



Board of Supervisors

**WALWORTH COUNTY BOARD OF SUPERVISORS  
MEETING**

**TUESDAY, OCTOBER 9, 2012 AT 6:00 P.M.**

County Board Room  
Walworth County Government Center  
100 W. WALWORTH STREET  
ELKHORN, WI

*Nancy Russell – Chair*  
*Jerry A. Grant – Vice-Chair*

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**A G E N D A – AMENDED OCTOBER 2, 2012  
AMENDED OCTOBER 5, 2012**

**Call to Order**

**Pledge of Allegiance**

**Invocation**

- Rick Stacey, Walworth County Board Supervisor, District #1

**Roll Call**

**Withdrawals from Agenda, if any**

**Approval of the Agenda**

**Approval of the Minutes**

- September 6, 2012 Committee of the Whole Meeting Minutes
- September 6, 2012 County Board Meeting Minutes
- September 19, 2012 Committee of the Whole Meeting Minutes

**Comment Period by Members of the Public Concerning Items on the Agenda**

**Appointments/Elections**

1. Board of Adjustment
  - Franklin B. Jones – 2<sup>nd</sup> Alternate Member – Term to begin upon confirmation and end on June 30, 2014  
(The Executive Committee will consider this appointment at a special meeting prior to the October 9, 2012 County Board Meeting.)
2. Local Emergency Planning Committee
  - David Bretl
  - Kevin Brunner
  - Michael Ciardo
  - John R. Ennis
  - David Fladten
  - David Graves
  - Patricia Grove
  - Eric Hudson
  - Kevin Kennedy
  - Richard Kuhnke
  - Jim Obligato
  - Jason Roberts
  - Nancy Russell
  - David Thompson
  - Maureen Vander Sanden
  - Bruce Vanderveen

- Senator Neal Kedzie                      - Taylor Vanness  
(Recommended by the Executive Committee 5-0)
- 3. Walworth County Workforce Development Board  
- Grace Eckland (Recommended by the Executive Committee 5-0)

**Communications and Matters to Be Referred**

1. Claims Received After Agenda Mailing
2. Claims: a) Notice of Claim – Jeffrey S. Akright, Claimant vs. Patricia Moore, Walworth County Jail, Respondent; b) Claim for Public Improvement Lien – Rock Road Companies, Inc., Claimant vs. B.R. Amon & Sons, Inc., Prime Contractor, and Walworth County – Walworth County Dept. of Public Works, Public Entity; c) Summons and Complaint for Declaratory Relief – William Fechner Land Trust, Patrick J. Hudec, Mary J. Hudec, Plaintiffs vs. County of Walworth, Defendant; d) Release of Claim for Public Improvement Lien – Rock Road Companies, Inc., Claimant vs. B.R. Amon & Sons, Inc., Prime Contractor (To be referred to the Executive Committee)
3. Communication from Charlotte Adelman in regard to controlling the spread of Purple Loosestrife in North Lake, Town of Sugar Creek (To be referred to the Agriculture & Extension Education Committee and the Land Conservation Committee)
4. Memorandum from County Administrator David A. Bretl in regard to the nominations of Kevin Brunner and Josh Clements to CDBG Southern Housing Consortium (To be referred to the Executive Committee)
5. Communication from Southeastern Wisconsin Regional Planning Commission (SEWRPC) in regard to a meeting on October 16, 2012 for the Coordination of Human Services Transportation and Transit Strategies for Elderly, Disabled, and Low-Income Populations in Southeastern Wisconsin (To be referred to the Health and Human Services Board)
6. Communication received from Community Care, Inc. in regard to a proposal to the Department of Health Services to operate the Family Care Program in Walworth County (To be referred to the Health and Human Services Board)
7. Request for Review of Initial Determination received from Baker Enterprises, Inc., James F. Baker and Jean E. Baker (To be referred to the Land Conservation Committee)
8. Communication from the Linn Sanitary District in regard to Wastewater Management in the Linn Sanitary District (To be referred to the Land Conservation Committee)
9. Communication received from Enbridge US, Inc. in regard to increased activity along Enbridge right-of-ways including clearing/brushing vegetation, surveying, digging or other various activities (To be referred to the Public Works Committee)
10. Report of the County Clerk Concerning Communications Received by the Board and Recommended to be Placed on File
11. Report of the County Clerk Concerning Communications Received by the Board After the Agenda Mailing
12. Report of the County Clerk Concerning Zoning Petitions (To be referred to the County Zoning Agency)

