

ENROLLED ORDINANCE 177-45

MODIFY THE SALARY RANGE ASSIGNMENT FOR TELECOMMUNICATOR
CLASSIFICATION FROM OPEN RANGE 06 TO OPEN RANGE 07

WHEREAS, there has been increased turnover and difficulty attracting and retaining quality telecommunicator candidates; and

WHEREAS, the Waukesha County Department of Emergency Preparedness 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, extensive on-the-job training is required for Telecommunicators; and

WHEREAS, a review of the local wages for Telecommunicator has indicated that the County salaries are not keeping pace; and

WHEREAS, the County will be engaging a consultant to conduct a total compensation market and benefit study in first half of 2023 to make recommendations on proposed salary structures, benefits and the pay for performance system, and it is anticipated that the study will indicate that the salaries for Telecommunicator are lagging; and

WHEREAS, there is a need to retain the 13 experienced Telecommunicators who are compensated at or near the top of current assigned Open Range 06, and who are not eligible to receive a salary adjustment due to being at the top of the pay grade; and

WHEREAS, it is appropriate to take steps to provide additional compensation to retain these experienced Telecommunicators who are providing critical dispatch services during this time of high vacancy by providing a salary adjustment upon movement of the classification from Open Range 06 to Open Range 07; and

WHEREAS, it is expected that through turnover and vacancy of positions at the Communication Center during 2022 that there will be sufficient remaining budget authority to accommodate wage rate increases that would be permitted through the adjusted salary ranges requested in this ordinance, and would not require additional budget modification.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that effective August 27, 2022, the Telecommunicator classification be moved from Open Range 06

(\$23.27/hour Minimum - \$27.03/hour Midpoint - \$30.78/hour Maximum) to Open Range 07
(\$24.43/hour Minimum - \$28.37/hour Midpoint - \$32.31/hour Maximum).

MODIFY THE SALARY RANGE ASSIGNMENT FOR TELECOMMUNICATOR
CLASSIFICATION FROM OPEN RANGE 06 TO OPEN RANGE 07

Presented by: Judiciary &
Law Enforcement Committee

Approved by:
Human Resources Committee

Approved by:
Finance Committee



Jacob LaFontain, Chair



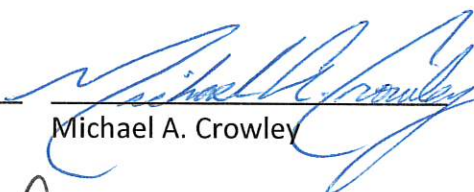
Larry Nelson, Chair

Absent


James A. Heinrich, Chair

Absent

Michael A. Crowley



Michael A. Crowley



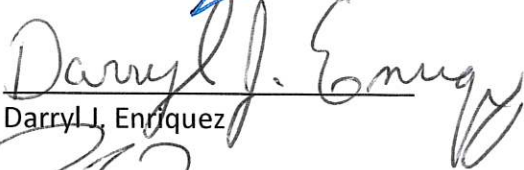
Larry Bangs

Absent

Tyler J. Foti



Darlene M. Johnson



Darryl J. Enriquez



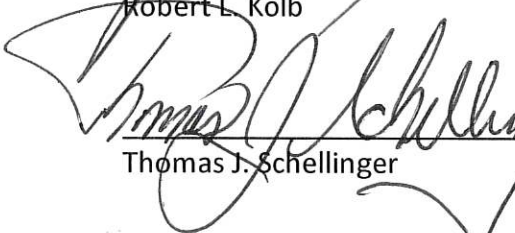
Robert L. Kolb



Brian Meier



Tyler J. Foti



Thomas J. Schellinger



Chris Mommaerts



Joel R. Gaughan

Absent

Terry Thieme

Absent

Terry Thieme



Richard Morris



Matthew E. Weil



Jeremy Walz

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

Date: 8/29/22, 
Margaret Wartman, County Clerk

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

Approved: X

Vetoed: _____

Date: 8/29/2022, 
Paul Farrow, County Executive

FISCAL NOTE

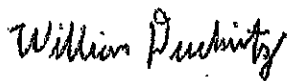
MODIFY THE SALARY RANGE ASSIGNMENT FOR TELECOMMUNICATOR
CLASSIFICATION FROM OPEN RANGE 06 TO OPEN RANGE 07

This ordinance would modify the salary range for telecommunicator positions from open range 06 to open range 07, which 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 (discussed in more detail below) 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. The Human Resources Division anticipates 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.

This change to the salary schedule 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.

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.



William Duckwitz
Budget Manager
8/1/2022

VOTING RESULTS

AYE 23
NAY 0
ABSTAIN 2
ABSENT 2

Ordinance 177-O-050

Ordinance 177-O-050: Modify The Salary Range Assig...

Passed By Majority Vote

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

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