



APPROVING 2025 GENERAL EMPLOYEE WAGE ADJUSTMENTS

RUSK COUNTY

TO THE RUSK COUNTY BOARD OF SUPERVISORS

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain / Excused
1. ALEC HAMPTON		✓	
2. JERRY BILLER		✓	
3. KATHY HALBUR		✓	
4. JOHN MOORE		✓	
5. TERRY WEDWICK		✓	
6. SHERRY WALLACE	VACANT		
7. SUZANNE VOHS		✓	
8. TOM CUDO		✓	
9. PHIL UNTERSCHUETZ		✓	
10. BRIAN COGGINS		✓	
11. PHIL SCHNEIDER		✓	
12. JIM MEYER		✓	
13. KURT GORSEGNER		✓	
14. JOHN KALEPP		✓	
15. TOM HANSON		✓	
16. LOIS GOODE		✓	
17. DAVE WILLINGHAM		✓	
18. MIKE RUSSELL		✓	
19. DAN GUDIS		✓	
TOTAL	0	18	0

**BOARD ACTION**

Vote Required: Majority Vote of a Quorum

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Motion to Approve Adopted

1st Russell Defeated  X

2nd Meyer

No: 18 Yes: 0 Exc: 0

Reviewed by: \_\_\_\_\_, Corp. Counsel

Reviewed by: Jamie Wilk, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

approx. \$200,000 from Contingency

**Certification:**

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the 22 day of October 2024 by the Rusk County Board of Supervisors.

Connie Meyer  
Connie Meyer  
County Clerk, Rusk County

1 **WHEREAS**, the Rusk County Personnel Committee is assigned the  
2 responsibility to recommend annual adjustments to employee compensation; and,  
3

4 **WHEREAS**, after forwarding their recommendation to the Finance Committee  
5 for approval on fiscal impact, the Finance Committee recommends a cost of  
6 living adjustment (COLA) with a higher fiscal impact; and,  
7

8 **WHEREAS**, the Finance Committee is proposing that the 2025 budget be  
9 amended to move more general fund balance into contingency to fund this  
10 COLA; and,  
11

12 **WHEREAS**, employees that are currently placed on Step 21 of the wage scale  
13 will receive this COLA; and,  
14

15 **WHEREAS**, employees that are currently placed above the wage scale will  
16 receive an increase only if their current rate of pay is within the range of the  
17 adjusted wage scale.  
18

19 **NOW, THEREFORE, BE IT RESOLVED**, that the Rusk County Board of  
20 Supervisors does hereby approve a 3% COLA for hourly employees and a 1.5%  
21 COLA for salaried employees.  
22

23 **BE IT FURTHER RESOLVED**, that the above COLA is effective January 1,  
24 2025.  
25

26 Limitation: applies to all hourly wages except those covered under union  
27 contract, contracted positions, elected officials, temporary, seasonal, limited  
28 term, per diems, or specifically designated by other resolution or agreement.  
29

