

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Craig Knutson
INITIATED BY



Dave O'Connell, HR Director
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

April 17, 2013
DATE DRAFTED

**AMENDING AND APPROVING THE 2013 BASE WAGE RATES FOR EMPLOYEES
COVERED BY THE UNILATERAL PAY PLAN**

1 **WHEREAS**, it is necessary to adjust the Unilateral Pay Plan periodically to ensure that it continues to
2 reflect salary rates which are competitive for those job classes covered by the Plan; and,
3

4 **WHEREAS**, those employees who are excluded from the collective bargaining units solely on the
5 basis of their confidential assignments should receive a salary base rate increase of no less than that
6 which they would have received had their positions been included in the bargaining unit; and,
7

8 **WHEREAS**, seven of the eight non-law enforcement bargaining units have received 2013 base wage
9 increases of 1.5% effective January 1, 2013; and,
10

11 **WHEREAS**, the workers at the Youth Services Center, formerly the eighth non-law enforcement
12 bargaining unit, were previously represented by the Wisconsin Professional Police Association
13 (WPPA) and are as of January 1, 2013 no longer represented by the WPPA or any other organization
14 for labor relation purposes, making them unilateral employees; and,
15

16 **WHEREAS**, the two law enforcement bargaining units (Deputy Sheriff's and Deputy Sheriff's
17 Supervisors) have received 2012 base wage increases of 1% effective July 1, 2012 and another 1%
18 effective December 31, 2012 to offset a corresponding 1% employee paid contribution to their WRS
19 retirement contribution on December 31, 2012; and,
20

21 **WHEREAS**, it is proposed to increase the Unilateral Pay Plan by 1.5% effective January 1, 2013; and,
22

23 **WHEREAS**, it is proposed to create at the end of the 2012 calendar year separate pay grids in the
24 Unilateral Pay Plan (Grid A-1) for the Sheriff's Command Staff (Captains, Commanders, and Chief
25 Deputy), and (Grid A-2) for the Youth Service Center Workers (Youth Specialists and Community
26 Youth Specialists); and,
27

28 **WHEREAS**, it is proposed to increase Grid A-1 by 1% effective December 31, 2012 to offset the
29 employee paid contribution by the Command Staff to their WRS retirement contribution on December
30 31, 2012; and,
31

32 **WHEREAS**, it is proposed to increase Grid A-1 by 1.5% effective January 1, 2013; and,
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34 **WHEREAS**, it is proposed to increase Grid A-2 by 1.5% effective January 1, 2013.
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36 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly
37 assembled this 9th day of May, 2013 does hereby approve the County's 2013
38 Unilateral Pay Plan by increasing each step by 1.5% effective January 1, 2013; and,
39

40 **BE IT FURTHER RESOLVED**, to require the Sheriff's Command Staff to pay 1% of their WRS
41 retirement contribution beginning on December 31, 2012; and,
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43 **BE IT FURTHER RESOLVED**, that the County's Unilateral Pay Plan Grid A-1 be increased by 1%
44 effective December 31, 2012, and 1.5% effective January 1, 2013; and,

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45 **BE IT FURTHER RESOLVED**, that the County's Unilateral ^{Pay} Plan Grid A-2 be increased by
46 1.5% effective January 1, 2013; and,
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48 **BE IT FURTHER RESOLVED**, that the County continue to provide the current health insurance
49 plan for employees covered by the Unilateral Pay Plan; and,
50

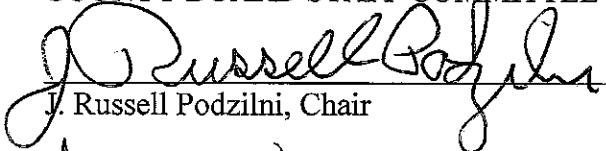
51 **BE IT FURTHER RESOLVED**, that the County will provide dental insurance coverage for
52 employees covered by the Unilateral Pay Plan and pay 60% of the lowest coverage dental insurance
53 premium; and,
54

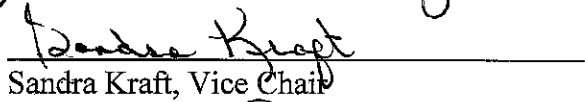
55 **BE IT FURTHER RESOLVED**, that all provisions of this resolution are for employees of record as
56 of the date of approval by the County Board; and,
57

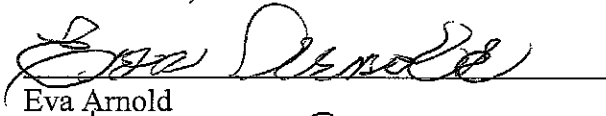
58 **BE IT FURTHER RESOLVED**, that those employees who are excluded from the collective
59 bargaining units solely on the basis of their confidential assignments shall receive a salary rate of no
60 less than that which they would have received had their positions been included in the bargaining units.

