

## OPERATIONS COMMITTEE

DATE: Tuesday, October 20, 2020  
TIME: 9:00 a.m.  
LOCATION: Wood County Courthouse  
County Board Room  
400 Market St.  
Wisconsin Rapids, WI

1. Call meeting to order
2. Public Comments
3. Resolution – Broadband Grant Coordination
4. Resolution – Wood County Classification & Compensation Plans
5. Adjourn

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### **Join by phone**

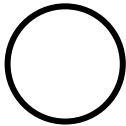
+1-408-418-9388 United States Toll  
Meeting number (access code): 146 887 4382

### **Join by WebEx App or Web**

<https://woodcountywi.webex.com/woodcountywi/j.php?MTID=m20aca8359dbcd97a10b01488cd74d910>

Meeting number (access code): 146 887 4382

Meeting password: OP1020



RESOLUTION#

Introduced by  
Page 1 of 1

Operations Committee

ITEM# 1-1  
DATE October 20, 2020  
Effective Date October 1, 2020

TDM

<b>Motion:</b>	Adopted:	
1 <sup>st</sup>	Lost:	
2 <sup>nd</sup>	Tabled:	
No: _____ Yes: _____	Absent:	_____
Number of votes required:		
<input checked="" type="checkbox"/> Majority	<input type="checkbox"/> Two-thirds	
Reviewed by: _____, Corp Counsel		
Reviewed by: _____, Finance Dir.		

INTENT & SYNOPSIS: To contract with MaryAnn Lippert Consultant LLC to coordinate a Broadband Workgroup, resulting in submission of a funding application to the Wisconsin Public Service Commission (PSC) for a Broadband Expansion Grant.

FISCAL NOTE: Cost not to exceed \$6,200.

**WHEREAS**, there is a need for better broadband services in rural Wood County, and,

**WHEREAS**, grant funding is available through the PSC to help with infrastructure costs associated with enhanced and improved broadband, and,

**WHEREAS**, there is a tight timeline for submitting an application, with a due date of December 1, 2020, and,

**WHEREAS**, the Operations Committee believes that hiring a consultant to oversee and coordinate the application process would be beneficial to better leverage those grant dollars available.

**NOW, THEREFORE BE IT RESOLVED**, that the Wood County Board

go on record in support of this endeavor, and,

**BE IT FURTHER RESOLVED**, the county board approves the expenditure of an amount not to exceed \$6,200, as per the attached agreement, with those funds coming out of the Committees and Commissions budget (51120).

{ }

Ed Wagner, Chair	
Michael Feirer	
Adam Fischer	
Lance Pliml	
Donna Rozar	

Adopted by the County Board of Wood County, this \_\_\_\_\_ day of \_\_\_\_\_ 20 \_\_\_\_ .

County Clerk	County Board Chairman
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**MaryAnn Lippert Consultant LLC**  
*Strategies to Move Rural Communities Forward*

**Proposal for Services for Wood County Broadband Project  
October 1 to December 31, 2020**

**Goal:**

Coordinate a Broadband Workgroup, resulting in submission of a funding application to the Wisconsin Public Service Commission (PSC) for a Broadband Expansion Grant.

**Project Outline/Scope of Work:**

- Continue to coordinate meetings with stakeholders and Internet Service Provider(s) (ISP).
- Facilitate communication among Wood County stakeholders and ISP(s).
- Moving into the application writing process, serve as the local single point-of-contact for information coordination between the ISP writing the application and local stakeholders.
- Manage the process of obtaining community matching funds (in-kind and cash).
- Manage the process of obtaining key organization letters of support prior to the application submission.
- Manage the process of obtaining community letters of support during the PSC comment period.

**Deliverables:**

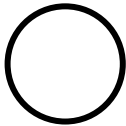
- In collaboration with the ISP, Broadband Expansion Application submitted to the PSC, by December 1, 2020.
- Minimum of 25 community letters of support submitted during the PSC comment period.

**Responsibilities of Wood County:**

- Garner support from the Wood County Board of Supervisors.
- Direct involvement of Wood County staff to provide needed information for a successful funding application.
- Provide a portion of application match funding.

