

Agenda Item Report



Winnebago County
The Wave of the Future

DATE: December 14, 2021
TO: Winnebago County Board
FROM: Mike Collard, Director of Human Resources
RE: Special Pay Increases for Chief Deputy, Captain, Lieutenant, and Internet Crime Investigator

Background:

A pay increase of \$3.00 per hour for sworn deputy positions in the category of Police Officer, GPS Deputy, Detective, Court Services Officer, and Sergeant, and for Correction Officers while performing Police Officer duties, has been negotiated with the Deputies Association.

Policy Discussion:

The proposed special pay increases of \$3.00 per hour, or \$6,240 per year, for the Chief Deputy, Captains, Lieutenants, and Internet Crime Investigator would prevent compression with Police Officer, Detective, and Sergeant pay rates. Additionally, the Dispatchers assigned as Dispatcher in Charge currently receive a pay differential of \$1.00 per hour; under the proposal this would be increased to \$2.00 per hour, which would better reflect the greater responsibilities of that assignment.

Requested Action:

To approve special pay increases of \$6,240 per year or \$3.00 per hour for Chief Deputy, Captains, Lieutenants, and Internet Crime Investigator in the Sheriff's Office, and to modify pay rules to provide for an increase in the pay differential for Dispatcher in Charge from \$1.00/hr. to \$2.00/hr.

Committee Action

Personnel & Finance Committee 12/2/2021, motion by Cox, second by Schorse, approved 3 – 0.

Judiciary & Public Safety Committee 12/6/2021, passed 5 – 0.

Attachments:

- Detail of Special Pay Increase requests
- County Sheriff's Office management comparables compiled by Human Resources
- Administration Pay Comparables compiled by Sheriff Matz

SPECIAL PAY INCREASE REQUEST -- SHERIFF'S OFFICE MANAGEMENT OFFICERS

Last Name	First Name	Position	Current Ann.		Proposed		Proposed Salary	
			Salary		Salary Increase		2022 (Before Merit Increase)	
CHRISTOPHERSON	TODD	CHIEF DEPUTY	\$104,525		\$6,240		\$110,765	
CIANCIOLO	GREG	CAPTAIN	\$91,563		\$6,240		\$97,803	
CHRISTIE	TODD	CAPTAIN	\$95,349		\$6,240		\$101,589	
VENDOLA-MESSER	LARA	CAPTAIN	\$92,751		\$6,240		\$98,991	
MACK	DAVID	CAPTAIN	\$94,541		\$6,240		\$100,781	
BREWER	STEVEN	LIEUTENANT	\$85,217		\$6,240		\$91,457	
QUICK	CRAIG	LIEUTENANT	\$85,639		\$6,240		\$91,879	
ANTHES	WILLIAM	LIEUTENANT	\$85,612		\$6,240		\$91,852	
SEILER	LORI	LIEUTENANT	\$85,217		\$6,240		\$91,457	
RICE	DARIN	LIEUTENANT	\$86,434		\$6,240		\$92,674	
ENGLUND	JUSTIN	LIEUTENANT	\$85,662		\$6,240		\$91,902	
DALLENOGARE	TIMOTHY	LIEUTENANT	\$84,657		\$6,240		\$90,897	
MEYER	JEFFREY	LIEUTENANT	\$86,480		\$6,240		\$92,720	
LICHTENSTEIGER	MICHAEL	LIEUTENANT	\$83,573		\$6,240		\$89,813	
BRAMAN	CHRISTOPHER	LIEUTENANT	\$88,159		\$6,240		\$94,399	
EICHMAN	TIMOTHY	LIEUTENANT	\$85,986		\$6,240		\$92,226	
ROZEK	AMBER	LIEUTENANT	\$85,225		\$6,240		\$91,465	
ROLLO	SCOTT	LIEUTENANT	\$82,769		\$6,240		\$89,009	
SLEETER	TYLER	LIEUTENANT	\$82,000		\$6,240		\$88,240	
JENSEN	JESSE	LIEUTENANT	\$86,838		\$6,240		\$93,078	
MEGNA	JAMES	INTERNET INVES	\$73,778		\$6,240		\$80,018	
Total								

Chief Deputy Salaries - 2021

<u>County</u>	<u>Salary</u>
Brown	\$104,922
Fond du Lac	\$104,918
Kenosha	\$120,206
Manitowoc	\$98,774
Outagamie	\$112,944
Comparable Average	\$108,353
Winnebago	\$104,525
Winnebago below comps	\$3,828

Average Current Captain Salary - 2021

	<u>County</u>	<u>Salary</u>
	Brown	\$99,070
	Fond du Lac	\$96,861
	Kenosha	\$104,242
*	Manitowoc	\$91,093
*	Outagamie	\$97,933
	Comparable Average	\$97,840
	Winnebago Average	\$93,551
	Winnebago below comps	\$4,289

Average Current Lieutenant Salary - 2021

	<u>County</u>	<u>Salary</u>
	Brown	\$95,444
	Fond du Lac	\$78,700
	Kenosha	\$93,342
*	Manitowoc	\$75,232
*	Outagamie	\$95,898
	Comparable Average	\$87,723
	Winnebago Average	\$85,272
	Winnebago below comps	\$2,451

Notes:

Manitowoc County has Majors in place of Captains

Outagamie County Captains and Lieutenants earn extra pay over 45 hrs/wk

Compiled by Mike Collard and Ron Montgomery, November 2021

ADMINISTRATION PAY COMPARABLES

2021



ADMINISTRATION COMPARABLES CAPTAINS

	Start	Control Point	Average	Max	OT Eligible
Oshkosh	87,027	99,444	104,477	119,350	No
Outagamie	90,938	101,004		114,358	No
Neenah	No specific pay scale			103,084	No
Fond du Lac PD	101,730	103,464	101,465	106,986	
Menasha	No Positions			NA	
Fox Crossing	82,955		Currently Vacant	103,694	
Fond du lac Sheriff			96,981		No
Appleton	71,614	89,523	106,214	107,432	Yes
Winnebago	83,463	92,020	93,036	115,180	No

AVERAGES

Competition	Start	Control Point	Average	Max	Proposed Increase
Lieutenant	82,419	88,807	93,070	95,508	
Captain	86,288	97,091	102,284	110,012	
Chief	91,668	94,953	113,664	114,507	
Winnebago					
Lieutenant	75,578	80,017	85,065	100,157	6,240/91,305
Captain	83,463	92,020	93,036	115,180	6,240/99,276
Chief	91,811	101,221	103,687	126,698	6,240/109,927

BUDGET TRANSFER BREAKDOWN

• Administration Increase	\$163,554
• Deputy Association Increase	\$612,789
• Dispatcher in Charge Increase	<u>\$9,897</u>
• Total	\$786,240