

Waukesha County Board of Supervisors

Minutes of the Human Resources Committee Tuesday, March 15, 2022

Chair Zimmermann called the meeting to order at 1:00 p.m.

Present: Supervisors Dave Zimmermann, Duane Paulson, Mike Crowley, Jacob LaFontain, Richard Morris, and Jeremy Walz. Morris left the meeting at 1:55 p.m.

Also Present: Chief of Staff Sarah Spaeth, Legislative Policy Advisor Alex Ignatowski, Administrative Specialist Mary Pedersen, Principal Assistant Corporation Counsel Kim Haines, Financial Analyst Brad Blicharz, County Board Chair Paul Decker, Budget Manager Bill Duckwitz, Director of Administration Andy Thelke, Human Resources Manager Renee Gage, Principal Human Resources Analyst Whitney Ruiz, Senior Human Resources Analysts Natalie Durr and Jane Barwick, and Clerk of Courts Monica Paz.

Approve Minutes of February 15

MOTION: Crowley moved, second by Morris to approve the minutes of February 15. Motion carried 6-0.

Next Meeting Date

- April 5

Discuss and Consider Ordinance 176-O-125 Modify The 2022 Corporation Counsel, Child Support Division Budget To Appropriate Additional Expenditure Authority Funded With Additional Revenue Allocated By The State Of Wisconsin

Haines and Blicharz were present to discuss this ordinance which modifies the Child Support 2022 budget for additional funding from the State in the amount of \$74,092 due to higher state GPR and IV-D federal contract funding, offset by slightly lower Medical Support Liability revenues. The funds will be mainly used for projects, office improvements, equipment upgrades, and training, which will provide a long-term benefit to the Child Support Division. General government revenues are increased by \$74,092, personnel costs by \$4,656 and operating expenses by \$69,436. Any portion not expended during 2022 may be requested to be carried over to the 2023 budget through the annual carryover ordinance. This ordinance has no direct impact on the 2022 tax levy.

MOTION: Paulson moved, second by Crowley to approve Ordinance 176-O-125. Motion carried 6-0.

Grant / Sunset Positions Report

Duckwitz discussed the report as outlined. So far in 2022 there are 126 full-time and 24 part-time/extra help sunset positions, mostly in Health & Human Services and the Sheriff's Department. This compares to 2021 when there were 118.50 full-time and 20 part-time/extra help sunset positions.

MOTION: Paulson moved, second by LaFontain to accept the 2021 grant/sunset positions report. Motion carried 6-0.

Discuss and Consider Ordinance 176-O-126 Establish Salaries For Sheriff, Clerk Of Courts, And County Executive For 2023 – 2026

Gage and Durr were present to discuss this ordinance as outlined and as discussed at the February 15 Human Resources Committee meeting (see meeting minutes for additional information).

The salary for the Sheriff effective the pay period containing January 1 of the calendar year shall be: \$129,002 (\$62.02/hr.) in 2023; \$132,227 (\$63.57/hr.) in 2024; \$135,533 (\$65.16/hr.) in 2025; and \$138,921 (\$66.79/hr.) in 2026. The salary for the Clerk of Courts effective the pay period containing January 1 of the calendar year shall be: \$100,007 (\$48.08/hr.) in 2023; \$102,507 (\$49.28/hr.) in 2024; \$105,070 (\$50.51/hr.) in 2025; and \$107,697 (\$51.78/hr.) in 2026. The salary for the County Executive effective the first pay period following the 3rd Tuesday in April of the following calendar years: \$130,000 (\$62.50/hr.) in 2023; \$133,250 (\$64.06/hr.) in 2024; \$136,581 (\$65.66/hr.) in 2025; and \$139,996 (\$67.31/hr.) in 2026. The current salaries for the Sheriff, Clerk of Courts, and County Executive are \$116,947, \$88,417, and \$117,792, respectively.

The chart below details the estimated annual fiscal impact of the elected official salary adjustments proposed in this ordinance. The ordinance includes an equity adjustment in 2023 followed by a 2.5% annual increase for the remainder of the four-year terms. The terms of office for the Sheriff and Clerk of Courts correspond to calendar years with annual salary adjustments effective at the beginning of the year. The term of office for the County Executive begins on the third Tuesday of April with salary adjustments effective at that time each year. The impact of this change will be incorporated into the 2023 and later budget processes.