**Investment/Terms:**

- \$50 per hour, up to a maximum of 120 hours (\$6,000), plus travel & expenses, up to a maximum of \$200.
- Itemized invoices submitted by the third working day of November & December, payable by the 15<sup>th</sup> of the month.
- Retainer of \$500 (10 hours) payable as soon as practical following approval by the Wood County Board, to be applied to final invoice for the month of December, submitted by December 23, 2020.



RESOLUTION#

Introduced by Operations Committee  
Page 1 of 2

ITEM#  
DATE October 20, 2020  
Effective Date January 1, 2021

Committee

KM

Motion:

Adopted:

1<sup>st</sup>

Lost:

2<sup>nd</sup>

Tabled:

No:

Yes:

Absent:

Number of votes required:

☒ Majority

☐ Three-Fourths

Reviewed by: PAK, Corp Counsel

Reviewed by: AT, Finance Dir.

INTENT & SYNOPSIS: To adopt a comprehensive Classification and Compensation Plan for Wood County which will provide fair, competitive, and equitable wages for full and part-time employees of Wood County not covered by union contracts, excluding any professional employees paid outside of the pay plan as well as employees in positions with flat wages established by statute or County Board.

FISCAL NOTE: None in 2020. If adopted, based upon standard projections, the cost of implementation is approximately \$700,000 in wages in 2021.

		NO	YES	A
1	LaFontaine, D			
2	Rozar, D			
3	Feirer, M			
4	Wagner, E			
5	Fischer, A			
6	Breu, A			
7	Ashbeck, R			
8	Hahn, J			
9	Winch, W			
10	Thao, L			
11	Curry, K			
12	Valenstein, L			
13	Hokamp, J			
14	Polach, D			
15	Clendenning, B			
16	Pliml, L			
17	Zurfluh, J			
18	Hamilton, B			
19	Leichtnam, B			

WHEREAS, the Wood County Board of Supervisors authorized funding to hire a wage consultant to complete a comprehensive classification and compensation study and create fair, competitive, and equitable wage scales for most County positions, with the following objectives:

- ensure internal consistency of pay for Wood County positions,
- ensure that wage rates are competitive in the labor market to successfully allow Wood County to hire and retain skilled employees, and

WHEREAS, employees completed Job Description Questionnaires (JDQs) detailing the duties of their positions, Carlson Dettmann Consulting, LLC (CDC) conducted evaluations of all JDQs, and assigned job classifications, which resulted in a recommendation to adopt the attached two (2) Wood County Compensation Plans (one for the Care Facilities and one for the General County), and

WHEREAS, the Operations Committee believes the proposed Classification and Compensation Plans as recommended by CDC provides a solid foundation that is fiscally prudent and fair to the employees, provides for uniform handling of job classifications and pay adjustments, and is deemed to fit with the best interests of Wood County, and

WHEREAS, the Wood County Board of Supervisors was presented with on overview of the study and process by both a presentation at the September 2020 County Board meeting and via Technical/Executive Summary later that month, and

WHEREAS, the cost of implementation is estimated to be approximately \$700,000. The implementation model recommended by the Operations Committee is to place employees at the step of their assigned grade that provides an increase, and placing those with at least 5 years of service at a minimum of Step 3 to address wage compression, and

WHEREAS, the Operations Committee approved the proposed Classification and Compensation Plans as recommended by CDC.

THEREFORE BE IT RESOLVED that the Wood County Board of Supervisors accepts the Classification and Compensation Plans for Wood County which will apply to full and part-time employees of Wood County not covered

( )

ED WAGNER (Chairman)

DONNA ROZAR

LANCE PLIML

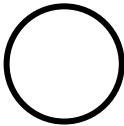
ADAM FISCHER

MICHAEL FEIRER

Adopted by the County Board of Wood County, this 20<sup>th</sup> day of October 20 20 .

