

ENROLLED ORDINANCE 178-50

MODIFY THE 2023 WAUKESHA COUNTY BUDGET
AND APPROVE MODIFICATIONS TO COMPENSATION AND BENEFIT STRUCTURES
FOR NON-REPRESENTED EMPLOYEES

WHEREAS, the Waukesha County total compensation system is reviewed and updated to stay in alignment with the competitive labor market and the County's compensation philosophy; and

WHEREAS, Waukesha County has historically engaged in a process to validate and adjust the compensation policy as necessary to ensure market competitiveness through the periodic engagement (5-year cycle) of outside compensation analysts; and

WHEREAS, the County 2023 budget approved and funded a compensation consultant to conduct a total compensation market study and to make recommendations on salary structures, benefits, and the pay-for-performance system; and

WHEREAS, the total compensation philosophy is to remain competitive with both the public and private sector labor markets to enable the County to recruit, hire and retain highly qualified and experienced employees; and

WHEREAS, modifications to the compensation and benefit structures will contribute to the County's long-term strategic and fiscal objectives; and

WHEREAS, the consultant concluded that the County's total compensation lags behind the private sector overall and lags behind the public sector in certain areas; and

WHEREAS, the study conclusions lead to recommendations to adjust the pay range assignments for seventy (70) classifications, modify the base performance award system to be aligned more closely with the private sector, modify the base and non-base award eligibility for effective level performance, modify the non-base award for employees at range maximum, modify the vacation benefit for newly-hired exempt and non-exempt employees, modify the vacation exception policy, modify the provision of holiday and floating holidays, modify the maximum amount of compensatory time accrued, modify the insurance effective dates for new hires, and provide competency based merit increases for Telecommunicators; and

WHEREAS, surveys of local hospital systems indicate that the industry standard is to provide a shift premium differential for psychiatric technicians working in psychiatric hospitals/units, which the County does not provide for its psychiatric technicians; and

WHEREAS, the County provides a shift premium differential to the registered nurses who work at the mental health center, and providing a shift premium for psychiatric technicians would bring alignment with the two classifications working with the same population, and aid in County recruitment and retention efforts; and

WHEREAS, the County has the flexibility to hire experienced staff above the minimum of the salary range for all classifications, but has limited authority to grant accelerated vacation benefits upon hire for experienced individuals, currently limited to those individuals in law enforcement, corrections and telecommunications; and

WHEREAS, it would be beneficial in recruitment and retention efforts to expand the successful policy to all county classifications and permit the acceleration of vacation benefits for newly hired experienced staff; and

WHEREAS, the County will provide for the 2023 fiscal impact of this ordinance through a combination of affected departmental base budget resources and the appropriation of American Rescue Plan Act Plan revenues when needed; and

WHEREAS, each year the county makes comprehensive salary range adjustments for all non-represented, seasonal, and temporary salary ranges to continue efforts to remain competitive, and this ordinance includes a salary range adjustment of three percent (3.0%) for the 2024 budget year; and

WHEREAS, the County will provide for the 2024 fiscal impact of this ordinance in the County Executive’s proposed budget for 2024.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that the following modifications to the compensation structure and policies be adopted, effective October 21, 2023:

- I. Modify the Base Performance Award policy by increasing the maximum performance award levels by one percentage (1%) point.
- II. Modify the Non-Base Performance Award policy by increasing the maximum performance award level by one percentage (1%) point for employees at the maximum of the range.
- III. Modify the Base and Non-Base Performance Award policy to allow Effective performance rated employees to be eligible for Base and Non-Base Performance Awards.
- IV. Modify the performance award policy to provide competency-based merit increases for Telecommunicators during a training period until full competency has been attained.
- V. Modify the job classification range assignments as set forth below.

