

ENROLLED ORDINANCE 164-75

APPROVE 2010 SALARY AND BENEFIT MODIFICATIONS
FOR NON-REPRESENTED EMPLOYEES

WHEREAS it is necessary to maintain appropriate and competitive salary and benefits systems and structures to attract and retain non-represented employees, and

WHEREAS it is appropriate to consider increases granted to represented employees when establishing the non-represented salary increases, and

WHEREAS the 2010 labor agreements for certain represented employees provide an average of a two and one-half percent (2.5%) across-the-board salary increase, and

WHEREAS the County administration and the Personnel Committee of the County Board has considered the economic impacts of this ordinance on the County budget for 2010.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS the following changes in the salary structure for non-represented employees for 2010:

- Section I. Effective January 2, 2010, an across-the-board increase of one percent (1%) shall be applied to salary ranges S-1 through S-11; O-7 through O-8; NON-4 and NON-5; IS-01 through IS-02A, and TMP-32.
- Section II. Effective January 2, 2010, an across-the-board increase of one percent (1%) shall be applied to salary ranges O-9 through O-12, O-20, O-24, and NON-01 through NON-03.
- Section III. Effective January 2, 2010, the non-represented positions in salary ranges O-13 through O-19, IS-3 through IS-16 will not receive an across the board increase.
- Section IV. Effective January 2, 2010, the remaining non-represented seasonal and temporary salary ranges will not receive an across the board increase.

BE IT FURTHER ORDAINED THAT the following benefit modifications for non-represented employees and elected officials be made effective March 1, 2010:

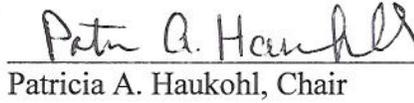
- A. Modify the In-Network prescription drug copay plan from \$10/\$15/\$25/\$100 to \$10/\$25/\$40/\$100.
- B. Increase the Out-of-Network annual deductible from \$200 to \$450 for single coverage and from \$600 to \$1,350 for family coverage.

APPROVE 2010 SALARY AND BENEFIT MODIFICATIONS
FOR NON-REPRESENTED EMPLOYEES

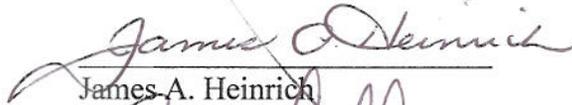
Presented by:
Personnel Committee

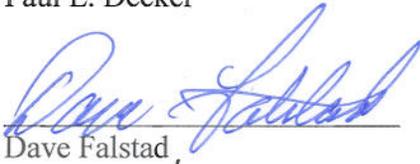
 (No)
Thomas J. Schellinger, Chair

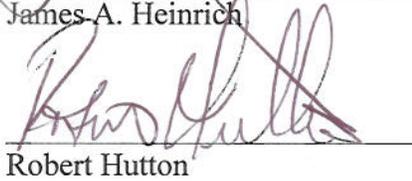
Approved by:
Finance Committee

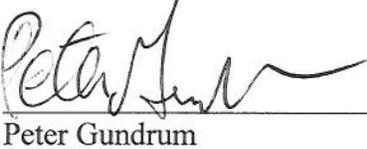

Patricia A. Haukohl, Chair

absent
Paul L. Decker

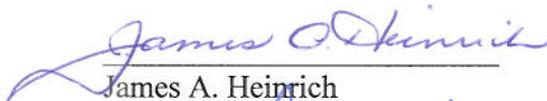
~~~~
James A. Heinrich

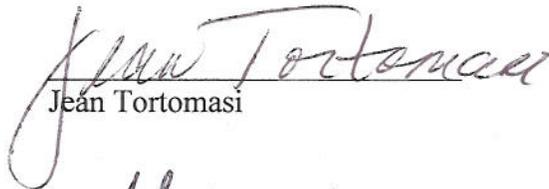

Dave Falstad

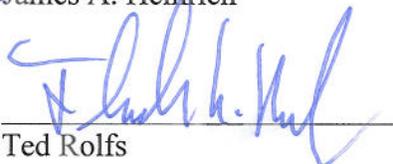
~~~~
Robert Hutton

