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|-------|----------------------------------|
| 1.91% | Cost of Living (CPI) |
| 3.75% | Total increase limit (by Policy) |
| 1.91% | Applied to Pay Plan |

| |
|--------------------|
| 2021 Step |
| 2022 Step (budget) |
| Pay range change |

| STEP | Salary Range | | | | | | | | | | | | | | | |
|-----------------------------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15-MAX | |
| | START | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.00% | 1.00% | 1.00% | 1.00% | 1.00% | 1.00% | |
| ADMINISTRATOR | | | | | | | | | | | | | | | | |
| COUNTY ADMINISTRATOR | 47.43 | 48.15 | 48.87 | 49.60 | 50.34 | 51.10 | 51.87 | 52.65 | 53.18 | 53.71 | 54.25 | 54.79 | 55.34 | 55.89 | 56.45 | |
| EXECUTIVE ASSISTANT | 24.50 | 24.87 | 25.24 | 25.62 | 26.00 | 26.39 | 26.79 | 27.19 | 27.46 | 27.73 | 28.01 | 28.29 | 28.57 | 28.86 | 29.15 | |
| PIO / TOURISM | 20.40 | 20.70 | 21.01 | 21.33 | 21.65 | 21.97 | 22.30 | 22.63 | 22.86 | 23.09 | 23.32 | 23.55 | 23.79 | 24.03 | 24.27 | |
| CHILD SUPPORT | | | | | | | | | | | | | | | | |
| CHILD SUPPORT MANAGER | 26.69 | 27.09 | 27.50 | 27.91 | 28.33 | 28.75 | 29.18 | 29.62 | 29.92 | 30.22 | 30.52 | 30.83 | 31.14 | 31.45 | 31.76 | |
| SPECIALIST-CHILD SUPPORT | 20.63 | 20.93 | 21.24 | 21.56 | 21.88 | 22.21 | 22.54 | 22.88 | 23.11 | 23.34 | 23.57 | 23.81 | 24.05 | 24.29 | 24.53 | |
| CIRCUIT COURT | | | | | | | | | | | | | | | | |
| JUDICIAL ADMINISTRATIVE ASSISTANT | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| CLERK OF COURTS | | | | | | | | | | | | | | | | |
| DEPUTY-CLERK OF COURTS | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| ASSISTANT-CLERK OF COURTS | 17.20 | 17.45 | 17.71 | 17.98 | 18.25 | 18.52 | 18.80 | 19.08 | 19.27 | 19.46 | 19.65 | 19.85 | 20.05 | 20.25 | 20.45 | |
| CORPORATION COUNSEL | | | | | | | | | | | | | | | | |
| CORPORATION COUNSEL | 44.16 | 44.82 | 45.49 | 46.17 | 46.86 | 47.56 | 48.27 | 48.99 | 49.48 | 49.97 | 50.47 | 50.97 | 51.48 | 51.99 | 52.51 | |
| CONFIDENTIAL SECRETARY | 20.11 | 20.41 | 20.72 | 21.03 | 21.35 | 21.67 | 22.00 | 22.33 | 22.55 | 22.78 | 23.01 | 23.24 | 23.47 | 23.70 | 23.94 | |
| COUNTY CLERK | | | | | | | | | | | | | | | | |
| DEPUTY CLERK-ACCOUNT CLERK III | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| DISTRICT ATTORNEY | | | | | | | | | | | | | | | | |
| VICTIM WITNESS COORDINATOR | 20.11 | 20.41 | 20.72 | 21.03 | 21.35 | 21.67 | 22.00 | 22.33 | 22.55 | 22.78 | 23.01 | 23.24 | 23.47 | 23.70 | 23.94 | |
| LEGAL SECRETARY | 17.20 | 17.45 | 17.71 | 17.98 | 18.25 | 18.52 | 18.80 | 19.08 | 19.27 | 19.46 | 19.65 | 19.85 | 20.05 | 20.25 | 20.45 | |