**Unfinished Business**

**New Business**

## **Reports of Standing Committees**

### **County Zoning Agency Report of Proposed Zoning Amendments**

1. Hard Rock Farms LLC, Spring Prairie Township. Rezone approximately 41 acres of C-2 and 11.63 acres of A-1 to M-3 and 3.47 acres of C-2 to C-1 – Approved: 6-0 (September 20, 2012 County Zoning Agency Meeting)
2. N3382 County Road H LLC (Thanks Giving Properties LLC), Geneva Township. Rezone approximately .78 acres of B-2 to R-2 – Approved: 6-0 (September 20, 2012 County Zoning Agency Public Hearing)
3. Catherine Schmalfeldt and Jeffery Schmalfeldt, Lyons Township. Rezone approximately 9 acres of A-1 to C-2 and approximately 1.2 acres of A-1 to C-1 – Approved: 6-0 (September 20, 2012 County Zoning Agency Public Hearing)

### **Executive Committee**

1. Ord. No. 744-10/12 – Creating Division 5 of Article III, Chapter 2 of the Walworth County Code of Ordinances Relating to Library Board Appointments – *Vote Required: Two-Thirds* (Recommended by the Executive Committee 5-0)
2. Res. No. 36-10/12 – ~~Authorizing the Appropriate County Staff to Execute the Southern Housing Consortium CDBG Community Development Block Grant Housing Consortium Agreement~~ – *Vote Required: Majority* (Recommended by the Executive Committee 5-0)
3. Res. No. 37-10/12 – Authorizing Walworth County to Deed a Property Located at 125 N. Wakely Street in Whitewater, Wisconsin to the City of Whitewater – *Vote Required: Majority* (Recommended by the Executive Committee 5-0)
4. Res. No. 38-10/12 – Denying the Claim of Robert Sivek – *Vote Required: Majority* (The Executive Committee will consider this item at a special meeting prior to the October 9, 2012 County Board Meeting.)
5. Res. No. 39-10/12 – Denying the Claim of Jeffrey S. Akright – *Vote Required: Majority* (Recommended by the Executive Committee 5-0)

### **Finance Committee**

1. Ord. No. 741-10/12 – Amending Section 30-181 of the Walworth County Code of Ordinances Relating to Net Asset Internal Allowances – *Vote Required: Majority* (Recommended by the Finance Committee 4-0)
2. Ord. No. 742-10/12 – Amending Sections 30-172 and 30-174 of the Walworth County Code of Ordinances Relating to Fund Balance Commitments – *Vote Required: Majority* (Recommended by the Finance Committee 4-0)
3. Res. No. 34-10/12 – Authorizing Use of Contingency Fund Balance to Complete the Government Center 2<sup>nd</sup> Floor Meeting Room Project – *Vote Required: Two-Thirds* (Recommended by the Public Works Committee 5-0 and by the Finance Committee 4-0)
4. Res. No. 35-10/12 – Committing Fund Balances for Building/Equipment and Road Construction Projects – *Vote Required: Two-Thirds* (Recommended by the Finance Committee 4-0)

### **Human Resources Committee**

1. Ord. No. 743-10/12 – Amending Section 15-17 of the Walworth County Code of Ordinances Relating to the Reclassification of a Physical Therapy Assistant

Position with the Children with Disabilities Education Board – *Vote Required: Majority* (Recommended by the Human Resources Committee 5-0)

2. Res. No. 40-10/12 – Adopting Pay Ranges for Certain Hourly Employees – *Vote Required: Majority* (The Human Resources Committee will consider this item at a special meeting prior to the October 9, 2012 County Board meeting.)

