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RESOLUTION #61-2011

**GENERAL CODE OF ONEIDA COUNTY, WISCONSIN
ORDINANCE AMENDMENT #**

Ordinance Amendment offered by Supervisors of the Labor Relations and Employee Services Committee

Whereas, 2011 Wisconsin Act 10 created Wis. Stat s. 66.0509(1m) which requires local units of government to establish a civil service system or grievance procedure to address employee terminations, employee discipline, and workplace safety no later than October 1st, 2011; and

Whereas, the Labor Relations and Employee Services Committee will be adopting a grievance procedure on September 30, 2011; and

Whereas, the new grievance procedure will supersede current Ordinance language and necessitates changes to the ordinance; and

Whereas, 2011 Wisconsin Act 10 also requires that employees contribute 5.8% of their pay to the WRS system which necessitates a change to the ordinance; and

Whereas, the employee's share of the health insurance contribution has been raised from 5% to 8% which necessitates a change to the ordinance.

**NOW, THEREFORE, THE ONEIDA COUNTY BOARD OF SUPERVISORS
DOES ORDAIN AS FOLLOWS:**

Section 1. Any existing ordinances, codes, resolutions, or portions thereof in conflict with this ordinance shall be and hereby are repealed as far as any conflict exists.

Section 2. This ordinance shall take effect the day after passage and publication as required by law.

Section 3. If any claims, provisions or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of this ordinance shall not be affected thereby.

Section 4. Section 4.15, 4.16, 4.50, 4.55 of the General Code of Oneida County, Wisconsin, is amended as follows [additions noted by underline, deletions noted by strikethrough]:

4.15 GRIEVANCES.

All employees who have completed their introductory period may submit grievable issues to the grievance process.

~~(1) The time limits set forth in the following steps may be extended by mutual agreement in writing. Time limits set forth shall be exclusive of Saturdays, Sundays and holidays.~~

~~4.16 GRIEVANCE PROGRESSION.~~

~~(1) STEP 1. The employee shall take the grievance up orally with the employee's immediate supervisor within five (5) days of the date the employee knew or should have known of the event giving rise to the grievance. The supervisor shall attempt to make a mutually satisfactory adjustment, and shall be required to give an answer within ten (10) working days.~~

~~(2) STEP 2. The grievance shall be considered settled at Step 1 unless, within five (5) days after the supervisor's answer is due, the grievance is reduced to writing and presented to the department head. The department head shall respond to the grievance, in writing, within ten (10) working days.~~

~~(3) STEP 3. The grievance shall be considered settled at Step 2 unless, within five~~

52 ~~(5) days from the date of the department head's written answer or last due date,~~
53 ~~the grievance is presented in writing to the County Coordinator. The County~~
54 ~~Coordinator shall either adjust the grievance or schedule a formal grievance~~
55 ~~hearing with the Labor Relations and Employee Services Committee at the~~
56 ~~earliest convenient time for the Committee. The Labor Relations and Employee~~
57 ~~Services Committee shall respond in writing within thirty (30) days of the~~
58 ~~conclusion of the hearing, or the grievance shall be considered denied. The~~
59 ~~decision of the Labor Relations and Employee Services Committee shall be final~~
60 ~~and binding.~~

61
62 **4.50 HEALTH INSURANCE.** (Am. Res. #93-2010)

63 (1) Eligible employees shall be entitled to health insurance through the County's
64 group health plan(s). Family plans shall be provided for employees requiring
65 such coverage. ~~The County will pay ninety-two percent (92%) of the premium for~~
66 ~~regular full-time employees.~~

67 (a) The County may continue to offer coverage under a standard policy or
68 offer dual choice options at its discretion. ~~The County's financial~~
69 ~~responsibility shall be limited to pay ninety-two percent (92%) of the least-~~
70 ~~expensive dual choice or standard policy option.~~

71 (b) Employees on an unpaid leave of absence of greater than three (3) days
72 may continue health insurance coverage at their own expense, except as
73 otherwise provided.

74 (c) Health insurance coverage shall begin on the first day of the month
75 following thirty (30) days of employment.

76
77 [Remainder of Ordinance Section 4.50 is to remain unchanged]

78
79 **4.55 RETIREMENT.**

80 (1) Oneida County offers employee's retirement benefits under the Wisconsin
81 Retirement System. ~~The County pays the employer's and the employee's~~
82 ~~contribution to the Wisconsin Retirement Fund.~~ The Finance Director shall be the
83 agent for the County in all matters pertaining to the Fund. If the Finance Director
84 is unable to perform the duties of such agent because of absence, disability or
85 death, the Finance Department Account Technician shall act as the agent.

86 (2) Eligible employees receive retirement benefits subject to Wisconsin Retirement
87 (WRS) rules.

88
89 Approved by the Labor Relations and Employee Services Committee this _____ day of
90 _____, 2011.

91
92 Vote Required: Majority = _____ 2/3 Majority = _____ 3/4 Majority =
93 _____

94
95 The County Board has the legal authority to adopt: Yes _____ No _____ as
96 reviewed by the Corporation Counsel, _____, Date:
97 _____

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100 Offered and passage moved by: _____
101 Supervisor
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Supervisor

Supervisor

Supervisor

Supervisor

_____ Ayes

_____ Nays

_____ Absent

_____ Abstain

_____ Enacted

by the County Board of Supervisors this _____ day of _____, 2011.

_____ Defeated

Mary Bartelt, County Clerk

Ted Cushing, County Board Chair