



Memorandum

Wipfli LLP

To: Ken Kittleson, Personnel Director
Ed Smudde, Personnel Coordinator

From: Julia Johnson, Senior Manager

Date: February 25, 2013

Re: Adjustments to the Salary Structure

Per your e-mail dated Friday, February 22, 2013, I have made the following adjustments.

1. Moved the Rolling Hills Active Treatment Program Assistant from Level 19 to Level 17
2. Moved the Rolling Hills Food Service Supervisor from Level 9 to Level 10
3. Moved the Accountant I from Level 16 to Level 15
4. Moved the Accountant II from Level 15 to Level 14
5. Moved the Assistant Health Director from Level 8 to Level 7
6. Moved the Sanitation & Zoning Officer from Level 12 to Level 11

On the basis of our discussion, I understand these changes are a result of feedback received from the Monroe County Board Supervisors and employees during the February 20, 2013 meeting. Subsequent discussion of concerns expressed and requests made with Cathy Schmidt and the project team resulted in these changes.

I've attached the modified 2013 Salary Structure and 2012 Comparative Ratio Analysis. It is suggested that you place these modified documents into your project binder.

We now consider this project final. You will be able to make any further adjustments without support from us. However, we are available to provide assistance as desired.

Thank you!

**MONROE COUNTY
2013 SALARY RANGES @ 50th PERCENTILE (2.25.2013)**

Pay Group	Job Title	Dept	Annual			Hourly		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	County Administrator	ADM	\$77,440	\$96,800	\$116,160	\$37.23	\$46.54	\$55.85
2	OPEN		\$72,019	\$90,024	\$108,029	\$34.62	\$43.28	\$51.94
3	OPEN		\$66,978	\$83,722	\$100,467	\$32.20	\$40.25	\$48.30
4	Corporation Counsel Finance Director Highway Commissioner Human Services Director Personnel Director Rolling Hills Administrator	CC FIN HWY HS PER RH	\$62,289	\$77,862	\$93,434	\$29.95	\$37.43	\$44.92
5	Information Systems Director	IS	\$57,929	\$72,411	\$86,894	\$27.85	\$34.81	\$41.78
6	Clinical Administrator Director of Nursing Health Director/Health Officer	HS RH HD	\$53,874	\$67,343	\$80,811	\$25.90	\$32.38	\$38.85
7	Assistant Director of Health Department Chief Deputy	HD SHE	\$50,103	\$62,629	\$75,154	\$24.09	\$30.11	\$36.13
8	Assistant Director of Nursing/Rehab Services Communications Center Administrator Forestry & Parks Administrator Lieutenant Property Manager Public Health Nurse Sanitation & Zoning Administrator Social Work Supervisor Solid Waste Manager	RH CCTR FP SHE MNT HD SPZ HS SW	\$46,596	\$58,245	\$69,894	\$22.40	\$28.00	\$33.60
9	Assistant Finance Director/HS Business Services Highway Patrol Supervisor Resident Care Coordinator RN Supervisor Senior Services Director	FIN HWY RH RH SS	\$43,334	\$54,168	\$65,001	\$20.83	\$26.04	\$31.25
10	Child Support Director County Conservationist Director of Active Treatment Director of Activity Director of Social Services Economic Support Supervisor Emergency Management Coordinator Food Service Supervisor Information Systems Analyst Justice Coordinator Personnel Coordinator Registered Nurse RH Business & Environmental Services Director Sergeant Shop Superintendent Social Worker II	CS LC RH RH RH HS EM RH IS JUS PER RH FIN SHE HWY HS	\$40,301	\$50,376	\$60,451	\$19.38	\$24.22	\$29.06
11	Information Systems Specialist Investigator Patrol/Investigator Real Property Coordinator Sanitation & Zoning Officer Social Worker I Social Worker I WIC Coordinator/Nutritionist	IS DA SHE TRE SPZ RH HS HD	\$37,480	\$46,849	\$56,219	\$18.02	\$22.52	\$27.03

MONROE COUNTY
2013 SALARY RANGES @ 50th PERCENTILE (2.25.2013)

Pay Group	Job Title	Dept	Annual			Hourly		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
12	County Historian/Director	HIST	\$34,856	\$43,570	\$52,284	\$16.76	\$20.95	\$25.14
	District Attorney Office Manager II	DA						
	Equipment Operator II	HWY						
	Highway Foreman	HWY						
	Human Services Administrative Coordinator	HS						
	Soil & Water Conservationist	LC						
	Veteran Services Officer	VS						
WIC Nutrition Educator	HD							
13	Administrative Assistant II	CA	\$32,416	\$40,520	\$48,624	\$15.58	\$19.48	\$23.38
	Assistant Justice Coordinator	JUS						
	Equipment Operator I	HWY						
	Highway Sign Person	HWY						
	Jailer	SHE						
	Judicial Assistant	CIR						
	Legal Secretary	CC						
	Legal Secretary	DA						
	Mechanic	HWY						
	Highway Parts Person	HWY						
	Preventative Maintenance Technician	MNT						
Welder	HWY							
14	Accounts Receivable Clerk/Accountant II	FIN	\$30,147	\$37,684	\$45,220	\$14.49	\$18.12	\$21.74
	Assistant Activity Director/Volunteer Coordinator	RH						
	Assistant Mechanic	HWY						
	Deputy Clerk of Court/Accountant II	CLC						
	Director of Medical Records	RH						
	Dispatcher	CCTR						
	Highway Office Manager I	HWY						
	Human Services Accountant II	FIN						
	Humane Officer	SPZ						
	Justice Program Specialist	JUS						
	Medical Records Technician	HD						
	Section Leader	HWY						
Sheriff Office Manager I	SHE							
15	Accounts Payable Clerk/Accountant I	FIN	\$28,037	\$35,046	\$42,055	\$13.48	\$16.85	\$20.22
	Bailiff	SHE						
	Benefit Specialist	SS						
	Child Support Specialist	CS						
	Deputy Register of Deeds	ROD						
	Health Department Accountant I	FIN						
	Highway Helper	HWY						
	Human Services Accountant I	FIN						
	Licensed Practical Nurse	RH						
	Medical Transcriptionist/Office Clerk II	HD						
	Medical Transcriptionist/Office Clerk II	RH						
	Payroll Clerk/Accountant I	FIN						
	Public Works Laborer	HWY						
	Register in Probate	CIR						
	Senior Services Accountant I	FIN						
16	Administrative Assistant I	ME	\$26,074	\$32,593	\$39,111	\$12.54	\$15.67	\$18.80
	Administrative Assistant I	SPZ						
	Administrative Assistant I	EM						
	Administrative Assistant I	EXT						
	Administrative Assistant I	SHE						
	Bond Programming Assistant	JUS						
	Deputy Veteran Services Officer	VS						
	Deputy County Treasurer	TRE						
	Deputy County Clerk	COC						
	Economic Support Specialist	HS						
	Forestry & Parks Park Ranger	FP						
	Interstate Specialist/Administrative Assistant I	CS						
	Nutrition Program Coordinator	SS						
	Receptionist/Administrative Assistant I	SHE						

MONROE COUNTY
2013 SALARY RANGES @ 50th PERCENTILE (2.25.2013)

