Approve Modifications to Compensation and Benefit Structures for Non Represented Employees

Amendment:

On line 126 after the word "salary" add the following: not to exceed \$250,000.

The sentence beginning on line 125 would then read: Employees who are not eligible to earn overtime will receive life insurance equal to 2 times their annual salary, not to exceed \$250,000.

The amendment will not the change the fiscal of the ordinance as this is currently the adopted maximum as adopted in Enrolle Ordinance 159-85 (12/17/2004).

Vote on amendment: 21 - 1.

Vote on ordinance as amended: 21 - 1.

ENROLLED ORDINANCE 168-32

APPROVE MODIFICATIONS TO COMPENSATION AND BENEFIT STRUCTURES FOR NON REPRESENTED EMPLOYEES

WHEREAS, the County has historically been a public sector leader in adopting private sector business approaches and has done so with its compensation and benefit system, and

WHEREAS, the total compensation philosophy is based on both the public and private sector labor markets, and enabling the County to recruit, hire and retain highly qualified and experienced employees, and

WHEREAS, modifications to the current total compensation system will result in meeting the County's long term strategic and fiscal objectives, and

WHEREAS, the passage of WI ACT 10 created opportunities for the County to address and change the compensation and benefits for positions which were previously represented under labor agreements, and

WHEREAS, it is important to establish consistency in the wage and benefit structures for non-represented employees and those newly non-represented employees whose compensation and benefits were previously established through collective bargaining, and

WHEREAS, the County engaged a consultant to conduct a total compensation market study and to make recommendations on proposed salary structures, benefits, and the pay for performance system, and

WHEREAS, the consultant concluded that the County's pay for performance system is consistent with private sector business practices and over time should be expanded to other jobs within the County, and

WHEREAS, the consultant also concluded that the County's total compensation lags both the public and private sectors, and

WHEREAS, the consultant has also concluded and recommended that positions previously represented under labor contracts should be incorporated into the new non-represented compensation and benefits structure.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that the following modifications to the compensation structure be adopted effective October 5, 2013:

- I. The Open Salary Structure as attached in Table I.
- II. The Step Salary Structure as attached in Table II.
- III. The Physician Salary Structure as attached in Table III.

	Referred on: 07/03/13	File Number: 168-O-032	Referred to: HR – EX – FI
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- IV. Employees whose 2013 salary exceed the maximum of the assigned salary range will have their salary frozen until the salary range maximum meets or exceeds their current salary.
- V. Eliminating the pay policies which provide for up to 14 Social Workers to receive educational incentive pay, and for employees engaged in highway operations to receive additional compensation for when operating certain pieces of equipment.
- VI. Modify the overtime policy by eliminating overtime eligibility for employees in the classifications listed below. Employees in these classifications will be placed in the Salaried Vacation Plan:

Aging and Disability Resource Center Specialist

Architectural Services Technician

Civil Engineer

Community Health Educator

Conservation Specialist

Correctional Counselor

Developmental Disabilities Counselor

Environmental Health Sanitarian

Financial Analyst

Groundwater Program Coordinator

Human Resource Analyst

Land Information Mapping Technician

Land Use Specialist

Landscape Architect

Lead Environmental Health Specialist

Librarian

Mental Health Counselor

Park Naturalist

Public Health Nurse

Public Health Nurse Technician

Risk Management Analyst

Social Worker

Substance Abuse Counselor

Victim Witness Counselor

WIC Nutrition Counselor

BE IT FURTHER ORDAINED that the following benefit modifications be approved effective January 1, 2014:

VII. Modify the Health Insurance plan cost sharing and plan design as follows:

Choice Plus Plan

Employees completing the 3 Steps to Success health risk assessment program will pay 15% of the premium.

Referred on: 07/03/13 File Number: 168-O-032 Referred to: HR – EX – FI

Employees who do not complete the 3 Steps to Success health risk assessment program will pay 20% of the premium.

HSA Health Plan

Increase the employee co-insurance percentage employees pay after satisfying the deductible from 10% to 20%.

Lower the County contribution for employees who do not complete the 3 Steps to Success health risk assessment program from \$1,125 to \$750 for a single plan, and from \$2,250 to \$1,500 for a family plan.

Provide that 75% of the County health savings account contribution will be made in January and the remainder will be contributed in June.

BE IT FURTHER ORDAINED that effective October 5, 2013 the following reclassifications be adopted:

- VIII. Two (2) regular full time positions of Community Health Educator in the Department of Health and Human Services are abolished and two (2) positions of WIC Nutrition Counselor be created.
 - IX. Two (2) regular full time positions of Social Worker in the District Attorney's Office are abolished and two (2) regular full time positions of Victim Witness Counselor be created.