County Clerk

County Board Chairman



RESOLUTION#

ITEM#

DATE

Effective Date:

Introduced by  
Page 2 of 2

Committee

by union contracts, excluding any professional or casual employees paid outside of the pay plan as well as employees in positions with flat wages established by statute or County Board, with an implementation date effective January 1, 2021, placing all affected employees in the Plan;

**BE IT FURTHER RESOLVED**, that the Finance Department is authorized to make the appropriate employee wage adjustments in the 2021 Wood County budget.

( )

Adopted by the County Board of Wood County, this day of 19 .

County Clerk

County Board Chairman

DRAFT

WOOD COUNTY (GENERAL COUNTY)			January 2021						2021 GRADE ORDER LIST: STEP PLAN										
GRADE	JOB TITLE	DEPARTMENT	DIVISION	87.50%	90.00%	92.50%	95.00%	97.50%	Control Point	101.25%	102.50%	103.75%	105.00%	106.25%	107.50%	108.75%	110.00%	111.25%	112.50%
				Min.	Step 2	Step 3	Step 4	Step 5	100.00% Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Max.
S	Corporation Counsel HS Director	Corporation Counsel Human Services	Administration	\$52.54	\$54.04	\$55.54	\$57.04	\$58.54	\$60.04	\$60.79	\$61.54	\$62.29	\$63.04	\$63.79	\$64.54	\$65.29	\$66.04	\$66.79	\$67.55
R	Finance Director	Finance		\$49.16	\$50.56	\$51.97	\$53.37	\$54.78	\$56.18	\$56.88	\$57.58	\$58.29	\$58.99	\$59.69	\$60.39	\$61.10	\$61.80	\$62.50	\$63.20
Q	HR Director IT Director	Human Resources IT		\$45.78	\$47.09	\$48.40	\$49.70	\$51.01	\$52.32	\$52.97	\$53.63	\$54.28	\$54.94	\$55.59	\$56.24	\$56.90	\$57.55	\$58.21	\$58.86
P	Public Health Director Highway Commissioner HS Deputy Director Planning and Zoning Director	Health Highway Human Services Planning & Zoning	Public Health  Administration	\$42.39	\$43.61	\$44.82	\$46.03	\$47.24	\$48.45	\$49.06	\$49.66	\$50.27	\$50.87	\$51.48	\$52.08	\$52.69	\$53.30	\$53.90	\$54.51
O	Parks and Forestry Director Chief Deputy	Parks & Forestry Sheriff	Administration	\$39.58	\$40.71	\$41.84	\$42.97	\$44.10	\$45.23	\$45.80	\$46.36	\$46.93	\$47.49	\$48.06	\$48.62	\$49.19	\$49.75	\$50.32	\$50.88
N	Child Support Director Division Administrator Behavioral Health Family Services Division Manager County Conservationist Facilities Manager	Child Support Human Services Human Services Land Conservation Maintenance	Behavioral Health Family Services	\$37.33	\$38.39	\$39.46	\$40.53	\$41.59	\$42.66	\$43.19	\$43.73	\$44.26	\$44.79	\$45.33	\$45.86	\$46.39	\$46.93	\$47.46	\$47.99
M	Deputy Finance Director Supervisor of Strategic Initiatives Certified Engineer Crisis/Legal Services Supervisor Emergency Mental Health Services Manager Outpatient Clinic Manager Network Administrator Captain - Operations Jail Captain	Finance Health Highway Human Services Human Services Human Services IT Sheriff Sheriff	Public Health  Behavioral Health Behavioral Health Behavioral Health Administration Administration	\$35.07	\$36.07	\$37.07	\$38.08	\$39.08	\$40.08	\$40.58	\$41.08	\$41.58	\$42.08	\$42.59	\$43.09	\$43.59	\$44.09	\$44.59	\$45.09
L	Dispatch Manager Emergency Management Director Environmental Health/Communicable Disease Supervisor Public Health Manager Highway Patrol Superintendent Shop Superintendent Fiscal Services Division Manager Income Maintenance Consortium Manager Social Work Manager (CCS / CSP) Social Work Manager (CLTS) Social Work Manager (Fam Svcs) Network Engineer Lieutenant (Investigative) Lieutenant (Security Services) Lieutenant (Patrol)	Dispatch Emergency Management Health Health Highway Highway Human Services Human Services Human Services Human Services IT Sheriff Sheriff Sheriff	Emergency Management Public Health Public Health  Administrative Services Community Resources Behavioral Health Behavioral Health Family Services  Administration Courthouse Security Traffic Police	\$32.81	\$33.75	\$34.69	\$35.63	\$36.56	\$37.50	\$37.97	\$38.44	\$38.91	\$39.38	\$39.84	\$40.31	\$40.78	\$41.25	\$41.72	\$42.19