Pay Group	Job Title	Dept	Annual			Hourly		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
16 (cont)	Resident Service Coordinator	RH						
	Social Services Aide	HS						
	Transportation Coordinator	SS						
	Victim/Witness Specialist	DA						
17	Accounts Office Clerk II	HWY	\$24,249	\$30,311	\$36,373	\$11.66	\$14.57	\$17.49
	Active Treatment Program Assistant	RH						
	Beautician	RH						
	Child Support Office Clerk II	CS						
	Civil Office Clerk II	CLC						
	Clerk Of Courts Office Clerk II	CLC						
	Court Office Clerk II	CLC						
	Criminal Office Clerk II	CLC						
	Dietary/Head Cook	RH						
	District Attorney Office Clerk II	DA						
	Family Office Clerk II	CLC						
	Juvenile Court Office Clerk II	CIR						
	Maintenance Custodian	MNT						
	Recording Office Clerk II	ROD						
	Small Claims Office Clerk II	CLC						
	Traffic Office Clerk II	CIR						
Treasurer Office Clerk II	TRE							
Unit Secretary Office Clerk II	HS							
18	Jury/Traffic Office Clerk I	CLC	\$22,552	\$28,189	\$33,827	\$10.84	\$13.55	\$16.26
	Purchasing/License Office Clerk I	COC						
	Receptionist/Office Clerk I	CLC						
	Receptionist/Office Clerk I	SPZ						
	Senior Services Office Clerk I	SS						
	Solid Waste Office Clerk I	SW						
	Transcriptionist Office Clerk I	HS						
WIC Health Screener/Office Clerk I	HD							
19	Dietary Cook	RH	\$20,973	\$26,216	\$31,459	\$10.08	\$12.60	\$15.12
	Nursing Assistant	RH						
	Transportation Aide	RH						
20	Activity Aide	RH	\$19,505	\$24,381	\$29,257	\$9.38	\$11.72	\$14.07
	Dietary Aide	RH						
	Dietary Aide/Housekeeper	RH						
	Housekeeper	RH						
	Laundry Aide	RH						
	Mini-Bus Driver	SS						
	Research Assistant	HIS						
	Site Manager/Driver	SS						
	Supply Aide	RH						
Van Driver	SS							
21	OPEN		\$18,139	\$22,674	\$27,209	\$8.72	\$10.90	\$13.08

benchmark positions

MONROE COUNTY

2012 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE (2.25.2013)

Pay Grade	Employee Name	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
1	Catherine Schmit	County Administrator	ADM	\$89,423	\$42.99	\$37.23	\$46.54	\$55.85	92%		
2	OPEN	OPEN				\$34.62	\$43.28	\$51.94			
3	OPEN	OPEN				\$32.20	\$40.25	\$48.30			
4	Andrew Kaftan	Corporation Counsel	CC	\$63,378	\$30.47	\$29.94	\$37.43	\$44.92	81%		
	Tina Osterberg	Finance Director	FN	\$66,061	\$31.76	\$29.94	\$37.43	\$44.92	85%		
	Jack Dittmar	Highway Commissioner	HWY	\$74,027	\$35.59	\$29.94	\$37.43	\$44.92	95%		
	Linda Lazer	Human Services Director	HS	\$70,179	\$33.74	\$29.94	\$37.43	\$44.92	90%		
	Kenneth Kittleson	Personnel Director	PER	\$74,027	\$35.59	\$29.94	\$37.43	\$44.92	95%		
	Linda Anderson	Rolling Hills Administrator	RH	\$65,187	\$31.34	\$29.94	\$37.43	\$44.92	84%		
5	John Mehala	Information Systems Director	IS	\$64,293	\$30.91	\$27.85	\$34.81	\$41.77	89%		
6	Susan Rettler	Clinical Administrator	HS	\$64,293	\$30.91	\$25.90	\$32.38	\$38.86	95%		
	Mary Beth Hanson	Director of Nursing	RH	\$64,085	\$30.81	\$25.90	\$32.38	\$38.86	95%		
	Sharon Nelson	Health Director/Health Officer	HD	\$74,027	\$35.59	\$25.90	\$32.38	\$38.86	110%		
7	Pamela Rainwater	Assistant Director of Health Department	HD	\$64,293	\$30.91	\$24.09	\$30.11	\$36.13	103%		
	Lisa Josvai	Chief Deputy	SHE	\$64,293	\$30.91	\$24.09	\$30.11	\$36.13	103%		
8	VACANT	Assistant Director of Nursing/Rehab Services	RH			\$22.40	\$28.00	\$33.60			
	Randy Williams	Communications Center Administrator	CCTR	\$51,355	\$24.69	\$22.40	\$28.00	\$33.60	88%		
	Charles Ziegler	Forestry & Parks Administrator	FP	\$52,458	\$25.22	\$22.40	\$28.00	\$33.60	90%		
	Robert Conroy	Lieutenant	SHE	\$59,904	\$28.80	\$22.40	\$28.00	\$33.60	103%		
	Stanley Hendrickson Jr.	Lieutenant	SHE	\$51,355	\$24.69	\$22.40	\$28.00	\$33.60	88%		
	Garry Spohn	Property Manager	MNT	\$56,077	\$26.96	\$22.40	\$28.00	\$33.60	96%		
	Ann Anderson	Public Health Nurse	HD	\$52,458	\$25.22	\$22.40	\$28.00	\$33.60	90%		
	Rebecca Campbell	Public Health Nurse	HD	\$52,458	\$25.22	\$22.40	\$28.00	\$33.60	90%		
	Marcia Jandt	Public Health Nurse	HD	\$52,458	\$25.22	\$22.40	\$28.00	\$33.60	90%		
	Joy Krueger	Public Health Nurse	HD	\$53,726	\$25.83	\$22.40	\$28.00	\$33.60	92%		
	Jennifer Pederson	Public Health Nurse	HD	\$48,651	\$23.39	\$22.40	\$28.00	\$33.60	84%		
	Alison Elliott	Sanitation & Zoning Administrator	SPZ	\$52,458	\$25.22	\$22.40	\$28.00	\$33.60	90%		
	Ronald Hamilton	Social Work Supervisor	HS	\$64,293	\$30.91	\$22.40	\$28.00	\$33.60	110%		
	Gail Frie	Solid Waste Manager	SW	\$56,077	\$26.96	\$22.40	\$28.00	\$33.60	96%		
9	Patricia Lembitz	Assistant Finance Director/HS Business Services	FIN	\$51,355	\$24.69	\$20.83	\$26.04	\$31.25	95%		
	Dennis Dickman	Highway Patrol Supervisor	HWY	\$46,779	\$22.49	\$20.83	\$26.04	\$31.25	86%		
	Jon Pauley	Highway Patrol Supervisor	HWY	\$52,000	\$25.00	\$20.83	\$26.04	\$31.25	96%		
	Sara Becker	Resident Care Coordinator	RH	\$52,458	\$25.22	\$20.83	\$26.04	\$31.25	97%		
	Lisa Beran	Resident Care Coordinator	RH	\$63,190	\$30.38	\$20.83	\$26.04	\$31.25	117%	approaching maximum	
	Michelle Vieth	Resident Care Coordinator	RH	\$50,544	\$24.30	\$20.83	\$26.04	\$31.25	93%		
	Lucinda Barth	RN Supervisor	RH	\$51,230	\$24.63	\$20.83	\$26.04	\$31.25	95%		
	Marlene Buros	RN Supervisor	RH	\$50,190	\$24.13	\$20.83	\$26.04	\$31.25	93%		
	Laura Rumpel	Senior Services Director	SS	\$59,904	\$28.80	\$20.83	\$26.04	\$31.25	111%		

MONROE COUNTY

2012 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE (2.25.2013)