| SECRETARY-DISTRICT ATTORNEY | 16.13 | 16.37 | 16.62 | 16.87 | 17.12 | 17.38 | 17.64 | 17.90 | 18.08 | 18.26 | 18.44 | 18.62 | 18.81 | 19.00 | 19.19 | |
| EMERGENCY MANAGEMENT | | | | | | | | | | | | | | | | |
| EMERGENCY MANAGEMENT DIRECTOR | 27.08 | 27.49 | 27.90 | 28.32 | 28.74 | 29.17 | 29.61 | 30.05 | 30.35 | 30.65 | 30.96 | 31.27 | 31.58 | 31.90 | 32.22 | |
| ASSISTANT-EMERGENCY MANAGEMENT | 17.20 | 17.45 | 17.71 | 17.98 | 18.25 | 18.52 | 18.80 | 19.08 | 19.27 | 19.46 | 19.65 | 19.85 | 20.05 | 20.25 | 20.45 | |
| FAMILY COURT COMMISSIONER | | | | | | | | | | | | | | | | |
| FAMILY COURT COMMISSIONER | 35.29 | 35.82 | 36.36 | 36.91 | 37.46 | 38.02 | 38.59 | 39.17 | 39.56 | 39.96 | 40.36 | 40.76 | 41.17 | 41.58 | 42.00 | |
| FINANCE DIRECTOR | | | | | | | | | | | | | | | | |
| FINANCE DIRECTOR | 40.84 | 41.45 | 42.07 | 42.70 | 43.34 | 43.99 | 44.65 | 45.32 | 45.77 | 46.23 | 46.69 | 47.16 | 47.63 | 48.11 | 48.59 | |
| PAYROLL TECHNICIAN | 20.46 | 20.77 | 21.08 | 21.40 | 21.72 | 22.05 | 22.38 | 22.72 | 22.95 | 23.18 | 23.41 | 23.64 | 23.88 | 24.12 | 24.36 | |
| ACCOUNT CLERK III | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| HIGHWAY DEPARTMENT | | | | | | | | | | | | | | | | |
| HIGHWAY COMMISSIONER | 37.73 | 38.29 | 38.86 | 39.44 | 40.03 | 40.63 | 41.24 | 41.86 | 42.28 | 42.70 | 43.13 | 43.56 | 44.00 | 44.44 | 44.88 | |
| PATROL SUPERINTENDENT | 28.91 | 29.35 | 29.79 | 30.24 | 30.69 | 31.15 | 31.62 | 32.09 | 32.41 | 32.73 | 33.06 | 33.39 | 33.72 | 34.06 | 34.40 | |
| OFFICE MANAGER | 25.79 | 26.18 | 26.57 | 26.97 | 27.37 | 27.78 | 28.20 | 28.62 | 28.91 | 29.20 | 29.49 | 29.78 | 30.08 | 30.38 | 30.68 | |
| ACCOUNT CLERK II | 17.20 | 17.45 | 17.71 | 17.98 | 18.25 | 18.52 | 18.80 | 19.08 | 19.27 | 19.46 | 19.65 | 19.85 | 20.05 | 20.25 | 20.45 | |
| ACCOUNT CLERK I-SECRETARY | 16.13 | 16.37 | 16.62 | 16.87 | 17.12 | 17.38 | 17.64 | 17.90 | 18.08 | 18.26 | 18.44 | 18.62 | 18.81 | 19.00 | 19.19 | |
| HIGHWAY WORKER | 21.62 | 21.94 | 22.27 | 22.60 | 22.94 | 23.28 | 23.63 | 23.98 | 24.22 | 24.46 | 24.70 | 24.95 | 25.20 | 25.45 | 25.70 | |
| HIGHWAY WORKER | 20.96 | 21.27 | 21.59 | 21.91 | 22.24 | 22.57 | 22.91 | 23.25 | 23.48 | 23.71 | 23.95 | 24.19 | 24.43 | 24.67 | 24.92 | |
| HIGHWAY WORKER | 19.99 | 20.29 | 20.59 | 20.90 | 21.21 | 21.53 | 21.85 | 22.18 | 22.40 | 22.62 | 22.85 | 23.08 | 23.31 | 23.54 | 23.78 | |

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| 2021 Step |
| 2022 Step (budget) |
| Pay range change |

| STEP | Salary Range | | | | | | | | | | | | | | | |
|-----------------------------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15-MAX | |
