

ENROLLED ORDINANCE 177-79

APPROVE 2023 SALARY RANGE ADJUSTMENTS TO THE 2022 NON-REPRESENTED, SEASONAL, AND TEMPORARY SALARY RANGES, AND CREATE NEW PAY POLICIES FOR REGISTERED NURSES

WHEREAS, it is necessary to maintain competitive salary and benefit systems and structures to attract and retain a qualified workforce; and

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

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 labor market for recruiting and retaining Registered Nurses is highly competitive, creating challenges in staffing the Mental Health Center and necessitating the use of contracted agency staff, which is more expensive; and

WHEREAS, to incentivize county-employed Registered Nurses to cover shifts with critical staffing needs similar to competing employers, it is appropriate to recommend a new pay policy, which allows Registered Nurses to be paid a higher alternate rate when assigned to work 12-hour shifts; and

WHEREAS, under this new policy, Registered Nurses working 12-hour shifts would be paid the same wage as Weekend Registered Nurses, 2022 Step Range Temporary-32 (\$46.55 per hour minimum - \$58.49 per hour maximum), which is higher than their current Step Range-17 (\$30.47 per hour minimum - \$39.38 per hour maximum); and

WHEREAS, these 12-hour shift rates are not overtime eligible for regular full-time Registered Nurses; and

WHEREAS, to align with competing employers it is also appropriate to increase the first-shift Saturday and Sunday shift premium for Registered Nurses assigned to the Mental Health Center Inpatient Unit from \$1.00 per hour to \$1.85 per hour; and

WHEREAS, the County has provided for the fiscal impact of this ordinance in the County budget for 2023.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that effective December 31, 2022, a salary range adjustment of three percent (3%) will be applied to the non-represented, seasonal, and temporary salary ranges.

BE IT FURTHER ORDAINED, that effective December 31, 2022, a new pay policy will be created that allows Registered Nurses, when assigned to work 12-hour shifts, to be paid a higher alternate rate at 2022 Step Range Temporary-32 (Step 1, \$46.55/hour – Step 2, \$48.68/hour – Step 3, \$51.05/hour – Step 4, \$53.37/hour – Step 5, \$55.83/hour – Step 6, \$58.49/hour).

BE IT FURTHER ORDAINED that effective December 31, 2022, the first-shift Saturday and Sunday shift premium for Registered Nurses assigned to the Mental Health Center Inpatient Unit be increased from \$1.00 per hour to \$1.85 per hour.

APPROVE 2023 SALARY RANGE ADJUSTMENTS TO THE 2022 NON-REPRESENTED, SEASONAL, AND TEMPORARY SALARY RANGES, AND CREATE NEW PAY POLICIES FOR REGISTERED NURSES

Presented by:
Human Resources Committee

Approved by:
Finance Committee

Larry Nelson
Larry Nelson, Chair

Absent
James A. Heinrich, Chair

Michael A. Crowley
Michael A. Crowley

Larry Bangs
Larry Bangs

Darlene M. Johnson
Darlene M. Johnson

Jim Batzko
Jim Batzko

Brian Meier
Brian Meier

Darryl J. Enriquez
Darryl J. Enriquez

Chris Mommaerts
Chris Mommaerts

Tyler J. Foti
Tyler J. Foti

Terry Thieme
Terry Thieme

Absent
Joel R. Gaughan

Jeremy Walz
Jeremy Walz

Richard Morris
Richard Morris

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

Date: 12/20/2022 Margaret Wartman
Margaret Wartman, County Clerk

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

Approved: X

Vetoed: _____

Date: 12-21-2022 Paul Farrow
Paul Farrow, County Executive

FISCAL NOTE

APPROVE 2023 SALARY RANGE ADJUSTMENTS TO THE 2022 NON-REPRESENTED, SEASONAL, AND TEMPORARY SALARY RANGES, AND CREATE NEW PAY POLICIES FOR REGISTERED NURSES

This ordinance authorizes a 3% across-the-board wage increase for all non-represented 2022 salary ranges effective December 31st, 2022. This includes all employees except elected officials and those represented by a collective bargaining agreement. The fiscal impact of these changes is illustrated below:

	2022 Wages & Benefits Base	2023 ATB Changes	2023 Wages & Benefits Base	%
Salaries	\$86,137,037	\$2,584,111	\$88,721,148	3.0%
Retirement	\$5,700,376	\$171,011	\$5,871,387	3.0%
Social Security	\$6,543,907	\$192,348	\$6,736,255	2.9%
Total	\$98,381,320	\$2,947,470	\$101,328,790	3.0%

In addition, this ordinance assists the Health and Human Services Department in addressing the need to fill critical shifts at the Mental Health Center Inpatient Unit by adjusting incentives for Registered Nurses. The first adjustment is providing an alternate 12-hour pay rate (matching that of Weekend Registered Nurses) for regular full-time, regular part-time and temporary staff to work 12-hour shifts. This chart below displays the pay range in 2022 and 2023 rates adjusted by the 3% increase included in this ordinance.

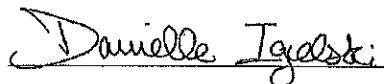
Step	2022 Rate	2023 Rate
Step 1	\$46.55	\$47.95
Step 2	\$48.68	\$50.14
Step 3	\$51.05	\$52.58
Step 4	\$53.37	\$54.97
Step 5	\$55.83	\$57.50
Step 6	\$58.49	\$60.24

Providing the higher alternate rate for 12-hour shifts limits the need to pay contract nurses at a significantly higher rate of pay than full-time Registered Nurses. The 2023 budget includes an increase in contracted nursing expenses of \$171,000, and this change in pay policy is intended to have neutral or favorable impact in the budget.

The second incentive adjustment contained within in this ordinance includes increasing the Saturday and Sunday first-shift premium pay for Registered Nurses working at the Mental Health Center Inpatient

Unit from \$1.00 per hour to \$1.85. The estimated impact of this change is less than \$1,000 annually.

The 2023 adopted budget includes sufficient expenditure authority for the changes proposed in this ordinance.



Danielle Igielski
Accounting Services Manager
11/21/2022

VOTE RESULTS

YES
 NO
 ABSTAIN
 ABSENT

Ordinance 177-O-085

Ordinance 177-O-085: Approve 2023 Salary Range Adjustments To The 2022 Non-Represented, Seasonal, An Policies For Registered Nurses

Passed By Majority Vote

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

10th Meeting, 177th Year of the County Board Supervisors - December 20 2022 06:36:00 PM

December 20 2022

