

2020 Portage County Salary Schedule - Highway
 01/01/2020
 1% ATB to base, Grade 25 to match General Schedule
 Updated 02/14/2020

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	General Laborer		\$40,765.78	\$41,581.10	\$42,412.72	\$43,048.91	\$43,694.64	\$44,350.06	\$45,015.31	\$45,690.54	\$46,147.45	\$46,608.92	\$47,075.01	\$47,545.76	\$48,021.22	\$48,501.43	\$48,986.45	\$49,476.31	\$49,971.07	\$50,470.78	\$50,975.49	\$51,485.25
	Total Base + Supplemental		\$19,5989	\$19,9909	\$20,3907	\$20,6966	\$21,0070	\$21,3221	\$21,6420	\$21,9666	\$22,1863	\$22,4081	\$22,6322	\$22,8585	\$23,0871	\$23,3180	\$23,5512	\$23,7867	\$24,0246	\$24,2648	\$24,5074	\$24,7525
	Supplemental Pay*																					
21	Equipment Operator IV		\$42,531.10	\$43,381.72	\$44,249.36	\$44,913.10	\$45,586.79	\$46,270.60	\$46,964.66	\$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	\$53,714.76
	Total Base + Supplemental		\$20,4476	\$20,8566	\$21,2737	\$21,5928	\$21,9167	\$22,2455	\$22,5792	\$22,9178	\$23,1470	\$23,3785	\$23,6123	\$23,8484	\$24,0869	\$24,3278	\$24,5710	\$24,8167	\$25,0649	\$25,3156	\$25,5687	\$25,8244
	Supplemental Pay																					
22a	Equipment Operator III		\$44,702.67	\$45,596.72	\$46,508.66	\$47,206.29	\$47,914.38	\$48,633.10	\$49,362.60	\$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	\$56,457.35
	Total Base + Supplemental		\$21,4917	\$21,9215	\$22,3599	\$22,6953	\$23,0358	\$23,3813	\$23,7320	\$24,0880	\$24,3289	\$24,5722	\$24,8179	\$25,0661	\$25,3167	\$25,5699	\$25,8256	\$26,0838	\$26,3447	\$26,6081	\$26,8742	\$27,1430
	Supplemental Pay																					
22b	Equipment Operator II		\$45,472.33	\$46,381.78	\$47,309.41	\$48,019.05	\$48,739.34	\$49,470.43	\$50,212.49	\$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	\$57,429.40
	Total Base + Supplemental		\$21,8617	\$22,2989	\$22,7449	\$23,0861	\$23,4324	\$23,7839	\$24,1406	\$24,5027	\$24,7478	\$24,9952	\$25,2452	\$25,4976	\$25,7526	\$26,0101	\$26,2702	\$26,5329	\$26,7983	\$27,0663	\$27,3369	\$27,6103
	Supplemental Pay																					
23a	Equipment Operator I		\$47,785.54	\$48,741.25	\$49,716.07	\$50,461.81	\$51,218.74	\$51,987.02	\$52,766.83	\$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	\$60,350.87
	Total Base + Supplemental		\$22,9738	\$23,4333	\$23,9020	\$24,2605	\$24,6244	\$24,9938	\$25,3687	\$25,7492	\$26,0067	\$26,2668	\$26,5294	\$26,7947	\$27,0627	\$27,3333	\$27,6066	\$27,8827	\$28,1615	\$28,4431	\$28,7276	\$29,0148
	Supplemental Pay																					
23b	Shop Personnel		\$48,348.23	\$49,315.19	\$50,301.50	\$51,056.02	\$51,821.86	\$52,599.19	\$53,388.18	\$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	\$61,061.52
	Total Base + Supplemental		\$23,2443	\$23,7092	\$24,1834	\$24,5462	\$24,9144	\$25,2881	\$25,6674	\$26,0524	\$26,3129	\$26,5761	\$26,8418	\$27,1102	\$27,3813	\$27,6552	\$27,9317	\$28,2110	\$28,4931	\$28,7781	\$29,0658	\$29,3565
	Supplemental Pay																					
25	Road Foreman/Chief Mechanic		\$54,149.26	\$55,232.25	\$56,336.89	\$57,181.95	\$58,039.68	\$58,910.27	\$59,793.93	\$60,690.84	\$61,297.74	\$61,910.72	\$62,529.83	\$63,155.13	\$63,786.68	\$64,424.54	\$65,068.79	\$65,719.48	\$66,376.67	\$67,040.44	\$67,710.84	\$68,387.95
	Total Base + Supplemental		\$23,4004	\$26,0333	\$27,0850	\$27,4913	\$27,9037	\$28,3222	\$28,7471	\$29,1783	\$29,4701	\$29,7648	\$30,0624	\$30,3630	\$30,6667	\$30,9733	\$31,2831	\$31,5959	\$31,9119	\$32,2310	\$32,5533	\$32,8788
	Supplemental Pay																					

- Administrative Notes:
- Wages and assignment to classifications shall be administered per HR Policy 3.11.8.3 at the discretion of the Highway Commissioner
 - The Base Wage Amounts indicated are subject to collective bargaining, if applicable
 - All Steps amounts are subject to the County discretion and can be eliminated or changed at the sole discretion of the County
 - 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.
 - Per County Policy an employee working second shift shall receive the applicable shift differential
 - Employees who work in "confined spaces" shall receive an additional twenty-five cents (\$0.25) per hour while performing that duty.
 - 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
 - Determination of Pay Rate for New Hires shall be administered per HR Policy 3.11.8.3
 - Grade 25 is the same as Grade 15 of the General Schedule

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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.																						