

Waukesha County Board of Supervisors

Minutes of the Human Resources Committee Tuesday, August 16, 2022

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, Administrative Specialist Mary Pedersen, Emergency Preparedness Director Gary Bell, County Board Chair Paul Decker, Human Resources Manager Renee Gage, Senior Financial Analyst Michelle Czech, Senior Human Resources Analyst Jen Reinke, and Director of Administration Andy Thelke.

Approve Minutes of July 19

MOTION: Johnson moved, second by Meier to approve the minutes of July 19. Motion carried 6-0.

Next Meeting Date

- September 13

Executive Committee Report of

Nelson said the Executive Committee heard an update on the Center for Growth and approved a resolution and an appointment. Supervisor Kolb pulled his ordinance for consideration.

Discuss and Consider Ordinance 177-O-050 Salary Range Assignment For Telecommunicator Classification From Open Range 06 To Open Range 07

Bell, Thelke, and Gage were present to discuss this ordinance which modifies the salary range for telecommunicator positions from open range 06 to open range 07. This would result in a five percent increase to the minimum and maximum wage rate for telecommunicators. Increasing the salary range would allow for County administration to implement wage rate adjustments for the telecommunicators whose wages are currently capped at the top of the range. These salary adjustments would help retain the department's most experienced telecommunicators during this competitive labor market. Staff anticipate that the 2023 compensation study will demonstrate that the current telecommunicator salary range lags behind comparable local governments and future wage adjustments for these positions may also be recommended during 2023/2024 if warranted.

There are currently 13 telecommunicators at or near the maximum wage within the salary range, and county administration plans to provide a 4% increase in pay for these individuals. There would also be a 4% increase in pay for 4 communication center supervisors to help prevent wage compression issues between these supervisory staff and the telecommunicators that report to them. The partial-year impact of these salary adjustments is estimated at about \$19,000 in 2022. Due to significant levels of vacancy and turnover during the year, it is anticipated that this cost impact can be absorbed without requesting additional budget appropriations. The full-year impact in 2023 is projected to be about \$57,000 and the department will build this cost increase into its proposed 2023 budget.

This salary schedule change is not expected to result in an immediate fiscal impact from telecommunicators currently compensated earlier in the salary range because all current employees are paid higher than the minimum of the new salary range.

MOTION: Mommaerts moved, second by Johnson to approve Ordinance 177-O-050. Motion carried 6-0.

Discuss and Consider Ordinance 177-O-048 Amend Chapter 7 Of The County Code Of Ordinances And Establish Policy Relating To Election Administration Grants And Donations

Nelson announced that Supervisor Kolb pulled this ordinance for consideration.

MOTION: Crowley moved, second by Johnson to adjourn at 1:33 p.m. Motion carried 6-0.

Respectfully submitted,

Jeremy Walz

Jeremy Walz
Secretary