

ENROLLED ORDINANCE 167-71

APPROVE 2013 SALARY MODIFICATIONS FOR  
NON-REPRESENTED EMPLOYEES

WHEREAS, it is necessary to maintain competitive salary and benefits systems and structures to attract and retain a qualified work force, and

WHEREAS, the County recently completed a total market compensation evaluation and review, which concluded the County's compensation policy and practice is consistent with a private sector approach, but the County's overall total compensation lags behind the public and private sectors, and

WHEREAS, the County has provided for the fiscal impact of this ordinance in the County budget for 2013.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that effective December 29, 2012 an across-the-board increase of one point three percent (1.3%) will be applied to the 2012 non-represented salary ranges.

FISCAL NOTE

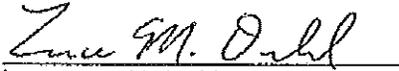
APPROVE 2013 SALARY MODIFICATIONS FOR NON-REPRESENTED EMPLOYEES

This ordinance authorizes a 1.3% across-the-board wage increase for all non-represented County employees, effective December 29, 2012. This would include all employees except elected officials and those represented by the Wisconsin Professional Police Association and Teamsters union.

The fiscal impact of these changes is illustrated below:

	2012 Wages & Benefits Base	2013 ATB Changes	2013 Wages & Benefits	%
Salaries	\$64,968,876	\$844,595	\$65,813,471	1.30%
Retirement	\$4,387,275	\$57,034	\$4,444,309	1.30%
Social Security	\$4,923,559	\$66,329	\$4,989,888	1.35%
Total	\$74,279,710	\$967,958	\$75,247,668	1.30%

The 2013 Adopted Budget included sufficient funding for these changes, including \$751,000 of tax levy funding.



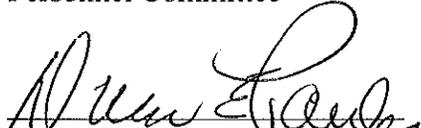
Lawrence M. Dahl

November 26, 2012

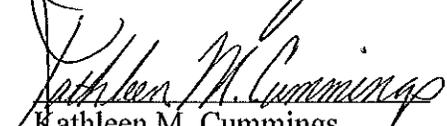
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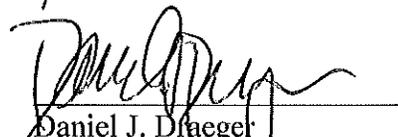
APPROVE 2013 SALARY MODIFICATIONS FOR  
NON-REPRESENTED EMPLOYEES

Presented by:  
Personnel Committee

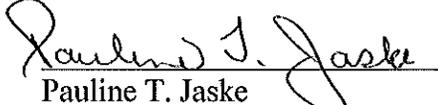
  
Duane E. Paulson, Chair

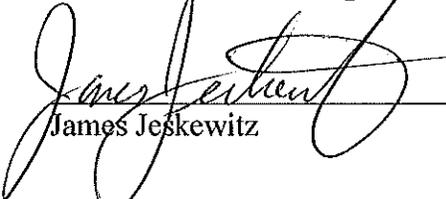
  
Michael A. Crowley

  
Kathleen M. Cummings

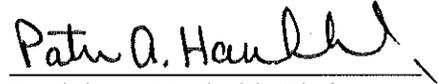
  
Daniel J. Draeger

  
Jennifer A. Grant (no)

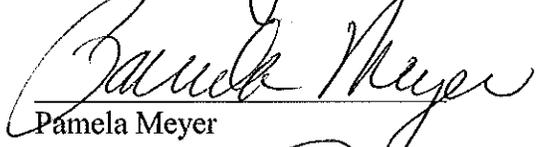
  
Pauline T. Jaske

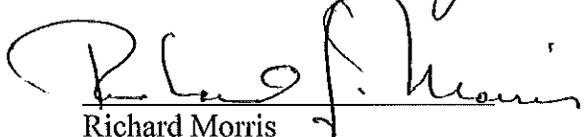
  
James Jeskewitz

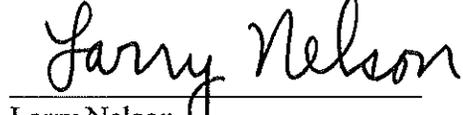
Approved by:  
Finance Committee

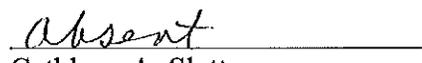
  
Patricia A. Haukohl, Chair

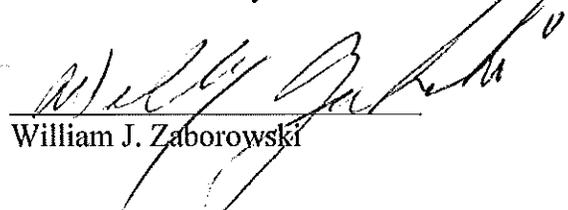
  
Daniel J. Draeger

  
Pamela Meyer

  
Richard Morris

  
Larry Nelson

  
absent  
Cathleen A. Slattery

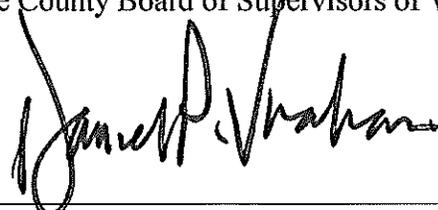
  
William J. Zaborowski

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 1/2/2013,   
Kathy Nickolaus, County Clerk

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved: X  
Vetoed: \_\_\_\_\_

Date: 1-3-13,   
Daniel P. Vrakas, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-12/18/12

(ORD) NUMBER-1670071

1 C. SLATTERY.....AYE  
 3 R. MORRIS.....AYE  
 5 J. BRANDTJEN.....NAY  
 7 J. GRANT.....NAY  
 9 J. HEINRICH.....  
 11 F. RUF.....AYE  
 13 P. DECKER.....AYE  
 15 W. KOLB.....AYE  
 17 D. PAULSON.....AYE  
 19 C. CUMMINGS.....AYE  
 21 W. ZABOROWSKI.....AYE  
 23 K. HAMMITT.....AYE  
 25 G. YERKE.....AYE

2 D. FALSTAD.....AYE  
 4 J. BATZKO.....AYE  
 6 J. JESKEWITZ.....AYE  
 8 P. HAUKOHL.....AYE  
 10 D. SWAN.....AYE  
 12 P. WOLFF.....AYE  
 14 P. MEYER.....  
 16 M. CROWLEY.....AYE  
 18 L. NELSON.....AYE  
 20 T. SCHELLINGER....NAY  
 22 P. JASKE.....AYE  
 24 D. DRAEGER.....AYE

TOTAL AYES-20

TOTAL NAYS-03

CARRIED   

DEFEATED   

UNANIMOUS   

TOTAL VOTES-23