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**RESOLUTION # 33-2014**

Resolution offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee.

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

**WHEREAS**, Resolution #11-2014 did freeze all wage adjustments/increases for all General Municipal employees until the Carlson Dettmann Compensation Plan could be reviewed by the County Board; and

**WHEREAS**, Resolution #20-2014 did approve the Carlson Dettman Compensation Plan to be implemented for all General Municipal employees effective March 1, 2014; and

**WHEREAS**, the LRES Committee did indicate that there may need to be some adjustments made to the Compensation Plan once it was implemented to create a fair and equitable system; and

**WHEREAS**, consistent with past action when implementing a compensation study, when moving employees to the step that provides an increase, if such increase is not a minimum of fifteen cents above the employee's current wage, fifteen cents will be added to the wage step only for employees at or below the Control Point; and,

**WHEREAS**, the LRES Committee is continuing to review compression issues within the Sheriff's Department and develop a workable solution, all management positions within the Sheriff's Department will be returned to 1950 hours per year with benefits to remain based on a 1950 hour per year schedule; and

**WHEREAS**, employees who earned a step increase between January 22 and March 1, 2014, but did not receive said increase due to all wages being frozen for General Municipal employees, shall receive such step increase under the prior wage schedules and then placed on the Carlson-Dettmann Schedule effective March 1, 2014.

**NOW, THEREFORE, BE IT RESOLVED**, by the Oneida County Board of Supervisors that consistent with past action when implementing a compensation study, when moving employees to the step that provides an increase, if such increase is not a minimum of fifteen cents above the employee's current wage, fifteen cents will be added to the wage step only for employees at or below the Control Point; and,

**BE IT FURTHER RESOLVED**, the LRES Committee is continuing to review compression issues within the Sheriff's Department and develop a workable solution, all management positions within the Sheriff's Department will be returned to 1950 hours per year with benefits to remain based on a 1950 hour per year schedule; and

**BE IT FURTHER RESOLVED**, employees who earned a step increase between January 22 and March 1, 2014, but did not receive said increase due to all wages being frozen for General Municipal employees, shall receive such step increase under the prior wage schedules and then placed on the Carlson-Dettmann Schedule effective March 1, 2014.

**BE IT FINALLY RESOLVED**, by the Oneida County Board of Supervisors that by

52 adoption of this resolution it shall be deemed that an amendment has been made to the  
53 County budget for fiscal year 2014 as set forth in the fiscal impact statement which is  
54 attached hereto and made a part hereof.

55  
56 Vote Required: Majority = \_\_\_\_\_ 2/3 Majority = \_\_\_\_\_ 3/4 Majority = \_\_\_\_\_  
57

58 The County Board has the legal authority to adopt: Yes \_\_\_\_\_ No \_\_\_\_\_ as reviewed  
59 by the Corporation Counsel, \_\_\_\_\_, Date:  
60 \_\_\_\_\_  
61

62 Approved by the Labor Relations Employee Services Committee this 2<sup>nd</sup> day of April, 2014.  
63

64 Consent Agenda Item: \_\_\_\_\_ YES \_\_\_\_\_ NO  
65

66  
67 Offered and passage moved by: \_\_\_\_\_  
68 Supervisor  
69 \_\_\_\_\_  
70 Supervisor  
71 \_\_\_\_\_  
72 Supervisor  
73 \_\_\_\_\_  
74 Supervisor  
75 \_\_\_\_\_  
76 Supervisor  
77

78  
79 \_\_\_\_\_ Ayes  
80  
81 \_\_\_\_\_ Nays  
82  
83 \_\_\_\_\_ Absent  
84  
85 \_\_\_\_\_ Abstain  
86  
87 \_\_\_\_\_ Adopted  
88

89 by the County Board of Supervisors this 22nd day April , 2014.  
90

91 \_\_\_\_\_ Defeated  
92

93 \_\_\_\_\_  
94 Mary Bartelt, County Clerk

\_\_\_\_\_ Ted Cushing, County Board Chair

ONEIDA COUNTY			
FISCAL IMPACT			
2014 WAGE STUDY			
COST OF IMPLEMENTATION ADJUSTMENTS			
Prepared 3/28/14			
	Annual Cost	March 1 Implementation	
Salaries and Wages	14,868	12,390	
Social Security	1,137	948	
Retirement-er Share	1,041	867	
Workers Comp	<u>126</u>	<u>105</u>	
	17,172	14,310	
Revenue Source			
Tax Levy	17,172	14,310	

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