

Richland County Committee

Agenda Item Cover

Agenda Item Name: Salary plan progression

Department	Administration	Presented By:	Administrator
Date of Meeting:	May 21 st , 2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	Structure D, L
Date submitted:	May 21st, 2021	Referred by:	
Action needed by no later than (date)	N/A	Resolution	<u>N/A</u> , prepared, reviewed

Recommendation and/or action language:

Motion to ... implement (___ step increase /or/ age the wage schedule to reflect CPI increases) effective the first day of the 1st 2022 payroll; and to incorporate into the 2022 budget preparation.

Background: *(preferred one page or less with focus on options and decision points)*

During the 2021 budget process the decision to forgo salary/wage increases. This decision was made under projections of 2020 and 2021 revenue impacts related to the COVID-19 pandemic. This reaction to the situation was taken against previous County commitments established through Resolution 19-89, which adopted a compensation schedule and directed step progression.

This item was discussed and voted on in the May 4th, 2021 meeting — *Salary Plan Progression: Motion by Seep, second by Murphy-Lopez to implement Option #2 to initiate a step increase for 2022 budget year. Roll Call vote: 3 ayes 3 Nays. Motion defeated. Motion by Brewer second by Couey to implement option #1 to initiate the aging wage schedule. Roll Call Vote 3 & 3. Motion by Murphy, second by Gentes to postpone until the May 24th meeting. Roll Call vote: 6 ayes. Motion carries.*

The following options are cost projected for consideration by the Committee:

Option #1 — Age the wage schedule. The wage schedule was adopted with wage data from 2018. This scenario would age our existing wage schedules with consumer price index (CPI) averages for each year to bring our wage schedules up to 2022 projections. This option addresses keeping our wage schedules up to date.

*General =	\$459,994.32
<u>Pine Valley =</u>	<u>\$251,400.90</u>
Total =	\$711,395.22

*[Note: Estimated revenue increases from reimburse for HHS wage increases = \$123,000]

Option #2 — Initiate one step increase. Our goals established through the adoption of the Carlson Study, Resolution 19-89 was to have eventual access for employees to reach step 8 on the schedules, which at the time correlated with the market value of the position. Market value meaning the average cost of a fully functional and experienced employee from our comparable market. This option addresses our goal to allow advanced progression towards reaching step 8 = market value of 2018.

**General =	\$147,046.64
<u>Pine Valley =</u>	<u>\$70,516.81</u>
Total =	\$217,563.45

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**[Note: Estimated revenue increases from reimburse for HHS wage increases = \$36,900]

Option #3 — Initiate two step increases. This option is added as an “in-between” solution. This option allows employees progression two steps on the wage schedule. This option addresses our goal to allow advanced progression towards reaching step 8 = market value of 2018.

***General = \$147,046.64 \$294,093.28

Pine Valley = \$70,516.81 (X 2) \$141,033.62

Total = \$217,563.45 \$435,126.90

***[Note: Estimated revenue increases from reimburse for HHS wage increases = \$73,800]

Recent history of pay progressions:

ELECTED OFFICIALS INCREASES - COUNTY CLERK, ROD, TREASURER			SHERIFF, CLERK OF COURT			GENERAL EMPLOYEES		
DENTAL INSURANCE IS PAID 100% BY THE COUNTY			DENTAL INS PAID 100% BY THE COUNTY			PAY 50% OF DENTAL INSURANCE		
1/1/2011	2.50%		1/1/2011	no increase		2011	3.00%	
1/1/2012	2.50%	5% Adj 8/1-12/31	1/1/2012	no increase		2012	no wage increase	12% of H/INS
1/1/2013	no increase	12% H/INS	1/1/2013	2.50%	10% H/INS	2013	.75c	
1/1/2014	2.50%		1/1/2014	2.50%		2014	no wage increase	
1/1/2015	2.50%		1/1/2015	2.50%	12% H/INS	2015	no wage increase	
1/1/2016	2.50%		1/1/2016	2.50%		5/1/2016	1 time bonus of \$1000 or less	
1/1/2017	\$1,200.00	12% H/INS	1/1/2017	\$ 1,200		2017	no wage increase	
1/1/2018	\$1,200.00		1/1/2018	\$ 1,200		Apr-18	New wage scale implemented	
1/1/2019	2.50%		1/1/2019	2.50%		2019	no wage increase	
1/1/2020	2.50%		1/1/2020	2.50%		2020	move up 1 step	
1/1/2021	2.50%		1/1/2021	\$ 1,200		2021	no wage increase	
1/1/2022	2.50%		1/1/2022	\$ 1,200				
1/1/2023	\$1,200.00							
1/1/2024	\$1,200.00							

UNION INCREASES	
PAY 50% OF DENTAL INS	
1/1/2011	1.00%
7/1/2011	1.50%
1/1/2012	0.00%
1/1/2013	2.00%
7/1/2013	1.00%
1/1/2014	2.00%
7/1/2014	1.00%
1/1/2015	1.50%
7/1/2015	1.00%
1/1/2016	1.50%
7/1/2016	1.00%
1/1/2017	1.00%
7/1/2017	1.00%
1/1/2018	2.00%
1/1/2019	1.50%
7/1/2019	1.50%
1/1/2020	1.50%
7/1/2020	1.50%
1/1/2021	1.50%
7/1/2021	1.50%

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Looking for commitment by the Finance and Personnel Committee to one of the increase option prior to soliciting budget guidance and appropriation requests in July. A decision will help to set guidance for appropriation requests in the operations budget process, as well as put us back on course to help remedy identified compensation concerns.

Overall feedback from departments is that step progression and/or aging of the wage schedule would help in recruitment and retention, but the action does add to concerns on where reductions in services may occur to balance the budget.

Attachments and References:

Financial Review:

(please check one)

☐	In adopted budget	Fund Number	
☐	Apportionment needed	Requested Fund Number	
☐	Other funding Source		
☐	No financial impact		

(summary of current and future impacts)

Pending decision. Would impact many budgets.

Approval:

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)

