

ENROLLED ORDINANCE 174-078

APPROVE 2020 SALARIES FOR SEASONAL
AND TEMPORARY 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, certain semi-skilled employees are more difficult to recruit; and

WHEREAS, broadening the semi-skilled employee salary range would allow more flexibility and allow the County to be more competitive when hiring in certain fields; and

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

WHEREAS, the County has provided for the fiscal impact of this ordinance in the County budget for 2020.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that, effective January 4, 2020, a salary range adjustment of two percent (2%) will be applied to the seasonal and temporary 2019 salary ranges.

BE IT FURTHER ORDAINED that, effective January 4, 2020, the salary range for the classification of Semi-Skilled Employee be broadened as follows:

Semi-Skilled Employee – Current 2019 Rates

\$9.01 \$9.85 \$10.71 \$11.55 \$12.40

Semi-Skilled Employee – Proposed 2020 Rates

\$10.00 \$10.90 \$11.80 \$12.70 \$13.60 \$14.50 \$15.40 \$16.30 \$17.20 \$18.10 \$19.00 \$20.00

FISCAL NOTE

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Across-the-Board Increase

This ordinance authorizes a 2.0% across-the-board wage increase for all seasonal and temporary 2019 salary ranges effective January 4, 2020.

The fiscal impact of these changes is illustrated below:

	2019 Wages & Benefits Base	2020 ATB Changes	2020 Wages & Benefits Base	%
Salaries	\$3,496,422	\$69,928	\$3,566,350	2.00%
Retirement	\$101,998	\$2,040	\$104,038	2.00%
Social Security	\$267,476	\$5,350	\$272,826	2.00%
Total	\$3,865,896	\$77,318	\$3,943,214	2.00%

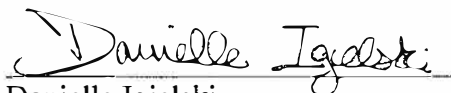
Expansion of Semi-Skilled Employee Salary Ranges

This ordinance increases the bottom of the semi-skilled employee range from \$9.01 to \$10.00 and expands the top of the range from \$12.40 to \$20.00. The semi-skilled classification is currently used for a wide variety of job duties. Examples of semi-skilled temporary positions include the Sheriff's department transporting and making arrangements for sheriff vehicle servicing and the Courts use for document scanning, quality control, CCAP case management, and time management.

This ordinance creates a broader twelve step salary range in place of the current five step range allowing departments to be more competitive when hiring for these positions and allows the department of Public Works to use the classification to hire temporary laborers to assist Patrol Workers.

The incumbents will be placed into the salary step that is closest to their current pay rate, but not less than their current rate.

The 2020 budget includes sufficient expenditure authority to cover these cost impacts, and no additional tax levy impact is expected.


Danielle Igielski
Accounting Services Manager
11/24/2019


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AND TEMPORARY CLASSIFICATIONS

Presented by:
Human Resources Committee


Approved by:
Finance Committee

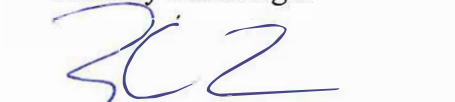

Larry Nelson, Chair

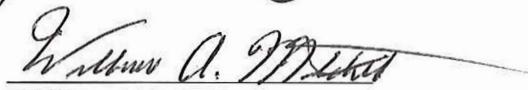

James A. Heinrich, Chair

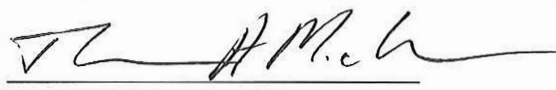

Michael A. Crowley

absent
Timothy Dondlinger


Joel R. Gaughan



Tyler J. Foti


William Mitchell

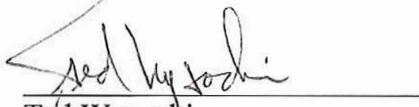

Thomas A. Michalski


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absent
Richard Morris



Jeremy Walz


Duane E. Paulson


Ted Wysocki


Ted Wysocki

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

Date: 12/20/19, 
Margaret Wartman, County Clerk

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

Approved: X
Vetoed: _____

Date: 12-20-19, 
Paul Farrow, County Executive

Ordinance 174-O-081



Approve 2020 Salaries For Seasonal And Temporary Classifications

VOTE RESULTS: Passed By Majority Vote

AYE: 23

NAY: 0

ABSENT: 2

D1 - Foti	Yes
D2 - Zimmermann	Yes
D3 - Morris	Yes
D4 - Batzko	ABSENT
D5 - Dondlinger	Yes
D6 - Walz	ABSENT
D7 - Grant	Yes
D8 - Michalski	Yes
D9 - Heinrich	Yes
D10 - Swan	Yes
D11 - Howard	Yes
D12 - Wolff	Yes
D13 - Decker	Yes

D14 - Wood	Yes
D15 - Mitchell	Yes
D16 - Crowley	Yes
D17 - Paulson	Yes
D18 - Nelson	Motion
D19 - Cummings	Yes
D20 - Schellinger	Yes
D21 - Gaughan	Yes
D22 - Wysocki	Second
D23 - Hammitt	Yes
D24 - Whittow	Yes
D25 - Johnson	Yes