ENROLLED ORDINANCE 181-45

APPROVE 2027 POSITION CHANGES THROUGH CREATION, ABOLISHMENT, RECLASSIFICATION, EQUITY ADJUSTMENT, AND TITLE CHANGE

WHEREAS, it is appropriate to create new positions and abolish existing positions in the 2027 budget as necessary based on departmental operations; and

WHEREAS, it is appropriate to reclassify positions reviewed by Human Resources that have changed or evolved over time; and

WHEREAS, the Department of Administration reviewed market salary data for certain classifications to ensure competitiveness in the labor market and found that equity adjustments are appropriate.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that the following changes be made:

I. Effective December 26, 2026, the regular full-time and regular part-time positions listed in Table I, attached on file in the Department of Administration, Human Resources Division are created or abolished.

II. Effective December 26, 2026, the reclassifications listed in Table II, attached and on file in the Department of Administration, Human Resources Division, are adopted.

III. Effective December 26, 2026, the equity adjustments listed in Table III, attached and on file in the Department of Administration, Human Resources Division, are adopted.

IV. Effective December 26, 2026, the classification title changes for the positions listed in Table IV, attached and on file in the Department of Administration, Human Resources Division, are adopted.

BE IT FURTHER ORDAINED that the classification specification for Deputy Emergency Management Coordinator and District Attorney's Office Coordinator, on file in the Division of Human Resources of the Department of Administration, is approved and adopted as of December 26, 2026.

File Number: 181-O-055

APPROVE 2027 POSITION CHANGES THROUGH CREATION, ABOLISHMENT, RECLASSIFICATION, EQUITY ADJUSTMENT, AND TITLE CHANGE

Presented by:
Human Resources Committee

Larry Nelson, Chair

Michael A. Crowley

Michael Gryczka

Robert L. Kolb

Absent
Jack Nissen

Jeremy Walz

Peter M. Wolff

Approved by:
Finance Committee

Timothy Dondlinger, Chair

Absent
Darryl J. Enriquez

Wayne Euclide

John G. Gscheidmeier

Darlene M. Johnson

Joseph T. O'Brien

Absent
Terry Thieme

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

Date: 10/30/24, Georgia E. Maxwell
Georgia E. Maxwell, County Clerk

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

Approved: X

Vetoed: _____

Date: 11-2-24, Thomas P. Farley
Thomas Farley, Interim County Executive

FISCAL NOTE

APPROVE 2027 POSITION CHANGES THROUGH CREATION, ABOLISHMENT, RECLASSIFICATION, EQUITY ADJUSTMENT AND TITLE CHANGE

Table I: Create & Abolish Positions:

The proposed ordinance creates 16.00 FTE positions and abolishes 12.00 FTE positions for a net increase of 4.00 FTE authorized positions. The net fiscal impact associated with the creations and abolishments for 2026 is estimated at a cost of $374,300.

Gross new position costs of $1,798,100 are offset with $525,000 in revenue and expense offsets, as well as net cost reductions of $898,800 associated with the abolishment of 11.00 FTE positions that had funding in the 2026 budget. The additional 1.00 FTE position abolishment was not funded in the 2026 budget (a psychiatrist at the Mental Health Center, unfunded in a prior year but still an authorized position); therefore, it has no cost savings impact in the proposed 2027 budget, but it did have cost savings in the 2022 budget of $287,500.

The 16.00 FTE new positions, along with associated abolishments and other position offsets are detailed below. (Please note that part-time positions are counted as 0.50 FTE according to Human Resources convention and actual budgeted FTE may vary.)

a.) 1.00 FTE Principal Financial Analyst in the Department of Administration – Business Office. Although it is not included in this position ordinance, the 2027 budget funds this position through an unfunded Senior Information Technology Professional and a Fiscal Assistant transferred in from Health and Human Services (HHS) and left unfunded.

b.) 0.50 FTE Administrative Specialist in the Department of Administration – Human Resources, offset by the abolishment of 1.00 FTE Administrative Specialist.

c.) 0.50 FTE Senior Administrative Specialist in the District Attorney's Office, offset by the abolishment of 0.50 FTE Victim/Witness Specialist.

d.) 1.00 FTE Health & Human Services Coordinator in HHS – Mental Health Outpatient-Clinical.

e.) 1.00 FTE Programs & Projects Analyst (sunset) in HHS – Administrative Services, offset by opioid settlement funds.

f.) 1.00 FTE Programs & Projects Analyst in HHS – ADRC-Community Services.

g.) 1.00 FTE Senior Financial Analyst in HHS – Administrative Services, partially offset by the abolishment of 1.00 FTE Programs & Projects Analyst.

h.) 1.00 FTE Administrative Specialist in HHS – Administrative Services, offset by the abolishment of 2.00 FTE Administrative Assistants.

i.) 1.00 FTE Clinical Therapist in HHS – Youth Intensive Services, offset with Medicaid funding.

j.) 1.00 FTE Veterans' Services Specialist in HHS – Veterans' Services.