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GRADE	JOB TITLE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
R	HHS DIRECTOR		36.67	37.52	38.38	39.23	40.08	40.93	41.79	42.64
		2.25%	\$ 0.83	\$ 0.84	\$ 0.86	\$ 0.88	\$ 0.90	\$ 0.92	\$ 0.94	\$ 0.96
			\$ 37.50	\$ 38.36	\$ 39.24	\$ 40.11	\$ 40.98	\$ 41.85	\$ 42.73	\$ 43.60
		2.07%	\$ 0.78	\$ 0.79	\$ 0.81	\$ 0.83	\$ 0.85	\$ 0.87	\$ 0.88	\$ 0.90
			\$ 38.28	\$ 39.15	\$ 40.05	\$ 40.94	\$ 41.83	\$ 42.72	\$ 43.61	\$ 44.50
		1.56%	\$ 0.60	\$ 0.61	\$ 0.62	\$ 0.64	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.69
			\$ 38.88	\$ 39.76	\$ 40.67	\$ 41.58	\$ 42.48	\$ 43.39	\$ 44.29	\$ 45.19
		1.00%	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.42	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45
		6.88%	\$ 39.27	\$ 40.16	\$ 41.08	\$ 42.00	\$ 42.90	\$ 43.82	\$ 44.73	\$ 45.64
			7.09%	7.04%	7.03%	7.06%	7.04%	7.06%	7.04%	7.04%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Q			35.03	35.84	36.66	37.47	38.29	39.1	39.92	40.73
		2.25%	\$ 0.79	\$ 0.81	\$ 0.82	\$ 0.84	\$ 0.86	\$ 0.88	\$ 0.90	\$ 0.92
			\$ 35.82	\$ 36.65	\$ 37.48	\$ 38.31	\$ 39.15	\$ 39.98	\$ 40.82	\$ 41.65
		2.07%	\$ 0.74	\$ 0.76	\$ 0.78	\$ 0.79	\$ 0.81	\$ 0.83	\$ 0.84	\$ 0.86
			\$ 36.56	\$ 37.41	\$ 38.26	\$ 39.10	\$ 39.96	\$ 40.81	\$ 41.66	\$ 42.51
		1.56%	\$ 0.57	\$ 0.58	\$ 0.60	\$ 0.61	\$ 0.62	\$ 0.64	\$ 0.65	\$ 0.66
			\$ 37.13	\$ 37.99	\$ 38.86	\$ 39.71	\$ 40.58	\$ 41.45	\$ 42.31	\$ 43.17
		1.00%	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.41	\$ 0.42	\$ 0.43
		6.88%	\$ 37.50	\$ 38.37	\$ 39.25	\$ 40.11	\$ 40.99	\$ 41.86	\$ 42.73	\$ 43.60
			7.05%	7.06%	7.06%	7.05%	7.05%	7.06%	7.04%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	HWY COMMISSIONER		33.38	34.15	34.93	35.71	36.48	37.26	38.03	38.81
		2.25%	\$ 0.75	\$ 0.77	\$ 0.79	\$ 0.80	\$ 0.82	\$ 0.84	\$ 0.86	\$ 0.87
			\$ 34.13	\$ 34.92	\$ 35.72	\$ 36.51	\$ 37.30	\$ 38.10	\$ 38.89	\$ 39.68
		2.07%	\$ 0.71	\$ 0.72	\$ 0.74	\$ 0.76	\$ 0.77	\$ 0.79	\$ 0.81	\$ 0.82
			\$ 34.84	\$ 35.64	\$ 36.46	\$ 37.27	\$ 38.07	\$ 38.89	\$ 39.70	\$ 40.50
		1.56%	\$ 0.54	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.59	\$ 0.61	\$ 0.62	\$ 0.63
			\$ 35.38	\$ 36.20	\$ 37.03	\$ 37.85	\$ 38.66	\$ 39.50	\$ 40.32	\$ 41.13
		1.00%	\$ 0.35	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.40	\$ 0.41
		6.88%	\$ 35.73	\$ 36.56	\$ 37.40	\$ 38.23	\$ 39.05	\$ 39.90	\$ 40.72	\$ 41.54
			7.04%	7.06%	7.07%	7.06%	7.04%	7.09%	7.07%	7.03%

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
O			31.73	32.47	33.21	33.95	34.69	35.42	36.16	36.90
		2.25% \$	0.71	0.73	0.75	0.76	0.78	0.80	0.81	0.83
		\$	32.44	33.20	33.96	34.71	35.47	36.22	36.97	37.73
		2.07% \$	0.67	0.69	0.70	0.72	0.73	0.75	0.77	0.78
		\$	33.11	33.89	34.66	35.43	36.20	36.97	37.74	38.51
		1.56% \$	0.52	0.53	0.54	0.55	0.56	0.58	0.59	0.60
		\$	33.63	34.42	35.20	35.98	36.76	37.55	38.33	39.11
		1.00% \$	0.34	0.34	0.35	0.36	0.37	0.38	0.38	0.39
		6.88% \$	33.97	34.76	35.55	36.34	37.13	37.93	38.71	39.50
			7.06%	7.05%	7.05%	7.04%	7.03%	7.09%	7.05%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
N	HHS BEHAVIORAL HEALTH SERVICES MGR 19-80		30.08	30.78	31.48	32.18	32.88	33.58	34.28	34.98
	HHS PUBLIC HEALTH MGR	2.25% \$	0.68	0.69	0.71	0.72	0.74	0.76	0.77	0.79
	CHIEF DEPUTY SHERIFF	\$	30.76	31.47	32.19	32.90	33.62	34.34	35.05	35.77
		2.07% \$	0.64	0.65	0.67	0.68	0.70	0.71	0.73	0.74
		\$	31.40	32.12	32.86	33.58	34.32	35.05	35.78	36.51
		1.56% \$	0.49	0.50	0.51	0.52	0.54	0.55	0.56	0.57
		\$	31.89	32.62	33.37	34.10	34.86	35.60	36.34	37.08
		1.00% \$	0.32	0.33	0.33	0.34	0.35	0.36	0.36	0.37
		6.88% \$	32.21	32.95	33.70	34.44	35.21	35.96	36.70	37.45
			7.08%	7.05%	7.05%	7.02%	7.09%	7.09%	7.06%	7.06%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
M	MGMNT INFO SYSTM DIRCTR		28.44	29.10	29.76	30.42	31.09	31.75	32.41	33.07
	ECONOMIC DEVELOPMENT DIRECTOR	2.25% \$	0.64	0.65	0.67	0.68	0.70	0.71	0.73	0.74
	HHS COMPREHENSIVE COMMUNITY SERV SPRVSR 19-101	\$	29.08	29.75	30.43	31.10	31.79	32.46	33.14	33.81
	HHS BUSINESS & FINANCIAL SERVICES MANAGER 20-97	2.07% \$	0.60	0.62	0.63	0.64	0.66	0.67	0.69	0.70
	HHS MANAGER OF OPERATIONS 19-80-20-97	\$	29.68	30.37	31.06	31.74	32.45	33.13	33.83	34.51
	SHERIFF RD PATROL LIEUT	1.56% \$	0.46	0.47	0.48	0.50	0.51	0.52	0.53	0.54
		\$	30.14	30.84	31.54	32.24	32.96	33.65	34.36	35.05
		1.00% \$	0.30	0.31	0.32	0.32	0.33	0.34	0.34	0.35
		6.88% \$	30.44	31.15	31.86	32.56	33.29	33.99	34.70	35.40
			7.03%	7.04%	7.06%	7.03%	7.08%	7.06%	7.07%	7.05%

