

ENROLLED ORDINANCE 171-69

APPROVE 2017 SALARY AND BENEFIT MODIFICATIONS  
FOR NON-REPRESENTED EMPLOYEES

WHEREAS, it is necessary to maintain competitive salary and benefits systems and structures to attract and retain a qualified work force, and

WHEREAS, it is appropriate to adjust the salary ranges to reflect the changes in the labor market, and

WHEREAS, the County compensation philosophy is to continue to reassign job classifications from the step plan salary structure to the pay for performance open salary ranges, and

WHEREAS, the cost of health insurance continues to increase and is a major budget driver that requires the County to evaluate and recommend changes to the premium cost sharing, and

WHEREAS, modifying the compensation policy for Registered Nurses to provide for time and one-half for hours worked outside the pay period will enable the County to be more competitive with the labor market, and

WHEREAS, the labor market for Physicians has changed since the medical salary ranges were established five years ago, therefore, requiring the County to recommend modifications in order to attract and retain physicians, and

WHEREAS, the concept of providing additional compensation for individuals who have been assigned as lead workers has proven successful and warrants the establishment of a Countywide policy, and

WHEREAS, the County has provided for the fiscal impact of this ordinance in the County budget for 2017.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that, effective January 7, 2017, a salary range adjustment of one and one-half percent (1.5 %) will be applied to the non-represented 2016 salary ranges.

BE IT FURTHER ORDAINED that, effective January 1, 2017, the following modifications are made to the health insurance plans:

A. Choice Plus Health Insurance Plan Modify the cost sharing formula. Regular full-time employees will pay twenty percent (20%) of the premium if the health risk assessment program is completed. Regular full-time employees will pay twenty-five percent (25%) if the health risk assessment program is not complete.

B. HSA Health Plan Modify the cost sharing formula. Regular full-time employees will pay fifteen percent (15%) of the premium.

C. Limit the health plan option for all newly-hired employees to the HSA Health Plan.

BE IT FURTHER ORDAINED that, effective March 4, 2017 the following salary policies be established:

A. Registered Nurses will be eligible for overtime compensation at the rate of time and one-half for hours worked over eighty (80) hours in a pay period.

B. Employees formally assigned as a lead worker will be compensated an additional one dollar and fifty cents (\$1.50) per hour for hours worked. To be eligible for the lead worker salary the following criteria must be met and is subject to the review and approval of Human Resources:

1. The lead worker pay is subject to funding in the department budget. If funding ceases the lead worker pay ceases.
2. The lead worker assignment is established for a minimum of twelve (12) months.
3. The lead worker assignment is designed to supplement or replace supervisory staff or as a component for a formal succession or career development plan.

BE IT FURTHER ORDAINED that, effective January 7, 2017, the Medical Salary ranges will be adjusted as follows:

<u>Classification</u>	<u>Medical Range</u>	<u>Current 2016 Annual Salary</u>	<u>New 2016 Annual Salary</u>
None	M-01	\$152,547 - \$184,558	\$167,814 - \$203,029
Pathologist	M-02	\$167,814 - \$203,029	\$184,558 - \$223,309
Psychiatrist	M-03	\$184,558 - \$223,309	\$203,029 - \$245,669
Chief Psychiatrist	M-04	\$203,029 - \$245,669	\$223,309 - \$270,234
Clinical Director	M-05	\$213,179 - \$257,941	\$234,499 - \$283,733
Medical Examiner	M-05	\$213,179 - \$257,941	\$234,499 - \$283,733

BE IT FURTHER ORDAINED that, effective January 7, 2017, the following classifications be moved from the Step Salary Ranges to the pay for performance Open Salary Ranges:

<u>Classification</u>	<u>Current Step Range</u>	<u>2016 Annual Salary</u>	<u>New Open Range</u>	<u>2016 Annual Salary</u>
Exposition Center Worker	S-10	\$40,560 - \$53,539	O-05	\$41,538 - \$54,933
Park Maintenance Worker	S-10	\$40,560 - \$53,539	O-05	\$41,538 - \$54,933
Collections Specialist	S-11	\$42,598 - \$56,202	O-06	\$43,618 - \$57,699
Buyer	S-12	\$44,699 - \$59,030	O-07	\$45,802 - \$60,570
Community Health Educator	S-12	\$44,699 - \$59,030	O-07	\$45,802 - \$60,570
Correctional Counselor	S-12	\$44,699 - \$59,030	O-07	\$45,802 - \$60,570
Mental Health Counselor	S-12	\$44,699 - \$59,030	O-07	\$45,802 - \$60,570

Substance Abuse Counselor	S-12	\$44,699 - \$59,030	O-07	\$45,802 - \$60,570
Public Health Nurse Technician	S-13	\$46,966 - \$61,942	O-08	\$48,069 - \$63,606
Victim Witness Counselor	S-13	\$46,966 - \$61,942	O-08	\$48,069 - \$63,606
WIC Program Nutritionist	S-13	\$46,966 - \$61,942	O-08	\$48,069 - \$63,606
Senior Collections Specialist	S-14	\$49,296 - \$65,062	O-09	\$50,502 - \$66,789
Senior Correctional Counselor	S-14	\$49,296 - \$65,062	O-09	\$50,502 - \$66,789
Senior Mental Health Counselor	S-14	\$49,296 - \$65,062	O-09	\$50,502 - \$66,789
Senior Substance Abuse Counselor	S-14	\$49,296 - \$65,062	O-09	\$50,502 - \$66,789
Public Health Nurse	S-17	\$57,096 - \$75,317	O-12	\$58,448 - \$77,314

## FISCAL NOTE

### APPROVE 2017 SALARY AND BENEFIT MODIFICATIONS FOR NON-REPRESENTED EMPLOYEES

The net fiscal impact of this ordinance is estimated at \$377,040, with 2017 wage increases largely offset by a change in the employee cost share for the County's health plan premiums.

