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RESOLUTION #19-2014

Resolution offered by the Supervisors of the Labor Relations Employee Services Committees.

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

WHEREAS, the Highway and Solid Waste Departments continue to look and make changes to create better efficiencies, services and cost savings with the merger of the two departments; and

WHEREAS, the Highway Commissioner/Solid Waste Director and the Human Resources Director developed a reorganization of Highway and Solid Waste Department staff due to upcoming retirements; and

WHEREAS, the Public Works and the Solid Waste/Buildings and Grounds Committees did support the proposed reorganization of Highway and Solid Waste Department staff and did recommend the reorganization to the Labor Relations Employee Services Committee; and

WHEREAS, the Labor Relations Employee Services Committee did agree and approve the reorganization of Highway and Solid Waste Department staff due to upcoming retirements.

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors:

Effective April 28, 2014, increase the 60% Solid Waste Account Technician position to 100%, with 65% being charged to Solid Waste and the additional 35% charged to the Highway Department budget for purposes of training incumbent employee on Highway Department functions in preparation for retirement/elimination of Highway Officer Manager position. Upon the retirement of the incumbent Office Manager this position's percentage of time for each department will be adjusted according to the needs of each department.

Eliminate Highway Officer Manager position upon retirement of incumbent employee.

Create an Account Technician position at the Highway Department to replace the Office Manager position. Train incumbent employee to take over account technician duties of the Officer Manager position prior to retirement of incumbent employee.

Eliminate the Highway Department Secretary position when incumbent employee takes over newly created account technician duties above.

Change Solid Waste Account Technician to Payroll/Account Technician upon elimination of Highway Secretary position.

Eliminate the next three vacant Equipment Operator I positions at the Highway Department

Future vacant Equipment Operator I positions will be changed to Equipment Operator I/Mechanic positions to create more flexibility at the Highway Department.

Overall this will eliminate .6 percent of an administrative position at the Highway Department.

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that the savings will be placed in the General Fund

51 as set forth in the fiscal impact statement which is attached hereto and made a part hereof.

52
53 Vote Required: Majority = _____ 2/3 Majority = _____ 3/4 Majority = _____
54

55 The County Board has the legal authority to adopt: Yes _____ No _____ as reviewed
56 by the Corporation Counsel, _____, Date:
57 _____
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59 Approved by the Labor Relations Employee Services Committee this 12th day of February,
60 2014.
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62 Consent Agenda Item: _____ YES _____ NO

63
64 Offered and passage moved by: _____
65 Supervisor
66 _____
67 Supervisor
68 _____
69 Supervisor
70 _____
71 Supervisor
72 _____
73 Supervisor
74 _____
75 Supervisor

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77 _____ Ayes
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79 _____ Nays
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81 _____ Absent
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83 _____ Abstain
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85 _____ Adopted
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87 by the County Board of Supervisors this 18th day February 2014.
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89 _____ Defeated
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91 _____
92 Mary Bartelt, County Clerk Ted Cushing, County Board Chair
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ONEIDA COUNTY				
FISCAL IMPACT				
ADD 40% ACCOUNT TECHNICIAN TO HIGHWAY & LANDFILL, UPON RETIREMENT ELIMINATE OFFICE MANAGER				
ELIMINATE SECRETARY, CREATE ACCOUNT TECHNICIAN				
2013 Wage Rates, 2014 Fringe Benefit Rates				
	Annual Cost	Additional Cost	4/28/14 Cost	4/28/14 Cost
	Highway	Landfill	Highway	Landfill
	35% Account	5% Account	35% Account	5% Account
Add .4 FTE Account Techn	Technician	Technician	Technician	Technician
Wages	11,158	1,594	7,639	1,091
Social Security	854	122	585	84
Retirement	781	112	535	76
Health Ins-Maximum	7,484	1,069	5,124	732
Life Ins-Estimated	26	4	18	3
Income Continuation Ins	28	4	19	3
Workers Comp	16	2	11	2
	20,347	2,907	13,931	1,991
		23,254		15,922
	Annual			
Eliminate Highway Office Manager				
Wages	(61,276)			
Social Security	(4,688)			
Retirement	(4,289)			
Health Ins-Incumbant	(14,778)			
Life Ins-Incumbant	(423)			
Income Continuation Ins	(155)			
Workers Comp	(86)			
	(85,695)	(85,695)		
Eliminate Highway Secretary, Create Account Technician				
		100 % Account		
	Highway Secreta	Technician-Frozen pay rate		
Wages	(41,809)	41,809		
Social Security	(3,198)	3,198		
Retirement	(2,927)	2,927		
Health Ins-Incumbant	(21,471)	21,471		
Life Ins-Incumbant	(76)	76		
Income Continuation Ins	(105)	105		
Workers Comp	(59)	59		
	(69,645)	69,645		
		(0)		
		(62,441)		
Highway Revenue Source: Charges to State and County				
Landfill Revenue Source: Fees for Service				

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