Pay Grade	Employee Name	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
10	Pamela Pipkin	Child Support Director	CS	\$46,010	\$22.12	\$19.38	\$24.22	\$29.06	91%		
	Allen Hoff	County Conservationist	LC	\$59,904	\$28.80	\$19.38	\$24.22	\$29.06	119%	approaching maximum	
	Patricia Gibbons	Director of Active Treatment	RH	\$42,973	\$20.66	\$19.38	\$24.22	\$29.06	85%		
	Linda Fabry	Director of Activity	RH	\$52,458	\$25.22	\$19.38	\$24.22	\$29.06	104%		
	Christine Nelson	Director of Social Services	RH	\$52,458	\$25.22	\$19.38	\$24.22	\$29.06	104%		
	VACANT	Economic Support Supervisor	HS			\$19.38	\$24.22	\$29.06			
	Cynthia Struve	Emergency Management Coordinator	EM	\$56,077	\$26.96	\$19.38	\$24.22	\$29.06	111%		
	Susan Jeffers	Food Service Supervisor	RH	\$46,779	\$22.49	\$19.38	\$24.22	\$29.06	93%		
	Denise Sowle	Information Systems Analyst	IS	\$45,552	\$21.90	\$19.38	\$24.22	\$29.06	90%		
	Margaret Erkel-Thorson	Justice Coordinator	JUS	\$50,544	\$24.30	\$19.38	\$24.22	\$29.06	100%		
	Edward Smudde	Personnel Coordinator	PER	\$33,987	\$16.34	\$19.38	\$24.22	\$29.06	67%	below minimum	\$6,315
	Nanette Harris	Registered Nurse	RH	\$47,174	\$22.68	\$19.38	\$24.22	\$29.06	94%		
	Janis Hyatt	Registered Nurse	RH	\$57,512	\$27.65	\$19.38	\$24.22	\$29.06	114%		
	Toni Winsand	Registered Nurse	RH	\$53,331	\$25.64	\$19.38	\$24.22	\$29.06	106%		
	Rebecca Wright	Registered Nurse	RH	\$43,077	\$20.71	\$19.38	\$24.22	\$29.06	86%		
	Maria Wunnecka	Registered Nurse	RH	\$44,866	\$21.57	\$19.38	\$24.22	\$29.06	89%		
	Garlynn Brookshaw	RH Business & Environmental Services Director	FIN	\$50,544	\$24.30	\$19.38	\$24.22	\$29.06	100%		
	Jana Dahmen	Sergeant	SHE	\$45,490	\$21.87	\$19.38	\$24.22	\$29.06	90%		
	Patricia Fish	Sergeant	SHE	\$46,010	\$22.12	\$19.38	\$24.22	\$29.06	91%		
	Ryan Hallman	Sergeant	SHE	\$45,490	\$21.87	\$19.38	\$24.22	\$29.06	90%		
	Jeffrey Leis	Sergeant	SHE	\$46,426	\$22.32	\$19.38	\$24.22	\$29.06	92%		
	Scott Perkins	Sergeant	SHE	\$46,426	\$22.32	\$19.38	\$24.22	\$29.06	92%		
	Ronald Rader	Sergeant	SHE	\$46,426	\$22.32	\$19.38	\$24.22	\$29.06	92%		
	James Shisler	Sergeant	SHE	\$46,426	\$22.32	\$19.38	\$24.22	\$29.06	92%		
	Bill Pieper	Shop Superintendent	HWY	\$46,010	\$22.12	\$19.38	\$24.22	\$29.06	91%		
	VACANT	Social Worker II	HS			\$19.38	\$24.22	\$29.06			
11	Christopher Johnson	Information Systems Specialist	IS	\$41,038	\$19.73	\$18.02	\$22.52	\$27.02	88%		
	Donald Henry	Investigator	DA	\$36,920	\$17.75	\$18.02	\$22.52	\$27.02	79%	below minimum	\$553
	Kirk Bedenbaugh	Patrol/Investigator	SHE	\$44,179	\$21.24	\$18.02	\$22.52	\$27.02	94%		
	John Brose Jr.	Patrol/Investigator	SHE	\$44,179	\$21.24	\$18.02	\$22.52	\$27.02	94%		
	Fritz Degner	Patrol/Investigator	SHE	\$44,179	\$21.24	\$18.02	\$22.52	\$27.02	94%		
	Joshua Jungen	Patrol/Investigator	SHE	\$44,179	\$21.24	\$18.02	\$22.52	\$27.02	94%		
	Michelle Larsen	Patrol/Investigator	SHE	\$44,179	\$21.24	\$18.02	\$22.52	\$27.02	94%		
	Ryan Lee	Patrol/Investigator	SHE	\$44,179	\$21.24	\$18.02	\$22.52	\$27.02	94%		
	Jesse Murphy	Patrol/Investigator	SHE	\$44,179	\$21.24	\$18.02	\$22.52	\$27.02	94%		
	Ryan Oswald	Patrol/Investigator	SHE	\$44,179	\$21.24	\$18.02	\$22.52	\$27.02	94%		
	Jeffrey Spencer	Patrol/Investigator	SHE	\$44,595	\$21.44	\$18.02	\$22.52	\$27.02	95%		
	Jeffrey Sullivan	Patrol/Investigator	SHE	\$45,531	\$21.89	\$18.02	\$22.52	\$27.02	97%		
	David Sundvall	Patrol/Investigator	SHE	\$44,179	\$21.24	\$18.02	\$22.52	\$27.02	94%		
	Clayton Tester	Patrol/Investigator	SHE	\$45,115	\$21.69	\$18.02	\$22.52	\$27.02	96%		
	Frederick Von Ruden	Patrol/Investigator	SHE	\$45,115	\$21.69	\$18.02	\$22.52	\$27.02	96%		
	Ryan Williams	Patrol/Investigator	SHE	\$41,642	\$20.02	\$18.02	\$22.52	\$27.02	89%		
	Jeremiah Erickson	Real Property Coordinator	TRE	\$49,088	\$23.60	\$18.02	\$22.52	\$27.02	105%		
	Kenneth Elliott	Sanitation & Zoning Officer	SPZ	\$49,088	\$23.60	\$18.02	\$22.52	\$27.02	105%		
	Jessica Schaitel	Social Worker I	RH	\$49,088	\$23.60	\$18.02	\$22.52	\$27.02	105%		
	Daina Dobbs	Social Worker I	HS	\$50,274	\$24.17	\$18.02	\$22.52	\$27.02	107%		
	Elizabeth Faulkener Baldwin	Social Worker I	HS	\$47,632	\$22.90	\$18.02	\$22.52	\$27.02	102%		
	Erin Hilleshiem	Social Worker I	HS	\$47,632	\$22.90	\$18.02	\$22.52	\$27.02	102%		
	Dia Holseth	Social Worker I	HS	\$50,274	\$24.17	\$18.02	\$22.52	\$27.02	107%		
	Sarah Koenen	Social Worker I	HS	\$50,274	\$24.17	\$18.02	\$22.52	\$27.02	107%		
	Judy Krause	Social Worker I	HS	\$47,632	\$22.90	\$18.02	\$22.52	\$27.02	102%		

MONROE COUNTY

2012 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE (2.25.2013)