| | START | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.00% | 1.00% | 1.00% | 1.00% | 1.00% | 1.00% | |
| HUMAN SERVICES DEPARTMENT | | | | | | | | | | | | | | | | |
| HUMAN SERVICES DIRECTOR | 42.67 | 43.31 | 43.96 | 44.62 | 45.29 | 45.97 | 46.66 | 47.36 | 47.83 | 48.31 | 48.79 | 49.28 | 49.77 | 50.27 | 50.77 | |
| UNIT MANAGER | 33.08 | 33.58 | 34.08 | 34.59 | 35.11 | 35.64 | 36.17 | 36.71 | 37.08 | 37.45 | 37.82 | 38.20 | 38.58 | 38.97 | 39.36 | |
| FINANCIAL SUPERVISOR-HSD | 26.94 | 27.32 | 27.73 | 28.15 | 28.57 | 29.00 | 29.44 | 29.88 | 30.18 | 30.48 | 30.78 | 31.09 | 31.40 | 31.74 | 32.03 | |
| FINANCIAL MANAGER | 29.06 | 29.50 | 29.94 | 30.39 | 30.85 | 31.31 | 31.78 | 32.26 | 32.58 | 32.91 | 33.24 | 33.57 | 33.91 | 34.25 | 34.59 | |
| ACCOUNTING/CONTRACT SPECIALIST | 23.74 | 24.10 | 24.46 | 24.83 | 25.20 | 25.58 | 25.96 | 26.35 | 26.61 | 26.88 | 27.15 | 27.42 | 27.69 | 27.97 | 28.25 | |
| ACCOUNTING SPECIALIST | 20.63 | 20.93 | 21.24 | 21.56 | 21.88 | 22.21 | 22.54 | 22.88 | 23.11 | 23.34 | 23.57 | 23.81 | 24.05 | 24.29 | 24.53 | |
| MEDICAL RECORDS/ADMIN ASSISTANT | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| ECONOMIC SUPPORT SPECIALIST | 20.63 | 20.93 | 21.24 | 21.56 | 21.88 | 22.21 | 22.54 | 22.88 | 23.11 | 23.34 | 23.57 | 23.81 | 24.05 | 24.29 | 24.53 | |
| CLINICAL THERAPIST | 27.54 | 27.96 | 28.38 | 28.81 | 29.24 | 29.68 | 30.13 | 30.58 | 30.89 | 31.20 | 31.51 | 31.83 | 32.15 | 32.47 | 32.79 | |
| SOCIAL WORKER | 23.86 | 24.21 | 24.57 | 24.94 | 25.31 | 25.69 | 26.08 | 26.47 | 26.73 | 27.00 | 27.27 | 27.54 | 27.82 | 28.10 | 28.38 | |
| INFORMATION SERVICES | | | | | | | | | | | | | | | | |
| INFORMATION SERVICES DIRECTOR | 39.01 | 39.60 | 40.19 | 40.79 | 41.40 | 42.02 | 42.65 | 43.29 | 43.72 | 44.16 | 44.60 | 45.05 | 45.50 | 45.96 | 46.42 | |
| HELP DESK / GIS | 25.00 | 25.37 | 25.75 | 26.14 | 26.53 | 26.93 | 27.33 | 27.74 | 28.02 | 28.30 | 28.58 | 28.87 | 29.16 | 29.45 | 29.74 | |
| HELP DESK SUPPORT TECHNICIAN | 20.24 | 20.54 | 20.82 | 21.13 | 21.45 | 21.77 | 22.10 | 22.43 | 22.65 | 22.88 | 23.11 | 23.34 | 23.57 | 23.84 | 24.05 | |
| LAND CONSERVATION | | | | | | | | | | | | | | | | |
| COUNTY CONSERVATIONIST | 35.51 | 36.04 | 36.58 | 37.13 | 37.69 | 38.26 | 38.83 | 39.41 | 39.80 | 40.20 | 40.60 | 41.01 | 41.42 | 41.83 | 42.25 | |
| CONSERVATION TECHNICIAN | 25.60 | 25.98 | 26.37 | 26.77 | 27.17 | 27.58 | 27.99 | 28.41 | 28.69 | 28.98 | 29.27 | 29.56 | 29.86 | 30.16 | 30.46 | |
| CONSERVATION SPECIALIST 2 | 24.02 | 24.38 | 24.75 | 25.12 | 25.50 | 25.88 | 26.27 | 26.66 | 26.93 | 27.20 | 27.47 | 27.74 | 28.02 | 28.30 | 28.58 | |
