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RESOLUTION #71-2014

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

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

WHEREAS, Oneida County hired Carlson Dettmann to complete a Compensation Study, and

WHEREAS, as part of the new Compensation Plan, the LRES Committee did recommend a pay for performance structure which includes performance evaluations for all general municipal employees, and

WHEREAS, Resolution 20-2014 was adopted by the County Board in February 2014 with a requirement to form a committee of exempt and non-exempt employees to arrive at a fair set of performance standards and a fair appeal process and whose outcome shall be shared for comment with all employees and the County Board, and

WHEREAS, an eleven member committee was formed, consisting of two department heads, three exempt employees, five non-exempt employees and one elected official that developed a performance evaluation system including an appeal process, and

WHEREAS, this performance evaluation system was sent out to all staff for comments, which were reviewed by the performance evaluation committee and a final product was recommended to the Labor Relations Employee Services Committee, and

WHEREAS, the Labor Relations Employee Services Committee did review and recommends the adoption of the performance evaluation system with the established committee to review the system periodically during the next twelve months, and

WHEREAS, future changes to the Performance Evaluation System will be reviewed and decided by the Labor Relations Employee Services Committee.

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Supervisors that effective September 24, 2014 the Performance Evaluation System that was developed by a committee of exempt and non-exempt employees and reviewed by all staff for comment and recommended to the County Board by the Labor Relations Employee Services Committee be adopted with the established employee committee to review the system periodically during the next twelve months with future changes to the system to be decided by the Labor Relations Employee Services Committee.

Vote Required: Majority = _____ 2/3 Majority = _____ 3/4 Majority = _____

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

Approved by the Labor Relations Employee Services Committee this 3rd day of September, 2014.

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Consent Agenda Item: YES NO

Offered and passage moved by:

Supervisor

Supervisor

Supervisor

Supervisor

Supervisor

Ayes
 Nays
 Absent
 Abstain
 Adopted

by the County Board of Supervisors this 23rd day September 2014.

Defeated

Mary Bartelt, County Clerk

David Hintz, County Board Chair