

ENROLLED ORDINANCE 177-16

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

WHEREAS, there has been increased turnover and difficulty attracting quality law enforcement candidates; and

WHEREAS, Waukesha County Sheriff's Department employee turnover rates are exceeding the County's capacity to attract and train employees in a timely manner; and

WHEREAS, many employers are facing the same tight labor market with low unemployment rates; and

WHEREAS, the public safety workforce demographics indicate more people are leaving the career than entering; and

WHEREAS, overall interest in law enforcement has been decreasing in recent years for multiple reasons, including the pandemic and career perceptions; and

WHEREAS, extensive training, although incredibly important, has a limiting effect on the availability of new recruits entering the profession; and

WHEREAS, Waukesha County has maintained wage levels in line with comparable counties, but municipalities have typically paid higher wages for law enforcement; and

WHEREAS, in the past Waukesha County has been able to attract employees based on growth opportunity and specialized training; and

WHEREAS, the tight labor market provides opportunities for existing experienced law enforcement employees and new recruits to apply within municipalities that may meet their specific interest and at a higher hourly wage rate; and

WHEREAS, the tight labor market and demographics have also affected city law enforcement that has traditionally paid more than county sheriff employment, and additionally other communities have either increased pay or created incentives; and

WHEREAS, Waukesha County and the Waukesha Deputy Sheriff's Labor Union (WDSLUI), which represents both Deputy Sheriffs and Detectives, agree that it is in the best interests of the parties for the County to extend the 2020-2022 collective bargaining agreement through December 31, 2023 under the terms in the attached 2023 Contract Extension Agreement; and

WHEREAS, the terms of the extension include a \$3.00/hour increase in wages for all steps in the Deputy Sheriff and Detective wage ranges, effective June 4, 2022, followed by a 2% increase for 2023 (effective December 31, 2022); and

WHEREAS, a \$3.00/hour salary adjustment for the sworn non-represented law enforcement supervisors is appropriate at the same time to address internal salary compression that will occur as a result of the Deputy Sheriff and Detective wage adjustments; and

WHEREAS, the impact of the \$3.00/hour wage increase for a partial-year in 2022 is \$810,000, with an annualized net impact of about \$1.1 million; and

WHEREAS, the 2022 adopted budget did not anticipate the tight labor market and the need for wage adjustments; and

WHEREAS, additional funding will be needed to cover the partial-year cost impact in 2022 and to help phase-in tax levy support for these adjustments in future budgets; and

WHEREAS, in March 2021, the federal government approved legislation authorizing and funding the American Rescue Plan Act (ARPA) allocating \$350 billion of direct aid to state and local governments through the Coronavirus State and Local Fiscal Recovery Funds (CSLFRF) program; and

WHEREAS, Waukesha County's CSLFRF allocation was accepted by the County Board during 2021 (Enrolled Ordinance 176-46) and is \$78.5 million, which must be spent or obligated by December 31, 2024 and completed by December 31, 2026; and

WHEREAS, permissible uses of the grant funding include supporting public health; responding to negative economic impacts from the public health emergency; public sector capacity and administrative needs; premium pay for essential workers; investment in water, sewer, and broadband infrastructure; and recovery of lost revenue to fund general government services; and

WHEREAS, the wage adjustments specified in this ordinance would be eligible for ARPA-CSLFRF funding through the public sector capacity provision that allows for reasonable increases in compensation to encourage employee retention; and

WHEREAS, county administration will recommend, through the annual budget process, the use of General Fund balance, or other grant sources as they become available, to continue phasing-in the cost of these wage adjustments after the ARPA grant eligibility period has ended.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that the attached 2023 Contract Extension Agreement with Exhibit A and B be approved following adoption of this ordinance:

1. A three dollar (\$3.00) per hour across-the-board wage increase for all Deputy Sheriffs and Detectives effective 6/4/2022. The revised wage schedule is attached as Exhibit A.

2. An across-the-board increase of two percent (2.0%) will be applied to the Deputy Sheriff and Detective 2022 rates of pay effective December 31, 2022. The 2023 wage schedule is attached as Exhibit B.
3. The current collective bargaining agreement shall be extended from January 1, 2023 through December 31, 2023 except as provided above.

BE IT FURTHER ORDAINED that effective June 4, 2022, a three dollar (\$3.00) per hour salary adjustment be applied to incumbent Lieutenants, Captains, Deputy Inspector and Inspector.


BE IT FURTHER ORDAINED that the 2022 Sheriff's Department budget be modified to increase personnel costs by \$810,000 and increase general government revenues from the American Rescue Plan Act – Coronavirus State and Local Fiscal Recover Fund program by \$810,000.