BE IT FURTHER ORDAINED that effective January 1, 2014 the following benefit changes be made:

- X. <u>Life Insurance</u>: Employees who are eligible to earn overtime will receive life insurance equal to their annual salary. Employees who are not eligible to earn overtime will receive life insurance equal to 2 times their annual salary *not to exceed \$250,000*.
- XI. <u>Long Term Disability Insurance</u>: Employees in the classification of Telecommunicator and Correctional Officer will be eligible for Long Term Disability Insurance. The Long Term Disability Insurance waiting period will be modified to 120 calendar days for all eligible employees.
- XII. Retirement Health Savings Account: Modify the County contribution toward an employee's retirement health savings account plan based on the budget year effective date as follows:

Employee Group	Current	2014	2015	2016	2017
	Contribution	Contribution	Contribution	Contribution	Contribution
Non-Represented	\$600	\$550	No Change	No Change	No Change

Referred on: 07/03/13 File Number: 168-O-032 Referred to: HR – EX – FI

Former Represented Social Workers	\$550	No Change	No Change	No Change	No Change
Former Represented Parks	\$550	No Change	No Change	No Change	No Change
Former Represented Teamsters	\$500	\$550	No Change	No Change	No Change
Former Represented Public Health Nu	\$350 rses	\$400	\$450	\$500	\$550
Former Represented AFSCME Master	\$300 Unit	\$400	\$450	\$500	\$550
Former Represented Corrections and Telecommunicator	\$200	\$300	\$400	\$500	\$550

APPROVE MODIFICATIONS TO COMPENSATION AND BENEFIT STRUCTURES FOR NON REPRESENTED EMPLOYEES

Presented by: Human Resources Committee	Approved by: Executive Committee	Approved by: Finance Committee
(No) Whate E have Duane E. Paulson, Chair	Paul L. Decker, Chair	Patricia A. Haukohl, Chair
Michael A. Crowley	Dave Falstad	Daniel J. Draeger
Absent Kathleen M. Cummings	Patricia A. Haukohl	Pamela Meyer They
Daniel J. Draeger (NO)	James A. Heinrich	Richard Morris
Jennifer A. Grant	Duane E. Paulson	Larry Nelson
Pauline T. Jaske	David W. Swan	Cathleen A. Slattery
James Joskewitz	Libert Glile Gilbert W. Yerke	William J. Zaborowski
	V	
The foregoing legislation adopte	d by the County Board of Supervi	isors of Waukesha County, Wisconsin,
was presented to the County Exe	eculive on:	
Date: 7/23/2013	Kathleen Novack, County Cler	uck
A- Am	Kathleen Novack, County Cler	k
The foregoing legislation adopte	ed by the County Board of Supervi	isors of Waukesha County, Wisconsin, is
hereby: Approved: Vetoed:	James V had	
Date: 7-30 -13	V handli h.	

Daniel P. Vrakas, County Executive

Grade	Job Classification	Minimum	Midpoint	Maximum
200-1-1-1-1			A THE PROPERTY OF THE PROPERTY	
O-01		\$32,912	\$37,849	\$43,527
		N. S.	na stangaga	iteral e tyte.
O-02		\$34,558	\$39,742	\$45,703
O-03		\$36,286	\$41,729	\$47,988
	Information Technology Technician - A	\$ 0.000 million in the continue of the continu		The second secon
TATE NATIONAL PROPERTY OF THE	От температура по постоя по по постоя по	Controller on the same institution of the same of the	TOP A THE COLUMN BY A PARTY CONTRACTOR FOR THE	TO THE RESIDENCE OF THE PROPERTY OF THE PROPER
O-04	Совет у 19,7 гр. у 19,7 гр. у 19 гр. у	\$38,100	\$43,815	\$50,387
				- 11g
O-05	обрания в село (11 в село в 1 с. с. в село в село в село в село в село село в село в село в село в село в село	\$40,005	\$46,006	\$52,907
SOUTH AND THE STREET STREET	Food Service Coordinator	ton nemonalistica de la manuel de la meso de comerci.	east 20, 50 mm 2 1000 mm 20 mm 2 mm been man god at mean althought	oo oo oo saaraa ah oo
	Housekeeping Supervisor			
11:	- AND THE RESIDENCE OF THE PROPERTY OF THE PRO		Commence of the Commence of th	1 1 1 1
O-06		\$42,005	\$48,306	\$55,552
	Stock Clerk			
<u> </u>	Support Staff Supervisor			
.,,	THE RESERVE TO SERVICE AND ADDRESS AND ADD		TO A TOUR ON THE BALL OF TOWN OF PETER A SHEET	1 (10) Б. (1) се поли до отполнение подости выстание перевод
O-07	Annual Advantation of the second state of the second of th	\$44,106	\$50,722	\$58,330
	Mechanic			
	Office Services Coordinator		and the second commence of the second	MINISTRATION TO STATE OF THE PROPERTY STATE THE PARTY OF
		Annual Control of Cont		1100
O-08		\$46,311	\$53,258	\$61,246
TOTTO ATTACABLE VICTOR IN COMM	Child Support Supervisor			·····
COLLEGE CONTROL SACRASSICAL SERVICES	Golf Clubhouse Supervisor 9 Hole	70. Late 1 and 177 a 274 and 1 a man and 1	The second secon	CONT. CONT. TRANSPORT OF THE STATE OF THE ST
ARREST-7000CHISTORY A	Ice Arena Supervisor			
	Information Technology Technician			CELLUI - CELTEAN SUMPLEM CUIRMAN SUMMAN
######################################	Lead Mechanic	<u></u>		TARK TOWNSTEE CORNER WITH STORM OF VIEW 19-04-07
VOCUMO 3 (2011)			The second secon	CONTRACTOR OF THE PROPERTY OF
O-09		\$48,627	\$55,921	\$64,309
THE THE THE TANADAM TANDES SANGE.	Environmental Health Sanitarian			·nmitrum manuficul manufic
Miles and the Control of Control				
O-10		\$51,058	\$58,717	\$67,524
	Circuit Court Supervisor		900,111	
· Laboration Company and Company and Company	Lead Environmental Health Sanitarian	A section of the sect		
MENTO PROPERTY OF A SHAPE OF STREET	Senior Information Technology Professional - A			
	Shop Supervisor			
O-11		\$53,611	\$61,652	\$70,900
	Circuit Court Division Coordinator	\$00,031	Ψ31,002	φ, 0,000
	Clerk of Juvenile Court		la alla communicación de la constanta de la co	Anna and the state of the state
	Community Services Representative			
	Deputy County Clerk			
	Deputy County Clerk Deputy County Treasurer			
A TO THE RESIDENCE OF THE PROPERTY OF THE PROP	Groundwater Program Coordinator			h'

