

**RESOLUTION #9-2015**

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 #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**, as part of the original study Carlson Dettman recommended a Grade Level T for the Exempt Schedule for the positions of Corporation Counsel and Human Resources Director based on the Job Description Questionnaires for both positions; and

**WHEREAS**, the LRES Committee wanted to wait until the County Board made a decision on whether to create a County Administrator position to determine if the Corporation Counsel and Human Resources Director positions job descriptions would be changed to reflect the creation and hiring of a County Administrator; and

**WHEREAS**, the County Board did not chose to create a County Administrator position and therefore recommends the addition of Grade Level T to the Exempt Wage Schedule placing both the Corporation Counsel and Human Resources Director positions in such Grade Level.

**NOW, THEREFORE, BE IT RESOLVED**, by the Oneida County Board of Supervisors that effective the day following passage of this resolution, that Grade Level T shall be added to the Exempt Wage Schedule for the Corporation Counsel and Human Resources Director positions as follows:

Step	1	2	3	4	5	6	7
Wage	74,354	76,479	78,605	80,730	82,856	84,974	87,107
Step	8	9	10	11	12	13	14
Wage	89,232	91,338	93,464	95,589	97,715	99,840	101,966

**BE IT FINALLY 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 2015 as set forth in the fiscal impact statement which is attached hereto and made a part hereof with money to come from the contingency fund.

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:

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Approved by the Labor Relations Employee Services Committee this 5th day of January, 2015.

Consent Agenda Item:  YES  NO

Offered and passage moved by:

_____	Supervisor

Ayes  
 Nays  
 Absent  
 Abstain  
 Adopted

By the County Board of Supervisors this 20th day January, 2015.

Defeated

\_\_\_\_\_  
Mary Bartelt, County Clerk

\_\_\_\_\_  
David Hintz, County Board Chair

<b>ONEIDA COUNTY</b>			
<b>FISCAL IMPACT</b>			
<b>Reclass Corporation Counsel and Human Resources Director</b>			
<b>Corporation Counsel</b>			
<b>2015 Wage Rates, 2015 Health Rates</b>			
<b>Grade T</b>			
		<b>2015 Current</b>	
	<b>Grade T, Step 11</b>	<b>Grade S, Red circled</b>	
	<b>Annual Cost</b>	<b>Annual Cost</b>	
Wages	95,589	95,377	
Social Security	7,313	7,296	
Retirement-er	6,500	6,676	
Health Ins-Incumbent	8,067	8,067	
Life Ins-Incumbent	95	95	
Workers Comp	153	153	
Income Continuation Ins	-	-	
	<u>117,717</u>	<u>117,664</u>	53
<b>Human Resources Director</b>			
<b>2015 Wage Rates, 2015 Health Rates</b>			
<b>Grade T</b>			
		<b>2015 Current</b>	
	<b>Grade T, Step 3</b>	<b>Grade S, Step 6</b>	
	<b>Annual Cost</b>	<b>Annual Cost</b>	
Wages	78,605	78,312	
Social Security	6,013	5,991	
Retirement-er	5,345	5,482	
Health Ins-Incumbent	21,836	21,836	
Life Ins-Incumbent	238	238	
Workers Comp	126	125	
Income Continuation Ins	-	-	
	<u>112,163</u>	<u>111,984</u>	<u>179</u>
Total Increased Cost			232
Revenue Source: Tax Levy			