

ENROLLED ORDINANCE 176-94

APPROVE 2022 SALARY RANGE ADJUSTMENT TO THE NON-REPRESENTED
2021 SALARY RANGES AND MODIFY THE MEDICAL SALARY RANGES

WHEREAS it is necessary to maintain competitive salary and benefits systems and structures to attract and retain a qualified work force; and

WHEREAS the County recognizes the importance of maintaining and adjusting the salary ranges consistent with the overall market; and

WHEREAS the County has provided for the fiscal impact of this ordinance in the County budget for 2022; and

WHEREAS the labor market for physicians has changed since the medical salary ranges were adjusted in 2017, therefore, requiring the County to recommend modifications in order to attract, recruit and retain physicians, and

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that effective January 1, 2022, a salary range adjustment of two percent (2.0%) will be applied to the non-represented 2021 salary ranges.

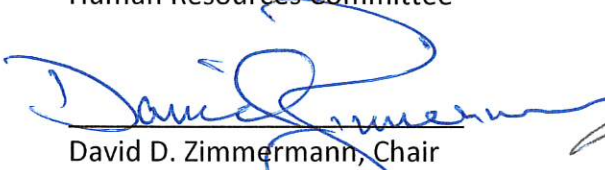
BE IT FURTHER ORDAINED that effective January 1, 2022, the Medical Salary Ranges will be adjusted as follows:

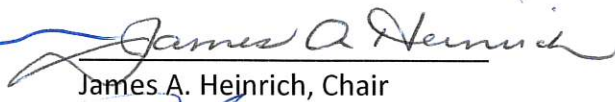
<u>Classification</u>	<u>Medical Range</u>	<u>Current 2021 Salary</u>	<u>New 2022 Salary</u>	
None	M-01	\$87.78 - \$111.27 \$182,582 - \$231,442	\$101.52 - \$125.48 \$211,162 - \$260,998	Hourly Appx Annual
None	M-02	\$96.53 - \$121.87 \$200,782 - \$253,490	\$111.38 - \$137.23 \$231,670 - \$285,438	Hourly Appx Annual
Psychiatrist Associate Medical Examiner (Pathologist)	M-03	\$106.19 - \$133.57 \$220,875 - \$277,826	\$122.28 - \$150.21 \$254,342 - \$312,437	Hourly Appx Annual
Chief Psychiatrist	M-04	\$116.80 - \$146.42 \$242,944 - \$304,554	\$134.24 - \$164.45 \$279,219 - \$342,056	Hourly Appx Annual
Clinical Director Medical Examiner	M-05	\$122.65 - \$153.50 \$255,112 - \$319,280	\$140.84 - \$172.32 \$292,947 - \$358,426	Hourly Appx Annual

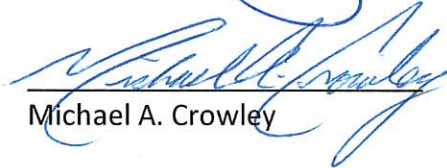
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2021 SALARY RANGES AND MODIFY THE MEDICAL SALARY RANGES

Presented by:
Human Resources Committee

Approved by:
Finance Committee


David D. Zimmermann, Chair


James A. Heinrich, Chair


Michael A. Crowley


Tyler J. Foti

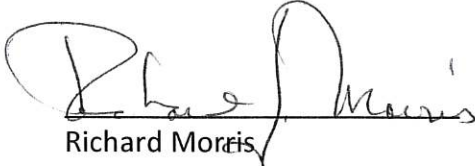
Vacant


Joel R. Gaughan

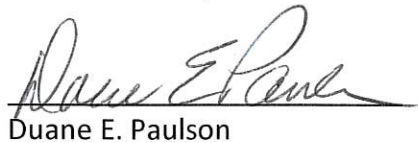
Absent

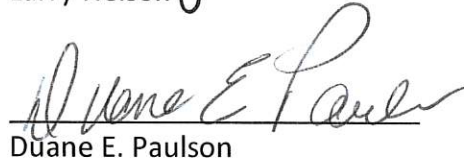
Jacob LaFontain

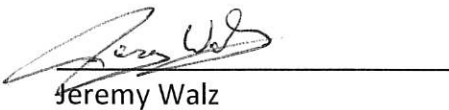

Thomas A. Michalski

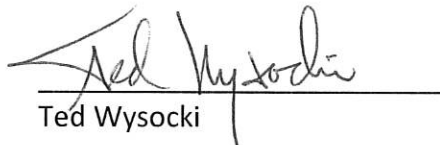

Richard Morris


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

FISCAL NOTE

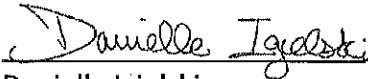
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This ordinance authorizes a 2% across-the-board wage increase for all non-represented 2021 salary ranges effective January 1st, 2022. This would include all employees except elected officials, temporary/seasonal employees, and those represented by a collective bargaining agreement. The fiscal impact of these changes is illustrated below:

	2021 Wages & Benefits Base	2022 ATB Changes	2022 Wages & Benefits Base	%
Salaries	\$77,712,635	\$1,554,253	\$79,266,888	2.00%
Retirement	\$5,881,694	\$115,811	\$5,997,505	2.00%
Social Security	\$5,214,441	\$104,289	\$5,318,730	2.00%
Total	\$88,808,770	\$1,774,353	\$90,583,123	2.00%

In addition, this ordinance authorizes increasing the five medical ranges to account for changes in the medical labor market. In some cases, the new range is higher than the employee's current salary and their salary will need to be adjusted accordingly. The impact of these adjustments is estimated at \$10,569.

The annual net impact of all the provisions of the ordinance is estimated at \$1,784,922. The 2022 Adopted Budget includes sufficient funding for these changes.


Danielle Igielski
Accounting Services Manager
11/29/2021

VOTING RESULTS

AYE 23 NAY 0 ABSTAIN 0 ABSENT 2

Ordinance 176-O-098

Ordinance 176-O-098: 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 - Wolff	AYE	D25 - Johnson	AYE
D13 - Decker	AYE		

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