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
L	COUNTY CONSERVATIONIST		26.80	27.42	28.04	28.67	29.29	29.91	30.54	31.16
	ZONING ADMINISTRATOR	2.25% \$	0.60	0.62	0.63	0.65	0.66	0.67	0.69	0.70
	HHS ARDC MANAGER	\$	27.40	\$ 28.04	\$ 28.67	\$ 29.32	\$ 29.95	\$ 30.58	\$ 31.23	\$ 31.86
	HHS CHILD & YOUTH SRVCS MGR 19-80	2.07% \$	0.57	0.58	0.59	0.61	0.62	0.63	0.65	0.66
	HHS LONG TERM SUPPORT & BIRTH TO 3 SUPERVISOR 19-80	\$	27.97	\$ 28.62	\$ 29.26	\$ 29.93	\$ 30.57	\$ 31.21	\$ 31.88	\$ 32.52
		1.56% \$	0.44	0.45	0.46	0.47	0.48	0.49	0.50	0.51
		\$	28.41	\$ 29.07	\$ 29.72	\$ 30.40	\$ 31.05	\$ 31.70	\$ 32.38	\$ 33.03
		1.00% \$	0.28	0.29	0.30	0.30	0.31	0.32	0.32	0.33
		6.88% \$	28.69	\$ 29.36	\$ 30.02	\$ 30.70	\$ 31.36	\$ 32.02	\$ 32.70	\$ 33.36
			7.05%	7.08%	7.06%	7.08%	7.07%	7.05%	7.07%	7.06%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
K	CH CHILD SUPPORT DIRECTOR RES 21-37		25.15	25.73	26.32	26.90	27.49	28.07	28.66	29.24
	EM MED SER/EM MGMT DIR	2.25% \$	0.57	0.58	0.59	0.61	0.62	0.63	0.64	0.66
	HHS CHILD AND YOUTH SERVICES SUPERVISOR RES 21-29	\$	25.72	\$ 26.31	\$ 26.91	\$ 27.51	\$ 28.11	\$ 28.70	\$ 29.30	\$ 29.90
	HHS ECON SUPPORT MANAGER 19-18	2.07% \$	0.53	0.54	0.56	0.57	0.58	0.59	0.61	0.62
	HHS MENTL HLTH THER LIC	\$	26.25	\$ 26.85	\$ 27.47	\$ 28.08	\$ 28.69	\$ 29.29	\$ 29.91	\$ 30.52
	HWY PATROL SUPERINTENDENT	1.56% \$	0.41	0.42	0.43	0.44	0.45	0.46	0.47	0.48
	HHS PSYCHIATRIC NURSE Res 20-27	\$	26.66	\$ 27.27	\$ 27.90	\$ 28.52	\$ 29.14	\$ 29.75	\$ 30.38	\$ 31.00
	HHS PUBLIC HLTH NURSE Res 20-27	1.00% \$	0.27	0.27	0.28	0.29	0.29	0.30	0.30	0.31
		6.88% \$	26.93	\$ 27.54	\$ 28.18	\$ 28.81	\$ 29.43	\$ 30.05	\$ 30.68	\$ 31.31
			7.08%	7.03%	7.07%	7.10%	7.06%	7.05%	7.05%	7.08%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
J	COUNTY CLERK DEP/ACCT SUPERVISR		23.50	24.05	24.60	25.14	25.69	26.24	26.78	27.33
	HHS ADMINISTRATION & BUILDING OPERATIONS MANAGER 20-97	2.25% \$	0.53	0.54	0.55	0.57	0.58	0.59	0.60	0.61
	HHS ADMINISTRATIVE SUPERVISOR 18-18-20-97	\$	24.03	\$ 24.59	\$ 25.15	\$ 25.71	\$ 26.27	\$ 26.83	\$ 27.38	\$ 27.94
	HHS MENTL HLTH THER N/L RES 19-80	2.07% \$	0.50	0.51	0.52	0.53	0.54	0.56	0.57	0.58
	MGMNT INFO SYSTM ADMNST Res 18-97	\$	24.53	\$ 25.10	\$ 25.67	\$ 26.24	\$ 26.81	\$ 27.39	\$ 27.95	\$ 28.52
	SYMONS DIRECTOR	1.56% \$	0.38	0.39	0.40	0.41	0.42	0.43	0.44	0.44
		\$	24.91	\$ 25.49	\$ 26.07	\$ 26.65	\$ 27.23	\$ 27.82	\$ 28.39	\$ 28.96
		1.00% \$	0.25	0.25	0.26	0.27	0.27	0.28	0.28	0.29
		6.88% \$	25.16	\$ 25.74	\$ 26.33	\$ 26.92	\$ 27.50	\$ 28.10	\$ 28.67	\$ 29.25
			7.06%	7.03%	7.03%	7.08%	7.05%	7.09%	7.06%	7.03%

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I	CH MAINTENANCE SUPERVISOR		21.85	22.36	22.87	23.38	23.89	24.39	24.90	25.41
	HHS TREATMNT COURT COOR	2.25%	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57
	HHS SUBSTNCE ABUSE COUN RES 19-80		\$ 22.34	\$ 22.86	\$ 23.38	\$ 23.91	\$ 24.43	\$ 24.94	\$ 25.46	\$ 25.98
	HWY LEAD GRADE FOREMAN	2.07%	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54
	HWY LEAD PAVING FOREMAN		\$ 22.80	\$ 23.33	\$ 23.86	\$ 24.40	\$ 24.94	\$ 25.46	\$ 25.99	\$ 26.52
	HWY LEAD SHOP FOREMAN	1.56%	\$ 0.36	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.41
	REG PROBATE/REGISTRAR Res 18-97		\$ 23.16	\$ 23.69	\$ 24.23	\$ 24.78	\$ 25.33	\$ 25.86	\$ 26.40	\$ 26.93
	SHERIFF DISP/JAILR SGT Res 18-97	1.00%	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27
	SYMONS INTERIM DIRECTOR Res 20-83	6.88%	\$ 23.39	\$ 23.93	\$ 24.47	\$ 25.03	\$ 25.58	\$ 26.12	\$ 26.66	\$ 27.20
	VETERAN SERVICE OFFICER		7.05%	7.02%	7.00%	7.06%	7.07%	7.09%	7.07%	7.04%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
H	LEAD CHILD SPRT WORKER RES 21-37		20.21	20.68	21.15	21.62	22.09	22.56	23.03	23.50
	CONSERVATION TECHNICIAN	2.25%	\$ 0.45	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53
	HHS ADULT PROTECTIVE SERVICES/CRISIS PROFESSIONAL RES 21-30		\$ 20.66	\$ 21.15	\$ 21.63	\$ 22.11	\$ 22.59	\$ 23.07	\$ 23.55	\$ 24.03
	HHS BUSINSS SYSTM SUPRV	2.07%	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50
	HHS CHILDREN LONG TERM & BIRTH TO 3 CASE MGR 19-80		\$ 21.09	\$ 21.59	\$ 22.08	\$ 22.57	\$ 23.06	\$ 23.55	\$ 24.04	\$ 24.53
	HHS EARLY INTERVENTION SPCL EDUCATOR RES 19-80	1.56%	\$ 0.33	\$ 0.34	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.38
	HHS ECON SPRT LEAD WRK		\$ 21.42	\$ 21.93	\$ 22.42	\$ 22.92	\$ 23.42	\$ 23.92	\$ 24.42	\$ 24.91
	HHS HEALTH & WELLNESS COOR Res 18-97	1.00%	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25
	HHS SW ADULT PROT SRVCS	6.88%	\$ 21.63	\$ 22.15	\$ 22.64	\$ 23.15	\$ 23.65	\$ 24.16	\$ 24.66	\$ 25.16
	HHS SW CHILD & YOUTH CASE MGR 19-80		7.03%	7.11%	7.04%	7.08%	7.06%	7.09%	7.08%	7.06%
	HHS INFORMATION & SYSTEM SPECIALIST 19-101									
	HWY ASSTNT SHOP FOREMAN									
	HWY BOOKKEEPER									
	HWY PARTS MNGR/SHOP CLK									
	PAYROLL & BENEFITS SPCL									
	SHERIFF DISP/JAILER Res 18-97									
	SHERIFF OFFICE MGR/CONF									
	UW FOOD SER SUPERVISOR									

