

ENROLLED ORDINANCE 168-75

APPROVE 2014 SALARY MODIFICATIONS  
FOR NON-REPRESENTED EMPLOYEES

WHEREAS, it is necessary to maintain competitive salary and benefit 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 established new salary structures consistent with the study and recognizes the importance of maintaining and adjusting the salary ranges consistent with the overall market, and

WHEREAS, the County has provided for the fiscal impact of this ordinance in the County budget for 2014.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that effective December 28, 2013 an across-the-board increase of one and one-half percent (1.5%) will be applied to the 2013 non-represented salary ranges.

**FISCAL NOTE**

**APPROVE 2014 SALARY MODIFICATIONS FOR NON-REPRESENTED EMPLOYEES**

This ordinance authorizes a 1.5% across-the-board wage increase for all non-represented County employees, effective December 28, 2013. This would include all employees except elected officials, temporary/seasonal employees and those represented by the Wisconsin Professional Police Association, or about 1,170 full-time equivalent positions.

The fiscal impact of these changes is illustrated below:

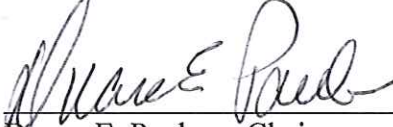
	2013 Wages & Benefits Base	2014 ATB Changes	2014 Wages & Benefits	%
Salaries	\$68,241,609	\$1,023,624	\$69,265,233	1.50%
Retirement	\$4,864,863	\$72,973	\$4,937,836	1.50%
Social Security	\$5,220,483	\$78,307	\$5,298,790	1.50%
Total	\$78,326,955	\$1,174,904	\$79,501,859	1.50%

The 2014 Adopted Budget included sufficient funding for these changes.

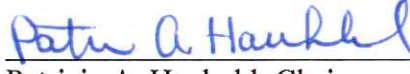
*Lawrence M. Dahl*  
Lawrence M. Dahl  
December 23, 2013

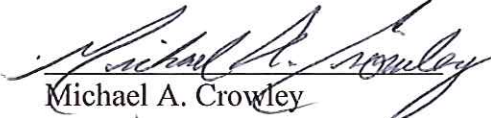
APPROVE 2014 SALARY MODIFICATIONS  
FOR NON-REPRESENTED EMPLOYEES

Presented by:  
Human Resources Committee

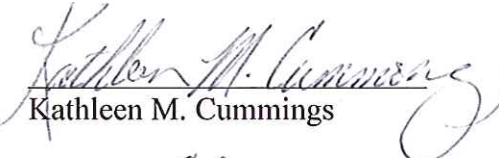
  
Duane E. Paulson, Chair

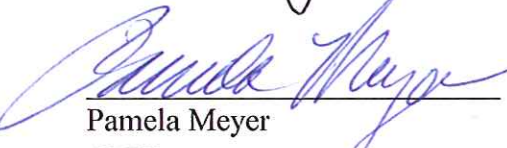
Approved by:  
Finance Committee

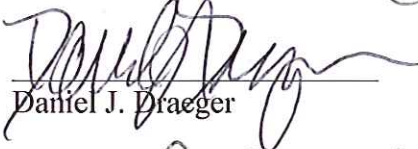
  
Patricia A. Haukoehl, Chair

  
Michael A. Crowley

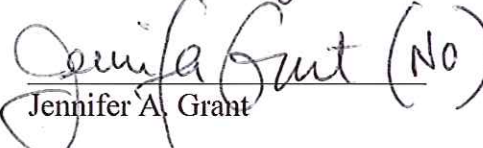
  
Daniel J. Draeger


  
Kathleen M. Cummings

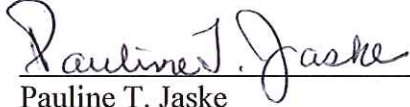
  
Pamela Meyer

  
Daniel J. Draeger


  
Richard Morris

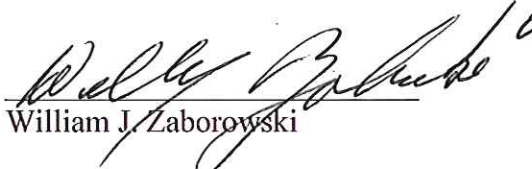
  
Jennifer A. Grant

  
Larry Nelson

  
Pauline T. Jaske

  
Cathleen A. Slattery

  
James Jeskewitz

  
William J. Zaborowski

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

Date: 12/17/2013,   
Kathleen Novack, County Clerk

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

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



Date: 12-19-13, \_\_\_\_\_  
Daniel P. Vrakas, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-12/17/13

(ORD) NUMBER-1680075

1	C. SLATTERY.....	2	D. Zimmermann.....	AYE	
3	R. MORRIS.....	AYE	4	J. BATZKO.....	AYE
5	J. BRANDTJEN.....	NAY	6	J. JESKEWITZ.....	
7	J. GRANT.....	NAY	8	P. HAUKOHL.....	AYE
9	J. HEINRICH.....	AYE	10	D. SWAN.....	AYE
11	F. RUF.....	AYE	12	P. WOLFF.....	AYE
13	P. DECKER.....	AYE	14	P. MEYER.....	AYE
15	W. KOLB.....	AYE	16	M. CROWLEY.....	AYE
17	D. PAULSON.....	AYE	18	L. NELSON.....	AYE
19	C. CUMMINGS.....	AYE	20	T. SCHELLINGER....	NAY
21	W. ZABOROWSKI.....	AYE	22	P. JASKE.....	NAY
23	K. HAMMITT.....	NAY	24	D. DRAEGER.....	AYE
25	G. YERKE.....				

TOTAL AYES-17

TOTAL NAYS-05

CARRIED \_\_\_\_\_

DEFEATED \_\_\_\_\_

UNANIMOUS \_\_\_\_\_

TOTAL VOTES-22

## **2013 – 2014 Salary Trend Data**

The Finance Committee requested that we distribute to the rest of the County Board the information we provided the Committee on private sector Salary Trend data from a number of companies that compile such data. This is the latest data from the sources as listed on the attached sheets. Please note that "range adjustment" is comparative to the "across the board" adjustment in the ordinance. Merit and Performance awards are in addition to the range adjustments reported. If a company reported "0" in any category, it would have been included in averaging the information from all reporting entities.

If you have any questions, please contact Jim Richter at 548-7052 or Norm Cummings at 548-7028.

## 6. AON Hewitt – Compensation / Benefit Consulting

Non-Base Performance Awards		2013	2014
Exempt		12%	12%
Non-Exempt		5.4%	5.5%
<hr/>			
Exempt		2013	2014
Mfg.		13%	13.2%
Service		11.3%	11.0%
<hr/>			
Non-Exempt			
Mfg.		5.9%	5.8%
Service		5.1%	5.1%
<hr/>			
Salary Range Adjustments		2013	2014
Exempt		1.7%	1.9%
Non-Exempt		1.7%	1.9%
<hr/>			
Merit		2013	2014
Exempt		2.8%	2.9%
Non-Exempt		2.8%	2.9%