

RESOLUTION # 34-2023

Resolution to correct the placement of the Foreperson position on the restructure of wages at the Highway Department.

Resolution approved for presentation to the Oneida County Board by the Supervisors of the Labor Relations Employee Services (LRES) Committee.

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

WHEREAS, on January 17, 2023, the Oneida County Board of Supervisors approved resolution #12-2023 to restructure wages at the Highway Department; and

WHEREAS, the prior resolution placed the Foreperson position incorrectly in the new restructure of wages; and

WHEREAS, in order to place the Foreperson position in a consistent manner as the positions they supervise this adjustment needs to be made.

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors authorizes and directs that the following changes are implemented for the Foreperson position at the Highway Department effective March 4 2023, as follows:

- Foreperson position shall be moved to Grade Level K with incumbent employees placed in a step that is a minimum of fifty cents per hour increase in pay; and

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that savings created will remain in the current Highway Department budget.

Vote Required: Majority = [checked] 2/3 Majority = _____ 3/4 Majority = _____

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

Approved by the LRES Committee for presentation to the County Board by the LRES Committee this 15th day of March, 2023.

Consent Agenda Item: [checked] YES _____ NO

Offered and passage moved by:

[Signature] Supervisor
[Signature] Supervisor
[Signature] Supervisor

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Supervisor

Supervisor


20 Ayes
0 Nays
1 Absent
0 Abstain
X Adopted

by the County Board of Supervisors this 21st day of March, 2023.

Defeated



Tracy Hartman, County Clerk



Ted Cushing, Oneida County Board Vice-Chair

Resolution # 34-2022

Amended

Supervisors	AYE	NAY	ABS	ABSTAIN
Rio	X			
Condado	X			
Newman	X			
Schreier			X	
Timmons	X			
Winkler	X			
Harris	X			
Oettinger	X			
Briggs	X			
Fried	X			
Showalter	X			
Almekinder	X			
Cushing	X			
Ryden	X			
Schultz	X			
Fisher	X			
Roach	X			
Sorgel	X			
Kelly	X			
Thome	X			
Holewinski	X			
TOTALS	20		1	
TAGS				

Resolution # 34 – 2023: Offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee to correct placement of the Foreperson position on the restructure of wages at the Highway Department.

Resolution: # 34-2023

Amendment - Passed

Supervisors	AYE	NAY	ABS	ABSTAIN
Schultz	X			
Thome	X			
Fried	X			
Condado	X			
Kelly	X			
Winkler	X			
Roach	X			
Ryden	X			
Schreier			X	
Almekinder	X			
Briggs	X			
Rio	X			
Timmons	X			
Cushing	X			
Showalter	X			
Newman	X			
Sorgel	X			
Oettinger	X			
Harris	X			
Fisher	X			
Holewinski	X			
TOTALS	20		1	
TAGS				

Motion by Harris to amend line 22 to change March 4, 2023 to April 1, 2023.
 Seconded by Fisher



**ONEIDA COUNTY
FISCAL IMPACT
2023**

	<u>Current</u>		<u>Proposed</u>		<u>Change</u>
Title		Highway Foreperson		Highway Foreperson	
Salary Schedule		Non-Exempt		Non-Exempt	
Hourly Rate	\$	36.27	\$	33.63	\$ (2.64)
Annual Hours		2,080		2,080	-
Estimated Amounts					
Wages	\$	75,442	\$	69,950	\$ (5,491)
FICA & Medicare		5,771		5,351	(420)
Retirement		5,092		4,722	(371)
Health Insurance		18,122		18,122	-
Life Insurance		75		70	(5)
Income Continuation Ins.*		-		-	-
Workers Comp Ins.		<u>2,324</u>		<u>2,154</u>	
					(169)
Total Wage & Fringe	\$	<u>106,826</u>	\$	<u>100,370</u>	\$ (6,457)

Correction of placement on scale. Hourly rates are averaged over the one year period.
 For 1/2 the year current hourly rate is \$37.02 which includes 34.52 base rate of pay, plus \$1.50 winter pay, plus \$1.00; proposed hourly rate is \$34.38 which includes \$32.88 base rate of pay, plus \$1.50 winter pay. For 1/2 the \$1.50 is removed for both

* Currently no employer cost associated with ICI.



ONEIDA COUNTY
FISCAL IMPACT
2023

	<u>Current</u>		<u>Proposed</u>		<u>Change</u>
Title		Highway Foreperson		Highway Foreperson	
Salary Schedule		Non-Exempt		Non-Exempt	
Hourly Rate	\$	32.99	\$	31.16	\$ (1.83)
Annual Hours		2,080		2,080	-
Estimated Amounts					
Wages	\$	68,619	\$	64,813	\$ (3,806)
FICA & Medicare		5,249		4,958	(291)
Retirement		4,632		4,375	(257)
Health Insurance		18,122		18,122	-
Life Insurance		69		65	(4)
Income Continuation Ins.*		-		-	-
Workers Comp Ins.		<u>2,113</u>		<u>1,996</u>	(117)
Total Wage & Fringe	\$	<u>98,804</u>	\$	<u>94,329</u>	\$ (4,476)

Correction of placement on scale. Hourly rates are averaged over the one year period.
For 1/2 the year current hourly rate is \$33.74 which includes \$31.24 base rate of pay, plus \$1.50 winter pay, plus \$1.00; proposed hourly rate is \$31.91 which includes \$30.41 base rate of pay, plus \$1.50 winter pay. Then for second half of the year the \$1.50 is removed for both.

* Currently no employer cost associated with ICI.