

RESOLUTION # 8-2015

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, Resolution #33-2014 did return all management positions within the Sheriff's Department to 1950 hours per year with benefits to remain based on a 1950 hour per year schedule while the LRES Committee continued to review compression issues within the Sheriff's Department and develop a workable solution; and

WHEREAS, with the vacancy of one of the Lieutenant positions in Sheriff's Office, the Sheriff, the Human Resources Director and the LRES Committee met and developed a wage schedule based on 2080 work hours per year for the position that resolved the compression issues for this position.

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that a wage schedule shall be added to the Exempt Wage Schedule for the Lieutenant position at Grade Level N1 as follows:

Step	1	2	3	4	5	6	7
Wage	56,035	57,637	59,238	60,840	62,442	64,032	65,624
Step	8	9	10	11	12	13	14
Wage	67,226	68,827	70,429	72,030	73,632	75,234	76,835

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that this new wage schedule for the Lieutenant positions with benefits to remain based on a 1950 hours per year schedule.

BE IT FINALLY RESOLVED, by the Oneida County Board of Supervisors that all monies needed to place incumbent employees into the new Grade Level of N1 shall be covered by the current 2015 approved budget as per the fiscal impact statement attached.

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 5th day of January, 2015.

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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 20th day January, 2015.

_____ Defeated

Mary Bartelt, County Clerk

David Hintz, County Board Chair

ONEIDA COUNTY			
FISCAL IMPACT			
Lieutenants from 1950 to 2080 hours			
2015 Rates			
2080 Hours	New Hire	Control	Step 14
	Annual Cost	Point	Annual Cost
	Annual Cost	Annual Cost	Annual Cost
Patrol Lieutenant			
Wages	56,014	64,022	76,835
Social Security	4,285	4,898	5,878
Retirement-er	5,394	6,165	7,399
Health Ins-Incumbent	21,836	21,836	21,836
Life Insurance-Incumbent	124	124	124
Workers Comp	1,322	1,511	1,813
Income Continuation Ins	-	-	-
Estimated Cost	88,976	98,557	113,886
Current per 1950 Hours w/ 1.6% per LRES action			Step 14
			Annual Cost
Patrol Lieutenant			
Wages			72,128
Social Security			5,518
Retirement-er			6,946
Health Ins-Incumbent			21,836
Life Insurance-Incumbent			124
Workers Comp			1,702
Income Continuation Ins			-
Estimated Cost			108,255
Increased Cost			5,631
2080 Hours	New Hire	Control	Step 12
	Annual Cost	Point	Annual Cost
	Annual Cost	Annual Cost	Annual Cost
Detective Lieutenant			
Wages	56,014	64,022	73,632
Social Security	4,285	4,898	5,633
Retirement-er	5,394	6,165	7,091
Health Ins-Incumbent	15,000	15,000	15,000
Life Insurance-Incumbent	69	69	69
Workers Comp	1,322	1,511	1,738
Income Continuation Ins	-	-	-
Estimated Cost	82,085	91,666	103,164
Current per 1950 Hours w/ 1.6% per LRES action			Step 14
			Annual Cost
Detective Lieutenant			
Wages			72,033
Social Security			5,511
Retirement-er			6,937
Health Ins-Incumbent			15,000
Life Insurance-Incumbent			69
Workers Comp			1,700
Income Continuation Ins			-
Estimated Cost			101,251
Increased Cost			1,913
Total Increased Cost			7,544
Revenue Source: Tax Levy-included in 2015 budget			