ENROLLED ORDINANCE 168-54

APPROVE 2014 SALARIES FOR SEASONAL AND TEMPORARY CLASSIFICATIONS

WHEREAS, it is appropriate to adjust seasonal and temporary classifications as reflected in the 2014 County Executive's proposed budget, 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, the ability to recruit and retain qualified employees year after year is critical in delivering our programs and services, and

WHEREAS, the County has not increased the seasonal and temporary salary ranges since 2009, and

WHEREAS, an evaluation of the parks system seasonal classifications has resulted in a recommendation to consolidate classifications, which will provide broader flexibility in work assignments.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS the following changes in classifications and rates of pay effective 12/28/2013.

Section I Consolidate the Park Seasonal Classifications as follows:

- A. Create a Lead Park Seasonal. Eliminate job titles of Head Attendant Starter, Head Food Service Attendant, Head Ice-Arena Attendant, and Head Park Attendant.
- B. Create Park Seasonal. Eliminate job titles of Attendant Starter, Attendant Concessionaire, Clubhouse Helper, Exposition Center Aide, Food Service Attendant, Park Attendant, and Skate Guard.
- C. Combine Head Lifeguard and Swim Instructor and eliminate the Assistant Head Lifeguard job title.
- Section II Approve the increase in seasonal and temporary job classification salaries for 2014 as listed in the Table of 2014 Salaries for Seasonal and Temporary Classifications, which is on file in the office of the Department of Administration, Human Resources Division.

File Number: 168-O-054

FISCAL NOTE

APPROVE 2014 SALARIES FOR SEASONAL AND TEMPORARY CLASSIFICATIONS

This ordinance consolidates the 2014 Park Seasonal and Temporary wage schedule from twenty to nine classifications, and revises pay rates to improve the County's ability to recruit for certain positions. The estimated impact of the combined changes is an increase of approximately 3.1% for Parks positions. Hourly rates for all other department's seasonal and temporary classifications are increased by 2.0%. The 2014 Countywide estimated fiscal impact of the proposed compensation change (including benefit costs) is approximately \$90,000.

The impact of these changes has been included in the 2014 proposed budget.