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
G	ACCOUNTS PAYABLE SPECIALIST Res 18-97		18.56	18.99	19.42	19.85	20.29	20.72	21.15	21.58
	CLERICAL ASSISTANT II (DEPUTY) Res 18-97	2.25% \$	0.42	0.43	0.44	0.45	0.46	0.47	0.48	0.49
	CLERK OF COURT DEPUTY Res 18-97	18.98 \$	19.42	19.86	20.30	20.75	21.19	21.63	22.07	
	LEGAL ASSISTANT	2.07% \$	0.39	0.40	0.41	0.42	0.43	0.44	0.45	0.46
	HHS CONFID ADMIN SCRTRY	19.37 \$	19.82	20.27	20.72	21.18	21.63	22.08	22.53	
	HHS ELDERLY BENF SPCL	1.56% \$	0.30	0.31	0.32	0.33	0.34	0.34	0.35	
	HHS NUTRITION PROG COOR	19.67 \$	20.13	20.59	21.04	21.51	21.97	22.42	22.88	
	HHS SW DISABLT BEN SPE	1.00% \$	0.20	0.20	0.21	0.21	0.22	0.22	0.22	0.23
	HHS TEMP CERT SOC WORKR	6.88% \$	19.87	20.33	20.80	21.25	21.73	22.19	22.64	23.11
	HHS YOUTH AIDE WORKER		7.06%	7.06%	7.11%	7.05%	7.10%	7.09%	7.04%	7.09%
	HWY EQUIP OPER/PATROLMN									
	HWY SEASONAL PATROLMAN RES 21-20									
	HWY MECHANIC									
	HWY SIGN FOREMAN									
	PROPERTY TAX LISTER									
	SHERIFF DEPUTY - TEMP CASUAL									
	SHERIFF DISP/JAILER - TEMP CASUAL									
	SYMONS MAINTENANCE									
	VETERANS BENEFIT SPCLST									
	VICTM WTNS COOR/LEGAL S									
	ZONING GIS TECH/ASSTNT									
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
F	CHILD SUPPORT WORKER		16.92	17.31	17.70	18.10	18.49	18.88	19.28	19.67
	CLERICAL ASSISTANT	2.25% \$	0.38	0.39	0.40	0.41	0.42	0.42	0.43	0.44
	COUNTY TREASURER DEPUTY	17.30 \$	17.70	18.10	18.51	18.91	19.30	19.71	20.11	
	FISCAL SPECIALIST	2.07% \$	0.36	0.37	0.37	0.38	0.39	0.40	0.41	0.42
	HHS ECONOMIC SUPP SPECL	17.66 \$	18.07	18.47	18.89	19.30	19.70	20.12	20.53	
	HWY CLERK	1.56% \$	0.28	0.28	0.29	0.29	0.30	0.31	0.31	0.32
	MNGMNT INFO SYSTM ASST Res 18-97	17.94 \$	18.35	18.76	19.18	19.60	20.01	20.43	20.85	
	REGISTER OF DEEDS DEPUTY	1.00% \$	0.18	0.18	0.19	0.19	0.20	0.20	0.20	0.21
	SECRTRY/CERL ASST II	6.88% \$	18.12	18.53	18.95	19.37	19.80	20.21	20.63	21.06
	SYMONS ASSISTANT DIRECTR		7.09%	7.05%	7.06%	7.02%	7.08%	7.04%	7.00%	7.07%
	ZONING OFFICE SYS TECH									

Agenda Item Cover

Recommended Cover Letter— County Administrator Langreck (20 May 2020)

Richland County Committee

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D	FAIR & RECYCLING COORDINATOR		14.04	14.36	14.69	15.01	15.34	15.67	15.99	16.32
	REAL PROPERTY LISTER ASSISTANT	2.25%	\$ 0.32	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.35	\$ 0.36	\$ 0.37
			\$ 14.36	\$ 14.68	\$ 15.02	\$ 15.35	\$ 15.69	\$ 16.02	\$ 16.35	\$ 16.69
		2.07%	\$ 0.30	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.35
			\$ 14.66	\$ 14.98	\$ 15.33	\$ 15.67	\$ 16.01	\$ 16.35	\$ 16.69	\$ 17.04
		1.56%	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27
			\$ 14.89	\$ 15.21	\$ 15.57	\$ 15.91	\$ 16.26	\$ 16.61	\$ 16.95	\$ 17.31
		1.00%	\$ 0.15	\$ 0.15	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.17	\$ 0.17	\$ 0.17
		6.88%	\$ 15.04	\$ 15.36	\$ 15.73	\$ 16.07	\$ 16.42	\$ 16.78	\$ 17.12	\$ 17.48
			7.12%	6.96%	7.08%	7.06%	7.04%	7.08%	7.07%	7.11%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
C	PRIVATE LESSONS		12.99	13.30	13.60	13.90	14.20	14.51	14.81	15.11
		2.25%	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31	\$ 0.32	\$ 0.33	\$ 0.33	\$ 0.34
			\$ 13.28	\$ 13.60	\$ 13.91	\$ 14.21	\$ 14.52	\$ 14.84	\$ 15.14	\$ 15.45
		2.07%	\$ 0.27	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31	\$ 0.32
			\$ 13.55	\$ 13.88	\$ 14.20	\$ 14.50	\$ 14.82	\$ 15.15	\$ 15.45	\$ 15.77
		1.56%	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25
			\$ 13.76	\$ 14.10	\$ 14.42	\$ 14.73	\$ 15.05	\$ 15.39	\$ 15.69	\$ 16.02
		1.00%	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.16	\$ 0.16
		6.88%	\$ 13.90	\$ 14.24	\$ 14.56	\$ 14.88	\$ 15.20	\$ 15.54	\$ 15.85	\$ 16.18
			7.01%	7.07%	7.06%	7.05%	7.04%	7.10%	7.02%	7.08%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
*	AMB EMERGENCY MED TECH		12.73	13.03	13.32	13.62	13.91	14.21	14.50	14.80
		2.25%	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31	\$ 0.32	\$ 0.33	\$ 0.33
			\$ 13.02	\$ 13.32	\$ 13.62	\$ 13.93	\$ 14.22	\$ 14.53	\$ 14.83	\$ 15.13
		2.07%	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31
			\$ 13.29	\$ 13.60	\$ 13.90	\$ 14.22	\$ 14.51	\$ 14.83	\$ 15.14	\$ 15.44
		1.56%	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24
			\$ 13.50	\$ 13.81	\$ 14.12	\$ 14.44	\$ 14.74	\$ 15.06	\$ 15.38	\$ 15.68
		1.00%	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.16
		6.88%	\$ 13.64	\$ 13.95	\$ 14.26	\$ 14.58	\$ 14.89	\$ 15.21	\$ 15.53	\$ 15.84
			7.15%	7.06%	7.06%	7.05%	7.05%	7.04%	7.10%	7.03%