Classifications to Realign to New Salary Ranges – Effective October 21, 2023

Open Salary Ranges

<u>Job Classification</u>	<u>Current Range</u>	<u>2023 Annual Salary Range</u>	<u>New Range</u>	<u>2023 Annual Salary Range</u>
Environmental Health Specialist	O-02	\$41,018 - \$54,267	O-05	\$47,445 - \$62,774
Registered Dietetic Technician	O-03	\$43,035 - \$56,950	O-04	\$45,219 - \$59,800
Senior Administrative Specialist	O-03	\$43,035 - \$56,950	O-05	\$47,445 - \$62,774
Volunteer Program Specialist	O-03	\$43,035 - \$56,950	O-05	\$47,445 - \$62,774
Veterans’ Services Specialist	O-04	\$45,219 - \$59,800	O-05	\$47,445 - \$62,774
Commitment Hearings Coordinator	O-05	\$47,445 - \$62,774	O-06	\$49,858 - \$65,936
Departmental Executive Assistant	O-05	\$47,445 - \$62,774	O-06	\$49,858 - \$65,936
Economic Support Specialist	O-05	\$47,445 - \$62,774	O-06	\$49,858 - \$65,936
Exposition Center Worker	O-05	\$47,445 - \$62,774	O-06	\$49,858 - \$65,936

Housekeeping Supervisor	O-05	\$47,445 - \$62,774	O-06	\$49,858 - \$65,936
Human Resources Assistant	O-05	\$47,445 - \$62,774	O-08	\$54,954 - \$72,717
Maintenance Mechanic I	O-05	\$47,445 - \$62,774	O-06	\$49,858 - \$65,936
Park Maintenance Worker	O-05	\$47,445 - \$62,774	O-06	\$49,858 - \$65,936
Senior Fiscal Specialist	O-05	\$47,445 - \$62,774	O-07	\$52,333 - \$69,222
Victim Witness Specialist	O-05	\$47,445 - \$62,774	O-06	\$49,858 - \$65,936
Carpenter	O-06	\$49,858 - \$65,936	O-07	\$52,333 - \$69,222
Engineering Technician	O-06	\$49,858 - \$65,936	O-07	\$52,333 - \$69,222
Fraud Investigator	O-06	\$49,858 - \$65,936	O-07	\$52,333 - \$69,222
Maintenance Mechanic II	O-06	\$49,858 - \$65,936	O-07	\$52,333 - \$69,222
Paralegal	O-06	\$49,858 - \$65,936	O-07	\$52,333 - \$69,222
Park Foreman	O-06	\$49,858 - \$65,936	O-07	\$52,333 - \$69,222
Patrol Worker	O-06	\$49,858 - \$65,936	O-07	\$52,333 - \$69,222
Payroll Coordinator	O-06	\$49,858 - \$65,936	O-08	\$54,954 - \$72,717
Public Communications Specialist	O-06	\$49,858 - \$65,936	O-07	\$52,333 - \$69,222
Stock Clerk	O-06	\$49,858 - \$65,936	O-07	\$52,333 - \$69,222
Support Staff Supervisor	O-06	\$49,858 - \$65,936	O-07	\$52,333 - \$69,222
Buyer	O-07	\$52,333 - \$69,222	O-08	\$54,954 - \$72,717
Crew Leader	O-07	\$52,333 - \$69,222	O-08	\$54,954 - \$72,717
Financial Analyst	O-07	\$52,333 - \$69,222	O-08	\$54,954 - \$72,717
Maintenance Mechanic III	O-07	\$52,333 - \$69,222	O-09	\$57,720 - \$76,336
Mechanic	O-07	\$52,333 - \$69,222	O-08	\$54,954 - \$72,717
Sign/Signal Maintenance Worker	O-07	\$52,333 - \$69,222	O-08	\$54,954 - \$72,717
Golf Course Superintendent	O-08	\$54,954 - \$72,717	O-09	\$57,720 - \$76,336
Lead Mechanic	O-08	\$54,954 - \$72,717	O-09	\$57,720 - \$76,336
Office Services Coordinator	O-08	\$54,954 - \$72,717	O-10	\$60,611 - \$80,122
Environmental Health Sanitarian	O-09	\$57,720 - \$76,336	O-11	\$63,627 - \$84,157
Medical Coder	O-09	\$57,720 - \$76,336	O-07	\$52,333 - \$69,222
Special Prosecutor	O-09	\$57,720 - \$76,336	O-14	\$73,653 - \$97,386
Circuit Court Supervisor	O-10	\$60,611 - \$80,122	O-11	\$63,627 - \$84,157
Lead Environmental Health Sanitarian	O-10	\$60,611 - \$80,122	O-12	\$66,810 - \$88,400
Public Communications Coordinator	O-10	\$60,611 - \$80,122	O-11	\$63,627 - \$84,157
Circuit Court Division Coordinator	O-11	\$63,627 - \$84,157	O-12	\$66,810 - \$88,400
Clerk of Juvenile Court	O-11	\$63,627 - \$84,157	O-12	\$66,810 - \$88,400
Deputy County Clerk	O-11	\$63,627 - \$84,157	O-12	\$66,810 - \$88,400
Deputy County Treasurer	O-11	\$63,627 - \$84,157	O-12	\$66,810 - \$88,400
Electrician	O-11	\$63,627 - \$84,157	O-12	\$66,810 - \$88,400
Senior Buyer	O-11	\$63,627 - \$84,157	O-13	\$70,158 - \$92,768
Corrections Lieutenant	O-12	\$66,810 - \$88,400	O-13	\$70,158 - \$92,768
Communications Center Supervisor	O-13	\$70,158 - \$92,768	O-14	\$73,653 - \$97,386
Executive Assistant (Press Secretary/PIO)	O-13	\$70,158 - \$92,768	O-17	\$85,301 - \$112,778
Chief Deputy Clerk of Circuit Court	O-14	\$73,653 - \$97,386	O-15	\$77,355 - \$102,294
Principal Buyer	O-15	\$77,355 - \$102,294	O-17	\$85,301 - \$112,778
Registered Nurse Supervisor	O-17	\$85,301 - \$112,778	O-18	\$89,523 - \$128,918
Senior Attorney	O-18	\$89,523 - \$128,918	O-19	\$94,016 - \$135,408
Nursing/Patient Services Coordinator	O-19	\$94,016 - \$135,408	O-20	\$98,696 - \$142,147
Principal Assistant Corporation Counsel	O-20	\$98,696 - \$142,147	O-21	\$103,646 - \$149,282
InfoTech Infrastructure Administrator	O-21	\$103,646 - \$149,282	O-23	\$114,275 - \$164,528
Information Technology Manager	O-25	\$125,986 - \$181,397	O-28	\$145,870 - \$210,059

