

ENROLLED ORDINANCE 166-64

APPROVE 2012 POSITION CHANGES THROUGH CREATION,  
ABOLISHMENT, AND RECLASSIFICATION

WHEREAS, it is appropriate to create new positions and abolish existing positions in the 2012 budget, and

WHEREAS, the Department of Administration has reviewed approximately twenty percent (20%) of the non-represented classifications, and

WHEREAS, the County Executive is proposing to transfer the Community Development programs into the Department of Parks and Land Use, and

WHEREAS, a pilot program established in 2011 sharing a Senior Financial Analyst position between the Register of Deeds Office and Department of Emergency Preparedness was successful, and

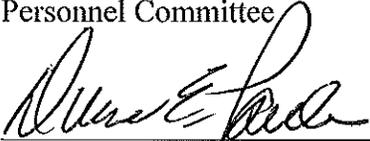
WHEREAS, title changes for some classifications are appropriate.

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

- I. The regular full-time and regular part-time positions, as listed in Table I, on file in the office of the Department of Administration, Human Resources Division, are created or abolished effective January 14, 2012.
- II. Effective January 14, 2012, the reclassifications listed in Table II, on file in the office of the Department of Administration, Human Resources Division are adopted.
- III. Effective January 1, 2012, positions of Community Development Coordinator and Program Assistant are transferred from the County Executive Office to the Department of Parks and Land Use.
- IV. The Senior Financial Analyst position in the Register of Deeds Office will continue to be shared with the Department of Emergency Preparedness as incorporated in the 2012 department budgets.
- V. The classification specification for Building Service Worker on file in the County Clerk's Office and the Division of Human Resources of the Department of Administration be adopted.

APPROVE 2012 POSITION CHANGES THROUGH CREATION,  
ABOLISHMENT, AND RECLASSIFICATION

Presented by:  
Personnel Committee

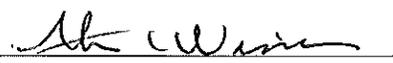
  
Duane E. Paulson, Chair

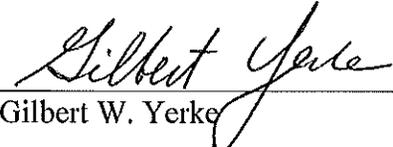
  
Paul L. Decker

  
Daniel J. Draeger

  
Peter Gundrum

  
James A. Heinrich

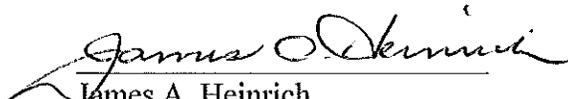
  
Steven C. Wimmer

  
Gilbert W. Yerke

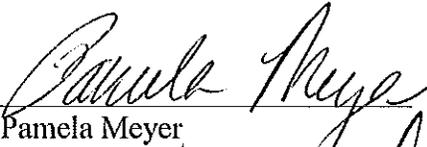
Approved by:  
Finance Committee

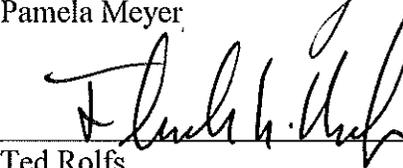
  
Patricia A. Haukohl, Chair

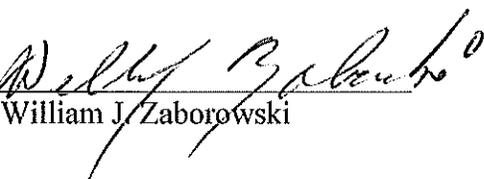
  
Dave Falstad

  
James A. Heinrich

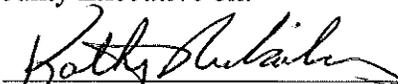
  
absent  
Robert Hutton

  
Pamela Meyer

  
Ted Rolfs

  
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: October 28, 2011,   
Kathy Nickolaus, County Clerk