Pay Grade	Employee Name	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
11	Anne Lovelace	Social Worker I	HS	\$45,053	\$21.66	\$18.02	\$22.52	\$27.02	96%		
(cont)	Laura Mahan	Social Worker I	HS	\$50,274	\$24.17	\$18.02	\$22.52	\$27.02	107%		
	Scott Mathison	Social Worker I	HS	\$45,053	\$21.66	\$18.02	\$22.52	\$27.02	96%		
	Jamie Nordin	Social Worker I	HS	\$47,632	\$22.90	\$18.02	\$22.52	\$27.02	102%		
	Janet Parent	Social Worker I	HS	\$47,632	\$22.90	\$18.02	\$22.52	\$27.02	102%		
	Gina Phelps	Social Worker I	HS	\$47,632	\$22.90	\$18.02	\$22.52	\$27.02	102%		
	Robin Ryba	Social Worker I	HS	\$50,274	\$24.17	\$18.02	\$22.52	\$27.02	107%		
	Jenny Schultz	Social Worker I	HS	\$47,632	\$22.90	\$18.02	\$22.52	\$27.02	102%		
	Michael Spah	Social Worker I	HS	\$42,702	\$20.53	\$18.02	\$22.52	\$27.02	91%		
	Tammy Stenslien	Social Worker I	HS	\$50,274	\$24.17	\$18.02	\$22.52	\$27.02	107%		
	Lori Svendsen	Social Worker I	HS	\$51,834	\$24.92	\$18.02	\$22.52	\$27.02	111%		
	Kellee Tourdot	Social Worker I	HS	\$47,632	\$22.90	\$18.02	\$22.52	\$27.02	102%		
	Daniel Williams	Social Worker I	HS	\$44,262	\$21.28	\$18.02	\$22.52	\$27.02	94%		
	Patricia Hagen	WIC Coordinator/Nutritionist	HD	\$52,458	\$25.22	\$18.02	\$22.52	\$27.02	112%		
12	Jarrod Roll	County Historian/Director	HIST	\$46,010	\$22.12	\$16.76	\$20.95	\$25.14	106%		
	Lynn Kloety-Jamesson	District Attorney Office Manager II	DA	\$40,602	\$19.52	\$16.76	\$20.95	\$25.14	93%		
	William Brueggen	Equipment Operator II	HWY	\$39,229	\$18.86	\$16.76	\$20.95	\$25.14	90%		
	Paul Geier	Equipment Operator II	HWY	\$39,229	\$18.86	\$16.76	\$20.95	\$25.14	90%		
	Mark Schmitz	Equipment Operator II	HWY	\$39,229	\$18.86	\$16.76	\$20.95	\$25.14	90%		
	Michael Flock	Highway Foreman	HWY	\$40,435	\$19.44	\$16.76	\$20.95	\$25.14	93%		
	Cathy Abbott	Human Services Administrative Coordinator	HS	\$46,010	\$22.12	\$16.76	\$20.95	\$25.14	106%		
	Robert Micheel	Soil & Water Conservationist	LC	\$49,088	\$23.60	\$16.76	\$20.95	\$25.14	113%		
	Bryce Richardson	Soil & Water Conservationist	LC	\$49,088	\$23.60	\$16.76	\$20.95	\$25.14	113%		
	Kathleen Gausmann	Veteran Services Officer	VS	\$46,010	\$22.12	\$16.76	\$20.95	\$25.14	106%		
	Mary Cheever	WIC Nutrition Educator	HD	\$49,088	\$23.60	\$16.76	\$20.95	\$25.14	113%		
13	VACANT	Administrative Assistant II	CA			\$15.58	\$19.48	\$23.38			
	Eric Weihe	Assistant Justice Coordinator	JUS	\$35,339	\$16.99	\$15.58	\$19.48	\$23.38	87%		
	Scott Erickson	Equipment Operator I	HWY	\$38,418	\$18.47	\$15.58	\$19.48	\$23.38	95%		
	Michael Pierce	Equipment Operator I	HWY	\$38,418	\$18.47	\$15.58	\$19.48	\$23.38	95%		
	Tim Greeno	Highway Sign Person	HWY	\$39,229	\$18.86	\$15.58	\$19.48	\$23.38	97%		
	Clark Anderson	Jailer	SHE	\$38,459	\$18.49	\$15.58	\$19.48	\$23.38	95%		
	Kristine Becker	Jailer	SHE	\$41,517	\$19.96	\$15.58	\$19.48	\$23.38	102%		
	Andrew Berg	Jailer	SHE	\$41,517	\$19.96	\$15.58	\$19.48	\$23.38	102%		
	Sandra Beutin	Jailer	SHE	\$41,517	\$19.96	\$15.58	\$19.48	\$23.38	102%		
	Stephanie Guth	Jailer	SHE	\$38,459	\$18.49	\$15.58	\$19.48	\$23.38	95%		
	Ashley Jakowski	Jailer	SHE	\$41,517	\$19.96	\$15.58	\$19.48	\$23.38	102%		
	Jeremy Likely	Jailer	SHE	\$38,459	\$18.49	\$15.58	\$19.48	\$23.38	95%		
	Kevin Raddatz	Jailer	SHE	\$42,037	\$20.21	\$15.58	\$19.48	\$23.38	104%		
	Neil Schmeling	Jailer	SHE	\$41,517	\$19.96	\$15.58	\$19.48	\$23.38	102%		
	Lauren Whipple	Jailer	SHE	\$41,517	\$19.96	\$15.58	\$19.48	\$23.38	102%		
	Ethan Young	Jailer	SHE	\$38,459	\$18.49	\$15.58	\$19.48	\$23.38	95%		
	Mary Miller	Judicial Assistant	CIR	\$34,757	\$16.71	\$15.58	\$19.48	\$23.38	86%		
	Beatrice Pfaff	Judicial Assistant	CIR	\$34,757	\$16.71	\$15.58	\$19.48	\$23.38	86%		
	Denise Secrist	Judicial Assistant	CIR	\$34,757	\$16.71	\$15.58	\$19.48	\$23.38	86%		
	Samantha Wright	Legal Secretary	CC	\$31,491	\$15.14	\$15.58	\$19.48	\$23.38	78%	below minimum	\$924
	Joyce Davis	Legal Secretary	DA	\$36,816	\$17.70	\$15.58	\$19.48	\$23.38	91%		
	Sara Kast-Clark	Legal Secretary	DA	\$36,816	\$17.70	\$15.58	\$19.48	\$23.38	91%		
	Cynthia Lydon	Legal Secretary	DA	\$35,485	\$17.06	\$15.58	\$19.48	\$23.38	88%		
	Gerald Chaffee	Mechanic	HWY	\$39,229	\$18.86	\$15.58	\$19.48	\$23.38	97%		
	Bryan Grandall	Mechanic	HWY	\$39,229	\$18.86	\$15.58	\$19.48	\$23.38	97%		

MONROE COUNTY

2012 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE (2.25.2013)