Step Salary Ranges

<u>Job Classification</u>	<u>Current Range</u>	<u>2023 Annual Salary Range</u>	<u>New Range</u>	<u>2023 Annual Salary Range</u>
Public Health Technician	S-03	\$32,947 - \$43,472	S-04	\$34,590 - \$45,677
Senior Dining Manager	S-03	\$32,947 - \$43,472	S-04	\$34,590 - \$45,677
Administrative Assistant	S-05	\$36,296 - \$47,923	S-07	\$40,040 - \$52,832
Human Services Support Specialist	S-05	\$36,296 - \$47,923	S-08	\$42,037 - \$55,536
Administrative Specialist	S-06	\$38,126 - \$50,378	S-08	\$42,037 - \$55,536
Fiscal Assistant	S-06	\$38,126 - \$50,378	S-08	\$42,037 - \$55,536
Fiscal Specialist	S-08	\$42,037 - \$55,536	S-10	\$46,342 - \$61,194
Food Service Specialist	S-08	\$42,037 - \$55,536	S-09	\$44,158 - \$58,219
Correctional Officer	S-12	\$51,106 - \$67,496	S-14	\$56,368 - \$74,360
Licensed Practical Nurse	S-13	\$53,664 - \$70,803	S-15	\$59,176 - \$78,062
Registered Nurse	S-17	\$65,270 - \$86,091	S-18	\$68,515 - \$90,397

BE IT FURTHER ORDAINED effective January 1, 2024, the insurance effective dates for health, dental, vision, flexible spending account (FSA), and supplemental benefit insurances be effective the first of the month following the date of hire for newly hired non-represented and represented employees.

BE IT FURTHER ORDAINED that effective January 1, 2024, Reverend Dr. Martin Luther King Jr. Day is added as a County recognized paid holiday for non-represented regular full-time and regular part-time employees.

BE IT FURTHER ORDAINED that effective February 1, 2024, an additional Floating Holiday be granted to non-represented regular full-time and regular part-time employees, which is earned annually on February 1st.

