

RESOLUTION NO. 21-50

AUTHORIZING OZAUKEE COUNTY TO ENTER INTO AN AGREEMENT WITH CARLSON DETTMANN CONSULTING TO CONDUCT A COMPENSATION AND CLASSIFICATION STUDY

WHEREAS, the compensation systems used by Ozaukee County have not been updated and revised for a substantial period of time, and have become outdated, inconsistent, and unnecessarily complex; and

WHEREAS, reviewing and updating Ozaukee County positions for internal equity and for parity with the larger public and private sector markets in southeastern Wisconsin serves as a cornerstone to the recruitment and retention efforts of our valuable human capital; and

WHEREAS, The Human Resources Department recently reviewed 40 county positions, across 15 departments, and compared the wages to other similar sized Wisconsin counties and found that wages were below market at ten-percent on average; and

WHEREAS, Compensation and benefits is the primary reason county employees identify in exit interviews for ending their employment relationship with Ozaukee County with sixty-two percent of outgoing employees rating their wages as fair or poor; and

WHEREAS, the Department of Administration has exercised due diligence in releasing Requests for Proposals to organizations specializing in public sector consulting to conduct a comprehensive classification and compensation study of all non-represented positions in Ozaukee County other than elected officials; and

NOW, THEREFORE, BE IT RESOLVED by the Ozaukee County Board of Supervisors that it hereby authorizes the County Administrator to enter into a contract with Carlson Dettmann Consulting to complete a thorough review of all non-represented positions in Ozaukee County for internal equity and for parity with the larger public and private sector markets in southeastern Wisconsin; and

FURTHER RESOLVED, that the compensation study shall include the review and update of job descriptions for all non-represented county positions; and

FURTHER RESOLVED, that the compensation study shall review the County Wage Scales in Section 3.02 of the Ozaukee County Policy and Procedural Manual to consolidate wage scales as appropriate, eliminate wage scales from outmoded collective bargaining agreements and streamline the administration of county payroll; and

FURTHER RESOLVED, that the private and public sector comparable organizations used for comparison shall be approved by the Finance Committee and County Board; and

FURTHER RESOLVED, that the compensation study shall implement a performance pay structure in an effort to retain high-performing employees.

Dated at Port Washington, Wisconsin, this 5th day of January 2022.

SUMMARY: Authorizing the County Administrator to enter into an agreement to conduct a Classification and Compensation Study.

VOTE REQUIRED: Majority

FINANCE COMMITTEE

RESULT: APPROVED [UNANIMOUS]
MOVER: T. Richart, Vice-Chairperson
SECONDER: J. Strom, Supervisor District 21
AYES: P. Melotik, T. Richart, D. Larson, J. Strom
EXCUSED: T. Winker

RES. 21-50

Authorizing Ozaukee County to Enter into an Agreement with Carlson Dettmann Consulting to Conduct a Compensation and Classification

 **Passed By Majority Vote**

Winker	M	YES
Haas		NO
Jobs		YES
Schlenvogt		YES
Clark		EXCUSED
Nelson		YES
Becker		YES
Larson		YES
Grabow		YES
Melotik		YES
Wolf		YES
Richart	S	YES
Vacant		ABSENT

Rishel		YES
Geracie		EXCUSED
Whitworth		YES
Irish		NO
Stelter		YES
Ross		YES
Godden		YES
Strom		YES
Holyoke		YES
Henrichs		YES
Braverman		EXCUSED
Frohman		YES
Minkel-Dumit		YES