**SUBMITTED BY:**

Rusk County Finance Committee

John Kalepp  
John Kalepp, Chairman

\_\_\_\_\_  
Phil Unterschuetz

\_\_\_\_\_  
Jim Meyer, Vice Chairman

\_\_\_\_\_  
Terry Wedwick

\_\_\_\_\_  
Brian Coggins

# 2025 Proposed Wage Grid

1.5% for salaried employees

3% for hourly employees

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
22*	47.31	47.98	48.66	49.33	50.01	50.69	51.37	52.04	52.72	53.39	54.07	54.74	55.42	56.09	56.77	57.45	58.13	58.80	59.48	60.15	60.83
21*	44.46	45.09	45.73	46.37	47.00	47.64	48.27	48.91	49.54	50.18	50.81	51.45	52.08	52.71	53.35	53.98	54.62	55.26	55.90	56.53	57.16
20*	41.82	42.42	43.02	43.61	44.21	44.81	45.41	46.00	46.60	47.20	47.80	48.40	48.99	49.59	50.18	50.78	51.38	51.98	52.58	53.18	53.77
19*	39.37	39.94	40.50	41.06	41.63	42.18	42.74	43.30	43.87	44.43	44.99	45.56	46.12	46.68	47.25	47.81	48.36	48.93	49.49	50.05	50.62
18*	37.10	37.63	38.15	38.69	39.22	39.75	40.28	40.81	41.34	41.87	42.40	42.92	43.45	43.99	44.52	45.05	45.57	46.11	46.64	47.17	47.69
17*	34.97	35.46	35.96	36.46	36.97	37.46	37.96	38.46	38.97	39.46	39.96	40.46	40.96	41.46	41.96	42.46	42.95	43.46	43.96	44.46	44.95
16*	32.98	33.45	33.92	34.39	34.87	35.33	35.80	36.27	36.74	37.21	37.69	38.16	38.63	39.10	39.57	40.04	40.51	40.98	41.45	41.92	42.40
15*	31.13	31.58	32.02	32.46	32.91	33.35	33.80	34.24	34.68	35.13	35.58	36.02	36.47	36.91	37.35	37.80	38.25	38.69	39.14	39.58	40.02
14*	29.41	29.84	30.26	30.68	31.10	31.52	31.93	32.35	32.77	33.20	33.62	34.04	34.46	34.88	35.30	35.72	36.13	36.56	36.98	37.40	37.82
14	29.85	30.28	30.70	31.13	31.56	31.98	32.40	32.83	33.26	33.69	34.11	34.54	34.97	35.40	35.82	36.25	36.67	37.10	37.52	37.95	38.38
13	28.23	28.63	29.04	29.44	29.84	30.24	30.64	31.05	31.46	31.86	32.26	32.66	33.06	33.47	33.88	34.28	34.68	35.08	35.48	35.89	36.30
12*	26.33	26.70	27.08	27.46	27.83	28.21	28.58	28.96	29.33	29.71	30.08	30.46	30.84	31.21	31.59	31.96	32.34	32.71	33.09	33.47	33.85
12	26.72	27.10	27.48	27.86	28.24	28.62	29.00	29.39	29.77	30.15	30.53	30.91	31.29	31.67	32.05	32.43	32.82	33.20	33.58	33.96	34.35
11	25.31	25.67	26.03	26.39	26.75	27.11	27.48	27.84	28.20	28.56	28.92	29.28	29.64	30.00	30.36	30.73	31.10	31.46	31.82	32.18	32.54
10	24.00	24.34	24.69	25.03	25.37	25.71	26.06	26.40	26.74	27.08	27.43	27.77	28.12	28.46	28.80	29.14	29.49	29.83	30.17	30.51	30.86
9	22.80	23.13	23.45	23.78	24.10	24.43	24.76	25.09	25.41	25.73	26.06	26.38	26.71	27.04	27.37	27.69	28.02	28.34	28.66	28.99	29.31
8	21.69	22.00	22.31	22.62	22.93	23.24	23.56	23.87	24.17	24.48	24.79	25.10	25.41	25.72	26.03	26.34	26.66	26.97	27.27	27.58	27.89
7	20.65	20.95	21.24	21.53	21.83	22.12	22.41	22.71	23.01	23.30	23.60	23.89	24.18	24.48	24.78	25.08	25.37	25.66	25.96	26.25	26.54
6	19.67	19.96	20.24	20.52	20.80	21.08	21.36	21.64	21.92	22.20	22.48	22.77	23.05	23.33	23.61	23.89	24.17	24.45	24.73	25.01	25.30
5	18.77	19.03	19.30	19.57	19.84	20.11	20.37	20.64	20.91	21.18	21.44	21.71	21.98	22.25	22.52	22.78	23.05	23.32	23.59	23.85	24.12
4	17.93	18.19	18.45	18.70	18.96	19.22	19.48	19.73	19.98	20.24	20.50	20.75	21.01	21.27	21.53	21.78	22.03	22.29	22.55	22.80	23.06
3	17.15	17.40	17.64	17.89	18.13	18.38	18.62	18.86	19.11	19.35	19.60	19.85	20.10	20.34	20.58	20.83	21.07	21.32	21.56	21.81	22.05
2	13.52	13.71	13.91	14.10	14.30	14.49	14.68	14.87	15.07	15.26	15.45	15.65	15.84	16.03	16.22	16.42	16.61	16.80	17.00	17.19	17.39
1	11.72	11.89	12.05	12.22	12.39	12.56	12.72	12.89	13.06	13.23	13.39	13.56	13.73	13.89	14.06	14.23	14.40	14.56	14.73	14.90	15.07

\* Salaried