

Waukesha County Board of Supervisors

Minutes of the Joint Meeting of Human Resources Committee and Finance Committee Wednesday, August 16, 2023

Chairman Decker called the meeting to order at 8:30 a.m.

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

Present from Finance Committee: Supervisors Jim Heinrich, Larry Bangs, James Batzko, Darryl Enriquez, Joel Gaughan, Richard Morris and Gary Szpara

Also Present: Chief of Staff Sarah Spaeth, Legislative Policy Advisor Sarah Fraley, Chairman Paul Decker, Marianne Oyaas (Segal Consulting), Human Resources Manager Renee Gage, Director of Administration Andy Thelke, Clerk of Courts Monica Paz, Health and Human Services Director Liz Aldred, Principal Human Resources Analyst Whitney Ruiz, Senior Human Resources Analyst Audrey Key, Jane Barwick, Jen Reinke, Natalie Durr, County Clerk Meg Wartman, Business Manager Rhiannon Cupkie, Accounting Services Manager Danielle Igielski, Mental Health Center Coordinator Andrew Grzybowski, Jail Administrator Angela Wollenhaupt, Deputy Jail Administrator Tracy Lewandowski, Business Manager Josh Joost, ADRC Manager Mary Smith, Park System Manager Steve Brunner, Chief Information Officer Lance Spranger, IT Solutions Manager Kevin Koenig, PMO Manager John Hinchey, Senior Civil Engineer Matthew Cowap, Airport Manager Kurt Stanich, Airport Programs & Projects Analyst Aimee Scrima, Director of Public Works Allison Bussler, and Principal Assistant Corporation Counsel Deb Price.

Presentation of the 2023 Total Compensation Study Results

Oyaas, Gage, Thelke and presented the 2023 total compensation study results by Segal Waters Consulting. The county strives to offer total compensation that facilitates successful recruitment and retention of high-quality staff while considering the fiscal policies of the county. Oyaas discussed compensation philosophy and history, study goals and methodology, findings, and conclusion and recommendations.

75 job titles were selected as benchmark job titles. The benchmark jobs selected cover 30% of the county's job titles and 75% of the county employees. Thirty-two job titles were found to be more than 5% below market at the midpoint. The county is recommending 1 classification move downward and 69 classifications moving upwards.

A list of policy recommendations to pay and benefits was provided to the committee members and an ordinance will be drafted for the County Board's consideration in September. If approved by the County Board the changes would go into effect October 21, 2023.

Heinrich asked if Administration could draft the fiscal impact of each recommendation when the ordinance comes forward. Nelson and Thieme voiced their support for the recommendations to keep Waukesha County competitive.

Human Resources Committee Approve Minutes of July 18

MOTION: Thieme moved, second by Johnson to approve the minutes of July 18. Motion carried 6-0

Next Meeting Dates

September 20 (Finance)

September 12 (Human Resources)

Executive Committee Report of July 25

Nelson and Heinrich noted the Executive Committee meeting was moved to be before the County Board meeting to review appointments.

MOTION of Human Resources Committee: Walz moved, second by Thieme to adjourn at 10:18 a.m. Motion carried 6-0.

Respectfully submitted,



Jeremy Walz
Secretary - Human Resources Committee