

## Waukesha County Board of Supervisors

### Minutes of the Human Resources Committee

Tuesday, July 18, 2023

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

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

**Also Present:** Chief of Staff Sarah Spaeth, Legislative Policy Advisor Sarah Fraley, Administrative Specialist Barbara Hollander, Director of Emergency Preparedness Gary Bell, Director of Administration Andy Thelke, Human Resources Manager Renee Gage, Budget Manager Bill Duckwitz

#### Approve Minutes of May 16

MOTION: Johnson moved, second by Crowley to approve the minutes of May 16. Motion carried 6-0

#### Executive Committee Report of June 19

Nelson reported that the committee heard from Baker Tilly on the results of the Waukesha County Parks Department cash handling audit, approved appointments (Nelson explained the reasons for the no votes), and heard update on agenda management system.

#### Next Meeting Dates

August 16 joint meeting with Finance Committee on compensation study

#### Legislative Update

Fraley reported that today is the special election in the 24<sup>th</sup> assembly district for the seat vacated by now-Senator Knodl.

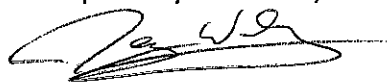
#### Discuss and Consider Ordinance 178-O-034 Modify The Salary Range Assignment For The Telecommunicator Classification From Open Range 07 To Open Range 09 And Establish A Difficult-To-Fill Shift Incentive For Telecommunicators For Coverage Needs

Bell, Thelke and Gage presented that this ordinance modifies the salary range assignment for the Telecommunicator classification from Open Range 07 to Open Range 09. It also provides for a difficult-to-fill shift incentive for telecommunicators during periods of critical staffing shortages. The Department of Emergency Preparedness is experiencing significant vacancy levels within the telecommunicator classification because of the tight labor market and competition from surrounding county and municipal governments. Due to the work load and extensive training involved with the telecommunicator position, some candidates leave early in training or pursue other, similarly paid positions that do not require as much commitment and stress. The total compensation market and benefit study and a review of other government salary ranges indicates that telecommunicator pay is lagging. Through turnover and vacancy of positions at the Communications Center during 2023, there will be sufficient remaining budget authority to accommodate wage rate increases and the difficult-to-fill shift incentive, and these impacts will be incorporated into the 2024 proposed budget.

MOTION: Mommaerts moved, second by Walz to approve Ordinance 178-O-034. Motion carried 6-0

MOTION: Crowley moved, second by Johnson to adjourn at 1:49 p.m. Motion carried 6-0

Respectfully submitted,



Jeremy Walz  
Secretary - Human Resources Committee