

ENROLLED ORDINANCE 176-93

APPROVE 2022 SALARY RANGE ADJUSTMENT FOR SEASONAL AND
TEMPORARY CLASSIFICATIONS AND BROADEN THE PAY
RANGES FOR CERTAIN SEASONAL CLASSIFICATIONS

WHEREAS, seasonal and temporary employees are vital components of the County workforce which enables the County to deliver quality and cost efficient programs and services; and

WHEREAS, market conditions have created a competitive environment when recruiting for seasonal and temporary employees; and

WHEREAS, the ability to recruit and retain qualified employees year after year is critical in delivering County programs and services; and

WHEREAS, broadening the salary ranges for certain seasonal classifications would allow flexibility for hiring and retention, and


WHEREAS, the County has provided for the fiscal impact of this ordinance in the County budget for 2022.

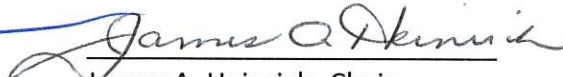
THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS the changes in rates of pay for seasonal and temporary job classifications outlined in the attached table be approved effective January 1, 2022.

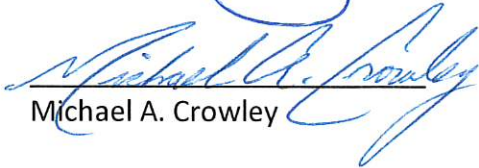
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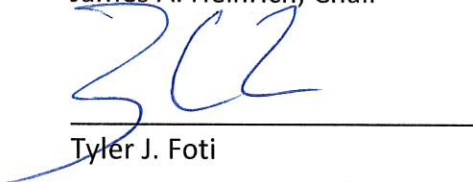
Presented by:
Human Resources Committee

Approved by:
Finance Committee


David D. Zimmermann, Chair


James A. Heinrich, Chair


Michael A. Crowley

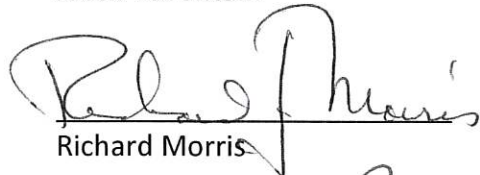

Tyler J. Foti

Vacant _____

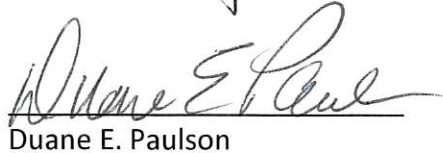

Joel R. Gaughan

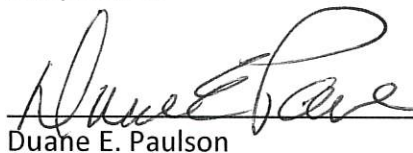
Absent
Jacob LaFontain


Thomas A. Michalski

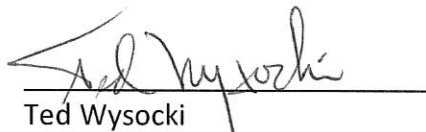

Richard Morris


Larry Nelson


Duane E. Paulson


Duane E. Paulson


Jeremy Walz


Ted Wysocki

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

Date: 12/22/21, 
Margaret Wartman, County Clerk

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

Approved: X
Vetoed: _____

Date: 12/22/2021, 
Paul Farrow, County Executive

2022 Salaries for Seasonal and Temporary Classifications

Hourly Rates	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Current 2021	Aquatic Supervisor	\$16.33	\$16.87	\$17.41	\$17.67	\$18.23							
Proposed 2022	Aquatic Supervisor	\$16.66	\$17.21	\$17.76	\$18.02	\$18.59							
Current 2021	Park Seasonal	\$9.87	\$10.18	\$10.51	\$10.83	\$11.15							
Proposed 2022	Park Seasonal	\$10.07	\$10.38	\$10.72	\$11.05	\$11.37	\$11.81	\$12.25	\$12.69	\$13.13	\$13.57	\$14.00	
Current 2021	Civilian Bailiff	\$12.05	\$12.92	\$13.80	\$14.68	\$15.55							
Proposed 2022	Civilian Bailiff	\$14.07	\$14.97	\$15.86	\$16.45	\$17.35	\$18.25	\$19.15	\$20.05	\$20.95	\$21.85	\$22.75	\$23.65
Current 2021	Intern	\$11.07	\$12.01	\$12.94	\$13.88	\$14.81	\$15.73	\$16.67	\$17.60				
Proposed 2022	Intern	\$11.29	\$12.25	\$13.20	\$14.16	\$15.11	\$16.04	\$17.00	\$17.95	\$19.00	\$20.00		
Current 2021	Head Attendant	\$12.79	\$13.33	\$13.86	\$14.41	\$14.96							
Proposed 2022	Head Attendant	\$13.05	\$13.60	\$14.14	\$14.70	\$15.26	\$15.72	\$16.18	\$16.64	\$17.10	\$17.56	\$18.00	
Current 2021	Lead Park Seasonal	\$12.32	\$12.86	\$13.40	\$13.94	\$14.46							
Proposed 2022	Lead Park Seasonal	\$12.57	\$13.12	\$13.67	\$14.22	\$14.75	\$15.21	\$15.67	\$16.13	\$16.59	\$17.05	\$17.50	
Current 2021	Head Lifeguard/Swim Instructor	\$12.32	\$12.86	\$13.40	\$13.94	\$14.46							
Proposed 2022	Head Lifeguard/Swim Instructor	\$12.57	\$13.12	\$13.67	\$14.22	\$14.75	\$15.10	\$15.55	\$16.00				
Current 2021	Semi-Skilled Employee	\$10.15	\$11.06	\$11.98	\$12.89	\$13.80	\$14.72	\$15.63	\$16.54	\$17.46	\$18.37	\$19.29	\$20.30
Proposed 2022	Semi-Skilled Employee	\$10.35	\$11.28	\$12.22	\$13.15	\$14.08	\$15.01	\$15.94	\$16.87	\$17.81	\$18.74	\$19.68	\$20.71
Current 2021	Lifeguard	\$10.34	\$10.56	\$10.77	\$10.98	\$11.15							
Proposed 2022	Lifeguard	\$10.55	\$10.77	\$10.99	\$11.20	\$11.37	\$11.81	\$12.25	\$12.69	\$13.13	\$13.57	\$14.00	
Current 2021	Park Ranger	\$12.48	\$12.90	\$13.30	\$13.75	\$14.20							
Proposed 2022	Park Ranger	\$12.73	\$13.16	\$13.57	\$14.03	\$14.48	\$15.07	\$15.66	\$16.25	\$16.84	\$17.43	\$18.00	