Pay Grade	Employee Name	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
13	Robert Speicher	Mechanic	HWY	\$39,229	\$18.86	\$15.58	\$19.48	\$23.38	97%		
(cont)	Kurt Schendel	Highway Parts Person	HWY	\$38,418	\$18.47	\$15.58	\$19.48	\$23.38	95%		
	Garry Marten	Preventative Maintenance Technician	MNT	\$36,816	\$17.70	\$15.58	\$19.48	\$23.38	91%		
	Ryan Smith	Preventative Maintenance Technician	MNT	\$35,485	\$17.06	\$15.58	\$19.48	\$23.38	88%		
	John Paulson	Welder	HWY	\$37,294	\$17.93	\$15.58	\$19.48	\$23.38	92%		
14	Diane Johnson	Accounts Receivable Clerk/Accountant II	FIN	\$36,275	\$17.44	\$14.50	\$18.12	\$21.74	96%		
	Patricia Horstmann	Assistant Activity Director/Volunteer Coordinator	RH	\$36,920	\$17.75	\$14.50	\$18.12	\$21.74	98%		
	VACANT	Assistant Mechanic	HWY			\$14.50	\$18.12	\$21.74			
	Kay Kast	Deputy Clerk of Court/Accountant II	CLC	\$39,083	\$18.79	\$14.50	\$18.12	\$21.74	104%		
	Debera Hayes	Director of Medical Records	RH	\$38,126	\$18.33	\$14.50	\$18.12	\$21.74	101%		
	Patrick Deethardt	Dispatcher	CCTR	\$38,542	\$18.53	\$14.50	\$18.12	\$21.74	102%		
	Jason Ehlinger	Dispatcher	CCTR	\$38,542	\$18.53	\$14.50	\$18.12	\$21.74	102%		
	Jessica Hemmerich	Dispatcher	CCTR	\$38,542	\$18.53	\$14.50	\$18.12	\$21.74	102%		
	Richard Laxton	Dispatcher	CCTR	\$38,542	\$18.53	\$14.50	\$18.12	\$21.74	102%		
	Sherri Linenberg	Dispatcher	CCTR	\$39,478	\$18.98	\$14.50	\$18.12	\$21.74	105%		
	Mark Loether	Dispatcher	CCTR	\$38,542	\$18.53	\$14.50	\$18.12	\$21.74	102%		
	Kim Mantzke	Dispatcher	CCTR	\$39,478	\$18.98	\$14.50	\$18.12	\$21.74	105%		
	Kathryn Noel	Dispatcher	CCTR	\$38,542	\$18.53	\$14.50	\$18.12	\$21.74	102%		
	Krista Perkins	Dispatcher	CCTR	\$38,542	\$18.53	\$14.50	\$18.12	\$21.74	102%		
	Darlene Pintarro	Dispatcher	CCTR	\$38,542	\$18.53	\$14.50	\$18.12	\$21.74	102%		
	Amanda Revels	Dispatcher	CCTR	\$38,542	\$18.53	\$14.50	\$18.12	\$21.74	102%		
	Adam Robarge	Dispatcher	CCTR	\$38,542	\$18.53	\$14.50	\$18.12	\$21.74	102%		
	Dawn Smith	Dispatcher	CCTR	\$39,478	\$18.98	\$14.50	\$18.12	\$21.74	105%		
	Rebecca Pitel	Highway Office Manager I	HWY	\$33,280	\$16.00	\$14.50	\$18.12	\$21.74	88%		
	Diane Erickson	Human Services Accountant II	FIN	\$39,083	\$18.79	\$14.50	\$18.12	\$21.74	104%		
	Paulette Hansen	Humane Officer	SPZ	\$39,083	\$18.79	\$14.50	\$18.12	\$21.74	104%		
	VACANT	Justice Program Specialist	JUS			\$14.50	\$18.12	\$21.74			
	Laura Davis	Medical Records Technician	HD	\$32,843	\$15.79	\$14.50	\$18.12	\$21.74	87%		
	Arthur Baldwin	Section Leader	HWY	\$37,981	\$18.26	\$14.50	\$18.12	\$21.74	101%		
	John Berckman	Section Leader	HWY	\$37,981	\$18.26	\$14.50	\$18.12	\$21.74	101%		
	Robert Berendes	Section Leader	HWY	\$37,981	\$18.26	\$14.50	\$18.12	\$21.74	101%		
	Kevin Cook	Section Leader	HWY	\$37,981	\$18.26	\$14.50	\$18.12	\$21.74	101%		
	Randy Kobel	Section Leader	HWY	\$37,981	\$18.26	\$14.50	\$18.12	\$21.74	101%		
	Dwight Kuehl	Section Leader	HWY	\$39,021	\$18.76	\$14.50	\$18.12	\$21.74	104%		
	Scott Nelson	Section Leader	HWY	\$37,981	\$18.26	\$14.50	\$18.12	\$21.74	101%		
	Timothy Nerison	Section Leader	HWY	\$37,981	\$18.26	\$14.50	\$18.12	\$21.74	101%		
	Larry Rhea	Section Leader	HWY	\$39,021	\$18.76	\$14.50	\$18.12	\$21.74	104%		
	Randy Ripp	Section Leader	HWY	\$39,021	\$18.76	\$14.50	\$18.12	\$21.74	104%		
	Randall Rowan	Section Leader	HWY	\$37,981	\$18.26	\$14.50	\$18.12	\$21.74	101%		
	Randy Schmitz	Section Leader	HWY	\$39,021	\$18.76	\$14.50	\$18.12	\$21.74	104%		
	Richard Stargard	Section Leader	HWY	\$37,981	\$18.26	\$14.50	\$18.12	\$21.74	101%		
	James Stoikes	Section Leader	HWY	\$37,981	\$18.26	\$14.50	\$18.12	\$21.74	101%		
	Steven Wiedl	Section Leader	HWY	\$37,981	\$18.26	\$14.50	\$18.12	\$21.74	101%		
	Cindy Culpitt	Sheriff Office Manager I	SHE	\$40,602	\$19.52	\$14.50	\$18.12	\$21.74	108%		
15	Tina Dearman	Accounts Payable Clerk/Accountant I	FIN	\$36,816	\$17.70	\$13.48	\$16.85	\$20.22	105%		
	Brenda Herrman	Accounts Payable Clerk/Accountant I	FIN	\$36,816	\$17.70	\$13.48	\$16.85	\$20.22	105%		
	Joseph Brown	Bailiff	SHE	\$41,517	\$19.96	\$13.48	\$16.85	\$20.22	118%	approaching maximum	
	John Ruegg	Bailiff	SHE	\$42,827	\$20.59	\$13.48	\$16.85	\$20.22	122%	above maximum	
	Michael Wildes	Bailiff	SHE	\$43,347	\$20.84	\$13.48	\$16.85	\$20.22	124%	above maximum	
	Wendy Kelly	Benefit Specialist	SS	\$33,467	\$16.09	\$13.48	\$16.85	\$20.22	95%		
	Kathryn Brownell	Child Support Specialist	CS	\$39,083	\$18.79	\$13.48	\$16.85	\$20.22	112%		

MONROE COUNTY

2012 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE (2.25.2013)

Pay Grade	Employee Name	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
15	Jadell Fasnacht	Child Support Specialist	CS	\$34,840	\$16.75	\$13.48	\$16.85	\$20.22	99%		
(cont)	Bonnie Peters	Child Support Specialist	CS	\$39,083	\$18.79	\$13.48	\$16.85	\$20.22	112%		
	Sue Justin	Deputy Register of Deeds	ROD	\$36,816	\$17.70	\$13.48	\$16.85	\$20.22	105%		
	Candis Bainter	Health Department Accountant I	FIN	\$36,816	\$17.70	\$13.48	\$16.85	\$20.22	105%		
	Mark Drake	Highway Helper	HWY	\$37,211	\$17.89	\$13.48	\$16.85	\$20.22	106%		
	Timothy O'Brien	Highway Helper	HWY	\$37,211	\$17.89	\$13.48	\$16.85	\$20.22	106%		
	Robert Oswald	Highway Helper	HWY	\$37,211	\$17.89	\$13.48	\$16.85	\$20.22	106%		
	Ernest Hansen	Highway Helper	HWY	\$37,211	\$17.89	\$13.48	\$16.85	\$20.22	106%		
	Scott Jerome	Highway Helper	HWY	\$37,211	\$17.89	\$13.48	\$16.85	\$20.22	106%		
	Joanne Bernett	Human Services Accountant I	FIN	\$35,485	\$17.06	\$13.48	\$16.85	\$20.22	101%		
	Amy Haldeman	Human Services Accountant I	FIN	\$35,485	\$17.06	\$13.48	\$16.85	\$20.22	101%		
	Patricia Jenkins	Human Services Accountant I	FIN	\$33,488	\$16.10	\$13.48	\$16.85	\$20.22	96%		
	David Anderson	Licensed Practical Nurse	RH	\$35,693	\$17.16	\$13.48	\$16.85	\$20.22	102%		
	Todd Botcher	Licensed Practical Nurse	RH	\$42,952	\$20.65	\$13.48	\$16.85	\$20.22	123%	above maximum	
	Candace Brown	Licensed Practical Nurse	RH	\$38,210	\$18.37	\$13.48	\$16.85	\$20.22	109%		
	Tasha Brueggen	Licensed Practical Nurse	RH	\$40,518	\$19.48	\$13.48	\$16.85	\$20.22	116%	approaching maximum	
	David Johnson	Licensed Practical Nurse	RH	\$38,210	\$18.37	\$13.48	\$16.85	\$20.22	109%		
	Dawn Munn	Licensed Practical Nurse	RH	\$42,952	\$20.65	\$13.48	\$16.85	\$20.22	123%	above maximum	
	Bonny Schendel	Licensed Practical Nurse	RH	\$38,210	\$18.37	\$13.48	\$16.85	\$20.22	109%		
	April Schnur	Licensed Practical Nurse	RH	\$38,210	\$18.37	\$13.48	\$16.85	\$20.22	109%		
	Dawn St. Clair	Licensed Practical Nurse	RH	\$37,544	\$18.05	\$13.48	\$16.85	\$20.22	107%		
	Eric Wagner	Licensed Practical Nurse	RH	\$36,421	\$17.51	\$13.48	\$16.85	\$20.22	104%		
	Pennette Young	Licensed Practical Nurse	RH	\$38,938	\$18.72	\$13.48	\$16.85	\$20.22	111%		
	Lois Bloom	Medical Transcriptionist/Office Clerk II	HD	\$31,054	\$14.93	\$13.48	\$16.85	\$20.22	89%		
	Julie Hoekstra	Medical Transcriptionist/Office Clerk II	RH	\$31,054	\$14.93	\$13.48	\$16.85	\$20.22	89%		
	Karren Cronick	Payroll Clerk/Accountant I	FIN	\$36,816	\$17.70	\$13.48	\$16.85	\$20.22	105%		
	Marlin Julson	Public Works Laborer	HWY	\$35,277	\$16.96	\$13.48	\$16.85	\$20.22	101%		
	Patrick Kobernick	Public Works Laborer	HWY	\$35,277	\$16.96	\$13.48	\$16.85	\$20.22	101%		
	Tyson Langrehr	Public Works Laborer	HWY	\$35,277	\$16.96	\$13.48	\$16.85	\$20.22	101%		
	Scott Peterson	Public Works Laborer	HWY	\$35,277	\$16.96	\$13.48	\$16.85	\$20.22	101%		
	Lucu Rueckheim	Public Works Laborer	HWY	\$35,277	\$16.96	\$13.48	\$16.85	\$20.22	101%		
	Diane Berendes	Register in Probate	CIR	\$39,083	\$18.79	\$13.48	\$16.85	\$20.22	112%		
	Mary Brownell	Senior Services Accountant I	FIN	\$36,816	\$17.70	\$13.48	\$16.85	\$20.22	105%		
16	Penny Brueggen	Administrative Assistant I	ME	\$34,757	\$16.71	\$12.54	\$15.67	\$18.80	107%		
	April Brady	Administrative Assistant I	SPZ	\$30,181	\$14.51	\$12.54	\$15.67	\$18.80	93%		
	Kathleen Hehn	Administrative Assistant I	EM	\$34,757	\$16.71	\$12.54	\$15.67	\$18.80	107%		
	Joan Kuderer	Administrative Assistant I	EXT	\$34,757	\$16.71	\$12.54	\$15.67	\$18.80	107%		
	Terri Harrison	Administrative Assistant I	SHE	\$34,757	\$16.71	\$12.54	\$15.67	\$18.80	107%		
	Jeremy Campton	Bond Programming Assistant	JUS	\$26,603	\$12.79	\$12.54	\$15.67	\$18.80	82%		
	Kelly Ballard	Deputy Veteran Services Officer	VS	\$32,843	\$15.79	\$12.54	\$15.67	\$18.80	101%		
	Mary McClintock	Deputy County Treasurer	TRE	\$36,816	\$17.70	\$12.54	\$15.67	\$18.80	113%		
	Mary Brieske	Deputy County Clerk	COC	\$34,757	\$16.71	\$12.54	\$15.67	\$18.80	107%		
	Kelley Manske	Economic Support Specialist	HS	\$36,712	\$17.65	\$12.54	\$15.67	\$18.80	113%		
	Mary Jo Michaelson	Economic Support Specialist	HS	\$36,712	\$17.65	\$12.54	\$15.67	\$18.80	113%		
	Kari Nelson	Economic Support Specialist	HS	\$29,099	\$13.99	\$12.54	\$15.67	\$18.80	89%		
	Rachel Stedman	Economic Support Specialist	HS	\$36,712	\$17.65	\$12.54	\$15.67	\$18.80	113%		
	Kablia Vue	Economic Support Specialist	HS	\$29,099	\$13.99	\$12.54	\$15.67	\$18.80	89%		
	VACANT	Forestry & Parks Park Ranger	FP			\$12.54	\$15.67	\$18.80			
	Darlene Larson	Interstate Specialist/Administrative Assistant I	CS	\$36,816	\$17.70	\$12.54	\$15.67	\$18.80	113%		
	Vicki Vieth	Nutrition Program Coordinator	SS	\$36,816	\$17.70	\$12.54	\$15.67	\$18.80	113%		
	Rachelle Witherow	Receptionist/Administrative Assistant I	SHE	\$26,915	\$12.94	\$12.54	\$15.67	\$18.80	83%		
	Kristi Schmitz	Resident Service Coordinator	RH	\$34,757	\$16.71	\$12.54	\$15.67	\$18.80	107%		