| CONSERVATION SPECIALIST 1 | 23.09 | 23.44 | 23.79 | 24.15 | 24.51 | 24.88 | 25.25 | 25.63 | 25.89 | 26.15 | 26.41 | 26.67 | 26.94 | 27.21 | 27.48 | |
| PROGRAM SPECIALIST-(LC) | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| ADMINISTRATIVE ASSISTANT-(ZON) | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| LAND INFORMATION | | | | | | | | | | | | | | | | |
| LAND INFORMATION DIRECTOR | 27.80 | 28.22 | 28.64 | 29.07 | 29.51 | 29.95 | 30.40 | 30.86 | 31.17 | 31.48 | 31.79 | 32.11 | 32.43 | 32.75 | 33.08 | |
| LAND INFORMATION COORDINATOR | 23.43 | 23.78 | 24.14 | 24.50 | 24.87 | 25.24 | 25.62 | 26.00 | 26.26 | 26.52 | 26.79 | 27.06 | 27.33 | 27.60 | 27.88 | |
| REAL PROPERTY LISTER | 20.54 | 20.85 | 21.16 | 21.48 | 21.80 | 22.13 | 22.46 | 22.80 | 23.03 | 23.26 | 23.49 | 23.72 | 23.96 | 24.20 | 24.44 | |
| MAINTENANCE | | | | | | | | | | | | | | | | |
| MAINTENANCE MANAGER | 26.36 | 26.76 | 27.16 | 27.57 | 27.98 | 28.40 | 28.83 | 29.26 | 29.55 | 29.85 | 30.15 | 30.45 | 30.75 | 31.06 | 31.37 | |
| MAINTENANCE TECHNICIAN/CUSTODIAN | 20.63 | 20.93 | 21.24 | 21.56 | 21.88 | 22.21 | 22.54 | 22.88 | 23.11 | 23.34 | 23.57 | 23.81 | 24.05 | 24.29 | 24.53 | |
| CUSTODIAN | 14.90 | 15.12 | 15.35 | 15.58 | 15.81 | 16.05 | 16.29 | 16.53 | 16.70 | 16.87 | 17.04 | 17.21 | 17.38 | 17.55 | 17.73 | |
| PROMOTION & RECREATION | | | | | | | | | | | | | | | | |
| DIRECTOR-PROMOTIONS & RECREATION | 28.80 | 29.23 | 29.67 | 30.12 | 30.57 | 31.03 | 31.50 | 31.97 | 32.29 | 32.61 | 32.94 | 33.27 | 33.60 | 33.94 | 34.28 | |
| PARKS CARETAKER | 19.88 | 20.18 | 20.48 | 20.79 | 21.10 | 21.42 | 21.74 | 22.07 | 22.29 | 22.51 | 22.74 | 22.97 | 23.20 | 23.43 | 23.66 | |
| FAIRGROUNDS MAINTENANCE | 17.72 | 17.99 | 18.26 | 18.53 | 18.81 | 19.09 | 19.38 | 19.67 | 19.87 | 20.07 | 20.27 | 20.47 | 20.67 | 20.88 | 21.09 | |
| SECRETARY-PROMOTIONS & RECREATION | 16.13 | 16.37 | 16.62 | 16.87 | 17.12 | 17.38 | 17.64 | 17.90 | 18.08 | 18.26 | 18.44 | 18.62 | 18.81 | 19.00 | 19.19 | |
| PUBLIC HEALTH DEPARTMENT | | | | | | | | | | | | | | | | |
| PUBLIC HEALTH DIRECTOR | 34.15 | 34.67 | 35.19 | 35.72 | 36.26 | 36.80 | 37.35 | 37.91 | 38.29 | 38.67 | 39.06 | 39.45 | 39.84 | 40.24 | 40.64 | |
| PUBLIC HEALTH NURSE | 28.03 | 28.45 | 28.88 | 29.31 | 29.75 | 30.20 | 30.65 | 31.11 | 31.42 | 31.73 | 32.05 | 32.37 | 32.69 | 33.02 | 33.35 | |
| DIETITIAN-WIC | 25.83 | 26.21 | 26.60 | 27.00 | 27.41 | 27.82 | 28.24 | 28.66 | 28.95 | 29.24 | 29.53 | 29.83 | 30.13 | 30.43 | 30.73 | |
| COMMUNITY HEALTH EDUCATOR | 22.89 | 23.23 | 23.58 | 23.93 | 24.29 | 24.65 | 25.02 | 25.40 | 25.65 | 25.91 | 26.17 | 26.43 | 26.69 | 26.96 | 27.23 | |