DRAFT

	Veterans Service Officer	Veterans																	
K	Communications Director WIC Director/Project Public Health Nurse Supervisor Crisis Mental Health Therapist Licensed Mental Health Professional Mental Health Therapist Mental Health Therapist and AODA Mental Health/SAC Social Work Manager (BHN) Programmer/Analyst/Web Developer Programmer Analyst Planner/Land Records Coordinator Criminal Justice Coordinator	Communications Health Health Human Services Human Services Human Services Human Services Human Services IT IT Planning & Zoning Sheriff	WIC Public Health Behavioral Health Behavioral Health Behavioral Health Behavioral Health Behavioral Health	\$30.56	\$31.44	\$32.31	\$33.18	\$34.06	\$34.93	\$35.37	\$35.80	\$36.24	\$36.68	\$37.11	\$37.55	\$37.99	\$38.42	\$38.86	\$39.30
J	Accounting Supervisor Register in Probate Public Health Epidemiologist Environmental Health Specialist Public Health Policy & Communications Coordinator Accounting Supervisor Safety/Risk Specialist HS Accounting Supervisor Lead Services Coord Employment and Training Manager HOME Team Supervisor Lead Social Worker Youth Diversion Supervisor/FSET Case Manager Forest Administrator Parks Construction Supervisor Code Administrator Lieutenant (Asst. Jail Admin) Lieutenant (Jail)	Child Support Circuit Court Health Health Health Highway Human Resources Human Services Human Services Human Services Human Services Human Services Human Services Parks & Forestry Parks & Forestry Planning & Zoning Sheriff Sheriff	Public Health Public Health Public Health  Administrative Services Behavioral Health Community Resources Family Services Family Services  Jail Jail	\$28.31	\$29.12	\$29.92	\$30.73	\$31.54	\$32.35	\$32.75	\$33.16	\$33.56	\$33.97	\$34.37	\$34.78	\$35.18	\$35.59	\$35.99	\$36.39
I	Deputy Clerk of Courts Victim Witness Coord Community Health Planner Public Health Strategist Public Health Nurse (Communicable Disease) Public Health Nurse (Family Health Injury Prevention) Health Educator Health Educator/Nutritionist Lead Mechanic Lead Person (Asphalt Plant) Lead Person (Bridge Crew) Lead Person (Paver) HS Accounting Manager Support Services Division Manager AODA Counselor CCS/CSP Nurse CST Coordinator CCS/CSP Case Manager	Clerk of Courts District Attorney Health Health Health Health Health Health Highway Highway Highway Highway Human Services Human Services Human Services Human Services Human Services Human Services	Victim Witness Program Public Health Public Health Public Health Public Health WIC WIC    Administrative Services Administrative Services Behavioral Health Behavioral Health Behavioral Health	\$26.06	\$26.80	\$27.55	\$28.29	\$29.04	\$29.78	\$30.15	\$30.52	\$30.90	\$31.27	\$31.64	\$32.01	\$32.39	\$32.76	\$33.13	\$33.50

Position	Department	Service Area
Birth to Three Program Manager	Human Services	Behavioral Health
Birth to Three Teacher	Human Services	Behavioral Health
Crisis Interventionist	Human Services	Behavioral Health
CSS Coordinator	Human Services	Behavioral Health
Support and Service Coordinator	Human Services	Behavioral Health
FSET Case Manager	Human Services	Community Resources
Foster Care/Kinship Coordinator	Human Services	Family Services
Software Specialist	IT	
Engineering Technician	Land Conservation	

