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RESOLUTION # 102-2012

Resolution offered by the Highway, Labor Relations Employee Services, and Solid Waste Building and Grounds Committees.

Resolved by the Board of Supervisors of Oneida County, Wisconsin:

WHEREAS, the Highway, Labor Relations Employee Services, and Solid Waste Building and Grounds Committees have met to discuss efficiencies that could be obtained by merging the Highway and Solid Waste Departments, and

WHEREAS, the Human Resources Director has completed a study and review of the potential merger and made recommendations that would include the elimination of the Solid Waste Director and Solid Waste Supervisor positions and the creation of a Patrol Superintendent/Solid Waste Division position; and an upgrade of the Highway Commissioner position, and

WHEREAS, the Highway, Labor Relations Employee Services, and Solid Waste Building and Grounds Committees did review the recommendations of the Human Resources Director and are in agreement with the changes in management staff that occur due to the merging of the two departments, and

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors effective December 21, 2012 the positions of Solid Waste Director and Solid Waste Supervisor shall be eliminated with a Patrol Superintendent/Solid Waste Division position created in its place at Grade Level 12 of the Non-represented Classification and Pay Plan, and

BE IT FURTHER RESOLVED, that the position of Highway Commissioner will be reclassified from Grade Level 16 to Grade Level 17 of the Non-represented Classification and Pay Plan based on additional duties and responsibilities being added, with the incumbent employee, Bennett being placed at Grade Level 17, Step 7 of the plan, and

BE IN FURTHER RESOLVED, incumbent employee Dutcher shall be moved into the newly created Patrol Superintendent/Solid Waste Division at Grade Level 12, Step 8 of the Non-represented Classification and Pay Plan, and

BE IT FURTHER RESOLVED, incumbent employee Rich shall be moved into the Patrol Superintendent/Highway Division at Grade Level 12 Step 7, and

BE IT FURTHER RESOLVED, that the Labor Relations Employee Services Committee shall develop a severance package for the Solid Waste Director upon elimination of the Solid Waste Director position. The terms of the severance package shall be subject to final approval by the County Board, and

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that an amendment has been made to the County Budget for Fiscal year 2012 and 2013 as set forth in the fiscal impact statement which is attached hereto and made a part hereof.

Vote Required: Majority = _____ 2/3 Majority = _____ ¾ Majority = _____

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

Approved by the Highway, Labor Relations Employee Services, and Solid Waste Building and Grounds Committees this 12th day of December, 2012.

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Consent Agenda Item: _____ YES _____ NO

Offered and passage moved by:

Supervisor

Supervisor

_____ Ayes
_____ Nays
_____ Absent
_____ Abstain
_____ Adopted

by the County Board of Supervisors this 18th day December, 2012.

_____ Defeated

Mary Bartelt, County Clerk

Ted Cushing, County Board Chair

ONEIDA COUNTY
FISCAL IMPACT
HIGHWAY/SOLID WASTE REORGANIZATION

Annual Cost

CURRENT FULL STAFFING LEVELS
2012 Wage Rates, 2013 Fringe Rates

| | HIGHWAY COMMISSIONER GR 16, STEP 4 GR 12, STEP 5 GR 11, STEP 4 GR 15, STEP 5 GR 10, STEP 1 | PATROL SUPER STEP 5 GR 12, STEP 5 GR 11, STEP 4 GR 15, STEP 5 GR 10, STEP 1 | ASST PATR SUPER STEP 4 GR 11, STEP 4 GR 15, STEP 5 GR 10, STEP 1 | SOLID WASTE DIRECTOR STEP 5 GR 10, STEP 1 | VACANT SOLID WASTE SUPERVISOR | TOTAL |
|-------------------------|--|---|--|---|-------------------------------------|---------|
| Wages | 65,636 | 51,532 | 49,551 | 64,382 | 39,774 | 270,875 |
| Social Security | 5,021 | 3,942 | 3,791 | 4,925 | 3,043 | 20,722 |
| Retirement | 4,365 | 3,427 | 3,295 | 4,281 | 2,645 | 18,013 |
| Health Ins | 16,390 | 23,812 | 23,812 | 23,812 | 23,812 | 111,637 |
| Life Ins | 177 | 93 | 45 | 119 | 100 | 534 |
| Income Continuation Ins | - | - | - | - | - | - |
| Workers Comp | 1,969 | 1,546 | 1,487 | 1,513 | 935 | 7,450 |
| | 93,558 | 84,352 | 81,981 | 99,032 | 70,309 | 429,232 |

PROPOSED STAFFING CHANGES
2012 Wage Rates, 2013 Fringe Rates

| | HIGHWAY COMMISSIONER GR 17, STEP 7 GR 12, STEP 7 GR 11, STEP 1 GR 12, STEP 8 | PATROL SUPER STEP 7 GR 12, STEP 7 GR 11, STEP 1 GR 12, STEP 8 | NEW HIRE ASST PATR SUPER STEP 1 GR 11, STEP 1 GR 12, STEP 8 | PATROL SUP/ SOLID WASTE DIV | TOTAL |
|-------------------------|--|---|--|--------------------------------|---------|
| Wages | 71,327 | 54,615 | 42,513 | 56,188 | 224,643 |
| Social Security | 5,457 | 4,178 | 3,252 | 4,298 | 17,185 |
| Retirement | 4,743 | 3,632 | 2,827 | 3,737 | 14,939 |
| Health Ins | 16,390 | 23,812 | 23,812 | 23,812 | 87,825 |
| Life Ins | 177 | 93 | 60 | 119 | 449 |
| Income Continuation Ins | - | - | - | - | - |
| Workers Comp | 2,140 | 1,638 | 1,275 | 1,320 | 6,373 |
| | 100,234 | 87,968 | 73,739 | 89,474 | 351,414 |

Revenue Source: Tax Levy, Landfill Fees, Highway Fees
2012 ONLY

Annual reduction in cost 77,817
Severance/unemployment package cost Unknown
2012 reduction in cost 4,190