Grade	Job Classification	Minimum	Midpoint	Maximum

O-12	1812 APP CAN PROPERTY AND THE PROPERTY OF THE	\$56,291	\$64,735	\$74,445
	Corrections Supervisor		\$	
	Golf Clubhouse Supervisor 18 Hole	Manager 10-7-10-7-10-7-10-7-10-7-10-7-10-7-10-7		The second secon
	Ice Arena Coordinator		\$100 mm 100 mm 1	and the state of t
780301000000	Juvenile Center Supervisor	Para a mana an ang mga mga mga mga mga mga mga mga mga mg	A CALL THE STATE OF THE STATE O	Andrews Landscott (1904) and the state of th
	Nature Center Supervisor	\$ 1000 mark to 100		
	Occupational Therapy Supervisor	A	\$	PERSONAL ARTESTAL PROPERTY OF THE STATE OF T
	Solid Waste Supervisor	ampana ar a amana manana a sa amis menusia ar sa amis		annes anno esta de la calencia de l
	Victim Witness Program Coordinator			
	Programment and the second sec			5. 7577 1. 1. 1
O-13		\$59,106	\$67,972	\$78,168
	Communications Center Specialist	and a second		
	Communications Center Supervisor			
	Deputy Register Of Deeds		Commence on the Salakini And Silakini Salakini Salakini	A / Ton - A 67th
	Economic Support Supervisor			PROFILE CONTROL AND
	Executive Assistant			V
	Land Information Systems Analyst		71110-107-1-11	THE STATE OF THE S
	Veterans Services Officer	e de la completa e companya de la completa de la c	Construction of a second of the town of a mile white mapped in security.	remove propriets and the first state of the second state of the se
	WIC Program Supervisor			V— VPASTTILLIVALLENDARENJEL
0-14		\$62,061	\$71,370	\$82,076
	Chief Deputy Clerk		<u> </u>	e e e e e e e e e e e e e e e e e e e
.y	Civil Engineer		1	· · · · · · · · · · · · · · · · · · ·
LOCAL CONTRACTOR CONTR	Facilities Supervisor	With distinguish a fee of a commonly can a describe a configuration of the second common configuration of the second configuration of the seco		April 12 Lancon (184 1 and response of military and military (194 19
(* h. ,	Patrol Superintendent			
	Senior Financial Analyst			
***************************************	Senior Landscape Architect			
				AND THE THE THE PARTY OF THE PRODUCTION OF THE PROPERTY OF THE
O-15		\$65,164	\$74,939	\$86,180
MARKET TO MAKE MARKET AND	Clinical Psychologist			······································
	Criminal Justice Collaboration Coordinator		· · · · · · · · · · · · · · · · · · ·	
	Epidemiologist			
	Family Court Services Supervisor		<u> </u>	TAY TO THE TAY OF THE
CONTRACTOR	Human Services Supervisor			A ATT A THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY.
	Library Services Specialist	.,		
	Nutrition & Aging Services Supervisor	L.,		
	Parks Supervisor			
	Principal Buyer	Andreas Education and Annual A		
V-0,	Principal Risk Management Analyst			
AND THE PROPERTY OF THE PARTY O	Public Health Supervisor	NATIONAL CONTRACTOR OF CONTRAC		· management of the street of the same of the many of section of the same of t
STORY COLOR MANY ALTON	Senior Financial Budget Analyst	observation of a sequence of the sequence of t		
	Senior Human Resources Analyst			
regresser, marries and black of area	Senior Information Technology Professional	eta aleman en el segui a como en el segui en el se	-12	
OF SHIP IN LATER AND LEASE AND PROPERTY.	Senior Planner	THE COLUMN AND ADMICS THE COLUMN ASSESSMENT	CENTRE ELECTRICA ELECTRICAL PROPERTY AND AND ALTO AND ADDRESS.	
	Training Coordinator			

