

## Waukesha County Board of Supervisors

### Minutes of the Human Resources Committee Tuesday, May 17, 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, Terry Thieme, and Jeremy Walz.

**Also Present:** Chief of Staff Sarah Spaeth, Legislative Policy Advisor Alex Ignatowski, Administrative Specialist Mary Pedersen, Human Resources Manager Renee Gage, Citizen Julie Valadez, Director of Administration Andy Thelke, Senior Financial Analyst Michelle Czech, Business Manager Josh Joost, Inspector Jim Gumm, Sheriff Eric Severson, Deputy Inspector Patrick Esser, Financial Analyst Cathy Kienast, Detective Brian Fredericks, County Board Supervisor Ted Wysocki, State Representative Janel Brandtjen, Budget Manager Bill Duckwitz, Employee Benefits Administrator Andrea Mohr, Human Resources Assistants Lauren Howe and Rebecca Freisleben, Principal Human Resources Analyst Whitney Ruiz, and Senior Human Resources Analysts Natalie Durr, Jen Reinke, Audrey Key, and Jane Barwick.

#### **Public Comment**

Brandtjen spoke in support of Ordinance 177-O-016.

#### **Next Meeting Date**

- June 21

#### **Executive Committee Report of May 16**

Nelson said the Executive Committee, at their last meeting, approved several ordinances and appointments, and heard a presentation on the American Rescue Plan Act (ARPA).

#### **Committee Welcome and Opening Remarks of the Chair**

Nelson welcomed committee members and discussed the importance of this committee for hiring and retaining quality employees.

#### **Nomination and Election of Vice-Chair and Secretary**

MOTION: Walz moved, second by Thieme to elect Crowley as Vice Chair of the Human Resources Committee. Motion carried 7-0.

MOTION: Crowley moved, second by Thieme to elect Walz as Secretary of the Human Resources Committee. Motion carried 7-0.

#### **Committee Duties and Responsibilities as Written in the County Code of Ordinances**

Spaeth discussed the duties and responsibilities of the Human Resources Committee as written in the County Code of ordinances.

### **Overview of Human Resources Division**

Gage and staff discussed the Human Resources Division of the Department of Administration including their duties and responsibilities for employment onboarding and recruitment, benefits administration, performance management, compensation and salary administration, classification administration, employee relations and management support, FMLA, collective bargaining, training and development, unemployment compensation, grievances and litigation, policies and procedures, and the employee recognition program.

### **Ordinance 177-O-016 Adopt 2023 Waukesha Deputy Sheriff's Labor Union Contract Extension Agreement, Provide a Salary Adjustment for Sworn Non-Represented Law Enforcement Supervisors, and Modify the 2022 Sheriff's Department Budget**

Gage, Thelke, Severson, and Gumm discussed this ordinance which approves an extension of an existing labor agreement between Waukesha County and the Waukesha Deputy Sheriff's Labor Union (WDSLUI), which covers Deputy Sheriffs and Detectives, from the end of 2022 to the end of 2023. The existing contract period had been from 2020 through 2022.

This ordinance also approves a \$3.00/hour increase in pay for all employees covered in WDSLUI, as well as all non-elected sworn officers, which includes Lieutenants, Captains, the Deputy Inspector, and the Inspector. The pay increase would go into effect for the pay period beginning June 4, 2022. The pay increase is being proposed to help improve retention and recruitment of Deputy Sheriff positions. The county provides wages that are in-line with comparable counties but municipalities have typically paid more for police services. In addition, the labor market has become increasingly competitive. Waukesha County currently ranks near the middle of pay levels among other counties (according to maximum wage rate), but ranks last compared to nearby municipalities that have been surveyed. The \$3.00/hour pay adjustment would move Waukesha County up to be more within the range of what municipalities offer.

The \$3.00/hour increase is being applied to all non-elected sworn officers, not just the members of the WDSLUI, to prevent wage compression issues. The sworn officer classifications are hierarchical, and the proposed pay adjustment is applied uniformly to help maintain a consistent difference in compensation levels from one position to the next. This is done to encourage qualified individuals to seek promotion to higher classifications that require more experience and responsibility. This ordinance affects a total of 176 budgeted positions.

The partial-year impact of the \$3.00/hour wage increase in 2022 is estimated to cost \$810,000, with an annualized impact of approximately \$1.4 million. These costs include wages, overtime, and the impact of FICA and Wisconsin Retirement System pension contributions. The total cost impact will be partially offset by municipal funding for sunset patrol contract positions and other revenues. Based on existing contracts, approximately \$317,000 of the annual costs would be offset by additional revenues, leaving a net annual ongoing cost impact to the county of about \$1.1 million. It should be noted that cost recovery through the municipal patrol contracts is based on the adopted budget, so this cost increase for the remainder for 2022 would need to be absorbed by the County, estimated at \$182,000 of the \$810,000 in total costs. Going forward, the Department will review the cost increases with municipalities, who will need to decide whether to continue purchasing patrol services at the current levels.

Tax levy support for the net \$1.1 million ongoing operating impact from the \$3.00/hour pay adjustment would need to be phased-in over multiple years. This proposal includes the use of \$810,000 of American Rescue Plan Act (ARPA) funding to cover the current-year impact of the pay increase, and assumes the use of ARPA funds to gradually phase-in tax levy support. After the ARPA grant eligibility period has ended, General Fund balance would be applied to continue the phase-in. The number of years needed to phase-in tax levy support will depend upon multiple factors, including the levy limit growth factor (net new construction) and other budget priorities. This phase-in approach is similar to how the County has addressed other new cost impacts in the past, including hiring additional telecommunicators when new municipalities join county dispatch. The use of ARPA funding is eligible through the “public sector capacity” provision. ARPA funding must be spent or obligated by December 31, 2024 and completed by December 31, 2026.

This ordinance also approves an across-the-board pay increase for Deputy Sheriffs and Detectives of 2% for 2023 for the one-year extension of the WDSLUC contract. The total cost impact for 2023 is estimated at about \$316,000, with tax levy impact of \$242,000 after applying offsetting municipal patrol contract and other revenues of \$74,000. The across-the-board increase for the non-represented sworn officers will be included in the non-represented compensation ordinance considered by the County Board later in the year.

Walz stated a number of reasons he could not support the ordinance including its high cost and the fact the union was satisfied with the contract the County Board approved last year.

MOTION: Crowley moved, second by Thieme to approve Ordinance 177-O-016. Motion carried 6-1. Walz voted no.

MOTION: Crowley moved, second by Johnson to adjourn at 3:04 p.m. Motion carried 7-0.

Respectfully submitted,

*Jeremy Walz*

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Secretary