



DODGE COUNTY PERSONNEL POLICIES AND PROCEDURES

Policy #: 127	Approval Date: 08/05/2014
Policy Title: Wages	Effective Date: 08/05/2014, 04/08/2025
Owner: Human Resources Committee	Revision Date(s): 04/08/2025

I. PURPOSE

The purpose of this policy is to define employee starting wages.

II. POLICY

It is the policy of Dodge County to establish progressive wage scales for all employees and includes starting wages.

III. GUIDELINES

A. New Hires

1. New employees are generally paid the starting wage for their job classification although when training, experience, market conditions or other similar circumstances dictate, they may be paid a higher starting wage as follows:
 - i. All starting salaries above the start step for new full time or part-time employees, and other salary adjustments, other than general increases approved yearly by the County Board, will first be approved by the County Administrator or his/her designee.
 - ii. All starting salaries above the established market rate on the Dodge County Compensation Structure for non-union employees must be approved by the Human Resources Committee for final approval.
 - iii. All approved salary and wage changes, as noted above, must be processed through the Human Resources Department before the Finance Department allows any new salaries or adjustments to be paid.

B. Transfers

Please see Policy #113.2 Employee Promotions, Lateral Transfers, Progressions, Demotions

V. PROCEDURE

NA