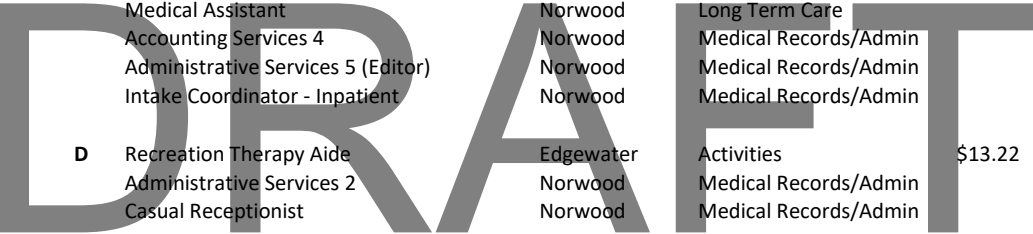


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	Bridgeway CBRF Supervisor	Human Services	Behavioral Health																
	Volunteer Services Coordinator	Human Services	Community Resources																
	Family Resource Coordinator	Human Services	Family Services																
	Youth Mentor/Family Resource Coordinator	Human Services	Family Services																
	Youth Mentor	Human Services	Family Services																
	Systems Technician	IT																	
	Land Conservation Specialist	Land Conservation																	
	Conservation Program Coordinator	Land Conservation	Non-Metallic Mining																
	Maintenance Specialist	Maintenance																	
	Maintenance Technician	Maintenance																	
	Forestry Technician	Parks & Forestry																	
	Office Supervisor	Parks & Forestry																	
	Parks Worker (Construction)	Parks & Forestry																	
	Parks Lead Worker	Parks & Forestry																	
	Chief Deputy Register of Deeds	Register of Deeds																	
	Office Supervisor	Sheriff	Administration																
	Corrections Officer	Sheriff	Jail																
	Deputy Treasurer	Treasurer																	
	Real Property Lister	Treasurer																	
	Veterans Representative 7	Veterans																	
F	Accounting Services 6	Child Support		\$19.29	\$19.85	\$20.40	\$20.95	\$21.50	\$22.05	\$22.33	\$22.60	\$22.88	\$23.15	\$23.43	\$23.70	\$23.98	\$24.26	\$24.53	\$24.81
	Deputy Register of Probate	Circuit Court																	
	Legal Administrative Assistant	Circuit Court																	
	Bookkeeper	Clerk of Courts																	
	Collections Deputy	Clerk of Courts																	
	Court Clerk	Clerk of Courts																	
	Legal Administrative Assistant	Corporation Counsel																	
	Administrative Services 5	County Clerk																	
	Dispatcher	Dispatch																	
	Administrative Services 5	District Attorney	Victim Witness Program																
	Administrative Services 5	Emergency Management	Emergency Management																
	Administrative Services 5	Emergency Management	Work Relief																
	Work Relief Shop Coordinator	Emergency Management	Work Relief																
	Environmental Health Administrative Assistant	Health	Public Health																
	Accounting Clerk	Health	Public Health																
	WIC Community Health Worker	Health	WIC																
	WIC Program Nutrition Assistant	Health	WIC																
	Accounting Services 5	Highway																	
	Administrative Services 5	Highway																	
	Signage Coordinator	Highway																	
	Stockroom Attendant	Highway																	
	Truck Operator	Highway																	
	Patient Billing Specialist	Human Services	Administrative Services																
	Administrative Services 6 (Accounting and Payroll Clerk)	Human Services	Administrative Services																
	Admininstrative Services 5 (Outpatient Clinic Admin)	Human Services	Administrative Services																
	Administrative Services 5 (CLTS/CC/OP/B23)	Human Services	Administrative Services																
	Administrative Services 5 (Cornerstone Admin)	Human Services	Administrative Services																
	Administrative Services 5 (Fiscal Admin)	Human Services	Administrative Services																
	Administrative Services 5 (Transcriptionist)	Human Services	Administrative Services																
	Contract Coordinator	Human Services	Administrative Services																
	Economic Support Specialist	Human Services	Community Resources																
	Administrative Services 5	Land Conservation																	