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

Approved: X

Vetoed: \_\_\_\_\_

Date: 10-31-11,   
Daniel P. Vrakas, County Executive

**TABLE I  
Create and Abolish Positions**

Department	CREATE		ABOLISH			
	Status	Classification	2012 Hourly Salary	Status	Classification	2012 Hourly Salary
Dept. of Administration	1 - RFT	Senior Financial Analyst	Open Range 10 \$29,111 - \$35,700	1 - RFT	Information Technology Technician <sup>1</sup>	Range IS - 01 \$18.86 - \$28.23
	1 - RFT	Senior Mental Health Counselor	Step Range 9 \$24,1614 - \$30,8632	1 - RFT	Senior Information Technology Professional (A) <sup>1</sup>	Range IS - 02A \$21.01 - \$31.32
	1 - RFT	Community Health Educator <sup>2</sup>	2010 \$20,5655 - \$26,2040	1 - RFT	Senior Information Technology Professional <sup>1</sup>	Range IS - 02 \$27.08 - \$40.56
	1 - RFT	Economic Support Specialist	2011 \$16,8156 - \$19,0270	2 - RFT	Clerk Typist II <sup>1</sup>	2011 \$14,5604 - \$16,4015
Corporation Counsel	1 - RFT	Clerk Typist II	\$14,5604 - \$16,4015	1 - RFT	Account Clerk I <sup>1</sup>	2011 \$15,4688 - \$17,4204
	1 - RFT	Senior Financial Analyst	Open Range 10 \$29,111 - \$35,700	1 - RFT	Office Services Coordinator	Step Range 7 \$20,3046 - \$25,9076
	1 - RFT	Senior Mental Health Counselor	Step Range 9 \$24,1614 - \$30,8632	1 - RPT	Senior Mental Health Counselor	Step Range 9 \$24,1614 - \$30,8632
Health & Human Services	1 - RFT	Community Health Educator <sup>2</sup>	2010 \$20,5655 - \$26,2040	1 - RFT	Clerk Typist II <sup>3</sup>	2011 \$14,5604 - \$16,4015
	1 - RFT	Economic Support Specialist	2011 \$16,8156 - \$19,0270	3 - RFT	Juvenile Center Worker	2011 \$15,3859 - \$18,1844
	1 - RFT	Clerk Typist II	2011 \$14,5604 - \$16,4015	1 - RPT	Juvenile Center Worker	2011 \$15,3859 - \$18,1844
	1 - RFT	Clerk Typist II	\$14,5604 - \$16,4015	1 - RFT	Account Clerk I <sup>1</sup>	2011 \$15,4688 - \$17,4204
Parks and Land Use	1 - RFT	Land Information Mapping Technician <sup>1</sup>	Step Range 8 \$22,0279 - \$28,1131	1 - RFT	Land Information Mapping Technician <sup>1</sup>	Step Range 8 \$22,0279 - \$28,1131
Public Works	3 - RFT	Building Service Worker I	2011 \$13,2238 - \$14,6266	3 - RFT	Building Service Worker I	2011 \$13,2238 - \$14,6266
	2 - RFT	Building Service Worker II	2011 \$15,4688 - \$17,4204	2 - RFT	Building Service Worker II	2011 \$15,4688 - \$17,4204
Treasurer	1 - RPT	Clerk Typist I/II	2011 \$13,4425 - \$16,4015	1 - RFT	Clerk Typist I/II	2011 \$13,4425 - \$16,4015

<sup>1</sup> Position unfunded in the 2008 budget.

<sup>2</sup> Grant funded sunset position will be reduced or eliminated if grant funding is reduced or terminated.

<sup>3</sup> Sunset position in Public Health was created and funded with grant dollars.

**TABLE II  
Reclassifications**

Department	CREATE			ABOLISH		
	Status	Classification	2012 Hourly Salary	Status	Classification	2012 Hourly Salary
Health & Human Services	1 - RFT	Clinical Therapist	Step Range 10 \$27,0213 - \$34,5253 2011	1 - RFT	Senior Mental Health Counselor	Step Range 9 \$24,1614 - \$30,8632 2011
	1 - RFT	Clerk Typist I/II	\$13,4425 - \$16,4015	1 - RFT	Clerk Typist I	\$13,4425 - \$14,8232
Public Works	9 - RFT	Building Service Worker <sup>1</sup>	2011 \$13,2238 - \$14,6266	7 - RFT	Building Service Worker I	2011 \$13,2238 - \$14,6266
				2 - RFT	Building Service Worker II <sup>2</sup>	2011 \$15,4688 - \$17,4204

<sup>1</sup> Title Change

<sup>2</sup> Incumbents will be red-circled at their 2011 rate of pay

FISCAL NOTE

APPROVE 2012 POSITION CHANGES THROUGH CREATION, ABOLISHMENT, AND RECLASSIFICATION

2012 Est.  
Net Tax Levy  
Impacts

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**Table I: Create & Abolish Positions:**

This proposed ordinance creates 5.50 Full Time Equivalent (FTE) positions and abolishes 20.25 FTE's, for a net overall reduction of 14.75 FTE positions. The funding of the 5.50 FTE new positions, including salaries and related employee benefit costs, are estimated to result in a net cost increase of \$232,600. This net cost impact is more than offset by corresponding position cost reductions estimated at \$461,400 which are generated from the abolished positions. This results in a net tax levy reduction estimated at \$228,800 (after direct revenue reimbursements and direct cost reductions are applied).

..... (\$228,800)

Note: 8.0 FTE positions of the 20.25 FTE abolished positions mentioned above are not funded in the 2011 or prior year budgets. Therefore, they have no cost savings impact on the proposed 2012 budget.

**Table II: Reclassifications:**

This proposed ordinance reclassifies 11 positions. This includes 2 reclassifications in the Department of Health & Humans Services (H&HS): Reclassifying 1 Senior Mental Health Counselor position to a Clinical Therapist position in the Mental Health Outpatient & Support Services program and reclassifying 1 Clerk Typist I position to a Clerk Typist I-II position in the Aging & Disability Resource Center Grant Fund. In addition, for the Department of Public Works-Housekeeping Services program, 7 Building Service Worker I and 2 Building Service Worker II positions are proposed to be reclassified to a new position classification of Building Service Worker (with 2 existing employees being red circled). Reclassification impacts are estimated to result in a net tax levy reduction of \$400 after direct revenues generated from the H&HS-Clinical Therapist position are applied.

..... (\$400)

Sections III, IV and V are estimated to result in no additional net fiscal or budget impacts for 2012.

..... \$0

Total Estimated Net Tax Levy Impact\*

..... (\$229,200)

(\*Reductions in net Tax Levy impact are used to partially fund Departments' cost to continue and meet their tax levy targets for 2012.)

Position costs, related cost reductions and revenue funding offsets related to this proposed ordinance are included in the Proposed 2012 Budget.

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-10/25/11

(ORD) NUMBER-1660063

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

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

TOTAL AYES-23

TOTAL NAYS-00

CARRIED \_\_\_\_\_

DEFEATED \_\_\_\_\_

UNANIMOUS X

TOTAL VOTES-23