Grade	Job Classification	Minimum	Midpoint	Maximum
0-16		\$68,422	\$78,686	\$90,489
	Attorney	400, 122	ψ. ο,οοο 	Ψοσ, του
	Centralized Records Supervisor			Martine 1920 days of Marcol and Lower Street, which was a second
Comment of the Commen	Community Development Coordinator			ACTIONS ARTHOUGH BLACKBOOK COMMENT AND A COM-
***************************************	Environmental Health Supervisor	1		
	Exposition Center Manager	1:1111		orest or experience services contact stations extract
vvictoriet volcher i stoller victorie ver	Hazardous Materials Coordinator	512753 \$1,000 2767 1111 2754 1111 2754 1111 2754 1111	THE SEARCH AND RESTORATED AND STOCK AND PARTY.	*\#\#\#\#\#\#\#\#\#\#\#\#\#\#\#\#\#\#\
	Lieutenant			
	Register In Probate			
		is one of the contract of the		The second secon
O-17		\$71,844	\$82,620	\$95,013
	Budget Management Specialist			
	Correctional Facility Manager			, , , , , , , , , , , , , , , , , , , ,
CONTRACTOR OF THE CONTRACTOR O	Emergency Management Coordinator			
	Employee Benefits Administrator			
100000 alakanda salah eran sarah sarah s	Juvenile Center Coordinator			
	Legislative Policy Advisor			
	Principal Financial Project Analyst			
· · · · · · · · · · · · · · · · · · ·	Principal Human Resource Analyst			
	Principal Internal Auditor	.,,,		2 00000 (PO20020P02000,000 00022,
	Registered Nurse Supervisor			
	Senior Civil Engineer			
ere ere stronger in hors of the site stronger	Workforce Development Center Coordinator	19 Andrew Market and Comment Comment and C	o no nepode protector de la companie	THE THE PROPERTY OF THE PROPER
O-18		\$75,436	\$90,523	\$108,627
	Accounting Services Coordinator	and an arrange of the second o		
THE PERSON NAMED IN COLUMN	Captain	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	The second secon	WARRY STREET, ST.
	Economic Support Coordinator	Maria de Caracina		
	Health & Human Services Coordinator			ADDRESS OF SAME AS A STORY OF STREET, A STREET OF SAME AS A STREET, A STREET OF SAME AS A STREET, A STREET
	Operations & Training Manager	Military R. Commission of the	or or urrow small manufacture	Terminonia mantonomina di Francis di Antonomino di Comi
ALTONO CHARMACHAN ACTA BATA	Principal Information Technology Professional	, , , , , , , , , , , , , , , , , , ,	The second secon	# WINDOWS FOR THE PARTY OF THE
	Radio Systems Manager			
	Senior Attorney		TO THE PERSON OF	ACAMOTES CONTRACT TAXABLE TAXABLE AND A COMMON STATE AND A COMMON STAT
A CONTRACTOR OF STREET PROBLEMS	Senior Clinical Psychologist		The second control of	**************************************
	Senior Correctional Facility Manager			
O-19		\$79,208	\$95,049	\$114,059
	Business Manager			7
	County Board Chief Of Staff	,,,,,, {,, <u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>		
***************************************	County Executive Chief Of Staff	27424 275 107510125 2275101240	2-2-2-1-1-2-2-1-1-1-2-2-1-1-1-1-2-1	To compare emission e de monte este establica de la mental de la menta
,	Director Federated Library	***************************************		re entranti e colo. Le transcer no. Le noble de la come La conocia de color
en anna e e e e a e e e e e e e e e e e	Enterprise Operations Manager			
,	Fleet Manager	2417 Transaction 2017 (12 and 14 (14 (14 (14 (14 (14 (14 (14 (14 (14		***************************************
Billion and the second and	Highway Operations Manager		ethalithet all de chet and de carron announce of decreasing et announce of the co-	
. , ,	Land Information Systems Manager			
	Nursing/Patient Services Coordinator		ACCUPATION OF THE PARTY OF THE	
185-154	Outpatient Services Coordinator	A STATE OF THE STA	AMERICAN AND SERVICES SERVICES AND ASSESSMENT COMMENTS	**************************************
	Psychiatric Nurse Practitioner			99 <u>2012 - 1</u> 890 - 1220