Laurence M. Dall
Lawrence M. Dahl

Accounting Services Manager

October 2, 2013

File Number: 168-O-054

Table of 2014 Salaries for Seasonal and Temporary Classifications

	2013 Hourly Ra	rly Rate	tes of Pay					2014 Pro	posed Ho	2014 Proposed Hourly Rates			
	Step 1 St	Step 2	Step 3	Step 4	Step 5	Step 6	144. k ¹ 4. t	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Civilian Baliff	\$ 10.72 \$	\$ 11.50	\$ 12.28	\$ 13.06	\$ 13.84		Civilian Baliff	\$ 10.93	\$ 11.73	\$ 12.53	\$ 13.32	\$ 14.12	
Graduate Intern		\$ 11.50	\$ 12.28	13.06			ern	\$ 10,93	\$ 11.73	\$ 12.53	\$ 13.32	\$ 14.12	
Intern		\$ 9.08	\$ 9.86	\$ 10.64	\$ 11.42		: Intern	\$ 8.46	\$ 9.26	\$ 10.06	\$ 10.85	\$ 11.65	
Law Intern	10.72	\$ 11.50	\$ 12.28	\$ 13.06	\$ 13.84		Law Intern		٠.	\$ 12.53	\$ 13.32	\$ 14.12	
Semi-Skilled Employee		9.08	\$ 9.86	\$ 10.64	\$ 11.42		Semi-Skilled Employee	\$ 8.46	\$ 9.26	\$ 10.06	\$ 10.85	\$ 11.65	
Technical Intern	\$ 10.72 \$	\$ 11.50	\$ 12.28	\$ 13.06	\$ 13.84		Technical Intern	\$ 10.93	\$ 11.73	\$ 12.53	\$ 13.32	\$ 14.12	
Temporary Clerical Help		\$ 11.61	\$ 12.43	\$ 13.25	\$ 14.07		Temporary Clerical Help	\$ 11.01	\$ 11.84	\$ 12.68	\$ 13.52	\$ 14.35	
Registered Prof Nurse	22.17	\$ 22.87	\$ 23.57	\$ 24.27	\$ 24.97		Registered Prof Nurse	\$ 22.61	\$ 23.33	\$ 24.04	\$ 24.76	\$ 25.47	
Unclassified Employee	\$ 7.25 \$	7.31	\$ 7.59	\$ 7.88	\$ 8.59		Unclassified Employee	\$ 7.40	\$ 7.46	\$ 7.74	\$ 8.04	\$ 8.76	
Weekend Registered Nurse	\$ 40.65	\$ 42.50	\$ 44.56	\$ 46.60	\$ 48.74	\$ 51.06	Weekend Registered Nurse	\$ 43.35	\$ 43.35	\$ 45.45	\$ 47.53	\$ 49.71	\$ 52.08
4.00	, ,							, ,	6	((6	6	
nead Attendant Park Ranger	\$ 13.15 \$ 11.01	20,000	2 11 74	\$ 12.15	12 22		Head Attendant	\$ 11.5U	\$ 12.00	\$ 12.50	5 13.00	\$ 13.50	
Park Ranger Coordinator	>	1	ì) 1	}		Coordinator	\$ 15.00	\$ 15.25	\$ 15.50	\$ 15.75	\$ 16.00	
Assistant Head Lifequard	\$ 10.17 \$	\$ 10.49					A) A t						
Aquatic Program							Aquatic Program						
Supervisor	\$ 14.73 \$	15.47					Supervisor	\$ 14.75	\$ 15.25	\$ 15.75	\$ 16.00	\$ 16.50	
Head Lifequard/Swim							Head Lifequard/Swim						
Instructor	10.81						Instructor	\$ 11.00	\$ 11.25	\$ 11.50	\$ 11.75	\$ 12,00	
Lifeguard	\$ 8.87 \$	9.11	\$ 9.51				Lifeguard	\$ 9.25	\$ 9.45	\$ 9.65	\$ 9.85	\$ 10.00	
Swift instructor													
							Seasonal Park						
Seasonal Park Naturalist	10.74	\$ 11.01	11.47	11.83	\$ 12.27		Naturalist/Biologist	\$ 11.17	\$ 11.55	\$ 11.94	\$ 12.31	\$ 12.76	
Seasonal plotogist		\$ 10.63		V 1⊥.49	4 11.54								
Head Attendant Starter Head Food Service	\$ 10.15 \$	\$ 10.44	\$ 10.89				Lead Park Seasonal	\$ 10.50	\$ 11.00	\$ 11.50	\$ 12.00	\$ 12.50	
Attendant	\$ 10.15 \$	\$ 10.44	\$ 10.89				2436050						
Head Ice Arena Attendant	\$ 10.15	\$ 10.44	\$ 10.89										
Head Park Attendant		11.29	\$ 11.88					٠					
Attendant Starter	\$ 7.78 \$	8.08	\$ 8.38	\$ 8.60	\$ 9.35		Park Seasonal	\$ 8.00	\$ 8,40	\$ 8.80	\$ 9.20	\$ 9.60	
Attendant Concessionaire	7.78		\$ 8.38				swyw.						
Liubnouse Heiper Exposition Center Aide	\$ 7.78 \$	8.08 8.08	\$ 8.38	\$ 8.60	\$ 9.35		W 1884						
Food Service Attendant	7.78		\$ 8.38										
Park Attendant	\$ 7.78 \$			\$ 8.60	\$ 9.35								
skateguard	8/./	0 0 0	γ α.38										

APPROVE 2014 SALARIES FOR SEASONAL AND TEMPORARY CLASSIFICATIONS

Presented by:	Approved by:
Human Resources Committee	Finance Committee
Duane E. Paulson, Chair	Patricia A. Haukohl, Chair
Michael A. Crowley	Daniel J. Draeger
Kathleen M. Cummings	Pamela Meyer
Daniel J. Dragger	Richard Morris
Jennifer A. Grant	Larry Nelson
Pauline T. Jaske	Obsint Cathleen A. Slattery
Absent 7 James Jeskewitz	M. la Juliam J. Zaborowski
The foregoing legislation adopted by the Co Wisconsin, was presented to the County Ex	ounty Board of Supervisors of Waukesha County, ecutive on:
	Novack, County Clerk
Wisconsin, is hereby:	ounty Board of Supervisors of Waukesha County,
Approved: Vetoed: Date: 10 - 24 - 13,	Smielf. Vrohan
Date: 10 - 74 - 13,	D. Vrokov County Evention
Daniel	P. Vrakas, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

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DATE-10/22/13	(ORD) NUMBER-1680054
1 C. SLATTERYAYE	2 D. ZimmermannAYE
3 R. MORRISAYE	4 J. BATZKOAYE
5 J. BRANDTJENNAY	6 J. JESKEWITZ
7 J. GRANTAYE	8 P. HAUKOHLAYE
9 J. HEINRICHAYE	10 D. SWANAYE
11 F. RUFAYE	12 P. WOLFFAYE
13 P. DECKERAYE	14 P. MEYERAYE
15 W. KOLBAYE	16 M. CROWLEYAYE
17 D. PAULSONAYE	18 L. NELSONAYE
19 C. CUMMINGSAYE	20 T. SCHELLINGERNAY
21 W. ZABOROWSKIAYE	22 P. JASKEAYE
23 K. HAMMITTAYE	24 D. DRAEGERAYE
25 G. YERKEAYE	

TOTAL AYES-22	TOTAL NAYS-02
CARRIED X	DEFEATED

TOTAL VOTES-24