

ENROLLED ORDINANCE 179-66

APPROVE 2025 SALARY RANGE ADJUSTMENTS TO THE 2024 NON-REPRESENTED, SEASONAL, AND TEMPORARY SALARY RANGES; EXTEND THE OPEN SALARY RANGES; AND MODIFY EXISTING PAY POLICIES

WHEREAS, it is necessary to maintain competitive salary and benefit systems and structures to attract and retain a qualified workforce; and

WHEREAS, the County recognizes the importance of maintaining and adjusting the salary ranges consistent with the overall market; and

WHEREAS, market conditions have created a competitive labor environment and it is necessary for the County to adjust the current ranges for non-represented, seasonal, and temporary salary ranges; and

WHEREAS, the total compensation study results conducted in 2023 indicated that the County has lagged compared to market with past non-represented salary range adjustments; and

WHEREAS, it is appropriate to extend the maximum of the non-represented open salary ranges by five percent (5%) to address the competitiveness of the county salary ranges; and

WHEREAS, to incentivize county-employed nursing and health and human services staff to work critical and hard-to-fill shifts, it is necessary to modify current salary administration policy; and

WHEREAS, modifications to critical shift payment rules will provide flexibility, and higher alternative rates will only be paid for specific hours deemed critical which will reduce staffing costs; and

WHEREAS, provision of shift differentials for inpatient Registered Nurse Supervisors will bring the County in alignment with other local healthcare entities' pay practices; and

WHEREAS, the County has provided for the fiscal impact of this ordinance in the County budget for 2025.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that effective December 28, 2024, a salary range adjustment of three percent (3%) will be applied to the non-represented, seasonal, and temporary salary ranges.

BE IT FURTHER ORDAINED that effective July 1, 2025, the maximum of open non-represented salary ranges be extended by five percent (5%).

BE IT FURTHER ORDAINED that Salary Administration Policy is modified to allow inpatient Registered Nurses at the Mental Health Center to be paid on a per hour basis at a higher alternative rate salary range TMP-32 when working a critical shift that is identified by the department.

BE IT FURTHER ORDAINED that Salary Administration Policy is modified to allow inpatient Registered Nurse Supervisors to be eligible for shift differentials as currently defined:

- 2nd shift Monday thru Friday - \$1.85 per hour
- 2nd shift Saturday and Sunday - \$2.85 per hour
- 3rd shift Monday thru Thursday - \$2.35 per hour
- 3rd shift Friday thru Sunday - \$3.35 per hour
- 1st shift Saturday and Sunday - \$1.85 per hour

BE IT FURTHER ORDAINED that Salary Administration Policy is modified to provide temporary Clinical Therapists and temporary Senior Mental Health Counselors assigned to the inpatient Mental Health Center, and temporary Clinical Therapists and temporary Senior Mental Health Counselors performing DHS-34 crisis work will be compensated at time and one-half (x 1-1/2) their regular rate of pay when working on a holiday.

BE IT FURTHER ORDAINED that Salary Administration Policy is modified to provide regular full-time Clinical Therapists performing DHS-34 crisis work outside of their regular work assignment to have the option to bank earned overtime as compensatory time with a 40-hour earning limit.

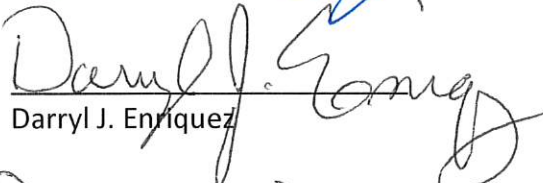
BE IT FURTHER ORDAINED that effective December 21, 2024, Salary Administration Policy is modified to provide Senior Mental Health Counselors, Mental Health Counselors, Social Workers, Senior Care Managers, Care Managers, and Clinical Therapists (with CCS or CLTS work assignments assigned to after-hours crisis intervention) to be eligible for on-call pay of a 2 hour minimum for a 4 hour shift, a 4 hour minimum for an 8 hour shift, and an 8 hour minimum for a 12 hour shift for scheduled holiday shifts worked, as well as, to provide an increase to the current on-call amount for non-holiday shifts from a 3 hour minimum for a 12 hour shift to a 4 hour minimum for a 12 hour shift.