Richland County Committee

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
B	GROUNDSKEEPER		12.03	12.31	12.59	12.87	13.15	13.43	13.71	13.99
	BAILIFF	2.25%	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.30	\$ 0.30	\$ 0.31	\$ 0.31
	STORAGE COORDINATOR		\$ 12.30	\$ 12.59	\$ 12.87	\$ 13.16	\$ 13.45	\$ 13.73	\$ 14.02	\$ 14.30
		2.07%	\$ 0.25	\$ 0.26	\$ 0.27	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.30
			\$ 12.55	\$ 12.85	\$ 13.14	\$ 13.43	\$ 13.73	\$ 14.01	\$ 14.31	\$ 14.60
		1.56%	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23
			\$ 12.75	\$ 13.05	\$ 13.34	\$ 13.64	\$ 13.94	\$ 14.23	\$ 14.53	\$ 14.83
		1.00%	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.15	\$ 0.15
		6.88%	\$ 12.88	\$ 13.18	\$ 13.47	\$ 13.78	\$ 14.08	\$ 14.37	\$ 14.68	\$ 14.98
			7.07%	7.07%	6.99%	7.07%	7.07%	7.00%	7.08%	7.08%
A	CLERICAL TEMPORARY		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	CLERICAL TEMPORARY	2.25%	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27	\$ 0.27	\$ 0.28	\$ 0.29	\$ 0.29
	CUSTODIAN WEEKEND MAINTENANCE		\$ 11.39	\$ 11.66	\$ 11.92	\$ 12.18	\$ 12.44	\$ 12.71	\$ 12.98	\$ 13.24
	HHS DRIVER/ESCORT DRIVER	2.07%	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27	\$ 0.27
	HHS NUTRITION DRIVER		\$ 11.63	\$ 11.90	\$ 12.17	\$ 12.43	\$ 12.70	\$ 12.97	\$ 13.25	\$ 13.51
	HHS NUTRITION SITE WORKER	1.56%	\$ 0.18	\$ 0.19	\$ 0.19	\$ 0.19	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21
	HIGHWAY SEASONAL		\$ 11.81	\$ 12.09	\$ 12.36	\$ 12.62	\$ 12.90	\$ 13.17	\$ 13.46	\$ 13.72
	RECEPTIONIST	1.00%	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.14
		6.88%	\$ 11.93	\$ 12.21	\$ 12.48	\$ 12.75	\$ 13.03	\$ 13.30	\$ 13.59	\$ 13.86
			7.09%	7.11%	7.03%	7.05%	7.07%	7.00%	7.09%	7.03%
aa	CAFETERIA WORKER		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	CPR INSTRUCTOR	2.25%	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27
	FIRST AID INSTRUCTOR		\$ 10.54	\$ 10.80	\$ 11.04	\$ 11.28	\$ 11.52	\$ 11.77	\$ 12.01	\$ 12.26
	RAQUETBALL INSTRUCTOR	2.07%	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25
	WATER SAFETY INSTRUCTOR		\$ 10.76	\$ 11.02	\$ 11.27	\$ 11.51	\$ 11.76	\$ 12.01	\$ 12.26	\$ 12.51
	WEIGHT TRAINING INSTRUCTOR	1.56%	\$ 0.17	\$ 0.17	\$ 0.18	\$ 0.18	\$ 0.18	\$ 0.19	\$ 0.19	\$ 0.20
			\$ 10.93	\$ 11.19	\$ 11.45	\$ 11.69	\$ 11.94	\$ 12.20	\$ 12.45	\$ 12.71
		1.00%	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.13
		6.88%	\$ 11.04	\$ 11.30	\$ 11.56	\$ 11.81	\$ 12.06	\$ 12.32	\$ 12.57	\$ 12.84
			7.08%	7.01%	7.04%	7.07%	7.01%	7.04%	6.98%	7.09%

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
ab	LIFEGUARD		9.55	9.78	10.00	10.21	10.44	10.66	10.88	11.10
		2.25%	\$ 0.21	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25
			\$ 9.76	\$ 10.00	\$ 10.23	\$ 10.44	\$ 10.67	\$ 10.90	\$ 11.12	\$ 11.35
		2.07%	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.23
			\$ 9.96	\$ 10.21	\$ 10.44	\$ 10.66	\$ 10.89	\$ 11.13	\$ 11.35	\$ 11.58
		1.56%	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.18	\$ 0.18
			\$ 10.12	\$ 10.37	\$ 10.60	\$ 10.83	\$ 11.06	\$ 11.30	\$ 11.53	\$ 11.76
		1.00%	\$ 0.10	\$ 0.10	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.12	\$ 0.12
		6.88%	\$ 10.22	\$ 10.47	\$ 10.71	\$ 10.94	\$ 11.17	\$ 11.41	\$ 11.65	\$ 11.88
			7.02%	7.06%	7.10%	7.15%	6.99%	7.04%	7.08%	7.03%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
ac	DAY CARE AIDE		8.84	9.06	9.26	9.45	9.67	9.87	10.07	10.28
		2.25%	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23
			\$ 9.04	\$ 9.26	\$ 9.47	\$ 9.66	\$ 9.89	\$ 10.09	\$ 10.30	\$ 10.51
		2.07%	\$ 0.19	\$ 0.19	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22
			\$ 9.23	\$ 9.45	\$ 9.67	\$ 9.86	\$ 10.09	\$ 10.30	\$ 10.51	\$ 10.73
		1.56%	\$ 0.14	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.17
			\$ 9.37	\$ 9.60	\$ 9.82	\$ 10.01	\$ 10.25	\$ 10.46	\$ 10.67	\$ 10.90
		1.00%	\$ 0.09	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.11	\$ 0.11
		6.88%	\$ 9.46	\$ 9.70	\$ 9.92	\$ 10.11	\$ 10.35	\$ 10.56	\$ 10.78	\$ 11.01
			7.01%	7.06%	7.13%	6.98%	7.03%	6.99%	7.05%	7.10%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
ad			819	8.39	857	8.75	8.95	9.14	9.32	9.52
		2.25%	\$ 18.43	\$ 0.19	\$ 19.28	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.21
			\$ 837.43	\$ 8.58	\$ 876.28	\$ 8.95	\$ 9.15	\$ 9.35	\$ 9.53	\$ 9.73
		2.07%	\$ 17.33	\$ 0.18	\$ 18.14	\$ 0.19	\$ 0.19	\$ 0.19	\$ 0.20	\$ 0.20
			\$ 854.76	\$ 8.76	\$ 894.42	\$ 9.14	\$ 9.34	\$ 9.54	\$ 9.73	\$ 9.93
		1.56%	\$ 13.33	\$ 0.14	\$ 13.95	\$ 0.14	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
			\$ 868.09	\$ 8.90	\$ 908.37	\$ 9.28	\$ 9.49	\$ 9.69	\$ 9.88	\$ 10.08
		1.00%	\$ 8.68	\$ 0.09	\$ 9.08	\$ 0.09	\$ 0.09	\$ 0.10	\$ 0.10	\$ 0.10
		6.88%	\$ 876.77	\$ 8.99	\$ 917.45	\$ 9.37	\$ 9.58	\$ 9.79	\$ 9.98	\$ 10.18
			7.05%	7.15%	7.05%	7.09%	7.04%	7.11%	7.08%	6.93%