| AIDE-WIC | 16.13 | 16.37 | 16.62 | 16.87 | 17.12 | 17.38 | 17.64 | 17.90 | 18.08 | 18.26 | 18.44 | 18.62 | 18.81 | 19.00 | 19.19 | |
| CLERK-PUBLIC HEALTH | 16.13 | 16.37 | 16.62 | 16.87 | 17.12 | 17.38 | 17.64 | 17.90 | 18.08 | 18.26 | 18.44 | 18.62 | 18.81 | 19.00 | 19.19 | |

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| 2021 Step |
| 2022 Step (budget) |
| Pay range change |

| STEP | Salary Range | | | | | | | | | | | | | | | |
|--------------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15-MAX | |
| | START | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.50% | 1.00% | 1.00% | 1.00% | 1.00% | 1.00% | 1.00% | |
| REGISTER IN PROBATE | | | | | | | | | | | | | | | | |
| REGISTER IN PROBATE | 25.16 | 25.54 | 25.92 | 26.31 | 26.70 | 27.10 | 27.51 | 27.92 | 28.20 | 28.48 | 28.76 | 29.05 | 29.34 | 29.63 | 29.93 | |
| DEPUTY-REGISTER IN PROBATE | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| SECRETARY-REGISTER IN PROBATE | 17.20 | 17.45 | 17.71 | 17.98 | 18.25 | 18.52 | 18.80 | 19.08 | 19.27 | 19.46 | 19.65 | 19.85 | 20.05 | 20.25 | 20.45 | |
| REGISTER OF DEEDS | | | | | | | | | | | | | | | | |
| DEPUTY-REGISTER OF DEEDS | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| SHERIFF | | | | | | | | | | | | | | | | |
| CHIEF DEPUTY | 35.54 | 36.08 | 36.62 | 37.17 | 37.73 | 38.30 | 38.87 | 39.45 | 39.84 | 40.24 | 40.64 | 41.05 | 41.46 | 41.87 | 42.29 | |
| LIEUTENANT | 33.08 | 33.57 | 34.07 | 34.58 | 35.10 | 35.63 | 36.16 | 36.70 | 37.07 | 37.44 | 37.81 | 38.19 | 38.57 | 38.96 | 39.35 | |
| RADIO OPERATOR / JAILER | 28.58 | 29.15 | 29.73 | 30.32 | | | | | | | | | | | | |
| JAIL SERGEANT | * Jail Sergeant pay matches Patrol Sergeant - see contract | | | | | | | | | | | | | | | |
| Sheriff Union-WPPA | *Union pay rates and benefits are determined by negotiation - see contract | | | | | | | | | | | | | | | |
| ADMIN ASSISTANT-SHERIFF'S DEPT | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| COUNTY TREASURER | | | | | | | | | | | | | | | | |
| DEPUTY-COUNTY TREASURER | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| UW EXTENSION | | | | | | | | | | | | | | | | |
| PROGRAM ASSISTANT-UW EXTENSION | 18.84 | 19.13 | 19.42 | 19.71 | 20.01 | 20.31 | 20.61 | 20.92 | 21.13 | 21.34 | 21.55 | 21.77 | 21.99 | 22.21 | 22.43 | |
| VETERANS SERVICE OFFICE | | | | | | | | | | | | | | | | |
| VETERANS SERVICE OFFICER | 26.69 | 27.09 | 27.50 | 27.91 | 28.33 | 28.75 | 29.18 | 29.62 | 29.92 | 30.22 | 30.52 | 30.83 | 31.14 | 31.45 | 31.76 | |
| CLAIMS SPECIALIST | 20.63 | 20.93 | 21.24 | 21.56 | 21.88 | 22.21 | 22.54 | 22.88 | 23.11 | 23.34 | 23.57 | 23.81 | 24.05 | 24.29 | 24.53 | |

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