

2019 Portage County Salary Schedule - Highway  
 11/27/2018  
 1% ATB to base + 2018 supplemental, Grade 25 to match General Schedule

New Pay Grade	Title	Step 1a	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
			2.00%	2.00%	1.50%	1.50%	1.50%	1.50%	1.50%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
		Base Wage for Grade 25	1.02	1.02	1.015	1.015	1.015	1.015	1.015	1.01	1.01	1.01	1.01	1.01	1.01	1.01	1.01	1.01	1.01	1.01	1.01	1.01
20	Highway Laborer		\$40,362.20	\$41,169.45	\$41,992.83	\$42,622.73	\$43,262.07	\$43,911.00	\$44,569.66	\$45,238.21	\$45,690.59	\$46,147.50	\$46,608.97	\$47,075.06	\$47,545.81	\$48,021.27	\$48,501.48	\$48,986.50	\$49,476.36	\$49,971.13	\$50,470.84	\$50,975.55
	Total Base + Supplemental		\$19,4049	\$19,7930	\$20,1889	\$20,4917	\$20,7991	\$21,1111	\$21,4277	\$21,7491	\$21,9666	\$22,1863	\$22,4082	\$22,6322	\$22,8586	\$23,0871	\$23,3180	\$23,5512	\$23,7867	\$24,0246	\$24,2648	\$24,5075
	Supplemental Pay*								\$21,3840	\$0,0437	\$0,3214	\$0,5389	\$0,7586	\$0,9804	\$1,2045	\$1,4308	\$1,6594	\$1,8903	\$2,1235	\$2,3590	\$2,5969	\$2,8371
21	Equipment Operator IV		\$42,110.00	\$42,952.20	\$43,811.25	\$44,688.41	\$45,135.44	\$45,812.47	\$46,499.66	\$47,197.15	\$47,669.13	\$48,145.82	\$48,627.28	\$49,113.55	\$49,604.68	\$50,100.73	\$50,601.74	\$51,107.75	\$51,618.83	\$52,135.02	\$52,656.37	\$53,182.93
	Total Base + Supplemental		\$20,2452	\$20,6501	\$21,0631	\$21,3790	\$21,6997	\$22,0252	\$22,3556	\$22,6909	\$22,9178	\$23,1470	\$23,3785	\$23,6123	\$23,8484	\$24,0869	\$24,3278	\$24,5710	\$24,8167	\$25,0649	\$25,3156	\$25,5687
	Supplemental Pay							\$21,9803	\$0,04490	\$0,33038	\$0,66571	\$0,89262	\$1,12180	\$1,35327	\$1,58706	\$1,82318	\$2,06166	\$2,30253	\$2,54581	\$2,79152	\$3,03969	\$3,29034
22a	Equipment Operator III		\$44,260.07	\$45,145.27	\$46,048.18	\$46,738.90	\$47,439.98	\$48,151.58	\$48,873.86	\$49,606.96	\$50,103.03	\$50,604.06	\$51,110.11	\$51,621.21	\$52,137.42	\$52,658.79	\$53,185.38	\$53,717.23	\$54,254.41	\$54,796.95	\$55,344.92	\$55,898.37
	Total Base + Supplemental		\$21,2789	\$21,7045	\$22,1385	\$22,4706	\$22,8077	\$23,1498	\$23,4970	\$23,8495	\$24,0880	\$24,3289	\$24,5722	\$24,8179	\$25,0661	\$25,3167	\$25,5699	\$25,8256	\$26,0838	\$26,3447	\$26,6081	\$26,8742
	Supplemental Pay				\$22,0934	\$0,0451	\$0,3321	\$0,6691	\$1,0113	\$1,3585	\$1,7110	\$1,9495	\$2,1903	\$2,4336	\$2,6793	\$2,9275	\$3,1782	\$3,4313	\$3,6870	\$3,9453	\$4,2061	\$4,4696
22b	Equipment Operator II		\$45,022.11	\$45,922.55	\$46,841.00	\$47,543.62	\$48,256.77	\$48,980.62	\$49,715.33	\$50,461.06	\$50,965.67	\$51,475.33	\$51,990.08	\$52,509.98	\$53,035.08	\$53,565.44	\$54,101.09	\$54,642.10	\$55,188.52	\$55,740.41	\$56,297.81	\$56,860.79
	Total Base + Supplemental		\$21,6452	\$22,0781	\$22,5197	\$22,8575	\$23,2004	\$23,5484	\$23,9016	\$24,2601	\$24,5027	\$24,7478	\$24,9952	\$25,2452	\$25,4976	\$25,7526	\$26,0101	\$26,2702	\$26,5329	\$26,7983	\$27,0663	\$27,3369
	Supplemental Pay				\$22,4738	\$0,0459	\$0,3378	\$0,6807	\$1,0287	\$1,3819	\$1,7404	\$1,9830	\$2,2280	\$2,4755	\$2,7255	\$2,9779	\$3,2329	\$3,4904	\$3,7505	\$4,0132	\$4,2786	\$4,5465
23a	Equipment Operator I		\$47,312.41	\$48,258.66	\$49,223.83	\$49,962.19	\$50,711.62	\$51,472.30	\$52,244.38	\$53,028.05	\$53,558.33	\$54,093.91	\$54,634.85	\$55,181.20	\$55,733.01	\$56,290.34	\$56,853.25	\$57,421.78	\$57,996.00	\$58,575.96	\$59,161.72	\$59,753.33