MONROE COUNTY

2012 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE (2.25.2013)

Pay Grade	Employee Name	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
16	Kim Mangan	Social Services Aide	HS	\$35,006	\$16.83	\$12.54	\$15.67	\$18.80	107%		
(cont)	Melissa Oliver	Social Services Aide	HS	\$35,006	\$16.83	\$12.54	\$15.67	\$18.80	107%		
	Rochelle Davis	Social Services Aide	HS	\$35,006	\$16.83	\$12.54	\$15.67	\$18.80	107%		
	Diane Fennigkoh	Transportation Coordinator	SS	\$35,485	\$17.06	\$12.54	\$15.67	\$18.80	109%		
	Coleen Rapp	Victim/Witness Specialist	DA	\$32,843	\$15.79	\$12.54	\$15.67	\$18.80	101%		
17	Judith Owens	Accounts Office Clerk II	HWY	\$29,723	\$14.29	\$11.66	\$14.57	\$17.48	98%		
	Dawn McGinnis	Active Treatment Program Assistant	RH	\$31,533	\$15.16	\$11.66	\$14.57	\$17.48	104%		
	Lorie Dale	Beautician	RH	\$32,406	\$15.58	\$11.66	\$14.57	\$17.48	107%		
	Jennifer Gordee	Child Support Office Clerk II	CS	\$34,757	\$16.71	\$11.66	\$14.57	\$17.48	115%		
	Sara Swiatly	Civil Office Clerk II	CLC	\$30,971	\$14.89	\$11.66	\$14.57	\$17.48	102%		
	Kimberly Meyer	Clerk Of Courts Office Clerk II	CLC	\$26,603	\$12.79	\$11.66	\$14.57	\$17.48	88%		
	Jennifer Noack	Court Office Clerk II	CLC	\$28,517	\$13.71	\$11.66	\$14.57	\$17.48	94%		
	Holly McCaskey	Criminal Office Clerk II	CLC	\$30,971	\$14.89	\$11.66	\$14.57	\$17.48	102%		
	VACANT	Dietary/Head Cook	RH			\$11.66	\$14.57	\$17.48			
	Lisa Beron	District Attorney Office Clerk II	DA	\$32,219	\$15.49	\$11.66	\$14.57	\$17.48	106%		
	Sue Schams	District Attorney Office Clerk II	DA	\$28,517	\$13.71	\$11.66	\$14.57	\$17.48	94%		
	Helyn Savone	Family Office Clerk II	CLC	\$33,488	\$16.10	\$11.66	\$14.57	\$17.48	111%		
	Robin Isensee	Juvenile Court Office Clerk II	CIR	\$29,723	\$14.29	\$11.66	\$14.57	\$17.48	98%		
	William Mantzke	Maintenance Custodian	MNT	\$31,054	\$14.93	\$11.66	\$14.57	\$17.48	102%		
	Dawn Schaller	Maintenance Custodian	MNT	\$31,054	\$14.93	\$11.66	\$14.57	\$17.48	102%		
	Kathryn Thrasher	Maintenance Custodian	MNT	\$31,054	\$14.93	\$11.66	\$14.57	\$17.48	102%		
	Kathleen Howard	Recording Office Clerk II	ROD	\$31,054	\$14.93	\$11.66	\$14.57	\$17.48	102%		
	Joan Sherburn	Recording Office Clerk II	ROD	\$31,054	\$14.93	\$11.66	\$14.57	\$17.48	102%		
	Wendy Evans	Small Claims Office Clerk II	CLC	\$32,219	\$15.49	\$11.66	\$14.57	\$17.48	106%		
	Laura Endres	Traffic Office Clerk II	CIR	\$33,488	\$16.10	\$11.66	\$14.57	\$17.48	111%		
	Debra Carney	Treasurer Office Clerk II	TRE	\$34,757	\$16.71	\$11.66	\$14.57	\$17.48	115%		
	Melanie Adler	Unit Secretary Office Clerk II	HS	\$24,586	\$11.82	\$11.66	\$14.57	\$17.48	81%		
	Laura Bieniek	Unit Secretary Office Clerk II	HS	\$31,949	\$15.36	\$11.66	\$14.57	\$17.48	105%		
	Susan Flock	Unit Secretary Office Clerk II	HS	\$31,949	\$15.36	\$11.66	\$14.57	\$17.48	105%		
	Gidget Gade	Unit Secretary Office Clerk II	HS	\$31,949	\$15.36	\$11.66	\$14.57	\$17.48	105%		
	Lisa Jutton	Unit Secretary Office Clerk II	HS	\$31,949	\$15.36	\$11.66	\$14.57	\$17.48	105%		
18	VACANT	Jury/Traffic Office Clerk I	CLC			\$10.84	\$13.55	\$16.26			
	Susan Aney	Purchasing/License Office Clerk I	COC	\$27,768	\$13.35	\$10.84	\$13.55	\$16.26	99%		
	Charlotte Schmitz	Receptionist/Office Clerk I	CLC	\$27,310	\$13.13	\$10.84	\$13.55	\$16.26	97%		
	Sharlee Fox	Receptionist/Office Clerk I	SPZ	\$26,250	\$12.62	\$10.84	\$13.55	\$16.26	93%		
	Lucille Allen	Senior Services Office Clerk I	SS	\$24,170	\$11.62	\$10.84	\$13.55	\$16.26	86%		
	Susan Van Geertruy	Solid Waste Office Clerk I	SW	\$34,757	\$16.71	\$10.84	\$13.55	\$16.26	123%	above maximum	
	Becky Schricker	Transcriptionist Office Clerk I	HS	\$31,949	\$15.36	\$10.84	\$13.55	\$16.26	113%		
	Gretchen Jilek	WIC Health Screener/Office Clerk I	HD	\$29,474	\$14.17	\$10.84	\$13.55	\$16.26	105%		
19	Noreen Becker	Dietary Cook	RH	\$26,229	\$12.61	\$10.08	\$12.60	\$15.12	100%		
	Elizabeth Berckman	Dietary Cook	RH	\$25,979	\$12.49	\$10.08	\$12.60	\$15.12	99%		
	Clarice Donskey	Dietary Cook	RH	\$25,979	\$12.49	\$10.08	\$12.60	\$15.12	99%		
	Linda Murphy	Dietary Cook	RH	\$26,229	\$12.61	\$10.08	\$12.60	\$15.12	100%		
	Majorie Nauman	Dietary Cook	RH	\$26,229	\$12.61	\$10.08	\$12.60	\$15.12	100%		
	Christopher Amundson	Nursing Assistant	RH	\$27,394	\$13.17	\$10.08	\$12.60	\$15.12	105%		
	Gregory Amundson	Nursing Assistant	RH	\$24,939	\$11.99	\$10.08	\$12.60	\$15.12	95%		
	Tara Anderson	Nursing Assistant	RH	\$24,939	\$11.99	\$10.08	\$12.60	\$15.12	95%		
	Amber Antony	Nursing Assistant	RH	\$27,394	\$13.17	\$10.08	\$12.60	\$15.12	105%		
	Jessica Austin	Nursing Assistant	RH	\$25,730	\$12.37	\$10.08	\$12.60	\$15.12	98%		
	Faye Baldwin	Nursing Assistant	RH	\$27,186	\$13.07	\$10.08	\$12.60	\$15.12	104%		