Richland County Committee

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MINIMUM WAGE									
BATHROOM CLEANER	FAIR	\$	7.25						
CASHIER	FAIR	\$	7.25						
FOOD SERVICE WORKER	UW FOOD SERVICE	\$	7.25						
GRANDSTAND ORGANIZER	FAIR	\$	7.25						
MISCELLANEOUS WORKER	FAIR	\$	7.25						
TICKET TAKER	FAIR	\$	7.25						
SPECIAL NOTES									
County Board Members	County Board	\$	40.00	per County Board meeting					
Committee Members	County Board	\$	30.00	per Committee meeting					
Fair Judge - General	Fair			\$50 for the first 4 hours worked then \$9 p/hr					
Fair Judge - Beef	Fair			\$100 for the first 4 hours worked then \$9 p/hr					
Fair Species Group Work	Fair			\$100 for the first 4 hours worked then \$9 p/hr					
Fair Carcass Show Work	Fair			\$100 for the first 4 hours worked before noon then \$9 p/hr					
Translator	HHS, Sheriff	\$	35.00	per hour					
Coroner	Coroner			\$95 p/call, \$25 for cremation only, \$115 for call plus cremation					
Coroner Deputy	Coroner			\$95 p/call, \$25 for cremation only, \$115 for call plus cremation					
Ambulance Crew Member - volunteer	Ambulance	\$	20.00	per call					
Ambulance Driver - volunteer	Ambulance	\$	15.00	per call					
Ambulance Backup crew weekdays	Ambulance	\$	1.25	per hour					
Ambulance Primary crew weekends & holidays	Ambulance	\$	3.00	per hour					
Corporation Counsel	Courthouse	\$	75.00	per hour					
Corporation Counsel	HHS	\$	75.00	per hour					
County Administrator	CH	\$	95,000.00	annual	3/9/2021	3/9/2022			
Sheriff	Sheriff	\$	77,037.21	annual					
County Clerk	County Clerk	\$	77,026.95	annual					
County Treasurer	Treasurer	\$	62,327.61	annual					
Register of Deeds	Register of Deeds	\$	62,327.61	annual					
Clerk of Court	Clerk of Court	\$	62,327.07	annual					
Family Court Commissioner	Family Court Commissioner	\$	25,457.68	annual					
Child Supprt Administrator/Assis tant	D.A/Child Support	\$	21,991.16	annual					
BEYOND STEP 8 OF THE WAGE SCALE									
Victim Witness Coordinator/Legal Secretary	District Attorney	\$	21.73	Andrea Fields					
HHS Business System Analyst 20-97 Supervisor	HHS	\$	24.03	Sharon Pasold					
HHS Social Worker Disability Benefit Specialist	HHS	\$	23.27	Jodi Hines					
HWY Clerk	HWY	\$	20.24	Cerresa Rose					

Richland County Committee

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GRADE	JOB TITLE	DEPARTMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	PVH NURSING HOME & ASST LIVING ADMIN 18-36		39.16	40.08	40.99	41.90	42.81	43.72	44.63	45.54
		2.25%	\$ 0.88	\$ 0.90	\$ 0.92	\$ 0.94	\$ 0.96	\$ 0.98	\$ 1.00	\$ 1.02
			\$ 40.04	\$ 40.98	\$ 41.91	\$ 42.84	\$ 43.77	\$ 44.70	\$ 45.63	\$ 46.56
		2.07%	\$ 0.83	\$ 0.85	\$ 0.87	\$ 0.89	\$ 0.91	\$ 0.93	\$ 0.94	\$ 0.96
			\$ 40.87	\$ 41.83	\$ 42.78	\$ 43.73	\$ 44.68	\$ 45.63	\$ 46.57	\$ 47.52
		1.56%	\$ 0.64	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.70	\$ 0.71	\$ 0.73	\$ 0.74
			\$ 41.51	\$ 42.48	\$ 43.45	\$ 44.41	\$ 45.38	\$ 46.34	\$ 47.30	\$ 48.26
		1.00%	\$ 0.42	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48
			\$ 41.93	\$ 42.90	\$ 43.88	\$ 44.85	\$ 45.83	\$ 46.80	\$ 47.77	\$ 48.74
			7.07%	7.04%	7.05%	7.04%	7.05%	7.04%	7.04%	7.03%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
O			37.07	37.93	38.79	39.65	40.51	41.38	42.24	43.10
		2.25%	\$ 0.83	\$ 0.85	\$ 0.87	\$ 0.89	\$ 0.91	\$ 0.93	\$ 0.95	\$ 0.97
			\$ 37.90	\$ 38.78	\$ 39.66	\$ 40.54	\$ 41.42	\$ 42.31	\$ 43.19	\$ 44.07
		2.07%	\$ 0.78	\$ 0.80	\$ 0.82	\$ 0.84	\$ 0.86	\$ 0.88	\$ 0.89	\$ 0.91
			\$ 38.68	\$ 39.58	\$ 40.48	\$ 41.38	\$ 42.28	\$ 43.19	\$ 44.08	\$ 44.98
		1.56%	\$ 0.60	\$ 0.62	\$ 0.63	\$ 0.65	\$ 0.66	\$ 0.67	\$ 0.69	\$ 0.70
			\$ 39.28	\$ 40.20	\$ 41.11	\$ 42.03	\$ 42.94	\$ 43.86	\$ 44.77	\$ 45.68
		1.00%	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46
			\$ 39.67	\$ 40.60	\$ 41.52	\$ 42.45	\$ 43.37	\$ 44.30	\$ 45.22	\$ 46.14
			7.01%	7.04%	7.04%	7.06%	7.06%	7.06%	7.05%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
N	PVH DIRECTOR OF NURSING Res 19-135		34.96	35.77	36.59	37.40	38.21	39.02	39.84	40.65
		2.25%	\$ 0.79	\$ 0.80	\$ 0.82	\$ 0.84	\$ 0.86	\$ 0.88	\$ 0.90	\$ 0.91
			\$ 35.75	\$ 36.57	\$ 37.41	\$ 38.24	\$ 39.07	\$ 39.90	\$ 40.74	\$ 41.56
		2.07%	\$ 0.74	\$ 0.76	\$ 0.77	\$ 0.79	\$ 0.81	\$ 0.83	\$ 0.84	\$ 0.86
			\$ 36.49	\$ 37.33	\$ 38.18	\$ 39.03	\$ 39.88	\$ 40.73	\$ 41.58	\$ 42.42
		1.56%	\$ 0.57	\$ 0.58	\$ 0.60	\$ 0.61	\$ 0.62	\$ 0.64	\$ 0.65	\$ 0.66
			\$ 37.06	\$ 37.91	\$ 38.78	\$ 39.64	\$ 40.50	\$ 41.37	\$ 42.23	\$ 43.08
		1.00%	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.41	\$ 0.42	\$ 0.43
			\$ 37.43	\$ 38.29	\$ 39.17	\$ 40.04	\$ 40.91	\$ 41.78	\$ 42.65	\$ 43.51
			7.07%	7.05%	7.05%	7.06%	7.07%	7.07%	7.05%	7.04%

