

ENROLLED ORDINANCE 173-073

APPROVE 2019 SALARY MODIFICATIONS FOR NON-REPRESENTED
EMPLOYEES AND SEASONAL AND TEMPORARY CLASSIFICATIONS

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 completed a total market compensation evaluation and review, which concluded the County's compensation policy and practice is consistent with a private sector approach; and

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

WHEREAS, seasonal and temporary employees are vital components of the County workforce which enables the County to deliver quality and cost efficient programs and services; and

WHEREAS, market conditions have created a competitive environment when recruiting for seasonal and temporary employees; and

WHEREAS, certain interns are more difficult to recruit, and consolidating the four intern classifications into one broad classification would allow more flexibility when hiring; and

WHEREAS, the ability to recruit and retain qualified employees year after year is critical in delivering our programs and services; and

WHEREAS, the County has provided for the fiscal impact of this ordinance in the County budget for 2019.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that effective January 5, 2019, a salary range adjustment of two (2%) will be applied to the non-represented, seasonal and temporary 2018 salary ranges.

BE IT FURTHER ORDAINED, that effective January 5, 2019, the classifications of Intern, Graduate Intern, Law Intern, and Technical Intern be combined into one classification of Intern with a salary range that is broadened as follows:

Current 2018 Rate

Intern	\$8.83	\$9.66	\$10.50	\$11.32	\$12.16
Graduate Intern	\$11.41	\$12.24	\$13.07	\$13.90	\$14.73
Law Intern	\$11.41	\$12.24	\$13.07	\$13.90	\$14.73
Technical Intern	\$11.41	\$12.24	\$13.07	\$13.90	\$14.73

2019 Rate

Intern	\$10.70	\$11.60	\$12.50	\$13.40	\$14.30	\$15.20	\$16.10	\$17.00
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FISCAL NOTE

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Sections of the Ordinance with fiscal implications include the following:

Across-the-Board Increase

This ordinance authorizes a 2.0% across-the-board wage increase for all non-represented, seasonal and temporary County employees, effective January 5, 2019. This would include all employees except elected officials and those represented by the Wisconsin Professional Police Association.

The fiscal impact of these changes is illustrated below:

	2018 Wages & Benefits Base	2019 ATB Changes	2019 Wages & Benefits	%
Salaries	\$79,289,809	\$1,587,250	\$80,877,059	2.00%
Retirement	\$5,156,591	\$103,183	\$5,259,774	2.00%
Social Security *	\$6,014,862	\$117,797	\$6,162,659	1.96%
Total	\$90,461,262	\$1,808,230	\$92,269,492	2.00%

* Adjusted for impact of Social Security wage cap.

Consolidation of Intern Classifications into New Salary Range

This ordinance combines the Intern, Graduate Intern, Law Intern and Technical Intern classifications into a single intern classification effective January 5, 2019. It creates a new eight step salary range in place of the current five step ranges assigned to these positions. The 2019 impact of these changes, if any, will be absorbed within the associated departmental budgets.

The annual net impact of all the provisions of the ordinance is estimated at \$1,808,230. About \$630,000 of this amount is funded in the 2019 Adopted Budget with non-levy sources (fees, grants, contracts, intergovernmental revenue), with the remaining approximately \$1,175,000 funded with budgeted levy.



Lawrence M. Dahl
Accounting Services Manager

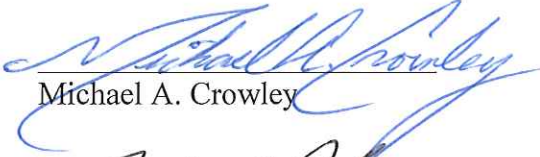
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EMPLOYEES AND SEASONAL AND TEMPORARY CLASSIFICATIONS

Presented by:
Human Resources Committee

Approved by:
Finance Committee



Larry Nelson, Chair


James A. Heinrich, Chair


Michael A. Crowley


Timothy Dondlinger

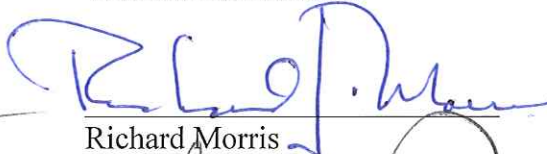

Joel R. Gaughan


Tyler J. Foti

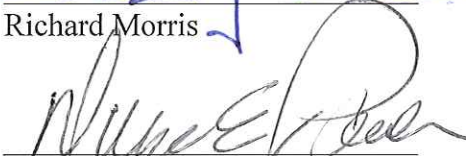

William Mitchell

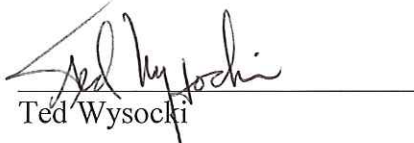

Thomas A. Michalski

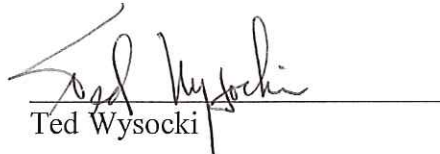

Thomas A. Michalski


Richard Morris



Jeremy Walz


Duane E. Paulson


Ted Wysocki


Ted Wysocki

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

Date: 12/21/18, 
Kathleen Novack, County Clerk (Acting)

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

Approved: X
Vetoed: _____

Date: 12/28/18, 
Paul Farrow, County Executive

D1 - Foti	AYE	D14 - Wood	AYE
D2 - Zimmermann	AYE	D15 - Mitchell	(2) AYE
D3 - Morris	AYE	D16 - Crowley	AYE
D4 - Batzko	AYE	D17 - Paulson	AYE
D5 - Dondlinger	AYE	D18 - Nelson	(M) AYE
D6 - Walz	AYE	D19 - Cummings	AYE
D7 - Grant	AYE	D20 - Schellinger	AYE
D8 - Michalski	AYE	D21 - Gaughan	AYE
D9 - Heinrich	AYE	D22 - Wysocki	AYE
D10 - Swan	Absent	D23 - Hammitt	AYE
D11 - Howard	AYE	D24 - Whittow	Absent
D12 - Wolff	AYE	D25 - Johnson	AYE
D13 - Decker	AYE		

173-0-073

Passed (23 Y - 0 N - 2 Absent)

Majority Vote