MONROE COUNTY

2012 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE (2.25.2013)

Pay Grade	Employee Name	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
19	Diana Bellaire	Nursing Assistant	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
(cont)	Laura Bolden	Nursing Assistant	RH	\$28,434	\$13.67	\$10.08	\$12.60	\$15.12	108%		
	Beth Burnam	Nursing Assistant	RH	\$27,144	\$13.05	\$10.08	\$12.60	\$15.12	104%		
	Lesley Casper	Nursing Assistant	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
	Jennifer Cornell	Nursing Assistant	RH	\$24,086	\$11.58	\$10.08	\$12.60	\$15.12	92%		
	Lori Crocker	Nursing Assistant	RH	\$27,186	\$13.07	\$10.08	\$12.60	\$15.12	104%		
	Katyna Curry	Nursing Assistant	RH	\$27,394	\$13.17	\$10.08	\$12.60	\$15.12	105%		
	Tiffanie Daley	Nursing Assistant	RH	\$26,104	\$12.55	\$10.08	\$12.60	\$15.12	100%		
	Tana Dewitt	Nursing Assistant	RH	\$26,520	\$12.75	\$10.08	\$12.60	\$15.12	101%		
	Lori Einer	Nursing Assistant	RH	\$27,186	\$13.07	\$10.08	\$12.60	\$15.12	104%		
	Jenna Eno	Nursing Assistant	RH	\$26,354	\$12.67	\$10.08	\$12.60	\$15.12	101%		
	Abigail Euller	Nursing Assistant	RH	\$27,394	\$13.17	\$10.08	\$12.60	\$15.12	105%		
	Amanda Franke	Nursing Assistant	RH	\$25,667	\$12.34	\$10.08	\$12.60	\$15.12	98%		
	Teresa Gilbertson	Nursing Assistant	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
	Teresa Gramling	Nursing Assistant	RH	\$27,186	\$13.07	\$10.08	\$12.60	\$15.12	104%		
	Cassandra Habhegger	Nursing Assistant	RH	\$26,104	\$12.55	\$10.08	\$12.60	\$15.12	100%		
	Jennifer Hammon	Nursing Assistant	RH	\$25,314	\$12.17	\$10.08	\$12.60	\$15.12	97%		
	Tori Hansen	Nursing Assistant	RH	\$27,394	\$13.17	\$10.08	\$12.60	\$15.12	105%		
	James Hanson	Nursing Assistant	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
	Karen Hanson	Nursing Assistant	RH	\$24,939	\$11.99	\$10.08	\$12.60	\$15.12	95%		
	Wanda Harmon	Nursing Assistant	RH	\$27,186	\$13.07	\$10.08	\$12.60	\$15.12	104%		
	Heather Huber	Nursing Assistant	RH	\$23,046	\$11.08	\$10.08	\$12.60	\$15.12	88%		
	Emma Johnson	Nursing Assistant	RH	\$23,899	\$11.49	\$10.08	\$12.60	\$15.12	91%		
	Christina Jutton	Nursing Assistant	RH	\$27,394	\$13.17	\$10.08	\$12.60	\$15.12	105%		
	Michelle Kelly	Nursing Assistant	RH	\$27,394	\$13.17	\$10.08	\$12.60	\$15.12	105%		
	Gini Koger	Nursing Assistant	RH	\$25,667	\$12.34	\$10.08	\$12.60	\$15.12	98%		
	Jennifer Koopman	Nursing Assistant	RH	\$26,104	\$12.55	\$10.08	\$12.60	\$15.12	100%		
	Kristen Kostohryz	Nursing Assistant	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
	Meghan Kotten	Nursing Assistant	RH	\$27,394	\$13.17	\$10.08	\$12.60	\$15.12	105%		
	Jennifer Kvistad	Nursing Assistant	RH	\$25,043	\$12.04	\$10.08	\$12.60	\$15.12	96%		
	Bernard Larry	Nursing Assistant	RH	\$26,104	\$12.55	\$10.08	\$12.60	\$15.12	100%		
	Danielle Lindquist	Nursing Assistant	RH	\$27,394	\$13.17	\$10.08	\$12.60	\$15.12	105%		
	Amanda McCready	Nursing Assistant	RH	\$23,899	\$11.49	\$10.08	\$12.60	\$15.12	91%		
	Brittany McGinnis	Nursing Assistant	RH	\$26,104	\$12.55	\$10.08	\$12.60	\$15.12	100%		
	Charla McGinnis	Nursing Assistant	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
	Shayla Olson	Nursing Assistant	RH	\$28,434	\$13.67	\$10.08	\$12.60	\$15.12	108%		
	Dana Parlow	Nursing Assistant	RH	\$24,627	\$11.84	\$10.08	\$12.60	\$15.12	94%		
	Lucia Pogany	Nursing Assistant	RH	\$26,104	\$12.55	\$10.08	\$12.60	\$15.12	100%		
	Barbara Riley	Nursing Assistant	RH	\$27,186	\$13.07	\$10.08	\$12.60	\$15.12	104%		
	Kayla Ryba	Nursing Assistant	RH	\$25,314	\$12.17	\$10.08	\$12.60	\$15.12	97%		
	Bonnie Scholze	Nursing Assistant	RH	\$27,186	\$13.07	\$10.08	\$12.60	\$15.12	104%		
	Judy Shaw	Nursing Assistant	RH	\$27,186	\$13.07	\$10.08	\$12.60	\$15.12	104%		
	Trulee Silver	Nursing Assistant	RH	\$24,939	\$11.99	\$10.08	\$12.60	\$15.12	95%		
	Mary Smith	Nursing Assistant	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
	Sarah Smith	Nursing Assistant	RH	\$27,810	\$13.37	\$10.08	\$12.60	\$15.12	106%		
	Monica Soat	Nursing Assistant	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
	Megan Spohn	Nursing Assistant	RH	\$27,394	\$13.17	\$10.08	\$12.60	\$15.12	105%		
	Viola Stalsberg	Nursing Assistant	RH	\$25,043	\$12.04	\$10.08	\$12.60	\$15.12	96%		
	Lindsey Stowell	Nursing Assistant	RH	\$28,434	\$13.67	\$10.08	\$12.60	\$15.12	108%		
	Bobbi Swenson	Nursing Assistant	RH	\$27,394	\$13.17	\$10.08	\$12.60	\$15.12	105%		
	Susan Titter	Nursing Assistant	RH	\$27,186	\$13.07	\$10.08	\$12.60	\$15.12	104%		
	Leatha Van Cleave	Nursing Assistant	RH	\$24,627	\$11.84	\$10.08	\$12.60	\$15.12	94%		
	Karla Wagner	Nursing Assistant	RH	\$27,186	\$13.07	\$10.08	\$12.60	\$15.12	104%		