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
M			32.86	33.62	34.39	35.15	35.92	36.68	37.45	38.21
		2.25%	\$ 0.74	\$ 0.76	\$ 0.77	\$ 0.79	\$ 0.81	\$ 0.83	\$ 0.84	\$ 0.86
			\$ 33.60	\$ 34.38	\$ 35.16	\$ 35.94	\$ 36.73	\$ 37.51	\$ 38.29	\$ 39.07
		2.07%	\$ 0.70	\$ 0.71	\$ 0.73	\$ 0.74	\$ 0.76	\$ 0.78	\$ 0.79	\$ 0.81
			\$ 34.30	\$ 35.09	\$ 35.89	\$ 36.68	\$ 37.49	\$ 38.29	\$ 39.08	\$ 39.88
		1.56%	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.60	\$ 0.61	\$ 0.62
			\$ 34.84	\$ 35.64	\$ 36.45	\$ 37.25	\$ 38.07	\$ 38.89	\$ 39.69	\$ 40.50
		1.00%	\$ 0.35	\$ 0.36	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41
			\$ 35.19	\$ 36.00	\$ 36.81	\$ 37.62	\$ 38.45	\$ 39.28	\$ 40.09	\$ 40.91
			7.09%	7.08%	7.04%	7.03%	7.04%	7.09%	7.05%	7.07%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
L	PVH RN MANAGER-CBRF		30.76	31.48	32.19	32.91	33.62	34.34	35.05	35.77
	PVH RN MANAGER	2.25%	\$ 0.69	\$ 0.71	\$ 0.72	\$ 0.74	\$ 0.76	\$ 0.77	\$ 0.79	\$ 0.80
			\$ 31.45	\$ 32.19	\$ 32.91	\$ 33.65	\$ 34.38	\$ 35.11	\$ 35.84	\$ 36.57
		2.07%	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.70	\$ 0.71	\$ 0.73	\$ 0.74	\$ 0.76
			\$ 32.10	\$ 32.86	\$ 33.59	\$ 34.35	\$ 35.09	\$ 35.84	\$ 36.58	\$ 37.33
		1.56%	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.58
			\$ 32.60	\$ 33.37	\$ 34.11	\$ 34.89	\$ 35.64	\$ 36.40	\$ 37.15	\$ 37.91
		1.00%	\$ 0.33	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.36	\$ 0.37	\$ 0.38
			\$ 32.93	\$ 33.70	\$ 34.45	\$ 35.24	\$ 36.00	\$ 36.76	\$ 37.52	\$ 38.29
			7.05%	7.05%	7.02%	7.08%	7.08%	7.05%	7.05%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
K	PVH RN SUPERVISOR Res 19-135		28.66	29.33	30.00	30.66	31.33	32.00	32.66	33.33
		2.25%	\$ 0.64	\$ 0.66	\$ 0.68	\$ 0.69	\$ 0.70	\$ 0.72	\$ 0.73	\$ 0.75
			\$ 29.30	\$ 29.99	\$ 30.68	\$ 31.35	\$ 32.03	\$ 32.72	\$ 33.39	\$ 34.08
		2.07%	\$ 0.61	\$ 0.62	\$ 0.64	\$ 0.65	\$ 0.66	\$ 0.68	\$ 0.69	\$ 0.71
			\$ 29.91	\$ 30.61	\$ 31.32	\$ 32.00	\$ 32.69	\$ 33.40	\$ 34.08	\$ 34.79
		1.56%	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54
			\$ 30.38	\$ 31.09	\$ 31.81	\$ 32.50	\$ 33.20	\$ 33.92	\$ 34.61	\$ 35.33
		1.00%	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.33	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.35
			\$ 30.68	\$ 31.40	\$ 32.13	\$ 32.83	\$ 33.53	\$ 34.26	\$ 34.96	\$ 35.68
			7.05%	7.06%	7.10%	7.08%	7.02%	7.06%	7.04%	7.05%

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J	PVH HUMAN RESOURCES DIR		26.57	27.18	27.80	28.42	29.04	29.65	30.27	30.89
	PVH SOCIAL SERVICE SUPR	2.25%	\$ 0.60	\$ 0.61	\$ 0.63	\$ 0.64	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.70
	PVH REGISTERED NURSE Res 19-135		\$ 27.17	\$ 27.79	\$ 28.43	\$ 29.06	\$ 29.69	\$ 30.32	\$ 30.95	\$ 31.59
		2.07%	\$ 0.56	\$ 0.58	\$ 0.59	\$ 0.60	\$ 0.61	\$ 0.63	\$ 0.64	\$ 0.65
			\$ 27.73	\$ 28.37	\$ 29.02	\$ 29.66	\$ 30.30	\$ 30.95	\$ 31.59	\$ 32.24
		1.56%	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50
			\$ 28.16	\$ 28.81	\$ 29.47	\$ 30.12	\$ 30.77	\$ 31.43	\$ 32.08	\$ 32.74
		1.00%	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31	\$ 0.32	\$ 0.33
			\$ 28.44	\$ 29.10	\$ 29.76	\$ 30.42	\$ 31.08	\$ 31.74	\$ 32.40	\$ 33.07
			7.04%	7.06%	7.05%	7.04%	7.02%	7.05%	7.04%	7.06%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
I	PVH MAINTENANCE SUPERVISOR (7-17-18)		24.47	25.04	25.61	26.17	26.74	27.31	27.88	28.45
		2.25%	\$ 0.55	\$ 0.56	\$ 0.58	\$ 0.59	\$ 0.60	\$ 0.61	\$ 0.63	\$ 0.64
			\$ 25.02	\$ 25.60	\$ 26.19	\$ 26.76	\$ 27.34	\$ 27.92	\$ 28.51	\$ 29.09
		2.07%	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.57	\$ 0.58	\$ 0.59	\$ 0.60
			\$ 25.54	\$ 26.13	\$ 26.73	\$ 27.31	\$ 27.91	\$ 28.50	\$ 29.10	\$ 29.69
		1.56%	\$ 0.40	\$ 0.41	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.44	\$ 0.45	\$ 0.46
			\$ 25.94	\$ 26.54	\$ 27.15	\$ 27.74	\$ 28.35	\$ 28.94	\$ 29.55	\$ 30.15
		1.00%	\$ 0.26	\$ 0.27	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.30	\$ 0.30
			\$ 26.20	\$ 26.81	\$ 27.42	\$ 28.02	\$ 28.63	\$ 29.23	\$ 29.85	\$ 30.45
			7.07%	7.07%	7.07%	7.07%	7.07%	7.03%	7.07%	7.03%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
H	PVH ADMINISTRATIVE ASST		22.37	22.89	23.41	23.93	24.45	24.97	25.49	26.01
	PVH ACTIVITY DIRECTOR	2.25%	\$ 0.50	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.59
	PVH SOCIAL WORKER		\$ 22.87	\$ 23.41	\$ 23.94	\$ 24.47	\$ 25.00	\$ 25.53	\$ 26.06	\$ 26.60
		2.07%	\$ 0.47	\$ 0.48	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55
			\$ 23.34	\$ 23.89	\$ 24.44	\$ 24.98	\$ 25.52	\$ 26.06	\$ 26.60	\$ 27.15
		1.56%	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.41	\$ 0.42
			\$ 23.70	\$ 24.26	\$ 24.82	\$ 25.37	\$ 25.92	\$ 26.47	\$ 27.01	\$ 27.57
		1.00%	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27	\$ 0.28
			\$ 23.94	\$ 24.50	\$ 25.07	\$ 25.62	\$ 26.18	\$ 26.73	\$ 27.28	\$ 27.85
			7.02%	7.03%	7.09%	7.06%	7.08%	7.05%	7.02%	7.07%

