

Waukesha County Board of Supervisors

Minutes of the Judiciary & Law Enforcement Committee

Tuesday, July 25, 2023

Chair LaFontain called the meeting to order at 6:30 p.m.

Present: Supervisors Jacob LaFontain, Mike Crowley, Robert Kolb, Johnny Koremenos, Tom Schellinger, Terry Thieme and Matthew Weil

Also Present: Chief of Staff Sarah Spaeth, Legislative Policy Advisor Sarah Fraley, Chairman Paul Decker, Director of Emergency Preparedness Gary Bell, Director of Administration Andy Thelke, Human Resources Manager Renee Gage, Senior Human Resources Analyst Jen Reinke, Supervisor Darlene Johnson, Supervisor Tyler Foti

Approve Minutes of June 16

MOTION: Thieme moved, second by Koremenos to approve the minutes of June 16. Motion carried 7-0

Next Meeting Date

August 11 – Thieme, Crowley and Koremenos notified they will not be in attendance.

Executive Committee Report of July 25

LaFontain reported that the committee approved appointments.

Ordinance 178-O-034 Modify the Salary Range Assignment for the Telecommunicator Classification from Open Range 07 to Open Range 09 and Establish a Difficult-To-Fill Shift Incentive for Telecommunicators for Coverage Needs

Bell, Thelke and Gage presented that this ordinance modifies the salary range assignment for the Telecommunicator classification from Open Range 07 to Open Range 09. It also provides for a difficult-to-fill shift incentive for telecommunicators during periods of critical staffing shortages. The Department of Emergency Preparedness is experiencing significant vacancy levels within the telecommunicator classification because of the tight labor market and competition from surrounding county and municipal governments. Due to the work load and extensive training involved with the telecommunicator position, some candidates decide to leave early in training or pursue other, similarly paid positions that do not require as much commitment and stress. The total compensation market and benefit study and a review of other government salary ranges indicates that telecommunicator pay is lagging. Through turnover and vacancy of positions at the Communications Center during 2023, there will be sufficient remaining budget authority to accommodate wage rate increases and the difficult-to-fill shift incentive, and these impacts will be incorporated into the 2024 proposed budget.

MOTION: Crowley moved, second by Koremenos to approve Ordinance 178-O-034. Motion carried 7-0

MOTION: Thieme moved, second by Crowley to adjourn at 6:38 p.m. Motion carried 7-0

Respectfully submitted,

A handwritten signature in cursive script that reads "Terry Thieme". The signature is written in black ink and is positioned above the printed name.

Terry Thieme
Secretary – Judiciary & Law Enforcement Committee