Grade	Job Classification	Minimum	Midpoint	Maximum
O-20		\$83,168	\$99,802	\$119,762
- 175 T-1-17-775-1 1 2-2 1-1-1 1-1-2 1-1-1	Accounting Services Manager	ere et en	t am camer variate describe a substitute a s	and the second s
######################################	Administrative Services Manager		100 FRANKEY OLD COMPANY OF THE VICE OF THE COLUMN ASSESSMENT OF THE COL	**************************************
Anderson I militare mention has been a	ADRC Manager			Sensory of the control of the contro
ALTERNATURE POLICY CLIENCE EL ESTRE E	Airport Manager		2012 2010 21 21 21 21 21 21 21 21 21 21 21 21 21	
	Architectural Services Manager			
NEGROUSE PART CONTRACTOR	Budget Manager	Harry of the Committee	TO A CONTROL OF THE STATE OF THE STATE ASSESSMENT OF THE STATE OF THE	Contraction transcriptions of the affect on the terms in the contract
- 4 March 2 - 11 - 12 - 12 - 12 - 12 - 12 - 12 -	Collections/Business Services Manager	CONTRACTOR	***************************************	
2012/2010/1017/1017/1017/1017/1017/1017/	Court Commissioner			
***************************************	Deputy Inspector		2.45-5.4 4 ·	
1998/54/2016/1916/1916/1916	Environmental Health Manager	LOCOTO A DORA CIRA COMENSAR POR CARLO DE RECORDERA CONTRA CARLO CA		CONTRACTOR
	Facilities Manager			
//	Human Resources Manager	<u> </u>	~AAAA742	
	Human Services Manager		Principal Principal State of Principal State of	
	Internal Audit Manager		***************************************	
	Jail Administrator			
	Land Resources Manager			As all the transit of the same of a day of the same of a second of the same of
	Mental Health Center Administrator			
	Parks Systems Manager			(SET)1000}
***************************************	Planning and Zoning Manager	Stand, a sanda su cusuum staata ta aa a	S - n - s - n - n - n - n - n - n - n - n	
MATERIA OFFICE OF STREET	Principal Assistant Corporation Counsel	,		
	Public Health Manager			
THEOLOGY CHECKS & COMMAND AND AND AND AND AND AND AND AND AND	Risk/Purchasing Manager			
	13 13 17 CHICHASHIY IVANIAYEE	\$-17-01W-1	mm e esement e l'our r'esemble seen? El besenda ARD elle.	
0-21		\$87,326	\$104,792	\$125,750
Martine of Philodophy Colonia,	Business Services Administrator			
	Engineering Services Manager		2.04.00.00.00.00.00.00.00.00.00.00.00.00.	
	IT Infrastructure Administrator			
	Solutions Administrator		· a ar an an an in Edward Androdd An Arabad Affeddin (Alba)	
O-22		\$91,693	\$110,031	\$132,037
	Clinical Services Manager	1 40.,000		y,
MATTER CONTROL OF STREET AND ARTEST ARTEST AND ARTEST A				
O-23		\$96,277	\$115,533	\$138,639
<u></u>	Director Emergency Preparedness	1 400,211	Ψ110,000	Ψ100,000
· · · · · · · · · · · · · · · · · · ·	Director Envergency i Toparourios	<u></u>		
0-24	VIII. VIII. (1997) 1997 19	\$101,091	\$121,309	\$145,571
V 2 I	Deputy Director of Health and Human Services	ψ101,001	Ψ1Z1,000	ψίπο,σι ί
	Inspector			v
	ATTO DECOLO:	LANCE		
0-25		\$106,146	\$127,375	\$152.050
0-23	Information Technology Manager	φ100,140	\$127,313	\$152,850
	IIIIOIIIIalloii Teciriology Wallagei	. Ways and the experience of the state of th		
O-26		\$111,453	\$133,744	\$160,492
0 20	TO THE STATE OF TH	ψ111,400	Ψ100,177	\$100,432
O-27		\$117,026	\$140,431	\$168,517
L-t	Corporation Counsel			
	Director of Public Works			
Managara and an and an	Director Parks & Land Use	To the state of th		
O-28		6100 077	Q1.47 AEO	¢47ድ በ <i>አ</i> ባ
U-20	Director of Health and Human Services	\$122,877	\$147,452	\$176,943
,	Director of Administration			artification to the control of the second se