## **Reports of Special Committees**

## **Comment Period by Members of the Public Concerning Items Not on the Agenda**

## **Chairperson’s Report**

## **Adjournment**

**Kimberly S. Bushey**

**Walworth County Clerk**

\*Supervisors and Committees: Please submit titles for the Tuesday, November 13, 2012 agenda on or before Wednesday, October 31, 2012.

\*\*Reminder: The Public Budget Hearing is scheduled for Tuesday, October 30, 2012 at 6:00 p.m.

\*\*\*Note: Additions underlined, deletions ~~struck through~~. Second amended additions double underlined, deletions ~~double struck through~~.

RECEIVED  
WALWORTH COUNTY CLERK

RELEASE OF CLAIM FOR PUBLIC IMPROVEMENT LIEN

2012 OCT -2 PM 3: 39

CLAIMANT: Rock Road Companies, Inc.  
PRIME CONTRACTOR: B.R. Amon & Sons, Inc.  
AMOUNT CLAIMED: \$128,224.00 as of September 18, 2012  
PROJECT: No. 12027—CTH D

Claimant, Rock Road Companies, Inc., upon receipt of funds in the amount of \$124,586.05, for payment for work completed through Prime Contractor's Pay Request No. 9 including retainage, releases the above referenced Claim For Public Improvement Lien that it filed with Walworth County, Wisconsin on September 18, 2012 pursuant to §779.15(1), Wis. Stats. Claimant reserves any and all rights it may have to file an additional lien in the event that it is not paid for work performed on the Project covered by Prime Contractor's Pay Request No. 10 and any subsequent Day Payment

*Attn  
Peggy Watson*

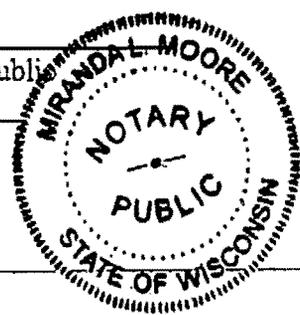
Claimant's Name: ROCK ROAD COMPANIES, INC.

By: *[Signature]*  
Title: Vice President

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The above-named Robert J. Kennedy, Jr., known by me to be the person who executed the foregoing Claim for Public Improvement, came personally before me on September 20, 2012 and acknowledged its execution and, if the Claimant is a corporation, acknowledged further that the Claim was executed for this corporation by its authority.

*Miranda L. Moore*  
Miranda L. Moore, Notary Public  
My Commission: expires 2/7/2016



00508409.DOCX

Received 10/12/2012 from BR Amon & Sons  
Requested release to be sent to Co Clerk P. Watson  
From Miranda@Rock Rd 10/21/2012 P. Watson  
10/21/2012 - Miranda stated Rock Road does not  
want to pay their lawyer to send original Release to Wal Co. P. Watson

Enbridge US, Inc.  
Chicago Region  
322 Indianapolis Blvd., Ste. 202  
Scherville, IN 46375  
Ph: (219) 629-6084  
jennifer.smith@enbridge.com

Jennifer L. Smith  
Community Relations Advisor  
U.S. Public Affairs,  
Liquids Operations & Projects

**ENBRIDGE®**

September 27, 2012

**RECEIVED**

OCT 01 2012

Honorable Nancy Russell, Board Chair  
Walworth County Board of Supervisors  
Walworth County Government Center  
100 W Walworth Street  
Elkhorn, WI 53121

**WALWORTH COUNTY BOARD**

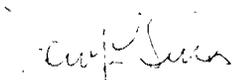
Dear Board Chair Russell,

Recently, you should have received a letter to Enbridge neighbors and stakeholders from Rich Adams, Enbridge Vice President, U.S. Field Operations, reinforcing our overarching objective to ensure the safety and reliability of our pipeline delivery systems and outlining enhancements we've made over the past two years in the areas of pipeline safety and integrity, control center operations, emergency response protocols, internal safety culture and with our public engagement and awareness programs.