BE IT FURTHER ORDAINED that the following vacation policy changes be adopted October 1, 2023:

- I. Newly hired non-represented non-exempt regular full-time employees will receive up to ten (10) days of vacation prorated in their first calendar year and, on January 1st of their second calendar year, will receive ten (10) days of vacation. Newly hired non-represented non-exempt regular part-time employees will receive up to forty (40) hours of vacation prorated in their first calendar year and, on January 1st of their second calendar year, will receive forty (40) hours of vacation.
- II. Newly hired non-represented exempt regular full-time employees will receive up to fifteen (15) days of vacation prorated in their first calendar year and, on January 1st of their second calendar year, will receive fifteen (15) days of vacation. Newly hired non-represented exempt regular part-time employees will receive up to sixty (60) hours of vacation prorated in their first calendar year and, on January 1st of their second calendar year, will receive sixty (60) hours of vacation.
- III. On an exception basis, the Director of Administration and Human Resources Manager, may approve, when warranted upon hire, advanced placement into the vacation accrual

schedule based upon prior related work experience for difficult-to-recruit and difficult-to-retain qualified candidates in competitive recruitment processes.

BE IT FURTHER ORDAINED that effective October 1, 2023, non-represented non-exempt employees may accrue up to forty (40) hours maximum of compensatory time at any given time.

BE IT FURTHER ORDAINED that effective October 21, 2023, that Psychiatric Technicians assigned to the Mental Health Center are eligible for the shift premium as follows:

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

BE IT FURTHER ORDAINED that effective December 30, 2023, a salary range adjustment of three percent (3.0%) will be applied to the non-represented, seasonal and temporary 2023 salary ranges.

BE IT FURTHER ORDAINED that the 2023 Non-Departmental budget be modified to appropriate \$291,200 in personnel costs and increase general government revenues from the American Rescue Plan Act – Coronavirus State and Local Fiscal Recovery Fund program by \$291,200 to be available for the Department of Administration to transfer to departmental budgets if needed to cover the impact of the salary and benefit changes made in this ordinance.


MODIFY THE 2023 WAUKESHA COUNTY BUDGET
AND APPROVE MODIFICATIONS TO COMPENSATION AND BENEFIT STRUCTURES FOR NON-REPRESENTED
EMPLOYEES

Presented by:
Human Resources Committee

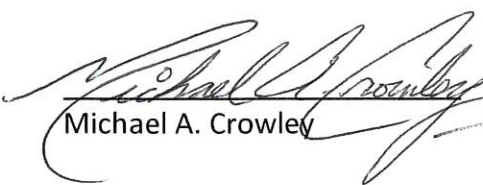
Approved by:
Executive Committee

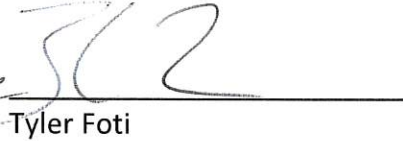
Approved by:
Finance Committee


Larry Nelson, Chair

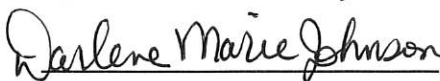

Paul L. Decker, Chair

 (NO)
James A. Heinrich, Chair


Michael A. Crowley


Tyler Foti


Larry Bangs

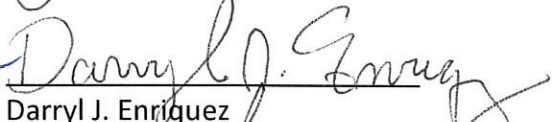

Darlene M. Johnson

Absent
Keith Hammitt

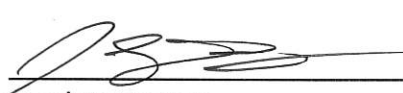

James Batzko


Absent
Brian Meier

 (NO)
James A. Heinrich


Darryl J. Enriquez


Chris Mommaerts


Jacob LaFontain


Joel R. Gaughan


Terry Thieme


Larry Nelson


Richard Morris


Jeremy Walz


Peter M. Wolff


Gary J. Szpara

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

Date: 9/29/2023, 
Margaret Wartman, County Clerk

as amended with Rev. Dr. Martin Luther King Day.