	- 1	[. - -					•				***************************************		,			
crade	JOD Classification	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
S-01		\$25,179	\$25,683	\$26,196	\$26,720	\$27,255	\$27,800	\$28,356	\$28,923	\$29.501	\$30.091	\$30,693	\$31.307	\$31.933	\$32.572	\$33.223
	Senior Dining Manager			ļļ		١										
S-03		\$26 43R	\$26 QR7	S27 KOR	828 058	\$28 R17	£29 190	470 774	630 360	\$30.076	624 606	822 228	422 072	002 000	000 700	004
	Building Service Worker	000		000, 130	940,000	10,000	051,000	t - /	900.000	0 / 6, 000	060,104	927'700	7/0'700	955,550	934.200	400,400
0.03		\$27.780	408 24E	900	\$20 AE0	620 040	620 640	624 262	921	202 000	900 410	000	074 640	200	2000	000
3	Public Health Technician	000		1 1	664,036	010,000	650,050	202,100	000,100	020,200	922,10	900,000	010,400	\$35,2UD	1 18,000	870,054
S-04		\$29,148	\$29,731	\$30,326	\$30,932	\$31,551	\$32.182	\$32.825	\$33.482	\$34,152	\$34.835	\$35.531	\$36 242	\$36.967	837 708	\$38.460
	Nutrition Services Assistant		jJ.			latin .	Augusta P									
S-05		530 605	\$31 217	\$31.842	027 685	£33 128	\$33 701	\$34.467	S25 156	234 840	\$38 576	637 20B	053 OE4	420 045	600 604	000 070
	Human Services Support Specialist	200,000	_	200		200.	200	P. 1	000	00,000	0,000	0000	100.00	0.000	900,000	940,303
,,	Parts Runner					ł			. Çmq							
-0.45			[., ., ., .											
90 - S		\$32,136	\$32,778	\$33,434	\$34,103	\$34,785	\$35.480	\$36,190	\$36,914	\$37,652	\$38,405	\$39,173	\$39,957	\$40,756	\$41,571	\$42,402
entrant (Certified Occupational Therapy Assistant								~~							
	Psychiatric Technician							313-11 6								
S-07		\$33 742	\$34 417	\$35 108	\$35 808	236 524	756 785	\$37 999	\$38 759	\$30 52E	\$20 325	\$41 122	841 054	242 704	643 640	CCA K E22
	Environmental Health Specialist									23	2	1	2	2	2	7,7,7
						.]										
S-08	The state of the s	\$35,430	\$36,138	\$36,861	\$37,598	\$38,350	\$39,117	\$39,899	\$40,697	\$41,511	\$42,342	\$43,188	\$44,052	\$44,933	\$45,832	\$46,749
	Juvenile Center Worker							4								
	Registered Dietetic Technician						,	t								
	Veteran Service Aide				,			/								
	Volunteer Program Specialist															
8-09		\$37.201	\$37.945	\$38.704	\$39,478	\$40.268	\$41.073	\$41.894	\$42.732	\$43.587	\$44,459	\$45.348	\$46.255	\$47.180	\$48 124	\$49 086
ļ	Food Service Specialist											-				
	Licensed Practical Nurse) 									
					la varia	J.,							ļ 			
S-10	To provide the second control of the second	\$39,061	\$39,842	\$40,639	\$41,452	\$42,281	\$43,127	\$43,989	\$44,869	\$45,766	\$46,682	\$47,615	\$48,568	\$49,539	\$50,530	\$51,540
	Economic Support Specialist				******		-110	,,,,		,,						
	Exposition Center Worker				~~	,,,,,,									, <u>.</u>	
	Human Resources Assistant	- 4			7/50%		******			,					.1164	
	Maintenance Mechanic I				Allan.	17780	d-1995 q									
	Park Maintenance Worker	~~~			-1 4 1 1		-1									
Done For																

Page 5 of 9

Grade	Job Classification	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
3	THE THE PROPERTY OF THE PROPER		700	. 720	200	200	1		3,7							
2		\$41,014	\$41,834	\$42,671	\$43,525	\$44,395	\$45,283	\$46,189	\$47,112	\$48,055	\$49,016	\$49,996	\$50,996	\$52,016	\$53,056	\$54,117
.,	Carpenter		a rocean	******	Pellan C		78.37							TUTO		
	Child Support Specialist		******			BLUE-C	- Von Se		.,-,-		ļ					ļ,
	Collections Specialist			14/1		. 141					***************************************			easa		Į ma
.,,	Conservation Specialist			***************************************) <u>.</u>					-		<u>-</u>	<u> </u>		180
	Court Reporter															
	Engineering Technician							.,		-22.						
	Fraud Investigator													-)	<u> </u>
	Humane Animal Officer															_
	Maintenance Mechanic II						PP-suc"		-						-	ļ_
	Park Foreman					-										<u> </u>
	Patrol Worker								17.0		ļ		J			ļ_
	Records Management Analyst							art]					Ļ
	Recycling Specialist	F **-			J		,			1					-	_
e	Telecommunicator						,	love								_
			,,,,,,											ļ		
S-12		\$43,065	\$43,926	\$44,805	\$45,701	\$46,615	\$47.547	\$48.498	\$49,468	\$50,457	\$51,466	\$52,496	\$53,546	\$54,617	\$55,709	\$56.823
	ADRC Specialist						y == 1,1,									1
9	Benefits Specialist							{	}		<u> </u>	<u></u>				ļ
	Buyer													<u></u>		<u> </u>
	Community Health Educator					,								ļ		
	Correctional Counselor			J				ļ			<u> </u>			ļ		<u> </u> _
	Correctional Officer		!					J								ļ
	Crew Leader					energy and		ļ						.		
	Developmental Disabilities Counselor		!- -		ļ				· · · · · ·			<u> </u>				ļ
	Financial Analyst		ļ			ł	ļ,.						1	ļ		ļ
	Land Use Specialist	e e e e e e e e e e e e e e e e e e e	ļ	ļ	THE STATE OF THE S				j,							ļ
	Landscape Architect						-									ļ
l	Lead Expo Center Worker						, .							-		ļ
	Maintenance Mechanic III															ļ
	Mental Health Counselor				J					J.,	ļ			J		
	Park Naturalist	7		ļ					<u> </u>				ļ			
	Risk Management Analyst		\							TW						ļ
	Sign/Signal Maintenance Worker											-	 	ļ.,,		
L	Substance Abuse Councelor				I		-		ĺ	-			ļ			ļ