MONROE COUNTY

2012 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE (2.25.2013)

Pay Grade	Employee Name	Job Title	Dept	Annual Salary	Hourly Rate	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment
19	Laurie Warthan	Nursing Assistant	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
(cont)	Wendy Jo Wegner	Nursing Assistant	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
	Kimberly Whipple	Nursing Assistant	RH	\$27,144	\$13.05	\$10.08	\$12.60	\$15.12	104%		
	Jade Wikkerink	Nursing Assistant	RH	\$23,899	\$11.49	\$10.08	\$12.60	\$15.12	91%		
	Gina Wilson	Nursing Assistant	RH	\$27,144	\$13.05	\$10.08	\$12.60	\$15.12	104%		
	Nou Yang	Nursing Assistant	RH	\$26,354	\$12.67	\$10.08	\$12.60	\$15.12	101%		
	Lavonda Zebell	Nursing Assistant	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
	Douglas Sullivan	Transportation Aide	RH	\$26,770	\$12.87	\$10.08	\$12.60	\$15.12	102%		
20	Sharon Brueggen	Activity Aide	RH	\$25,667	\$12.34	\$9.38	\$11.72	\$14.06	105%		
	Jessica Byom	Activity Aide	RH	\$24,648	\$11.85	\$9.38	\$11.72	\$14.06	101%		
	Elaine Kobernick	Activity Aide	RH	\$25,667	\$12.34	\$9.38	\$11.72	\$14.06	105%		
	Frances Schmidt	Activity Aide	RH	\$25,667	\$12.34	\$9.38	\$11.72	\$14.06	105%		
	Victoria Bollig	Dietary Aide	RH	\$21,944	\$10.55	\$9.38	\$11.72	\$14.06	90%		
	Allene Evenson	Dietary Aide	RH	\$24,149	\$11.61	\$9.38	\$11.72	\$14.06	99%		
	Kerri Lamon	Dietary Aide	RH	\$25,563	\$12.29	\$9.38	\$11.72	\$14.06	105%		
	Joanne Matson	Dietary Aide	RH	\$25,189	\$12.11	\$9.38	\$11.72	\$14.06	103%		
	Deborah Moskonas	Dietary Aide	RH	\$19,323	\$9.29	\$9.38	\$11.72	\$14.06	79%	below minimum	\$179
	Jeanine Odegard	Dietary Aide	RH	\$25,501	\$12.26	\$9.38	\$11.72	\$14.06	105%		
	Katrina Parlow	Dietary Aide	RH	\$23,130	\$11.12	\$9.38	\$11.72	\$14.06	95%		
	Bernadette Rynes	Dietary Aide	RH	\$22,818	\$10.97	\$9.38	\$11.72	\$14.06	94%		
	Brittney Tucker	Dietary Aide	RH	\$19,323	\$9.29	\$9.38	\$11.72	\$14.06	79%	below minimum	\$179
	Melissa Wendorf	Dietary Aide	RH	\$25,501	\$12.26	\$9.38	\$11.72	\$14.06	105%		
	Raiven Wright	Dietary Aide	RH	\$24,149	\$11.61	\$9.38	\$11.72	\$14.06	99%		
	Robin Brown	Dietary Aide/Housekeeper	RH	\$24,149	\$11.61	\$9.38	\$11.72	\$14.06	99%		
	James Wendorf	Dietary Aide/Housekeeper	RH	\$25,979	\$12.49	\$9.38	\$11.72	\$14.06	107%		
	Katelyn Hanson	Housekeeper	RH	\$26,083	\$12.54	\$9.38	\$11.72	\$14.06	107%		
	Connie Hatfield	Housekeeper	RH	\$25,667	\$12.34	\$9.38	\$11.72	\$14.06	105%		
	Carol Leis	Housekeeper	RH	\$25,667	\$12.34	\$9.38	\$11.72	\$14.06	105%		
	Kelly Loe	Housekeeper	RH	\$25,667	\$12.34	\$9.38	\$11.72	\$14.06	105%		
	Gloria Mantzke	Housekeeper	RH	\$25,667	\$12.34	\$9.38	\$11.72	\$14.06	105%		
	Katherine Thomas	Housekeeper	RH	\$25,667	\$12.34	\$9.38	\$11.72	\$14.06	105%		
	Cathy Wendland	Housekeeper	RH	\$25,667	\$12.34	\$9.38	\$11.72	\$14.06	105%		
	Beverly Treu	Laundry Aide	RH	\$25,189	\$12.11	\$9.38	\$11.72	\$14.06	103%		
	Michael Rengert	Mini-Bus Driver	SS	\$31,054	\$14.93	\$9.38	\$11.72	\$14.06	127%	above maximum	
	Paul Kuester	Research Assistant	HIS	\$26,250	\$12.62	\$9.38	\$11.72	\$14.06	108%	approaching maximum	
	Paulette Bolton	Site Manager/Driver	SS	\$29,474	\$14.17	\$9.38	\$11.72	\$14.06	121%	above maximum	
	Shirley Degenhardt	Site Manager/Driver	SS	\$29,474	\$14.17	\$9.38	\$11.72	\$14.06	121%	above maximum	
	Carol Hultberg	Site Manager/Driver	SS	\$29,474	\$14.17	\$9.38	\$11.72	\$14.06	121%	above maximum	
	Rene Pratt	Site Manager/Driver	SS	\$24,170	\$11.62	\$9.38	\$11.72	\$14.06	99%		
	Theresa Rice	Site Manager/Driver	SS	\$29,474	\$14.17	\$9.38	\$11.72	\$14.06	121%	above maximum	
	Joyce Thonesen	Site Manager/Driver	SS	\$28,413	\$13.66	\$9.38	\$11.72	\$14.06	117%	approaching maximum	
	Theresa Nichols	Supply Aide	RH	\$26,770	\$12.87	\$9.38	\$11.72	\$14.06	110%		
	Carolyn Hansen	Van Driver	SS	\$29,474	\$14.17	\$9.38	\$11.72	\$14.06	121%	above maximum	
21	OPEN	OPEN				\$8.72	\$10.90	\$13.08			
									CR AVERAGE	101%	

below minimum (<80%)
 approaching maximum (116%-119%)
 at or above maximum (120% and over)

Estimated Impact of Bringing Employees To Minimum of Range Assuming All Employees Work 2080 hours*

\$8,149.44