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


Presented by: Judiciary & Law Enforcement Committee

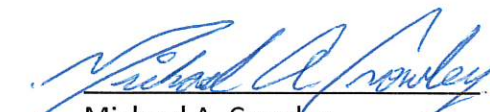
Approved by: Human Resources Committee

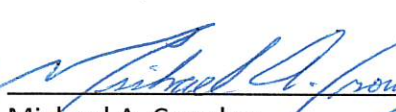
Approved by: Finance Committee

  
Jacob LaFontain, Chair

  
Larry Nelson, Chair


  
James A. Heinrich, Chair (No)

  
Michael A. Crowley


  
Michael A. Crowley

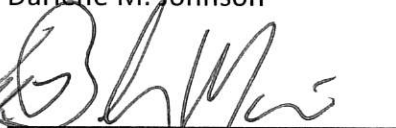
  
Larry Bangs


  
Tyler J. Foti

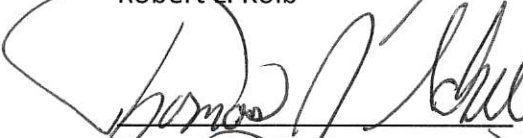
  
Darlene M. Johnson

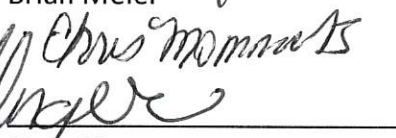
  
Darryl J. Enriquez

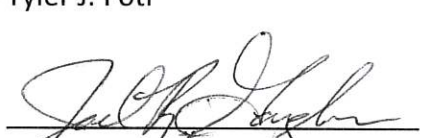
  
Robert L. Kolb

  
Brian Meier

  
Tyler J. Foti


  
Thomas J. Schellinger

  
Chris Mommaerts

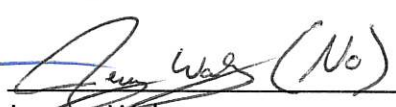
  
Joel R. Gaughan

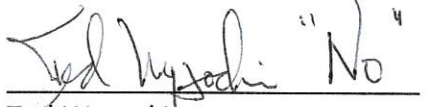
  
Terry Thieme

  
Terry Thieme

  
Richard Morris

  
Matthew E. Weil

  
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: 5/31/22,   
Margaret Wartman, County Clerk

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

Approved: X  
Vetoed: \_\_\_\_\_

Date: 5/31/2022,   
Paul Farrow, County Executive

**2023 CONTRACT EXTENSION AGREEMENT**

Waukesha County ("County") and the Waukesha Deputy Sheriff's Labor Union ("WDSLUI") agree that it is in the best interests of the parties for the County to extend the 2020-2022 collective bargaining agreement through December 31, 2023 on the following terms:

1. The County agrees to implement a \$3.00 per hour across the board wage increase effective June 4, 2022 for all Deputy Sheriffs and Detectives. The revised wage schedule is attached as Exhibit A.
2. The County agrees to a 2% across the board increase effective December 31, 2022 for all Deputy Sheriffs and Detectives. The 2023 wage schedule is attached as Exhibit B.
3. The parties agree that any negotiations over transferring Deputy Sheriffs to work at the County Jail shall occur during the negotiations for the collective bargaining agreement commencing January 1, 2024. In all other respects, the Letter of Understanding between the parties remains in effect.
4. The current collective bargaining agreement shall be extended from January 1, 2023 through December 31, 2023 except as provided above.
5. The parties agree to commence negotiations for 2024 and subsequent years in the summer of 2023, consistent with past practice.
6. This Contract Extension Agreement is subject to the approval and the adoption of the County Board.

**For Waukesha County:**

**For Waukesha Deputy Sheriff's Labor Union and Affected Employees:**

By: \_\_\_\_\_

Date

By: \_\_\_\_\_

Date

**Exhibit A**

**WAGE SCHEDULE  
EFFECTIVE JUNE 04, 2022  
(\$3.00 per hour across the board wage increase)**

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
Deputy Sheriff	\$31.89	\$33.23	\$34.34	\$35.00	\$36.59	\$37.76	\$40.75	Hourly
Detective	\$41.24	\$42.03	\$43.20					Hourly

Employees must work twelve (12) months in each step before being eligible for a merit increase to the next step except Deputy Sheriff time between Steps 1, 2, and 3 only is six (6) months.

**Exhibit B**

**WAGE SCHEDULE  
EFFECTIVE DECEMBER 31, 2022  
(2% across the board increase)**

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Deputy Sheriff	\$32.53	\$33.89	\$35.03	\$35.70	\$37.32	\$38.52	\$41.57 Hourly
Detective	\$42.06	\$42.87	\$44.06				Hourly

Employees must work twelve (12) months in each step before being eligible for a merit increase to the next step except Deputy Sheriff time between Steps 1, 2, and 3 only is six (6) months.

