowns on service to internal and external customers.</p>
<p>If you wish to clarify or make additional comments regarding this request, please do so here. <i>Please be as specific and to-the-point as possible.</i></p>	<p>I've added more clerical duties to the administrative associate III job description because I think the current position was working well in regards to the amount of tasks to complete on a part time position. With adding additional clerical duties, the position will need to increase to full-time. This will also hopefully help with retaining long-term employees in this position.</p>

***Please Complete the Fiscal Analysis Portion of this request (excel form 2018 Fiscal Analysis Position Request)***

**PLEASE ATTACH ANY SUPPORTING DOCUMENTATION AND CALCULATIONS**

<b>INTERNAL USE ONLY</b>	
COUNTY ADMINISTRATORS REVIEW & COMMENTS:	
HR DIRECTOR'S REVIEW & COMMENTS:	
FINANCE DIRECTOR'S REVIEW & COMMENTS:	

COUNTY BOARD RESOLUTION NUMBER:		DATE OF ADOPTION BY THE COUNTY BOARD:	
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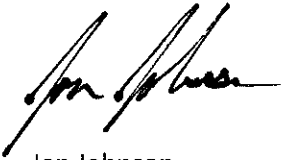
FACT SHEET

TO FILE NO. 17-18/103

The Highway Department is requesting a staffing change – Abolish (1) .73 FTE Administrative Associate III, abolish (1) 1.0 FTE Highway Field Worker; create (1) 1.0 Administrative Associate III. The position request document and fiscal analysis will be provided at the meeting. In addition, a member of the Highway Department leadership team will present at the committee meeting to answer any questions.

This staffing change will result in savings of \$37,969.

Respectfully Submitted,



Jon Johnson  
Highway Commissioner



Jamie K. Gower  
Human Resources Director

**2018 Fiscal Analysis  
Position Request**

Position Title	Abolish	Abolish	Create	DIFFERENCE
	1.0 FTE Highway Worker Field	.73 FTE Admin Associate III	1.0 FTE Admin Associate III	
Salary for FY 2018 (Hours/year * pay rate)	\$ 41,569	\$ 22,648	\$ 31,013	\$ (33,204)
FICA (7.65%)	3,180	1,733	2,372	(2,540)
WRS Employer (6.70%)	2,785	1,517	2,078	(2,225)
Health Insurance (or incentive)	18,596		18,596	-
Wellness HSA	2,000		2,000	-
Life Insurance				
Computer Equipment				
Other MIS Costs (Software, etc.)				-
Office Furniture				
Office Supplies				
Other Operating Expenditures				-
Renovation/Relocation Costs				
Revenues (Use Negative #)				
Other				
<b>*TOTAL</b>	<b>\$ (68,130)</b>	<b>\$ (25,898)</b>	<b>\$ 56,059</b>	<b>\$ (37,969)</b>

**\*If position is funded with grant dollars, supporting documentation substantiating grant must be attached.**

**Calculations**

	Paygrade I, Step 1 Highway Worker Field	Paygrade C, Step 1 Administrative Associate III	Paygrade C, Step 1 Administrative Associate III
	1.00	0.73	1.00
Jan-18	41,163.20	22,420.44	30,700.80
Jul-18	41,974.40	22,876.14	31,324.80
Average Yearly Salary	41,568.80	22,648.29	31,012.80

**Notes:**

Request: Abolish Highway Worker Field (1.0 FTE) and Administrative Associate III (.73 FTE), replace with Administrative Associate III (1.0 FTE)

Note: All positions are currently vacant. Budgeted at Step 1.