Intake Coordinator - Outpatient	Human Services
Residential Aide	Human Services
Energy Assistant Specialist	Human Services
Transportation Dispatch Coordinator	Human Services
Family Interaction Worker	Human Services
Family Resource Specialist	Human Services
Sheriff Admin Services 5	Sheriff
Sheriff Admin Services 6	Sheriff
Treasurer Coordinator	Treasurer

WOOD COUNTY (CARE FACILITIES)				January 2021					2021 GRADE ORDER LIST: STEP PLAN										
GRADE	JOB TITLE	DEPARTMENT	DIVISION	87.50% Min.	90.00% Step 2	92.50% Step 3	95.00% Step 4	97.50% Step 5	Control Point 100.00% Step 6	101.25% Step 7	102.50% Step 8	103.75% Step 9	105.00% Step 10	106.25% Step 11	107.50% Step 12	108.75% Step 13	110.00% Step 14	111.25% Step 15	112.50% Max.
Q	Administrator	Norwood	Medical Records/Admin	\$51.31	\$52.78	\$54.24	\$55.71	\$57.17	\$58.64	\$59.37	\$60.11	\$60.84	\$61.57	\$62.31	\$63.04	\$63.77	\$64.50	\$65.24	\$65.97
P	Administrator	Edgewater	Administration	\$47.08	\$48.42	\$49.77	\$51.11	\$52.46	\$53.80	\$54.47	\$55.15	\$55.82	\$56.49	\$57.16	\$57.84	\$58.51	\$59.18	\$59.85	\$60.53
O	Director of Nursing	Norwood	Long Term Care	\$43.55	\$44.79	\$46.04	\$47.28	\$48.53	\$49.77	\$50.39	\$51.01	\$51.64	\$52.26	\$52.88	\$53.50	\$54.12	\$54.75	\$55.37	\$55.99
N	Director of Nursing	Edgewater	Nursing	\$40.73	\$41.90	\$43.06	\$44.22	\$45.39	\$46.55	\$47.13	\$47.71	\$48.30	\$48.88	\$49.46	\$50.04	\$50.62	\$51.21	\$51.79	\$52.37
M				\$37.91	\$38.99	\$40.07	\$41.15	\$42.24	\$43.32	\$43.86	\$44.40	\$44.94	\$45.49	\$46.03	\$46.57	\$47.11	\$47.65	\$48.19	\$48.74
L	Client Services Manager	Norwood	Admission	\$35.09	\$36.09	\$37.09	\$38.10	\$39.10	\$40.10	\$40.60	\$41.10	\$41.60	\$42.11	\$42.61	\$43.11	\$43.61	\$44.11	\$44.61	\$45.11
K	Nurse Supervisor	Edgewater	Nursing	\$32.26	\$33.18	\$34.10	\$35.03	\$35.95	\$36.87	\$37.33	\$37.79	\$38.25	\$38.71	\$39.17	\$39.64	\$40.10	\$40.56	\$41.02	\$41.48
	Head Nurse	Norwood	Various																
	Occupational Therapist	Norwood	Admission																
J	Inservice Coordinator	Edgewater	Nursing	\$29.44	\$30.29	\$31.13	\$31.97	\$32.81	\$33.65	\$34.07	\$34.49	\$34.91	\$35.33	\$35.75	\$36.17	\$36.59	\$37.02	\$37.44	\$37.86
	MDS Coordinator	Edgewater	Nursing																
	Social Worker 8	Edgewater	Social Services																
	Registered Nurse (Psych)	Norwood	Various																
	Social Worker 10	Norwood	Admission																
	Social Worker 9	Norwood	Admission																
I	Registered Nurse	Edgewater	Nursing	\$26.63	\$27.39	\$28.15	\$28.91	\$29.67	\$30.43	\$30.81	\$31.19	\$31.57	\$31.95	\$32.33	\$32.71	\$33.09	\$33.47	\$33.85	\$34.23
	Registered Nurse (LTC)	Norwood	Long Term Care																
	Social Services Coordinator	Norwood	Long Term Care																
	Building Maintenance	Norwood	Maintenance																
H	Accountant	Edgewater	Administration	\$23.80	\$24.48	\$25.16	\$25.84	\$26.52	\$27.20	\$27.54	\$27.88	\$28.22	\$28.56	\$28.90	\$29.24	\$29.58	\$29.92	\$30.26	\$30.60
	Certified Dietary Supervisor	Edgewater	Dietary																
	Maintenance Lead	Edgewater	Maintenance																
	Social Worker 7	Edgewater	Social Services																
	Food Services Supervisor	Norwood	Dietary																
	Health Information Supervisor	Norwood	Medical Records/Admin																
G	Activities Coordinator	Edgewater	Activities	\$20.98	\$21.58	\$22.18	\$22.78	\$23.38	\$23.98	\$24.28	\$24.58	\$24.88	\$25.18	\$25.48	\$25.78	\$26.08	\$26.38	\$26.68	\$26.98
	LPN	Edgewater	Nursing																
	Activities Coordinator	Norwood	Long Term Care																
	LPN	Norwood	Various																
	Maintenance Specialist	Norwood	Maintenance																



