

**Waukesha County Board of Supervisors
Minutes of the Human Resources Committee
Tuesday, March 19, 2024**

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

Present: Supervisors Larry Nelson, Mike Crowley, Darlene Johnson, Brian Meier, Chris Mommaerts, Terry Thieme, Jeremy Walz

Also Present: Chief of Staff Sarah Spaeth, Legislative Policy Advisor Sarah Fraley, Chairman Paul Decker, Administrative Specialist Barbara Hollander, Principal Risk Manager Analyst Mark Jatczak, Budget Manager Bill Duckwitz, Senior Financial Analyst Tyler Livesey, Director of Administration Andy Thelke, Human Resources Manager Renee Gage, Senior Human Resources Analyst Natalie Durr, Principal Human Resources Analyst Whitney Ruiz, Human Resources Analyst Bri Ziolkowski, County Clerk Meg Wartman, Register of Deeds Jim Behrend

Approve Minutes of February 20

MOTION: Crowley moved, second by Johnson to approve the minutes of February 20. Motion carried 7-0

Executive Committee Report of March 18

Nelson reported that the committee approved the advertising contract with the Waukesha Freeman, approved two ordinances, approved four appointments, and heard an update on the Budget Task Force.

Year-End Report on Worker's Compensation Claims

Jatczak discussed the report titled "Worker's Compensation 2019-2023 Claims History Summary". In 2023, 91 claims were opened and 36 remained open at year-end. A total of \$617,321 had been incurred. Jatczak went on to review some of the claims that had opened and closed.

MOTION: Thieme moved, second by Meier to accept the Year-End Report on Worker's Compensation Claims. Motion carried 7-0

Grant/Sunset Positions Report

Duckwitz and Livesey discussed the report as outlined. So far in 2024, there are 129 full-time and 12 part-time/extra help sunset positions, mostly in Health & Human Services and the Sheriff's Department. This compares to 2023 when there were 133 full-time and 18 part-time/extra help sunset positions.

MOTION: Crowley moved, second by Walz to accept the Grant/Sunset Positions report. Motion carried 7-0

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 2023, 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 \$4,538,669 and the total actual cost for base and non-base awards was \$3,584,619. This compares to 2022 when these figures were \$3,443,615 and \$2,732,527, respectively. A total of 916 employees were eligible in 2023 compared to 896 in 2022.

MOTION: Thieme moved, second by Meier to accept the annual report on performance evaluations and rewards. Motion carried 7-0

Discuss and Consider Ordinance 178-O-097 Establish Salaries For County Clerk, Register Of Deeds, And Treasurer For 2025 – 2028

Thelke, Gage and Durr presented this amended ordinance which would approve salary increases in 2025 for the Register of Deeds of 7%, for the Treasurer of 8.4%, and for the County Clerk of 8.4%. For 2026-2028, this ordinance approves salary increases for all three elected officials by 3% annually.

MOTION: Johnson moved, second by Meier to approve Ordinance 178-O-097.

MOTION: Johnson moved, second by Meier to approve Ordinance 178-O-097 with the following amendment:

WHEREAS, a ~~7%~~ 3% salary increase is appropriate for the Register of Deeds in 2025 and, for internal equity purposes, a ~~8.4%~~ 4.4% salary increase is appropriate for the County Clerk and the Treasurer in 2025 to be in alignment with the Register of Deeds; and

WHEREAS, a 3% salary increase is appropriate for the County Clerk, Register of Deeds, and Treasurer in 2026, 2027, and 2028.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS, that effective January 1 of each calendar year, the annual salaries of the ~~County Clerk, County Clerk,~~ Register of Deeds, and Treasurer shall be:

<u>Year</u>	<u>Annual Wage</u>	<u>Calculated Hourly Wage</u>
2025	\$92,340 <u>\$88,873</u>	\$44.39 <u>\$42.73</u>
2026	\$95,098 <u>\$91,539</u>	\$45.72 <u>\$44.01</u>
2027	\$97,947 <u>\$94,285</u>	\$47.09 <u>\$45.33</u>
2028	\$100,880 <u>\$97,114</u>	\$48.50 <u>\$46.69</u>

BE IT FURTHER ORDAINED that effective January 1 of each calendar year, the annual salary of the County Clerk shall be:

<u>Year</u>	<u>Annual Wage</u>	<u>Calculated Hourly Wage</u>
2025	<u>\$93,670</u>	<u>\$45.03</u>
2026	<u>\$95,075</u>	<u>\$45.71</u>
2027	<u>\$96,501</u>	<u>\$46.40</u>
2028	<u>\$97,949</u>	<u>\$47.09</u>

A vote was taken, and the amendment passed 7-0.

A vote was taken on Ordinance 178-O-097 as amended. Motion carried 7-0

Next Meeting Date

April 2 - canceled

Announcements

Reminder about the farewell party for outgoing supervisors on April 12.

Legislative Update

Fraley reported that both houses have adjourned. Bills are being sent to the governor for signature or veto.

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

MOTION: Crowley moved, second by Thieme to allow Secretary Walz to approve the final set(s) of committee minutes on behalf of the committee. Motion carried 7-0

MOTION: Johnson moved, second by Mommaerts to adjourn at 2:09 p.m. Motion carried 7-0

Respectfully submitted,



Jeremy Walz
Secretary - Human Resources Committee