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

Approved: X

Vetoed: _____

Date: 10/2/2023, 
Paul Farrow, County Executive

FISCAL NOTE

**MODIFY THE 2023 WAUKESHA COUNTY BUDGET AND APPROVE MODIFICATIONS
TO COMPENSATION AND BENEFIT STRUCTURES FOR NON-REPRESENTED
EMPLOYEES**

This ordinance implements multiple changes necessary to maintain market competitiveness identified in the County's 2023 Compensation Study. The financial analysis of the proposed changes is based on a projection comparing the County's current compensations structure with the one proposed in this ordinance. Please note that the projection below excludes the compensation study impacts from the salary range assignment change for Telecommunicators that was already approved by the County in July (enrolled ordinance 178-34). A summary roll-up of all changes is provided at the end for the following items:

Modify job classification range assignments

The changes to the salary structure will be effective October 21, 2023. The estimated cost to the County is as follows:

Compensation Study – Salary and Benefit Cost Estimate		
	2023	2024
Wage Cost	\$254,400	\$1,348,930
WRS and FICA Cost	\$36,800	\$194,920
Total Cost	\$291,200	\$1,543,850

The estimated cost of these salary structure changes was conservatively calculated by projecting the impact to existing staff and assuming current vacant positions are filled. Employees in the open ranges will receive a 1% pay increase for each pay grade increase. If this results in a salary lower than the minimum of the new range, the employee will instead be placed at that minimum. Employees in step ranges will be placed in the closest step in their new range that is not less than their current pay plus 1% for every pay grade increase.

Modify performance award system

The changes to the performance award system will be effective for 2023 performance evaluations and utilized in 2024 performance awards.

	Current System		Proposed System	
	Base Award	Non-Base Award	Base Award	Non-Base Award
Below the midpoint	0% - 2%	0% - 3%	0% - <u>3%</u>	0% - 3%
Above the midpoint	0% - 1%	0% - 4%	0% - <u>2%</u>	0% - 4%
At the maximum	0%	0% - 4%	0%	0% - <u>5%</u>
Eligible Performance	Commendable or Exceptional		Effective, Commendable, or Exceptional	

Performance evaluation and award instructions to supervisors will be revised to reflect availability of larger base awards, consisting of an increase in the maximum award for employees below the mid-point from 2% to 3% and for employees above the mid-point from 1% to 2%. This policy

Referred on: 09/06/23	File Number: 178-O-050	Referred to: HR-EX-FI
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change will give supervisors the flexibility to utilize more of the scale to communicate performance levels to employees while moving employees through pay ranges to reflect market value. The additional costs of higher base building performance pay is estimated at \$410,000 and has been factored into 2024 personnel budgets. The maximum non-base award for employees at the top of the range increases from 4% to 5% to allow for reasonable performance-based compensation, in recognition that these employees can no longer progress further into their pay range. This is expected to affect relatively few employees.

Provide new hires benefits upon the start of employment

This ordinance provides access to health, dental, vision, flexible spending account (FSA), and supplemental benefit insurances on the 1st day of the month following date of hire effective January 1, 2024. The estimated cost of providing earlier access to benefits is approximately \$120,000 annually, which is expected to be offset by vacancy and turnover savings resulting from newer employees generally earning less than the previous incumbent and the time the position is vacant between resignation and filling the position. This proposed change and resulting estimate includes both non-represented and unionized employees.

Provide one additional holiday and one additional floating holiday

The proposed changes of providing one additional holiday for Martin Luther King Day starting January of 2024 and one additional floating holiday effective February 1, 2024 for employees will impact 24/7 operations with minimum staffing requirements through increased overtime costs. The estimated cost of this change is approximately \$224,000 annually. This proposed change and resulting estimate excludes unionized employees.

Modify vacation balances available to employees in their first and second year of employment

	Current System*		Proposed System*	
	1 st year	2 nd year	1 st year	2 nd year
Non- Exempt	5 days upon hire	Earn 1 day per month during previous year with maximum of 10 in 2 nd year	Up to 10 days prorated based on start date	10 days
Exempt	10 days upon hire	10 days	Up to 15 days prorated based on start date	15 days

*Amounts listed are for regular full-time employees. The vacation amounts for regular part-time employees are half.