	Accounting Services 7	Norwood	Medical Records/Admin																
F	Accounting Services 4 (Account Tech)	Edgewater	Administration	\$18.16	\$18.68	\$19.19	\$19.71	\$20.23	\$20.75	\$21.01	\$21.27	\$21.53	\$21.79	\$22.05	\$22.31	\$22.57	\$22.83	\$23.08	\$23.34
	Accounting Services 4 (Patient Billing)	Edgewater	Administration																
	Maintenance Technician	Edgewater	Maintenance																
	Administrative Services 4	Edgewater	Nursing																
	Medication Aide	Edgewater	Nursing																
	Mental Health Technician	Norwood	Various																
	Congregate Meal Coordinator	Norwood	Dietary																
	Client Services Assistant	Norwood	Long Term Care																
	Maintenance Technician	Norwood	Maintenance																
	Accounting Services 6 (AP/AR)	Norwood	Medical Records/Admin																
	Accounting Services 6 (Patient Billing)	Norwood	Medical Records/Admin																
	Administrative Services 5	Norwood	Medical Records/Admin																
E	Cook	Edgewater	Dietary	\$15.34	\$15.78	\$16.22	\$16.65	\$17.09	\$17.53	\$17.75	\$17.97	\$18.19	\$18.41	\$18.63	\$18.84	\$19.06	\$19.28	\$19.50	\$19.72
	CNA	Edgewater	Nursing																
	Therapy Assistant	Norwood	Admission																
	Cook	Norwood	Dietary																
	Medical Assistant	Norwood	Long Term Care																
	Accounting Services 4	Norwood	Medical Records/Admin																
	Administrative Services 5 (Editor)	Norwood	Medical Records/Admin																
	Intake Coordinator - Inpatient	Norwood	Medical Records/Admin																
D	Recreation Therapy Aide	Edgewater	Activities	\$13.22	\$13.60	\$13.98	\$14.35	\$14.73	\$15.11	\$15.30	\$15.49	\$15.68	\$15.87	\$16.05	\$16.24	\$16.43	\$16.62	\$16.81	\$17.00
	Administrative Services 2	Norwood	Medical Records/Admin																
	Casual Receptionist	Norwood	Medical Records/Admin																
C	Dietary Aide	Edgewater	Dietary	\$11.81	\$12.15	\$12.49	\$12.83	\$13.16	\$13.50	\$13.67	\$13.84	\$14.01	\$14.18	\$14.34	\$14.51	\$14.68	\$14.85	\$15.02	\$15.19
	Congregate Meal Driver	Norwood	Dietary																
	Dietary Aide	Norwood	Dietary																
B	Student RT	Edgewater	Activities	\$10.40	\$10.70	\$11.00	\$11.30	\$11.59	\$11.89	\$12.04	\$12.19	\$12.34	\$12.48	\$12.63	\$12.78	\$12.93	\$13.08	\$13.23	\$13.38
A				\$9.00	\$9.25	\$9.51	\$9.77	\$10.02	\$10.28	\$10.41	\$10.54	\$10.67	\$10.79	\$10.92	\$11.05	\$11.18	\$11.31	\$11.44	\$11.57