Due to these enhancements, you may notice increased activity along Enbridge right-of-ways throughout the Chicago Region. Over the upcoming months, you may see crews clearing/brushing vegetation, surveying, digging or various other activities. Unfortunately, since the schedule for the work to be done is dependent on varying crew schedules and weather conditions, it is not possible to provide at this time an exact date and/or locations crews will be working. However, please be assured that Enbridge representatives will obtain necessary permits and/or consents before any work begins.

If your schedule allows, I would like the opportunity to meet so that I may introduce myself and provide you with more information regarding Enbridge activities in your area. If you would like to schedule a meeting, or if you have questions regarding work that you have observed, do not hesitate to contact me at 219.629.6084 or [jennifer.smith@enbridge.com](mailto:jennifer.smith@enbridge.com). I look forward to hearing from you.

Yours truly,



Jennifer L. Smith





**Policy and Fiscal Note**  
**Resolution No. 40 – 10/12**

- I. Title:** Adopting Pay Ranges for Certain Hourly Employees
- II. Purpose and Policy Impact Statement:** The purpose of this resolution is to adopt the recommendations of the Human Resources Committee with respect to the market survey for benchmark classifications in the relevant labor market for the hourly employees not covered by Collective Bargaining Agreements.
- III. Budget and Fiscal Impact:** Funds for the new pay ranges for 2013 have been included in the proposed 2013 budget.
- IV. Referred to the following standing committees for consideration and date of referral:**

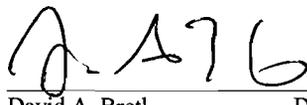
Committee: Human Resources

Meeting Date: October 9, 2012

Vote:

County Board Meeting Date: October 9, 2012

Policy and fiscal note has been reviewed and approved as an accurate statement of the probable policy and fiscal impacts associated with passage of the attached resolution.

 10/2/12

David A. Bret                      Date  
County Administrator/Corporation Counsel

 10/3/12

Nicole Andersen                      Date  
Deputy County Administrator - Finance

2013 Pay Ranges (Former 1925)

	Step 1					Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max	
Patrolman/Woman	17.70	18.26	18.83	19.39	19.96	20.52	21.08	21.65	22.21	

	Step 1					Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max	
Road Lead Worker Marking/Signage Lead Worker	18.94	19.54	20.15	20.75	21.35	21.96	22.56	23.16	23.76	

	Step 1					Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max	
Mechanic II	19.51	20.11	20.71	21.31	21.91	22.50	23.10	23.70	24.30	

	Step 1					Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max	
Machine Operator	20.15	20.77	21.39	22.00	22.62	23.24	23.86	24.47	25.09	

	Step 1					Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max	
Shop Lead Worker	20.88	21.52	22.16	22.80	23.44	24.08	24.72	25.36	26.00	

2013 Pay Ranges (Former 1925A)

	Step 1					Step 6					Step 11
	Min	Step 2	Step 3	Step 4	Step 5	Mid/Market	Step 7	Step 8	Step 9	Step 10	Max
Food Service Worker	9.78	10.02	10.26	10.50	10.74	10.98	11.22	11.46	11.70	11.94	12.18

	Step 1					Step 6					Step 11
	Min	Step 2	Step 3	Step 4	Step 5	Mid/Market	Step 7	Step 8	Step 9	Step 10	Max
Cook II	11.51	11.87	12.27	12.47	12.67	12.88	13.09	13.49	13.89	14.29	14.69

	Step 1					Step 6					Step 11
	Min	Step 2	Step 3	Step 4	Step 5	Mid/Market	Step 7	Step 8	Step 9	Step 10	Max
Licensed Beautician	11.87	12.16	12.45	12.75	13.04	13.33	13.62	13.91	14.21	14.50	14.79

	Step 1					Step 6					Step 11
	Min	Step 2	Step 3	Step 4	Step 5	Mid/Market	Step 7	Step 8	Step 9	Step 10	Max
Recreational Therapy Leader Ward Clerk	12.24	12.57	12.90	13.22	13.55	13.88	14.21	14.54	14.86	15.19	15.52