	Total Base + Supplemental		\$22,7464	\$23,2013	\$23,6653	\$24,0203	\$24,3806	\$24,7463	\$25,1175	\$25,4943	\$25,7492	\$26,0067	\$26,2668	\$26,5294	\$26,7947	\$27,0627	\$27,3333	\$27,6066	\$27,8827	\$28,1615	\$28,4431	\$28,7276
	Supplemental Pay		\$22,7000	\$0,0464	\$0,4549	\$0,9190	\$1,2739	\$1,6342	\$1,9999	\$2,3711	\$2,7479	\$3,0028	\$3,2603	\$3,5204	\$3,7831	\$4,0484	\$4,3163	\$4,5869	\$4,8603	\$5,1363	\$5,4152	\$5,6968
23b	Shop Personnel		\$47,869.53	\$48,826.92	\$49,803.46	\$50,550.51	\$51,308.77	\$52,078.40	\$52,859.58	\$53,652.47	\$54,189.00	\$54,730.89	\$55,278.20	\$55,830.98	\$56,389.29	\$56,953.18	\$57,522.71	\$58,097.94	\$58,678.92	\$59,265.71	\$59,858.37	\$60,456.95
	Total Base + Supplemental		\$23,0142	\$23,4745	\$23,9440	\$24,3031	\$24,6677	\$25,0377	\$25,4133	\$25,7945	\$26,0524	\$26,3129	\$26,5761	\$26,8418	\$27,1102	\$27,3813	\$27,6552	\$27,9317	\$28,2110	\$28,4931	\$28,7781	\$29,0658
	Supplemental Pay		\$22,9673	\$0,0469	\$0,4603	\$0,9298	\$1,2889	\$1,6535	\$2,0235	\$2,3991	\$2,7803	\$3,0382	\$3,2987	\$3,5619	\$3,8276	\$4,0960	\$4,3671	\$4,6410	\$4,9175	\$5,1968	\$5,4789	\$5,7639
25	Road Foreman/Chief Mechanic		\$53,613.04	\$54,685.30	\$55,779.01	\$56,615.69	\$57,464.93	\$58,326.90	\$59,201.80	\$60,089.83	\$60,690.73	\$61,297.64	\$61,910.61	\$62,529.72	\$63,155.02	\$63,786.57	\$64,424.43	\$65,068.68	\$65,719.36	\$66,376.56	\$67,040.32	\$67,710.73
	Total Base + Supplemental	\$23,1687	\$25,7755	\$26,2910	\$26,8168	\$27,2191	\$27,6274	\$28,0418	\$28,4624	\$28,8893	\$29,1782	\$29,4700	\$29,7647	\$30,0624	\$30,3630	\$30,6666	\$30,9733	\$31,2830	\$31,5958	\$31,9118	\$32,2309	\$32,5532
	Supplemental Pay	\$23,1215	\$0,0472	\$2,61	\$3,12	\$3,65	\$4,05	\$4,46	\$4,87	\$5,29	\$5,72	\$6,01	\$6,30	\$6,60	\$6,89	\$7,19	\$7,50	\$7,80	\$8,11	\$8,43	\$8,74	\$9,06
Administrative Notes:																						
1	Wages and assignment to classifications shall be administered per HR Policy 3.11.8.3 at the discretion of the Highway Commissioner																					
2	The Base Wage Amounts indicated are subject to collective bargaining, if applicable																					
3	All Steps amounts are subject to the County discretion and can be eliminated or changed at the sole discretion of the County																					
4	Per County Board action on July 19, 2016 Portage County Highway Employees Local 311, AFSCME, AFL-CIO will then move through the steps of the salary schedule just like every other county employee. Any pay that is a result of this movement, and above any Base Wage will be considered Supplemental Pay. Supplemental pay is at the County's discretion and can be eliminated or changed at the sole discretion of the County.																					
5	Per County Policy an employee working second shift shall receive the applicable shift differential																					
6	Employees who work in "confined spaces" shall receive an additional twenty-five cents (\$0.25) per hour while performing that duty.																					
7	Employees required to use a respirator shall receive an additional twenty-five cents (\$0.25) per hour while performing a duty that requires a respirator																					
8	Determination of Pay Rate for New Hires shall be administered per HR Policy 3.11.8.3																					
9	Grade 25 is the same as Grade 15 of the General Schedule																					
Future Years - The base wage amount will be increased as agreed to during bargaining. Any supplemental pay (amount to increase the steps beyond the base wage amount) will be determined by County Board.																						