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
G	PVH FOOD SERVICE SUPERVISOR		20.26	20.73	21.20	21.68	22.15	22.62	23.09	23.56
	PVH MANAGER OF INFO SYSTEMS (Res 19-82)	2.25%	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53
	PVH LPN Res 19-135		\$ 20.72	\$ 21.20	\$ 21.68	\$ 22.17	\$ 22.65	\$ 23.13	\$ 23.61	\$ 24.09
		2.07%	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50
			\$ 21.15	\$ 21.64	\$ 22.13	\$ 22.63	\$ 23.12	\$ 23.61	\$ 24.10	\$ 24.59
		1.56%	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.35	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.38
			\$ 21.48	\$ 21.98	\$ 22.48	\$ 22.98	\$ 23.48	\$ 23.98	\$ 24.48	\$ 24.97
		1.00%	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25
			\$ 21.69	\$ 22.20	\$ 22.70	\$ 23.21	\$ 23.71	\$ 24.22	\$ 24.72	\$ 25.22
			7.06%	7.09%	7.08%	7.06%	7.04%	7.07%	7.06%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
F			18.16	18.59	19.01	19.43	19.85	20.28	20.70	21.12
		2.25%	\$ 0.41	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48
			\$ 18.57	\$ 19.01	\$ 19.44	\$ 19.87	\$ 20.30	\$ 20.74	\$ 21.17	\$ 21.60
		2.07%	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45
			\$ 18.95	\$ 19.40	\$ 19.84	\$ 20.28	\$ 20.72	\$ 21.17	\$ 21.61	\$ 22.05
		1.56%	\$ 0.30	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.34
			\$ 19.25	\$ 19.70	\$ 20.15	\$ 20.60	\$ 21.04	\$ 21.50	\$ 21.95	\$ 22.39
		1.00%	\$ 0.19	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.22
			\$ 19.44	\$ 19.90	\$ 20.35	\$ 20.81	\$ 21.25	\$ 21.72	\$ 22.17	\$ 22.61
			7.05%	7.05%	7.05%	7.10%	7.05%	7.10%	7.10%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
E	FISCAL CLERK		16.06	16.44	16.81	17.19	17.56	17.93	18.31	18.68
	PVH MAINTENANCE WORKER	2.25%	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.40	\$ 0.41	\$ 0.42
	PVH MEDICATION AIDE (Res. No. 18-69)		\$ 16.42	\$ 16.81	\$ 17.19	\$ 17.58	\$ 17.96	\$ 18.33	\$ 18.72	\$ 19.10
	PVH UNIT CLERK (7-17-18)	2.07%	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40
	PVH NURSING ADMIN ASST Res 19-135		\$ 16.76	\$ 17.16	\$ 17.55	\$ 17.94	\$ 18.33	\$ 18.71	\$ 19.11	\$ 19.50
		1.56%	\$ 0.26	\$ 0.27	\$ 0.27	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.30
			\$ 17.02	\$ 17.43	\$ 17.82	\$ 18.22	\$ 18.62	\$ 19.00	\$ 19.41	\$ 19.80
		1.00%	\$ 0.17	\$ 0.17	\$ 0.18	\$ 0.18	\$ 0.19	\$ 0.19	\$ 0.19	\$ 0.20
			\$ 17.19	\$ 17.60	\$ 18.00	\$ 18.40	\$ 18.81	\$ 19.19	\$ 19.60	\$ 20.00
			7.04%	7.06%	7.08%	7.04%	7.12%	7.03%	7.05%	7.07%

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
D	PVH CNA NURSING ASSISTANT		13.97	14.29	14.62	14.94	15.27	15.59	15.92	16.24
	PVH CLERICAL ASSISTANT I (7-17-18)	2.25%	\$ 0.31	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.37
	PVH HOUSEKEEPER LEAD		\$ 14.28	\$ 14.61	\$ 14.95	\$ 15.28	\$ 15.61	\$ 15.94	\$ 16.28	\$ 16.61
	PVH LEAD COOK (Res. No. 18-68)	2.07%	\$ 0.30	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.34
	PVH UNIT CLERK		\$ 14.58	\$ 14.91	\$ 15.26	\$ 15.60	\$ 15.93	\$ 16.27	\$ 16.62	\$ 16.95
		1.56%	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25	\$ 0.26	\$ 0.26
			\$ 14.81	\$ 15.14	\$ 15.50	\$ 15.84	\$ 16.18	\$ 16.52	\$ 16.88	\$ 17.21
		1.00%	\$ 0.15	\$ 0.15	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.17	\$ 0.17	\$ 0.17
			\$ 14.96	\$ 15.29	\$ 15.66	\$ 16.00	\$ 16.34	\$ 16.69	\$ 17.05	\$ 17.38
			7.09%	7.00%	7.11%	7.10%	7.01%	7.06%	7.10%	7.02%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
C	PVH ACTIVITY AIDE		12.93	13.24	13.54	13.84	14.14	14.44	14.74	15.04
		2.25%	\$ 0.29	\$ 0.30	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.32	\$ 0.33	\$ 0.34
			\$ 13.22	\$ 13.54	\$ 13.84	\$ 14.15	\$ 14.46	\$ 14.76	\$ 15.07	\$ 15.38
		2.07%	\$ 0.27	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31	\$ 0.32
			\$ 13.49	\$ 13.82	\$ 14.13	\$ 14.44	\$ 14.76	\$ 15.07	\$ 15.38	\$ 15.70
		1.56%	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.24
			\$ 13.70	\$ 14.04	\$ 14.35	\$ 14.67	\$ 14.99	\$ 15.31	\$ 15.62	\$ 15.94
		1.00%	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.16	\$ 0.16
			\$ 13.84	\$ 14.18	\$ 14.49	\$ 14.82	\$ 15.14	\$ 15.46	\$ 15.78	\$ 16.10
			7.04%	7.10%	7.02%	7.08%	7.07%	7.06%	7.06%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
B	PVH COOK I		11.98	12.26	12.54	12.82	13.09	13.37	13.65	13.93
	PVH FOOD SERVICE WORKER II	2.25%	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31
	PVH PERSONAL CARE WORKER		\$ 12.25	\$ 12.54	\$ 12.82	\$ 13.11	\$ 13.38	\$ 13.67	\$ 13.96	\$ 14.24
	RESIDENT ASSISTANT	2.07%	\$ 0.25	\$ 0.26	\$ 0.27	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.29
			\$ 12.50	\$ 12.80	\$ 13.09	\$ 13.38	\$ 13.66	\$ 13.95	\$ 14.25	\$ 14.53
		1.56%	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23
			\$ 12.70	\$ 13.00	\$ 13.29	\$ 13.59	\$ 13.87	\$ 14.17	\$ 14.47	\$ 14.76
		1.00%	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.15
			\$ 12.83	\$ 13.13	\$ 13.42	\$ 13.73	\$ 14.01	\$ 14.31	\$ 14.61	\$ 14.91
			7.10%	7.10%	7.02%	7.10%	7.03%	7.03%	7.03%	7.04%

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Recommended Cover Letter— County Administrator Langreck (20 May 2020)