	Step 1					Step 6					Step 11
	Min	Step 2	Step 3	Step 4	Step 5	Mid/Market	Step 7	Step 8	Step 9	Step 10	Max
Certified Nursing Assistant Restorative Therapy Aide/Clinic Assistant	12.54	12.92	13.19	13.36	13.52	13.70	13.87	14.30	14.73	15.16	15.59

	Step 1					Step 6					Step 11
	Min	Step 2	Step 3	Step 4	Step 5	Mid/Market	Step 7	Step 8	Step 9	Step 10	Max
Certified Medication Assistant	13.68	14.02	14.35	14.69	15.02	15.36	15.70	16.03	16.37	16.70	17.04

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
	Min	Step 2	Step 3	Step 4	Step 5	Mid/Market	Step 7	Step 8	Step 9	Step 10	Max
Food Service Coordinator (hired Post 2012)	14.30	14.65	15.00	15.35	15.70	16.06	16.41	16.76	17.11	17.46	17.81

	Step 1					Step 6					Step 11
	Min	Step 2	Step 3	Step 4	Step 5	Mid/Market	Step 7	Step 8	Step 9	Step 10	Max
Staffing Coordinator	15.93	16.32	16.71	17.10	17.49	17.89	18.28	18.67	19.06	19.45	19.84

2013 Pay Ranges (Former 1925B)

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Janitor I	9.64	9.88	10.11	10.35	10.58	10.82	11.05	11.29	11.52

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Janitor III Building Maintenance Engineer I	11.22	11.49	11.77	12.04	12.32	12.59	12.86	13.14	13.41

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Building Maintenance Engineer II	15.74	16.14	16.55	16.95	17.35	17.75	18.16	18.56	18.96

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Computer Operator	16.63	17.16	17.69	18.22	18.75	19.27	19.80	20.33	20.86

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Communications Officer	17.40	17.93	18.47	19.00	19.54	20.07	20.60	21.14	21.67

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Correctional Officer Correctional Officer (Electronic Monitoring) Correctional Officer (Classification)	17.62	18.16	18.70	19.24	19.78	20.32	20.86	21.40	21.94

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Building Maintenance Engineer III	17.64	18.09	18.54	18.99	19.45	19.90	20.35	20.80	21.25

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Senior IT Support Specialist	20.06	20.70	21.34	21.98	22.62	23.25	23.89	24.53	25.17

2013 Pay Ranges (Former 1925C)

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Nutrition Site Worker	9.00	9.30	9.60	9.90	10.20	10.50	10.80	11.10	11.40
Van Driver	13.17	13.61	14.05	14.48	14.92	15.36	15.80	16.23	16.67
Energy Assistance Coordinator Representative Payee Coordinator	14.48	14.96	15.44	15.92	16.40	16.88	17.36	17.84	18.32
Associate Nutrition Specialist HS Worker II	16.67	17.23	17.79	18.35	18.91	19.47	20.03	20.59	21.15
Economic Support Specialist	17.39	17.97	18.54	19.12	19.70	20.27	20.85	21.42	22.00
HS Worker IV ESS Lead Worker	18.32	18.94	19.56	20.18	20.81	21.43	22.05	22.67	23.29
HS Worker V (SAC)	19.23	19.88	20.53	21.18	21.83	22.47	23.12	23.77	24.42
MH/AODA Case Manager	20.20	20.88	21.56	22.24	22.92	23.60	24.28	24.96	25.64

2013 Pay Ranges (Former NRHrly)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Min				Mid/Market				Max
Special Education Aide	14.05	14.48	14.92	15.35	15.79	16.22	16.65	17.09	17.52

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Min				Mid/Market				Max
Administrative Secretary Assistant Buyer Secretary - Confidential Secretary - Corrections	16.99	17.52	18.04	18.57	19.09	19.62	20.14	20.67	21.19

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Min				Mid/Market				Max
Accounting Assistant Administrative Assistant - Facilities Administrative Assistant - Highway	19.07	19.66	20.25	20.84	21.43	22.02	22.61	23.20	23.79