The net fiscal impact of these changes is summarized below:

	2016 Wages & Benefits Base	2017 ATB Changes	Registered Nurse Overtime Eligibility	Salary Range Reclassifications	2017 Wages & Benefits	%
Salaries	\$71,071,012	\$1,066,202	\$8,324	\$9,134	\$72,154,672	1.52%
Retirement	\$4,900,192	\$73,512	\$556	\$621	\$4,974,891	1.52%
Social Security	\$5,436,932	\$81,565	\$637	\$699	\$5,519,833	1.52%
Total	\$81,408,136	\$1,221,279	\$9,527	\$10,454	\$82,649,396	1.52%
Health Plan Savings					-\$864,220	
Total	\$81,408,136				\$81,785,176	0.46%

Sections of the Ordinance with fiscal implications include the following:

#### **Across-the-Board Increase**

This ordinance authorizes a 1.5% across-the-board wage increase for all non-represented County employees, effective January 7, 2017. This would include all employees except elected officials, certain temporary and seasonal categories covered by a separate ordinance and those represented by the Wisconsin Professional Police Association.

#### **Registered Nurses Overtime Eligibility**

Effective March 4, 2017 Registered Nurses will be eligible for overtime compensation at the rate of time and one-half for hours worked over eighty (80) hours in a pay period.

#### **Health Plan Changes**

This ordinance authorizes changes in the cost sharing formulas for the health plans offered by the County. The employee share of the plan premium will change from 15% to 20% for Choice Plus Plan participants and from 10% to 15% for HSA Plan participants. Choice Plus participants who do not complete the health risk assessment will pay 25%. Starting in 2017, all newly hired employees will be limited to participation in the HSA Plan.

**Reassignment of Certain Classifications into New Salary Ranges**

The ordinance lists twenty-two (22) position classifications to be moved into new ranges. In some cases, the new range minimum is higher than the employee's current salary and their Salary will need to be adjusted accordingly.

The annual net impact of all the provisions of the ordinance is estimated at \$377,040. The 2017 Adopted Budget includes sufficient funding for these changes.

*Lawrence M. Dahl*

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Lawrence M. Dahl  
Accounting Services Manager

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FOR NON-REPRESENTED EMPLOYEES

Presented by:  
Human Resources Committee

Approved by:  
Finance Committee


  
Larry Nelson, Chair

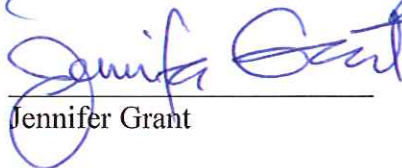
  
James A. Heinrich, Chair

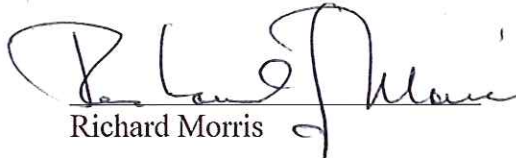
  
Jim Batzko

absent  
Timothy Dondlinger


  
Michael A. Crowley

  
Thomas A. Michalski

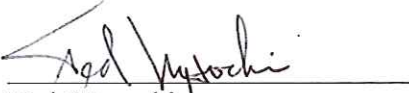
  
Jennifer Grant

  
Richard Morris

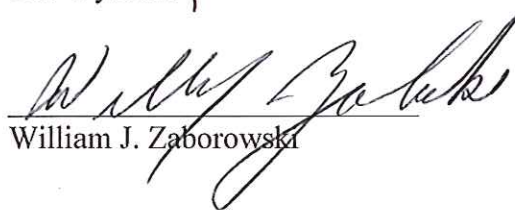
  
Thomas A. Michalski

  
Duane E. Paulson


  
William Mitchell

  
Ted Wysocki

  
Jeremy Walz

  
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: 12/20/16,   
Kathleen Novack, County Clerk

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

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

Date: Jan 2, 2017,   
Paul Farrow, County Executive

D1 - Kolb	AYE	D14 - Wood	AYE
D2 - Zimmermann	AYE	D15 - Mitchell	AYE
D3 - Morris	AYE	D16 - Crowley	AYE
D4 - Batzko	Notified	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 - Zaborowski	AYE
D9 - Heinrich	AYE	D22 - Wysocki	AYE
D10 - Swan	AYE	D23 - Hammitt	AYE
D11 - Howard	(2) AYE	D24 - Whittow	AYE
D12 - Wolff	AYE	D25 - Johnson	AYE
D13 - Decker	AYE		

171-0-070

Passed (24 Y - 0 N - 1 Absent)

Majority Vote