Sheriff, Clerk of Courts and County Executive					
	2022 Base Salary	2023 Proposed	2024 Proposed	2025 Proposed	2026 Proposed
Yearly Salaries (a)	\$323,156	\$359,009	\$367,984	\$377,184	\$386,614
Social Security	\$24,721	\$27,465	\$28,151	\$28,854	\$29,576
Retirement Contribution	\$27,483	\$30,482	\$31,244	\$32,026	\$32,826
Post-Employment Health Contribution (b)	\$11,154	\$11,345	\$12,420	\$12,690	\$12,965
Total Cost	\$386,514	\$428,301	\$439,799	\$450,754	\$461,981
Cost Increase (Decrease) From Prior Year (b)		\$41,787	\$11,498	\$10,955	\$11,227
Percent Increase (b)		10.8%	2.7%	2.5%	2.5%

(a) For comparability purposes, figures displayed assume 2,080 hours per year.

(b) The higher increase in 2024 compared to 2025 and 2026 is due to the post-employment health contribution. County policy provides full-time elected officials with a contribution equal to 3% of their prior-year salary and a flat \$550 (equal to that provided to full-time, non-represented employees), in recognition that elected officials do not accrue sick leave like regular employees during their term of office. Since this contribution is based on prior-year salary, the impact of the equity adjustment in 2023 is delayed until 2024 for this benefit.

MOTION: Paulson moved, second by Morris to approve Ordinance 176-O-126

Walz’s proposed amendment, which allows for annual 3% increases in 2023 through 2026 for the three elected positions but no equity adjustments, was discussed. Walz said this would save the taxpayers about \$100,000 annually and should accomplish Human Resources’ goal of attracting good candidates. Crowley said he would not support the amendment and cited salaries for comparable

elected positions elsewhere. Morris said we need to attract the best people we can and would not support the amendment. Paulson agreed and felt the proposals in the ordinance are reasonable. LaFontain said the medium income in the county is about \$45,000 with the potential for a recession. He supports Walz's amendment and said 3% increases were reasonable. Zimmermann distributed information on alternate options and said while he doesn't support Walz's amendment, he doesn't support the ordinance as written either.

MOTION: Walz moved, second by LaFontain to approve Walz's amendment. Motion defeated 2-4. Morris, Crowley, Zimmermann, and Paulson voted no.

Zimmermann proposed the same equity increases listed in the ordinance but 1.5% annual salary increases instead of 3%. Crowley said he trusts Administration's recommendations and would not support Zimmermann's amendment. This was discussed in length.

MOTION: Zimmermann moved, second by Walz to approve Zimmermann's amendment. Motion defeated 3-3. Paulson, Morris, and Crowley voted no.

The original motion to approve the ordinance was defeated 3-3. Walz, LaFontain, and Zimmermann voted no.

Morris left the meeting at 1:55 p.m.

Annual Report on Performance Evaluations and Rewards

Gage and Ruiz discussed this report which included information on evaluation ratings for all regular full-time and part-time employees in 2021, performance awards for eligible employees, merit base performance awards for open system employees, non-base performance awards for open and step system employees.

The total possible cost if everyone received the maximum base and non-base awards was \$3,296,977 and the total actual cost for base and non-base awards was \$2,492,587. This compares to 2020 when these figures were \$3,264,043 and \$2,441,541, respectively. A total of 883 employees were eligible in 2021 compared to 868 in 2020.

MOTION: Paulson moved, second by Crowley to accept the annual report on performance evaluations and rewards. Motion carried 5-0.

Discuss and Consider Revised Classification Specification of Programs and Projects Analyst

Durr discussed the revision under Training and Experience as outlined and noted this will help increase the applicant pool.

MOTION: Paulson moved, second by LaFontain to approve the revised class spec for the Programs and Projects Analyst. Motion carried 5-0.

Motion to Allow Secretary Crowley to Approve the Final Set(s) of Committee Minutes on Behalf of the Committee

MOTION: Walz moved, second by LaFontain to allow Secretary Crowley to approve the final set(s) of committee minutes on behalf of the committee. Motion carried 5-0.

Legislative Update

Ignatowski gave an update on redistricting, advised of a state staffing request by the District Attorney, and a report on alternate road and GTA funding options. He said the legislature is out of session and he advised of upcoming retirements. He said the EV charger bill is dead but the legislature did pass bills to increase workers compensation payments and provide funds for a new Milwaukee juvenile facility.

MOTION: Walz moved, second by Crowley to adjourn at 2:26 p.m. Motion carried 5-0.

Respectfully submitted,

Michael A. Crowley

Michael A. Crowley
Secretary