k.) 1.00 FTE Principal Financial Analyst in HHS – Administrative Services. This position replaces a 1.00 FTE Principal Financial Analyst that sunsets at the end of 2026.

l.) 1.00 FTE Fiscal Specialist in HHS – Administrative Services, partially offset by the abolishment of 1.00 FTE Fiscal Assistant.

m.) 1.00 FTE Park Naturalist in Parks & Land Use – General Fund, partially offset by the abolishment of 0.50 FTE Park Naturalist and additional programming revenue.

n.) 1.00 FTE Stock Clerk in Public Works – Central Fleet, partially offset by the abolishment of 1.00 FTE Administrative Assistant.

o.) 1.00 FTE Civil Engineer in Public Works – Transportation Fund, offset by the abolishment of 1.00 FTE Senior Engineering Technician.

p.) 1.00 FTE Senior Administrative Specialist in the Sheriff's Department, partially offset by additional municipal patrol contract revenue.

q.) 1.00 FTE Senior Fiscal Specialist in the Treasurer's Office, partially offset by the abolishment of 1.00 FTE Administrative Specialist.

Other abolished positions that had funding in the 2026 budget include:

r.) 2.00 FTE Senior Care Managers in Health & Human Services – Youth Justice.

The net fiscal impact of reclassifications (Table II) is estimated at $57,700.

The net fiscal impact of the equity adjustment (Table III) is $7,600.

There is no fiscal impact for title changes (Table IV).

Note: The net fiscal impact displayed below is mostly offset by non-levy revenue sources, such increased indirect cost recovery on federal programming and additional state aid.

	2027 Est. Net Fiscal Impacts
Table I: Create & Abolish Positions:	$374,300
Table II: Reclassifications:	$57,700
Table III: Equity Adjustments:	$7,600
Table IV: Title Changes:	$0
Total Ordinance Fiscal Impact	**$439,600**
Impact of Net Unfunding/Refunding*	-$121,600
Total Estimated Net Fiscal Impact	**$318,000**

*In addition to the position changes included in this ordinance, the 2027 proposed budget includes unfunded/refunded positions and other changes, with an estimated net fiscal savings of $121,600.

William Duckwitz
Budget Manager
10/6/2026

Referred on: 10/07/26	File Number:181-O-055	Referred to: HR-FI

VOTE RESULTS | 13 AYE | 7 NAY | 0 ABSTAIN | 5 ABSENT

Ordinance 181-O-055

Approve 2027 Position Changes Through Creation, Abolishment, Reclassification, Equity Adjustment, and Title Change

Majority Vote of Members Present

Passed

D1 - Styza	NAY	D10 - Thieme		ABSENT	D19 - Enriquez	AYE
D2 - Euclide	AYE	D11 - Howard		AYE	D20 - Schellinger	NAY
D3 - Gscheidmeier	ABSENT	D12 - Wolff		ABSENT	D25 - Johnson	AYE
D4 - Batzko	ABSENT	D13 - Leisemann		NAY	D21 - O'Brien	AYE
D5 - Dondlinger	AYE	D14 - Nissen		AYE	D22 - Gryczka	NAY
D6 - Walz	AYE	D15 - Kolb		NAY	D23 - Hammitt	ABSENT
D7 - LaFontain	NAY	D16 - Crowley	S	AYE	D24 - Schroeder	AYE
D8 - Koremenos	NAY	D17 - Meier		AYE		
D9 - Heinrich	AYE	D18 - Nelson	M	AYE		

APPROVE 2027 POSITION CHANGES THROUGH CREATION, ABOLISHMENT, RECLASSIFICATION, EQUITY ADJUSTMENT, AND TITLE CHANGE

WHEREAS, it is appropriate to create new positions and abolish existing positions in the 2027 budget as necessary based on departmental operations; and

WHEREAS, it is appropriate to reclassify positions reviewed by Human Resources that have changed or evolved over time; and

WHEREAS, the Department of Administration reviewed market salary data for certain classifications to ensure competitiveness in the labor market and found that equity adjustments are appropriate.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that the following changes be made:

I. Effective December 26, 2026, the regular full-time and regular part-time positions listed in Table I, attached on file in the Department of Administration, Human Resources Division are created or abolished.

II. Effective December 26, 2026, the reclassifications listed in Table II, attached and on file in the Department of Administration, Human Resources Division, are adopted.

III. Effective December 26, 2026, the equity adjustments listed in Table III, attached and on file in the Department of Administration, Human Resources Division, are adopted.

IV. Effective December 26, 2026, the classification title changes for the positions listed in Table IV, attached and on file in the Department of Administration, Human Resources Division, are adopted.

BE IT FURTHER ORDAINED that the classification specification for Deputy Emergency Management Coordinator and District Attorney's Office Coordinator, on file in the Division of Human Resources of the Department of Administration, is approved and adopted as of December 26, 2026.

Referred on: 10/07/26	File Number:181-O-055	Referred to: HR-FI