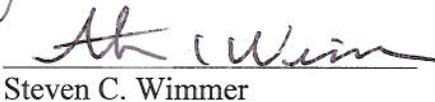

Peter Gundrum

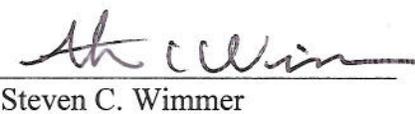
absent
Pamela Meyer

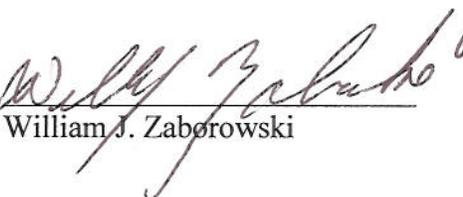
~~~~
James A. Heinrich

~~~~
Jean Tortomasi


Ted Rolfs


Steven C. Wimmer


Steven C. Wimmer

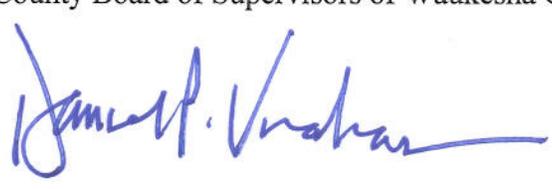

William J. Zaborowski

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

Date: January 29, 2010, 
Kathy Nickolaus, County Clerk

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

Approved: X
Vetoed: _____

Date: 2-1-10, 
Daniel P. Vrakas, County Executive

Amendment

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-01/26/10

(ORD) NUMBER-1640067

- 1 D. FALSTAD.....NAY
- 3 R. HUTTON.....AYE
- 5 J. JESKEWITZ.....NAY
- 7 P. HAUKOHL.....NAY
- 9 J. HEINRICH.....NAY
- 11 F. RUF.....NAY
- 13 P. DECKER.....AYE
- 15 P. MEYERS.....NAY
- 17 J. TORTOMASI.....NAY
- 19 S. WIMMER.....NAY
- 21 W. ZABOROWSKI.....AYE
- 23 J. PLEDL.....
- 25 G. YERKE.....NAY

- 2 T. ROLFS.....NAY
- 4 J. DWYER.....NAY
- 6 J. BRANDTJEN.....NAY
- 8 T. SCHELLINGER.....AYE
- 10 D. SWAN.....NAY
- 12 P. WOLFF.....AYE
- 14 B. MORRIS.....NAY
- 16 D. PAULSON.....NAY
- 18 K. CUMMINGS.....AYE
- 20 P. JASKE.....AYE
- 22 P. GUNDRUM.....AYE
- 24 W. KOLB.....AYE

TOTAL AYES-09

TOTAL NAYS-15

CARRIED _____

DEFEATED X

UNANIMOUS _____

TOTAL VOTES-24

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-01/26/10

(ORD) NUMBER-1640067

1 D. FALSTAD.....AYE
 3 R. HUTTON.....NAY
 5 J. JESKEWITZ.....AYE
 7 P. HAUKOHL.....AYE
 9 J. HEINRICH.....AYE
 11 F. RUF.....AYE
 13 P. DECKER.....NAY
 15 P. MEYERS.....AYE
 17 J. TORTOMASI.....AYE
 19 S. WIMMER.....AYE
 21 W. ZABOROWSKI.....AYE
 23 J. PLEDL.....
 25 G. YERKE.....AYE

2 T. ROLFS.....AYE
 4 J. DWYER.....AYE
 6 J. BRANDTJEN.....AYE
 8 T. SCHELLINGER....NAY
 10 D. SWAN.....AYE
 12 P. WOLFF.....AYE
 14 B. MORRIS.....AYE
 16 D. PAULSON.....AYE
 18 K. CUMMINGS.....NAY
 20 P. JASKE.....NAY
 22 P. GUNDRUM.....NAY
 24 W. KOLB.....AYE

TOTAL AYES-18

TOTAL NAYS-06

CARRIED X

DEFEATED _____

UNANIMOUS _____

TOTAL VOTES-24

FISCAL NOTE
APPROVE 2010 SALARIES FOR NON-REPRESENTED EMPLOYEES

Sections of the Ordinance with fiscal implications include the following:

Wage Increases: Effective January 2, 2010, apply the following across the board increases:

Affected Salary Ranges	Increase
S-1 through S-11; O-7 and O-8; NON-4 and NON-5; IS-1 through IS-2A; TMP-32	1.00%
O-9 through O-12; O-20; O-24; NON-1 through NON-3	1.00%
O-13 through O-19; IS-3 through IS-16	None
Remaining seasonal and temporary salary ranges.	None

Benefit Modifications: Effective March 1, 2010, modify the in-network prescription drug copay plan from \$10/\$15/\$25/\$100 to \$10/\$25/\$40/\$100. Also effective January 1, 2010 increase the out-of-network annual deductible from \$200 to \$400 for single coverage and from \$600 to \$1,350 for family coverage.

The fiscal impact of these changes is illustrated below:

	Wage Base (2009 Wage Rate)	2010 Proposed Wages & Benefits	Change to 2009 Wage Base	
			Amount	%
Salaries	\$34,278,830	\$34,509,041	\$230,211	
Social Security	2,622,331	2,639,942	17,611	
Retirement	3,426,745	3,452,068	25,323	
Total Wage Increases	\$40,327,906	\$40,601,051	\$273,145	
Benefit Modifications		-71,000	-71,000	
Total	\$40,327,906	\$40,530,051	\$202,145	0.50%

The total estimated fiscal impact of the ordinance is \$202,145. Sufficient funds to cover the costs associated with these changes are included in the 2010 adopted budget.



Lawrence M. Dahl

January 19, 2010

File: n:\doa\wpdata\ordin\2010nonrepsalaries.doc