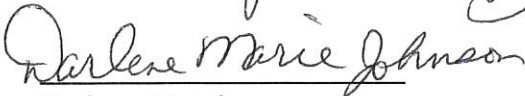
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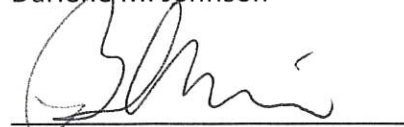
Presented by:  
Human Resources Committee

  
Larry Nelson, Chair

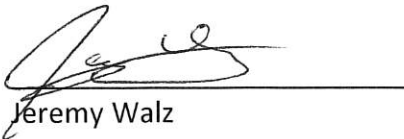
  
Michael A. Crowley

  
Darryl J. Enriquez

  
Darlene M. Johnson

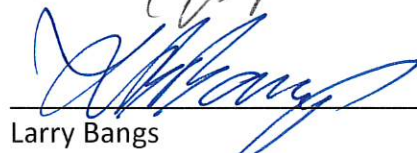
  
Brian Meier

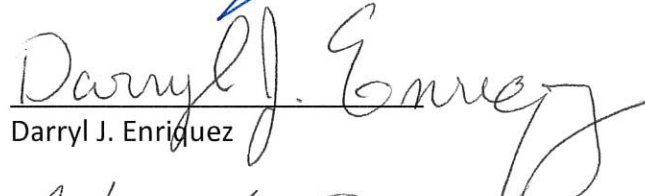
  
Chris Mommaerts

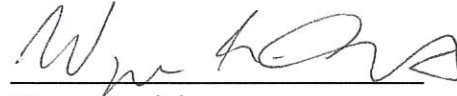
  
Jeremy Walz

Approved by:  
Finance Committee

  
Gary J. Szpara, Chair

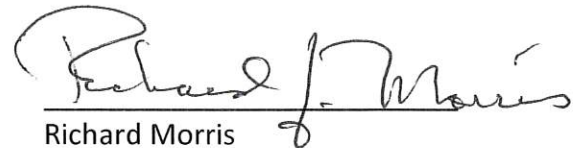
  
Larry Bangs

  
Darryl J. Enriquez


  
Wayne Euclide

  
Joel R. Gaughan

  
Darlene M. Johnson

  
Richard Morris

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

Date: 12/20/24,   
Margaret Wartman, County Clerk

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

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

Date: 12/20/2024,   
Paul Farrow, County Executive

**FISCAL NOTE**

**APPROVE 2025 SALARY RANGE ADJUSTMENTS TO THE 2024 NON-REPRESENTED, SEASONAL, AND TEMPORARY SALARY RANGES, EXTEND THE OPEN SALARY RANGES, AND MODIFY EXISTING PAY POLICIES**

This ordinance authorizes a 3% across-the-board wage increase for all non-represented 2024 salary ranges effective December 28<sup>th</sup>, 2024. This includes all employees except elected officials and those represented by a collective bargaining agreement. The ordinance also extends the top of the open salary ranges 5% effective July 1, 2025. This change is expected to have a minimal fiscal impact as few employees are at the top of their salary range but will allow for higher maximum employee pay over time. The fiscal impact of these changes is illustrated below:

	2024 Wages & Benefits Base	2025 ATB Changes	2025 Wages & Benefits Base	%
Salaries	\$90,321,526	\$2,709,646	\$93,031,172	3.0%
Retirement	\$6,522,399	\$195,672	\$6,718,071	3.0%
Social Security	\$6,863,302	\$207,413	\$7,070,715	3.0%
<b>Total</b>	<b>\$103,707,228</b>	<b>\$3,112,731</b>	<b>\$106,819,958</b>	<b>3.0%</b>

In addition, there are a variety of HR policy changes with respect to the Health & Human Services (HHS) department outlined below with a summary of the fiscal impacts which are in addition to the impacts in the table above:

- 1) Provide the flexibility to pay Inpatient Registered Nurses at the Mental Health Center a higher rate of pay under pay range Temp-32 for working a call-in shift deemed critical. Current pay policy allows HHS to fill critical shifts by providing a higher rate of pay for any Register Nurses that work a shift of 12 hours or more. This currently requires HHS to schedule critical/hard to fill shifts for a minimum of 12 hours to utilize the higher rate of pay to incentivize employees. This flexibility will allow the department to be able to reduce the use of critical shift pay. The department estimates this will result in savings of approximately \$30,000 annually.
- 2) Allow Inpatient Registered Nurse Supervisors to be eligible for shift differentials for 2<sup>nd</sup> shift, 3<sup>rd</sup> shift, and weekend 1<sup>st</sup> shifts. Based on typical shifts worked by current staff, the department estimates this will cost approximately \$7,500 for shift differentials as follows.

	1st Shift	2nd Shift	3rd Shift
Sunday	1.85	2.85	3.35
Monday	-	1.85	2.35
Tuesday	-	1.85	2.35
Wednesday	-	1.85	2.35
Thursday	-	1.85	2.35
Friday	-	1.85	3.35
Saturday	1.85	2.85	3.35

- 3) Provide temporary Clinical Therapists and temporary Senior Mental Health Counselors assigned to the inpatient Mental Health Center, and temporary Clinical Therapists and temporary Senior Mental Health Counselors performing DHS-34 crisis work compensation at time and one-half (x1-1/2) their regular rate of pay when working on a holiday. This will result in additional costs as these staff members did not previously qualify for this additional compensation. The estimated annual cost of this change is estimated at approximately \$3,000 annually.
  
- 4) Current policy allows for regular full-time Clinical Therapists performing DHS-34 crisis work outside of their regular work assignment to be paid at time and one-half (x1-1/2). This ordinance allows employees to have the option to bank earned overtime as compensatory time with a 40-hour earning limit. The department estimates that approximate 1/3 of paid overtime would have been banked for future paid time off. This change is expected to result in savings of nearly \$43,000 annually.
  
- 5) Provide Senior Mental Health Counselors, Mental Health Counselors, Social Workers, Senior Care Managers, Care Managers, and Clinical Therapists (with CCS or CLTS work assignments assigned to after-hours crisis intervention) to increase the minimum number of paid hours for on-call shifts during the 10 County recognized holidays and increase 1 hour from 3 to 4 hours when scheduled for a 12 hour on call shift. The incremental cost of this change will be under \$2,000 annually.

On-call Shift Hours	Holiday Shift Minimum Paid Hours
4	2
8	4
12	8

The 2025 adopted budget includes sufficient expenditure authority for the changes proposed in this ordinance.



\_\_\_\_\_  
 Danielle Igielski  
 Business Services Manager  
 11/22/2024

VOTE RESULTS >

21 YES 1 NO 0 ABSTAIN 3 ABSENT

**Ordinance 179-O-069**

Ordinance 179-O-069: Approve Salary Range Adjustments to the 2024 Non-Represented, Seasonal, and Temporary Ranges; and Modify Existing Pay Policies

 **Passed By Majority Vote**

D1 - Styza	AVE	D10 - Thieme	ABSENT	D19 - Enriquez	S	NAY
D2 - Euclide	AVE	D11 - Howard	AVE	D20 - Schellinger	AVE	
D3 - Morris	AVE	D12 - Wolff	AVE	D21 - Gaughan	AVE	
D4 - Batzko	AVE	D13 - Leisemann	AVE	D22 - Szpara	AVE	
D5 - Grant	AVE	D14 - Mommarts	AVE	D23 - Hammitt	AVE	
D6 - Walz	M AVE	D15 - Kolb	ABSENT	D24 - Bangs	AVE	
D7 - LaFontain	AVE	D16 - Crowley	AVE	D25 - Johnson	AVE	
D8 - Koremenos	AVE	D17 - Meier	AVE			
D9 - Heinrich	AVE	D18 - Nelson	ABSENT			