FISCAL NOTE

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

This ordinance 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 Sheriff's Department is currently experiencing significant vacancy levels with these positions. This includes the loss of newer employees, in whom the county has invested training, and with more experienced employees. There are a number of reasons for the increase in vacancies, including fewer people entering this field and competition from other local governments for police officer positions. The county provides wages that are in-line with comparable counties (see tables below), but municipalities have typically paid more for police services. Previously, the county had been able to maintain recruitment by offering opportunities for growth and specialized training. In addition, the labor market has become increasingly competitive, with decreasing unemployment rates following the impact of the pandemic, which is likely to increase wages provided by competitor agencies and make employment in other fields more attractive.

Below, are tables displaying the hourly wages for Waukesha County Deputy Sheriffs versus comparable counties and nearby municipalities before and after the \$3.00/hour increase. 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.



**Comparison of Police Officer/Deputy Sheriff Wage Rates: Before and After \$3.00/Hour Adjustment**

<b>2022 Counties</b>	<b>Years to Max</b>	<b>Min Rate</b>	<b>Max Rate</b>	
Waukesha County - \$3/hr incr	5	\$ 31.89	\$ 40.75	<b>Proposed</b>
Ozaukee	6	\$ 30.87	\$ 38.66	
Washington	6	\$ 29.67	\$ 38.51	
Racine	9	\$ 27.73	\$ 38.25	<b>Current</b>
Waukesha County - Current	5	\$ 28.89	\$ 37.75	
Dodge (a)	4.5	\$ 32.15	\$ 35.56	
Jefferson	3.5	\$ 28.70	\$ 32.69	

<b>2022 Municipalities with Waukesha County for Comparison</b>	<b>Years to Max</b>	<b>Min Rate</b>	<b>Max Rate</b>	
Chenequa (b)	N/A	\$ 37.46	\$ 43.21	<b>Proposed</b>
Brookfield, City of	4	\$ 32.33	\$ 43.15	
New Berlin (a) (c)	4	\$ 28.58	\$ 42.90	
Hartland (a)	4	\$ 31.35	\$ 42.81	
Elm Grove (c)	3	\$ 32.78	\$ 41.80	
Menomonee Falls	3	\$ 34.17	\$ 41.33	
Waukesha County - \$3/hr incr	5	\$ 31.89	\$ 40.75	
Waukesha, City of (c)	4	\$ 31.91	\$ 40.00	
Oconomowoc, City of	4	\$ 31.54	\$ 39.69	
Muskego (c)	5	\$ 29.64	\$ 38.76	
Waukesha County - Current	5	\$ 28.89	\$ 37.75	<b>Current</b>

(a) Sworn officer recruits are paid at lower rate until certified.

(b) Starting wage reflects police officer, and top wage reflects master patrol officer.

(c) Includes across-the-board (ATB) increases mid-year. Minimum rate reflects earlier wage before ATB, and maximum rate reflects later wage after ATB.

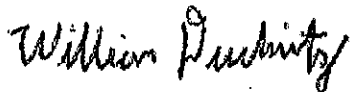
The \$3.00/hour increase is being applied to all non-elected sworn officers, not just the members of the WDSLU, to prevent wage compression issues. The sworn officer classifications are hierarchical, and the proposed pay adjustment is applied uniformly to help maintain a consistent difference in compensation 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 Sheriff's Department will need to 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 that allows for reasonable increases in compensation to encourage employee retention. 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 (discussed previously) 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. Similar to previous years, the impacts of these across-the-board adjustment will need to be covered within the department's 2023 tax levy target.



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William Duckwitz  
Budget Manager  
5/4/2022  
JE# 2022-00002946

VOTING RESULTS

AVE 20 NAV 5 ABSTAIN 0 ABSENT 0

# Ordinance 177-O-016

Ordinance 177-O-016: Adopt 2023 Waukesha Deputy...

 Passed With 17 Yes Votes Needed

D1 - Foti	AVE	D14 - Mommaerts	NAV
D2 - Weil	AVE	D15 - Kolb	AVE
D3 - Morris	AVE	D16 - Crowley	AVE
D4 - Batzko	AVE	D17 - Meier	AVE
D5 - Grant	AVE	D18 - Nelson	AVE
D6 - Walz	NAV	D19 - Enriquez	AVE
D7 - LaFontain	AVE	D20 - Schellinger	AVE
D8 - Michalski	AVE	D21 - Gaughan	AVE
D9 - Heinrich	NAV	D22 - Wysocki	NAV
D10 - Thieme	AVE	D23 - Hammitt	NAV
D11 - Howard	AVE	D24 - Bangs	AVE
D12 - Wolff	AVE	D25 - Johnson	AVE
D13 - Decker	AVE		

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