2022 Salaries for Seasonal and Temporary Classifications

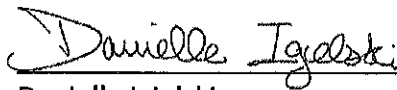
Hourly Rates	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Current 2021	Park Program Coordinator	\$16.33	\$16.87	\$17.41	\$17.67	\$18.23							
Proposed 2022	Park Ranger Coordinator	\$16.66	\$17.21	\$17.76	\$18.02	\$18.59	\$18.94	\$19.29	\$19.64	\$20.00			
Current 2021	Seasonal Naturalist/Biologist	\$13.33	\$13.60	\$14.15	\$14.69	\$15.23							
Proposed 2022	Seasonal Naturalist/Biologist	\$13.60	\$13.87	\$14.43	\$14.98	\$15.53	\$16.02	\$16.51	\$17.00	\$17.49	\$18.00		
Current 2021	Temporary Clerical Help	\$12.12	\$13.03	\$13.96	\$14.89	\$15.80							
Proposed 2022	Temporary Clerical Help	\$12.36	\$13.29	\$14.24	\$15.19	\$16.12							
Current 2021	Unclassified Employee	\$8.14	\$8.21	\$8.52	\$8.85	\$9.65							
Proposed 2022	Unclassified Employee	\$8.30	\$8.37	\$8.69	\$9.03	\$9.84							
Current 2021	Weekend Registered Nurse	\$45.64	\$47.73	\$50.05	\$52.32	\$54.74	\$57.34						
Proposed 2022	Weekend Registered Nurse	\$46.55	\$48.68	\$51.05	\$53.37	\$55.83	\$58.49						
Current 2021	Registered Professional Nurse	\$24.89	\$25.69	\$26.46	\$27.27	\$28.04							
Proposed 2022	Registered Professional Nurse	\$25.39	\$26.20	\$26.99	\$27.82	\$28.60							
Current 2021	Recreational Instructor	\$12.86	\$13.40	\$13.94	\$14.46	\$15.00							
Proposed 2022	Recreational Instructor	\$13.12	\$13.67	\$14.22	\$14.75	\$15.30							

FISCAL NOTE

APPROVE 2022 SALARY RANGE ADJUSTMENT FOR SEASONAL AND
TEMPORARY CLASSIFICATIONS AND BROADEN THE PAY
RANGES FOR CERTAIN SEASONAL CLASSIFICATIONS

This ordinance approves new and expanded wage for seasonal and temporary classifications effective January 1st, 2022. This ordinance increases the wage rate of all seasonal and temporary classification by 2% with the exception of a larger increase for the Civilian Bailiff classification. The 2022 estimated County-wide impact of the changes (including benefit costs) is approximately \$98,000, or an average of 2.6%.

The impact of these changes has been included in the 2022 Adopted Budget.



Danielle Igielski
Accounting Services Manager
11/29/2021

VOTING RESULTS

AYE 23 | NAV 0 | ABSTAIN | ABSENT 2

Ordinance 176-O-097

Ordinance 176-O-097: Approve 2022 Salary Range Ad...

 Passed By Majority Vote

D1 - Foti	AYE	D14 - Mommaerts	AYE
D2 - Zimmermann	AYE	D15 - Mitchell	AYE
D3 - Morris	AYE	D16 - Crowley	AYE
D4 - Batzko	AYE	D17 - Paulson	AYE
D5 - Dondlinger	AYE	D18 - Nelson	AYE
D6 - Walz	AYE	D19 - Vacant	ABSENT
D7 - LaFontain	AYE	D20 - Schellinger	AYE
D8 - Michalski	AYE	D21 - Gaughan	AYE
D9 - Heinrich	AYE	D22 - Wysocki	AYE
D10 - Swan	AYE	D23 - Hammitt	AYE
D11 - Howard	AYE	D24 - Whitlow	ABSENT
D12 - Wolf	AYE	D25 - Johnson	AYE
D13 - Decker	AYE		

December 21 2021 - December 21 2021 06:27:02 PM

