

ENROLLED ORDINANCE 178-94

CREATE 1.00 FTE SENIOR MENTAL HEALTH COUNSELOR POSITION AND ABOLISH  
1.00 FTE REGISTERED NURSE POSITION IN THE  
DEPARTMENT OF HEALTH AND HUMAN SERVICES

WHEREAS, the Waukesha County Department of Health and Human Services (“HHS”) 2024 budget includes a 1.0 FTE Registered Nurse position responsible for inpatient psychiatric hospital insurance Utilization Review (UR) functions at the Mental Health Center (MHC); and

WHEREAS, leadership has determined that a Registered Nurse is one of a number of potential educational backgrounds that are utilized to fulfill this function within other local health systems; and

WHEREAS, recruitment of Registered Nurses is more challenging today due to the ongoing shortage of Registered Nurses in the healthcare industry workforce; and

WHEREAS, the assignment of a Senior Mental Health Counselor class specification to these duties will enable a larger pool of eligible candidates available in the workforce; and

WHEREAS, the cost savings between the Registered Nurse and the Senior Mental Health Counselor class specifications equates to approximately \$13,700.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that the Department of Health and Human Services is authorized to abolish 1.00 FTE regular, full-time Registered Nurse position, Step Range 18 (\$33.93/hour minimum, \$38.96/hour mid-point, \$44.76/hour maximum) and create 1.00 FTE regular, full-time Senior Mental Health Counselor position, Open Range 09 (\$28.58/hour minimum, \$33.19/hour mid-point, \$37.80/hour maximum).

CREATE 1.00 FTE SENIOR MENTAL HEALTH COUNSELOR POSITION AND ABOLISH 1.00 FTE REGISTERED NURSE POSITION IN THE DEPARTMENT OF HEALTH AND HUMAN SERVICES

Presented by: Health & Human Services Committee

Approved by: Human Resources Committee

Approved by: Finance Committee

**Absent**

Peter M. Wolff, Chair

Larry Nelson James A. Heinrich  
Larry Nelson, Chair James A. Heinrich, Chair

**Absent**

Larry Bangs

Michael A. Crowley Larry Bangs  
Michael A. Crowley Larry Bangs

Jennifer Grant  
Jennifer Grant

Darlene M. Johnson James Batzko  
Darlene M. Johnson James Batzko

Johnny Koremenos  
Johnny Koremenos

Brian Meier Darryl J. Enriquez  
Brian Meier Darryl J. Enriquez

**Absent**

Thomas J. Schellinger

Chris Mommaerts Joel R. Gaughan  
Chris Mommaerts Joel R. Gaughan

Jeremy Walz  
Jeremy Walz

**Absent**  
Terry Thieme Richard Morris  
Terry Thieme Richard Morris

Matthew E. Weil  
Matthew E. Weil

Jeremy Walz Gary J. Szpalla  
Jeremy Walz Gary J. Szpalla

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

Date: 3/1/2024, Margaret Wartman  
Margaret Wartman, County Clerk

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

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

Date: 3/4/2024, Paul Farrow  
Paul Farrow, County Executive

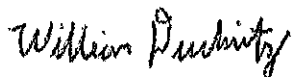
FISCAL NOTE

CREATE 1.00 FTE SENIOR MENTAL HEALTH COUNSELOR POSITION AND ABOLISH  
1.00 FTE REGISTERED NURSE POSITION IN THE DEPARTMENT OF HEALTH AND  
HUMAN SERVICES

This ordinance would authorize the Department of Health and Human Services to create a 1.0 FTE Senior Mental Health Counselor, Open Range 09 (\$28.58/hr minimum, \$33.19/hr mid-point, \$37.80/hr maximum) and abolish a 1.0 FTE Registered Nurse, Step Range 18 (\$33.93/hr minimum, \$38.96/hr mid-point, \$44.76/hr maximum).

Due to workforce recruitment and challenges within today's labor market, department management is requesting to create a Senior Mental Health Counselor position to carryout the duties previously assigned to a difficult-to-fill Registered Nurse position within the Mental Health Center. This will allow the county to broaden the scope of recruitment efforts.

This position change is estimated to result in \$13,700 of lower costs on an annualized basis (not including potential changes in employee benefit plan selection), assuming the respective mid-points in each salary range.



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William Duckwitz  
Budget Manager  
2/4/2024  
TL

**VOTE RESULTS**

22 YES

0 NO

0 ABSTAIN

3 ABSENT

**Ordinance 178-O-094**

Ordinance 178-O-094: Create 1.00 FTE Senior Mental Health Counselor Position and Abolish 1.00 FTE Registered and Human Services

 **Passed By Majority Vote**

D1 - Foti	AYE
D2 - Weil	AYE
D3 - Morris	AYE
D4 - Batzko	AYE
D5 - Grant	ABSENT
D6 - Walz	M AYE
D7 - LaFontain	AYE
D8 - Koremenos	AYE
D9 - Heinrich	AYE

D10 - Thieme	ABSENT
D11 - Howard	AYE
D12 - Wolff	AYE
D13 - Decker	AYE
D14 - Mommaerts	AYE
D15 - Kolb	AYE
D16 - Crowley	AYE
D17 - Meier	AYE
D18 - Nelson	S AYE

D19 - Enriquez	AYE
D20 - Schellinger	AYE
D21 - Gaughan	AYE
D22 - Szpara	AYE
D23 - Hammitt	ABSENT
D24 - Bangs	AYE
D25 - Johnson	AYE