Step 10 Step 11 Step 12	354,040 \$55,121 \$56,223							\$56.742 \$57.877 \$59.034				- Print Annual A						\$59,579 \$60,770 \$61,986				Tan 1				\$62 558 \$63 809 \$65 085					\$65,686 \$66,999 \$68,339					The state of the s	
Step 8 Step 9	3 \$51,941 \$52,980				***************************************	7		9 \$54,538 \$55,629										3 \$57,265 \$58,411								560 129 \$61 331				The Property of the Property o	7 \$63,135 \$64,398					THE PARTY NAMED AND ADDRESS OF	
Step 6 Step /	\$49,924 \$50,923							\$52,421 \$53,469								The Plant		\$55,042 \$56,143								\$57 794 \$58 950					\$60,683 \$61,897					- 1300	
Step 4 Step 5	\$47,986 \$48,946							\$50,385 \$51,393					Cross res :	- Constant	777.00	Call Trans		\$52,904 \$53,962								\$55,550 \$56,661	ļ				\$58,327 \$59,494						28.00
Step 2 Step 3	\$46,122 \$47,045							\$48,429 \$49,397								A-1000		\$50,850 \$51,867								\$53.393 \$54.460	ļ				\$56,062 \$57,183						~
otep 1	\$45,218	30000						\$47,479 \$										\$49,853 \$								\$52.346	<u> </u>	The state of the s			\$54,963 \$						
Job Classification		Deputy Medical Examiner	Golf Course Superintendent	Land Information Mapping Technician	Public Health Nurse Technician	Victim Witness Counselor	WIC Program Nutritionist		Human Resources Analyst	Senior ADRC Specialist	Senior Collections Specialist	Senior Correctional Counselor	Senior DD Counselor	Senior Mental Health Counselor	Senior Substance Abuse Counselor	Social Worker	The second secon	to the manager plan unitaining unitaining and a second of the second of	Conservation Biologist	Librarian	Park Programs Specialist	Programs & Projects Analyst	Radio Systems Technician	Senior Engineering Technician	Senior Risk Management Analyst		Electrician	Senior Buyer	Senior Internal Auditor			Clinical Therapist	Library Automation Coordinator	Public Health Nurse II	Registered Nurse	Senior Conservation Specialist	Senior Land Use Specialist

Table II 2013 Step Pay Plan Annual Salary

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Grade	Grade Job Classification	Step 1	Step 1 Step 2 Step 3	Step 3	Step 4	Step 4 Step 5 Step 6 Step 7 Step 8 Step 10 Step 11 Step 12 Step 13 Step 14 Step 15	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
S-18	The state of the s	\$57,711	\$57,711 \$58,865 \$60,043	\$60,043	\$61,243	\$61,243 \$62,468 \$63,718 \$64,992 \$66,292 \$67,618 \$68,970 \$70,349 \$71,756 \$73,192 \$74,655	\$63,718	\$64,992	\$66,292	\$67,618	\$68.970	\$70.349	\$71.756	\$73.192	\$74.655	\$76.148
	Architectural Services Technician															
								Ta Puller								
S-19		\$60.597	\$60.597 \$61,809 \$63,045	\$63,045	\$64,306	\$64,306 \$65,592 \$66,904 \$68,242 \$69,806 \$70,999 \$72,419 \$73,867 \$75,344 \$76,851 \$78,388 \$79,956	\$66,904	\$68,242	\$69,606	\$70,999	\$72,419	\$73.867	\$75,344	\$76,851	\$78.388	\$79.956
						1,000,0										
S-20	The state of the s	\$63,626	\$63,626 \$64,899 \$66,197	\$66,197	\$67,521	\$67.521 \$68.871 \$70.249 \$71,654 \$73.087 \$74,548 \$76,039 \$77.560 \$79.111 \$80.694 \$82.308	\$70,249	\$71,654	\$73,087	\$74,548	\$76,039	\$77,560	\$79,111	\$80.694	\$82,308	\$83.954
	Radio Systems Specialist		- Minister 1		-,											
		****			overa	1 Start			-,-,					400.00	J-200	
S-21		\$66,808	\$66,808 \$68,144 \$69,507	\$69,507	\$70,897	\$70,897 \$72,315 \$73,761 \$75,236 \$76,741 \$78,276 \$79,841 \$81,438 \$83,067 \$84,728 \$86,423 \$88,151	\$73,761	\$75,236	\$76,741	\$78,276	\$79,841	\$81,438	\$83,067	\$84,728	\$86,423	\$88,151
													***************************************			***************************************

Table III 2013 Physician Pay Plan Annual Salary

Grade	Job Classification	Minimum	Midpoint	Maximum
Protein and State and Stat				
M-01	\$ 145 TO SHEET TO THE TOTAL PROPERTY OF THE SHEET AND	\$146,885	\$161,574	\$177,731
				ENTERNANCE
M-02	Pathologist	\$161,574	\$177,731	\$195,504
M-03	Psychiatrist	\$177,731	\$195,504	\$215,054
45467 4.3.3				
M-04	Chief Psychiatrist	\$195,504	\$215,054	\$236,560
44.54.41				
M-05	Clinical Director	\$205,279	\$225,807	\$248,388
	Medical Examiner			

FISCAL NOTE

APPROVE MODIFICATIONS TO COMPENSATION AND BENEFIT STRUCTURES FOR NON REPRESENTED EMPLOYEES

Sections I - IV, regarding adoption of new salary structures:

