

2004 NON-REPRESENTED EMPLOYEES' SALARIES

WHEREAS it is necessary to maintain an appropriate and competitive salary system to attract and retain non-represented employees, and

WHEREAS the labor market for psychiatric inpatient nurses is extremely limited and it is important for the County to remain competitive with area hospitals when competing for these resources.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN the following changes in the salary structures for 2004:

Section I. Effective December 27, 2003, the following modifications will be made to the non-represented employee compensation systems.

- A. An across-the-board increase of two percent (2%) will be applied to Step Ranges S-1 through S-8, Non-4 and Non-05; and Open Range 7.
- B. An across-the-board increase of one and three quarters percent (1.75%) will be applied to Step Ranges S-9, S-10 and TMP-32 and to Open Ranges O- 9 through O-12.
- C. An across-the-board increase of one and one half percent (1.5%) to Step Ranges Non-1 through Non-3; and to Open Ranges O-13 through O-23; and to Information Systems Ranges IS-1, 2, 3 and IS-13, 14, and 16.

Section II. Effective December 27, 2003, the following shift and weekend differentials be implemented for Registered Nurse positions in the Mental Health Center in the Department of Health and Human Services

- A. Second (2nd) shift \$1.85 per hour
- B. Third (3rd) shift \$2.35 per hour
- C. Charge nurse \$1.00 per hour
- D. Weekend \$1.00 per hour

Section III. Effective December 27, 2003 the salary for the classification of Weekend RN, Range TMP-32, will be increased an additional \$1.00 per hour.

2004 NON-REPRESENTED EMPLOYEES' SALARIES

Presented by:
Personnel Committee

Approved by:
Finance Committee

Duane E. Paulson
Duane E. Paulson, Chair

Patricia A. Haukoehl
Patricia A. Haukoehl, Chair

Donald M. Broesch
Donald M. Broesch

James R. Behrend
James R. Behrend

Peter Gundrum NO
Peter Gundrum

Donald M. Broesch
Donald M. Broesch

absent
Jeff Morris

absent
Genia C. Bruce

Carl H. Seitz NO
Carl H. Seitz

Joseph F. Griffin
Joseph F. Griffin

Robert G. Thelen II
Robert G. Thelen II

absent
Joe C. Marchese

absent
Matt Thomas

Abstain
Bonnie J. Morris

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

Date: 12-19-2003, Kathy Nickolaus
Kathy Nickolaus, County Clerk

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

Approved: ✓
Vetoed: _____

Date: 12-19-03, D. M. Finley
Daniel M. Finley, County Executive

**FISCAL NOTE
2004 NON-REPRESENTED EMPLOYEE SALARIES**

Sections of the Ordinance with fiscal implications include the following:

Section I: Wage Increase The proposed ordinance provides a series of across-the-board increases targeted to increase wages from 1.50% for the most highly compensated ranges to 2.00% for the lowest compensated non-represented positions. The table below presents the estimated fiscal impact of the various changes outlined in the ordinance. The table compares total wages of non-represented personnel at their current wage level (2003 wage rate) to the proposed level resulting from the ordinance. The net 2004 impact of the provisions is \$524,531 as indicated in the column titled "Change to 2003 Wage Base".

	Wage Base (2003 Wage Rate)	2004 Proposed Wage Base	Change to 2003 Wage Base	
			Amount	%
Salaries	\$26,230,578	\$26,677,178	\$446,600	1.70%
Retirement	2,570,597	2,614,363	43,766	1.70%
Social Security	2,006,639	2,040,804	34,165	1.70%
Total	\$30,807,814	\$31,332,345	\$524,531	1.70%

Section II: Shift and Weekend Differentials: The proposed ordinance includes increases in shift and weekend differentials for Registered Nurses from \$0.15/hour to \$1.15/hour. Based on the staffing levels over the past year, the total County cost of this change is estimated at \$15,208 in 2004.

The total estimated net fiscal impact of the ordinance is \$539,739. Sufficient funds to cover the costs associated with these changes are included in the 2004 proposed budget.



 Lawrence M. Dahl
 November 19, 2003

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158-0-115

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-12/16/03

(ORD) NUMBER-1580115

- 1 K. HERRO.....AYE
- 3 D. STAMSTA.....AYE
- 5 J. MARCHESE.....
- 7 J. JESKEWITZ.....AYE
- 9 P. HAUKOHL.....AYE
- 11 K. HARENDA.....AYE
- 13 J. MORRIS.....
- 15 D. SWAN.....AYE
- 17 J. BEHREND.....AYE
- 19 W. MITCHELL.....AYE
- 21 W. KOLB.....AYE
- 23 P. PRONOLD.....AYE
- 25 K. CUMMINGS.....AYE
- 27 D. PAULSON.....AYE
- 29 M. THOMAS.....NAY
- 31 V. STROUD.....AYE
- 33 D. PAVELKO.....NAY
- 35 C. SEITZ.....NAY

- 2 R. THELEN.....AYE
- 4 H. CARLSON.....AYE
- 6 D. BROESCH.....AYE
- 8 J. DWYER.....~~AYE~~
- 10 S. WOLFF.....AYE
- 12 J. GRIFFIN.....AYE
- 14 J. LA PORTE.....
- 16 R. MANKE.....**AYE**
- 18 B. MORRIS.....
- 20 M. KIPP.....AYE
- 22 G. BRUCE.....AYE
- 24 A. SILVA.....AYE
- 26 S. KLEIN.....AYE
- 28 P. JASKE.....AYE
- 30 K. NILSON.....AYE
- 32 P. GUNDRUM.....AYE
- 34 R. SINGERT.....AYE

TOTAL AYES-27

TOTAL NAYS-03

CARRIED X

DEFEATED _____

UNANIMOUS _____

TOTAL VOTES-30