

# Waukesha County Board of Supervisors

## Minutes of the Human Resources Committee Tuesday, February 15, 2022

Chair Zimmermann called the meeting to order at 1:00 p.m.

**Present:** Supervisors Dave Zimmermann, Duane Paulson, Mike Crowley, Jacob LaFontain, Richard Morris, and Jeremy Walz.

**Also Present:** Chief of Staff Sarah Spaeth, Legislative Policy Advisor Alex Ignatowski, Administrative Specialist Mary Pedersen, Human Resources Manager Renee Gage, Senior Human Resources Analysts Natalie Durr and Jane Barwick, Clerk of Courts Monica Paz, Senior Financial Analyst Clara Daniels, County Board Chair Paul Decker, and County Board Supervisor Jim Heinrich.

### **Discuss Salaries for County Executive, Sheriff and Clerk of Courts**

Gage and Durr were present to discuss this item. Gage said they have completed an evaluation and developed a recommendation to establish salaries for the sheriff, clerk of courts and county executive for 2023-2026. These positions are not eligible for the County's pay for performance program and they are not subject to the annual salary range adjustment provided to regular non-represented employees. Their review of these positions included comparisons to similar jobs in the County and elected officials in other counties. These officials are typically compensated less than other department heads and managers that report to them. With inter-county comparisons, a key factor should be population size and Waukesha County is the third most populous county in the state. There is a need to establish reasonable salaries to attract qualified candidates to take on the responsibilities of these positions.

Gage went on to review statewide salary rankings for 2014 and 2022. The Waukesha County clerk of courts, sheriff, and county executive ranked 5<sup>th</sup> and 7<sup>th</sup>, 3<sup>rd</sup> and 6<sup>th</sup>, and 4<sup>th</sup> and 6<sup>th</sup>, respectively. Gage is proposing that these three positions in 2023 earn \$105,200, \$139,500, and \$140,000, respectively – an 18-19% increase. They are also proposing these positions receive 3% annual salary increases. Gage reviewed 2022 salaries for these positions in counties that have populations more than 100,000.

Zimmermann noted that the proposed increase in pay would put the sheriff and county executive above Milwaukee County (2022 pay) and about the same for the clerk of courts. Zimmermann felt the pay should be comparable but the value and responsibilities of the positions need to be considered. He said as elected county board supervisors, they are tasked with representing the taxpayers and trying to justify 18-19% increases could be difficult. LaFontain felt the increases were too high, especially in this economy, and that no other employees will receive similar increases. Walz said these secondary positions are important because they are there throughout and may need more expertise than the elected official because the elected official may be gone in four years. Crowley said secondary positions often require degrees and continuing education as well. Crowley said these counties are not competing for these positions and we do not need to mirror what they are doing.

He felt increases were appropriate but suggested lesser amounts. Walz said he prefers an increase of 3% each year for the positions. LaFontain said he prefers the initial bump be in the single digits.

After a lengthy discussion, Zimmermann recommended Gage draft an ordinance that included 2023 salaries of \$130,000 for the county executive; \$129,000 for the Sheriff; and \$100,000 for the Clerk of Courts (10-13% increases) plus 1.5% annual salary increases for each of the three positions through 2026.

### **Approve Minutes January 25**

MOTION: Paulson moved, second by Walz to approve the minutes of January 25. Motion carried 6-0.

### **Next Meeting Date**

- March 15

### **Executive Committee Report of January 14**

Zimmermann said the Executive Committee approved two ordinances and the scope and timeline of the Register of Deeds audit, and heard a report on the Wisconsin Counties Association Legislative Exchange.

### **Legislative Update**

Ignatowski gave an update on a meeting with some of our state legislators to discuss crisis funding. He also discussed an upcoming bill on bail reform and several workforce related bills.

MOTION: LaFontain moved, second by Morris to adjourn at 2:20 p.m. Motion carried 6-0.

Respectfully submitted,

*Michael A. Crowley*

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Secretary