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Min				Mid/Market				Max
Administrative Assistant Benefits Assistant Human Resources Assistant Legal Secretary Payroll Assistant	20.90	21.55	22.20	22.85	23.50	24.15	24.80	25.45	26.10

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Min				Mid/Market				Max
Interpreter Physical Therapy Assistant	21.45	22.11	22.77	23.42	24.08	24.74	25.40	26.05	26.71

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Min				Mid/Market				Max
LPN - Unit Supervisor	21.42	22.23	23.06	23.93	24.84	25.30	25.76	26.24	26.72

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Min				Mid/Market				Max
RN - Unit Supervisor	25.50	26.31	27.13	27.94	28.75	29.56	30.38	31.19	32.00

2013 Pay Ranges (Gen Clerical)

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Clerk I Receptionist	11.38	11.94	12.51	12.80	13.09	13.42	13.76	14.08	14.41

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Account Clerk I Receptionist Clerk	11.94	12.51	13.09	13.42	13.76	14.08	14.41	14.78	15.15

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Clerk II	12.51	13.09	13.76	14.08	14.41	14.77	15.12	15.48	15.84

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Account Clerk II	13.17	13.78	14.48	14.83	15.17	15.55	15.92	16.30	16.67

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Clerk III	13.09	13.76	14.41	14.77	15.12	15.48	15.84	16.22	16.60

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Admin Secretary I Clerk IV	13.76	14.41	15.12	15.48	15.84	16.22	16.60	17.00	17.40

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Account Clerk III	14.48	15.17	15.92	16.30	16.67	17.07	17.47	17.90	18.32

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Account Clerk IV Admin Secretary II	15.17	15.92	16.67	17.07	17.47	17.90	18.32	18.78	19.23

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
911 Systems Clerk Property Lister Property Tax Specialist	15.84	16.60	17.40	17.84	18.27	18.71	19.14	19.62	20.09

2013 Pay Ranges (Gen Clerical)

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Deputy Clerk of Courts	15.92	16.67	17.47	17.90	18.32	18.78	19.23	19.69	20.15
Deputy County Clerk									
Deputy Register of Deeds									
Deputy Register in Probate									

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Legal Stenographer	16.67	17.47	18.32	18.78	19.23	19.69	20.15	20.65	21.15
Paternity Specialist									
Support Specialist									
Victim/Witness Service Provider									

	Step 1				Step 5				Step 9
	Min	Step 2	Step 3	Step 4	Mid/Market	Step 6	Step 7	Step 8	Max
Calendar Clerk of Courts	17.47	18.32	19.23	19.69	20.15	20.65	21.15	21.67	22.19
Child Support Lead Worker									
Legal Secretary Lead Worker									
Victim/Witness Coordinator									

2013 Pay Ranges (CDEB Mgt)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Min				Max				Max
School Nurse	25.0326	25.9714	26.9452	27.9556	29.0041	30.0917	31.2202	32.3908	33.6055

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Min				Max				Max
Occupational Therapist Physical Therapist	30.5000	31.8125	33.1250	34.4375	35.7500	37.0625	38.3750	39.6875	41.0000

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Min				Max			Max
Educational Programmer School Psychologist	32.6297	33.8535	35.1231	36.4400	37.8065	39.2243	40.6920	42.2146

2013 Pay Ranges (HHS Prof)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	Min					Max
Teacher	20.00	20.88	21.80	22.76	23.76	24.80

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	Min					Max
HS Specialist I HS Specialist I (AODA Grant) Nutrition Specialist Registered Occupational Therapist	21.31	21.97	23.22	24.21	25.25	26.36

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	Min					Max
Environmental Health Specialist HS Specialist II	22.00	22.97	23.98	24.71	25.80	27.42

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	Min					Max
Behavioral Analyst Crisis Intervention Lead Worker HS Specialist III Public Health BSN	23.27	24.29	25.38	26.47	27.69	28.92

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	Min					Max
HS Specialist IV RN (Mental Health)	24.90	26.23	27.66	29.12	31.15	33.26