This financial analysis (and the health insurance plan design modifications discussed below), is based on a ten-year projection comparing the County's current salary and health insurance benefit structure to the one proposed in this ordinance. This projection covers all regular county positions, except for those covered through negotiated labor contracts (sheriff deputies and detectives, which are not affected by this ordinance), and clerical positions, which are planned to be addressed through a future ordinance, upon completion of a consultant study. This fiscal analysis assumes the following:

- Employees in open salary ranges will be placed at their current salary unless below the minimum of the proposed range.
- Employees in the step salary ranges will be placed at the step closest to, but not less than the current pay rate.
- All supervisory positions will move from step ranges to open ranges. This transition of positions from the step ranges to open ranges is projected to confinue in 2016 with additional professional level positions. The first impacts of performance awards for these transitioning positions begin in budget year 2015 (based on 2014 evaluations).
- A pilot group of five classifications in Environmental Health and Central Fleet, consisting of 23 formerly represented positions, will be evaluated and eligible for performance awards in the open system in 2014.
- The projection factors in an estimated annual adjustment to the salary ranges of 1.5%.
- The projection assumes an employee turnover rate, consistent with current percentages, of 8% in years 1-4 and 7% thereafter.
- Since some positions are funded entirely or partially with non-tax levy revenue sources, this projection assumes 30% of position costs will not have a levy impact, based on current funding sources.
- The projection factors in related Social Security and Wisconsin Retirement System costs.

Section VII, regarding modification of health insurance plan designs:

The financial analysis for health insurance modifications outlined in this ordinance assumes the following:

- An average savings of 2.75%, based on the change in premium cost-sharing in the Choice Plus health plan and an increase in employee co-insurance percentages in the Health Savings Account plan.
- An annual medical inflation rate of 9%, based on actuarial projection.
- Also, note that County staff regularly review employee health plans and propose changes to help limit increases in health insurance costs. This projection does not factor in additional, cost-saving health plan design changes that will be proposed in future years because those adjustments are not known at this time.

The net tax levy impact of the proposed changes to salary structures in sections I-IV, and related to health insurance plan modifications in section VII, is estimated to total approximately \$130,000 over ten years or about 0.02% of estimated base expenditures over that period.

Sections VI & X - XII regarding changes to overtime eligibility. life insurance, long-term disability insurance, and retirement health savings account contributions:

The net cost impact of these changes in 2014 are estimated to total approximately \$22,000. Due to the potential future fluctuation of some of the underlying cost rates (e.g., long-term disability rates), this analysis is limited to the 2014 budget year, but not expected to vary significantly in future years.

Sections VIII and IX, regarding position reclassifications:

This ordinance proposes to reclassify two regular full-time community health educator positions in the Health and Human Services - Women, Infant and Children (WIC) program to WIC nutrition counselor positions. This ordinance also proposes to reclassify two regular full-time social workers to victim witness counselors in the District Attorney's Office. The estimated net levy impact resulting from these reclassifications is estimated at a savings of about \$2,000 for 2014, after factoring in offsetting WIC and VOCA (Victims of Crime Act) revenues.

ffruu ff main A. Cummings Director of Administration

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Referred on: 07/03/13 File Number: 168-O-032 Referred to: HR - EX - FI

WAUKESHA COUNTY BOARD OF SUPERVISORS

V	
DATE-07/23/13	(ORD) NUMBER-1680032
	AMENDMENT VOTE
1 C. SLATTERY	2 D. FALSTADAYE
3 R. MORRISAYE	4 J. BATZKOAYE
5 J. BRANDTJENNAY	6 J. JESKEWITZAYE
7 J. GRANT	8 P. HAUKOHLAYE
9 J. HEINRICHAYE	10 D. SWANAYE
11 F. RUFAYE	12 P. WOLFFAYE
13 P. DECKERAYE	14 P. MEYERAYE
15 W. KOLBAYE	16 M. CROWLEYAYE
17 D. PAULSONAYE	18 L. NELSONAYE
19 C. CUMMINGS	20 T. SCHELLINGERAYE
21 W. ZABOROWSKIAYE	22 P. JASKEAYE
23 K. HAMMITTAYE	24 D. DRAEGERAYE
25 G. YERKEAYE	

TOTAL AYES-21	· · · · · · · · · · · · · · · · · · ·	TOTAL NAYS-01
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DATE-07/23/13	ORDINANCE AS AMENDED.
	ORDINANCE AS MINERODED.
1 C. SLATTERY	2 D. FALSTADAYE
3 R. MORRISAYE	4 J. BATZKOAYE
5 J. BRANDTJENAYE	6 J. JESKEWITZAYE
7 J. GRANT	8 P. HAUKOHLAYE
9 J. HEINRICHAYE	10 D. SWANAYE
11 F. RUFAYE	12 P. WOLFFAYE
13 P. DECKERAYE	14 P. MEYERAYE
15 W. KOLBAYE	16 M. CROWLEYAYE
17 D. PAULSONAYE	18 L. NELSONAYE
19 C. CUMMINGS	20 T. SCHELLINGERNAY
21 W. ZABOROWSKIAYE	22 P. JASKEAYE
23 K. HAMMITTAYE	24 D. DRAEGERAYE
25 G. YERKEAYE	
TOTAL AYES-21	TOTAL NAYS-01
CARRIED_X_	DEFEATED

TOTAL VOTES-22