

1 **WASHINGTON COUNTY, WISCONSIN**

2  
3 Date of enactment: 10/16/12  
4 Date of publication: \_\_\_\_\_

5 **VOTE**

6 **2012 RESOLUTION 33**

7 **Adoption of Pay Plan**

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10 **WHEREAS**, in 2011, Washington County, by its Administrative Services Committee,  
11 commissioned a countywide pay plan study and hired Carlson Dettmann Consulting to perform  
12 the study; and

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14 **WHEREAS**, the consultant was charged with evaluating public sector wage and benefit  
15 data, private sector wage and benefit data, current economic market conditions and the County’s  
16 current pay plan and associated policies and procedures for the development of a fair and  
17 equitable pay plan for all County positions, except the positions of Washington County Deputy  
18 Sheriffs Association bargaining unit and certain elected officials; and

19  
20 **WHEREAS**, the consultant has concluded the study, produced a countywide pay plan  
21 and presented same to the Administrative Services Committee and the Washington County  
22 Board of Supervisors; and

23  
24 **WHEREAS**, the Administrative Services Committee recommends the adoption of the  
25 countywide pay plan as presented including the following:

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27
  - Grade Order List (Appendix A)
  - Pay Plan Comparisons (Appendix B)
  - A Method for Implementing a New Pay Plan (with 8/23/12 additions) –  
29 (Appendix F Revised)
  - Rule for the Hiring of New Employees as to Step Assignment; and Overtime Pay  
31 Exemptions (Appendix G)32

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34 **NOW, THEREFORE, BE IT RESOLVED** by the Washington County Board of  
35 Supervisors that the pay plan presented by Carlson Dettmann and described herein is hereby  
36 adopted.

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38 **BE IT FURTHER RESOLVED** that the pay plan shall become effective March 1,  
39 2013.

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41 **BE IT FURTHER RESOLVED** that no across the board increases to all pay grades set  
42 forth in the pay plan be authorized for either calendar years 2013 or 2014.

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44 **BE IT FURTHER RESOLVED** that step progressions under the current (old) pay plan  
45 will cease as of December 31, 2012.