The proposed changes to the vacation accrual rate for employees in their first and second year of employment will impact 24/7 operations with minimum staffing requirements through increased overtime costs. The effective date of this change is October 1, 2023 with an estimated annual cost of \$56,000 for this benefit modification. This proposed change and resulting estimate excludes unionized employees.

Create shift premiums for Psychiatric Technicians

This ordinance provides the same shift premiums for the Psychiatric Technicians that are paid to Registered Nurses working at the Mental Health Center. The effective date for these shift premiums is October 21, 2023 with an estimated additional annual cost of approximately \$40,000. Department management anticipates being able to absorb this cost within their 2023 budget, and it has been built into the 2024 budget.

Adjust the salary range for non-represented, seasonal and temporary positions

This ordinance authorizes a 3% across-the-board (ATB) wage increase for all non-represented 2023 salary ranges effective December 30, 2023. This includes all employees except elected officials and those represented by a collective bargaining agreement. The ATB was factored into initial 2024 budget assumptions and target setting and was absorbed by departments through the normal budgeting process. The fiscal impact of these changes is illustrated below:

	2023 Wages & Benefits Base	2024 ATB Changes	2024 Wages & Benefits Base	%
Salaries	\$85,439,512	\$2,572,974	\$88,012,486	3.0%
Retirement	\$6,108,108	\$182,928	\$6,291,036	3.0%
Social Security	\$6,492,767	\$197,201	\$6,689,968	3.0%
Total	\$98,040,387	\$2,953,103	\$100,993,490	3.0%

Modify 2023 Non-Departmental budget for fiscal impact

This ordinance modifies the 2023 Non-Departmental budget to account for the above budget costs related to changes from the compensation study that are effective in 2023. The budget modification will be accounted for in the Non-Departmental budget due to the uncertainty of which departments will require additional appropriations. There continues to be a high rate of vacancy and turnover throughout the County, which can offset the additional costs approved in this ordinance. As the year progresses, these Non-Departmental budget appropriations will only be transferred to departments if their current 2023 personnel budget is unable to absorb these increases.

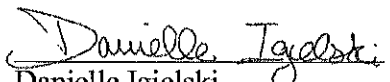
Summary of Ordinance Changes

	2023	2024
<u>Proposed Changes</u>		
Modify job classification range assignments	\$291,200	\$1,543,850
Modify performance award system	\$0	\$410,000
New hires benefits upon the start of employment	\$0	\$120,000
Additional holidays	\$0	\$224,000
Additional vacation for new hires	\$0	\$56,000
Shift premiums for psychiatric technicians	\$0	\$40,000
2024 ATB salary range adjustment	\$0	\$2,953,100
Total Changes	\$291,200	\$5,346,950
 <u>Revenue Source</u>		
American Rescue Plan Act funding	\$291,200	\$977,000
Tax levy	\$0	\$742,000
Other revenue sources	\$0	\$104,000
(a) Base budget adjustment	\$0	\$3,523,950
Total Revenue	\$291,200	\$5,346,950

(a) Base budget adjustments mostly include the annual across-the-board salary adjustment and performance pay, which are addressed during the normal budget development process. These costs are covered with a combination of tax levy allocated during the target setting process and other outside revenues.

In addition to the changes proposed in this ordinance, an additional \$343,000 of American Rescue Plan Act funding was provided to Emergency preparedness to fund the 2024 impact of salary changes associated with pay increases provided to telecommunicators through ordinance 178-34.

The 2024 proposed budget includes sufficient expenditure authority for the changes proposed in this ordinance.


 Danielle Igielski
 Accounting Services Manager
 09/05/2023

VOTE RESULTS >

23

YES

1

NO

0

ABSTAIN

1

ABSENT

178-O-050 Amendment 1

 Passed By Majority Vote

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

6th Meeting, 178th Year of the County Board of Supervisors - September 26 2023 08:07:24 PM

September 26, 2023



VOTE RESULTS >

23

YES

1

NO

0

ABSTAIN

1

ABSENT

Ordinance 178-O-050

Ordinance 178-O-050: Modify the 2023 Waukesha County Budget and Approve Modifications to Compensation Employees



Passed With 17 Yes Votes Needed

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

6th Meeting, 178th Year of the County Board of Supervisors - September 26 2023 08:17 PM

September 26, 2023