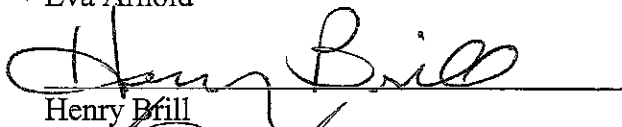
Respectfully submitted,

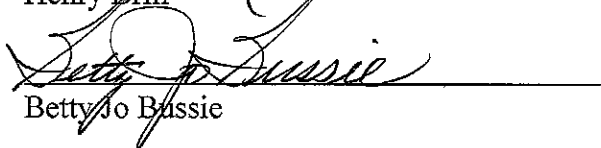
COUNTY BOARD STAFF COMMITTEE

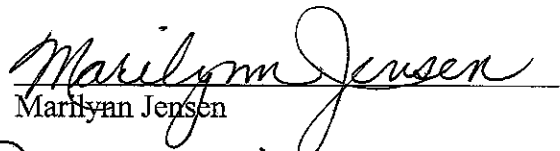

J. Russell Podzilni, Chair

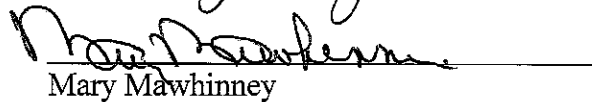

Sandra Kraft, Vice Chair

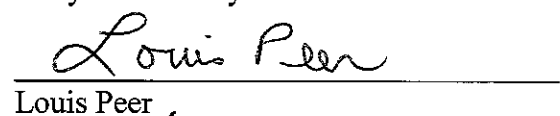

Eva Arnold

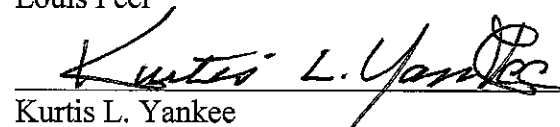

Henry Brill


Betty Jo Bussie


Marilynn Jensen


Mary Mawhinney


Louis Peer


Kurtis L. Yankee

FISCAL NOTE:

	<u>Base Compensation</u>	<u>Wage Increase</u>	<u>Add'l Base Compensation</u>	<u>Overall % Increase</u>
Sheriff's Command Staff Pay Grid A-1				
2012	\$1,213,481.35	1.0% eff 12/31/12	\$37.55	0.0031%
	(Employee paid 1% Retirement Cont. eff 12/31/12)		-\$30.62	-0.0025%
				0.0006%
Unilateral Pay Plan, including Grid A-1 and Grid A-2				
2013	\$21,743,909.26	1.5% eff 1/1/13	\$263,750.01	1.21 %

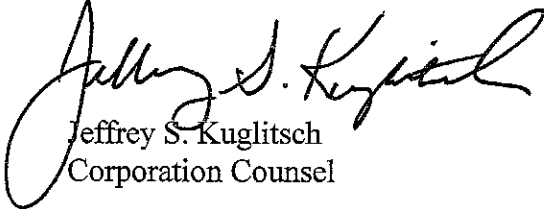

Sherry Oja
Finance Director

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LEGAL NOTE:


The County Board is authorized to take this action pursuant to Sec. 59.22 (2)(c) Wis. Stats.



Jeffrey S. Kuglitsch
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Craig Knutson
County Administrator

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Executive Summary

The purpose of this resolution is to provide for salary increases for those County employees who are not covered by a labor agreement (unilaterals).

In 2012 employees in the eight non-law enforcement bargaining units received a 1% across the board (ATB) salary increase effective July 1, 2012. In 2013 employees in seven of the eight non-law enforcement bargaining units received a 1.5% across the Board salary increase effective January 1, 2013.

To keep the unilaterals on pace with the represented employees the unilateral employees covered by the Unilateral Pay Plan received a 1.0% ATB salary increase effective July 1, 2012. This resolution provides for a 1.5% across the board salary increase for the unilaterals effective January 1, 2013.

In 2012 employees in the two law enforcement bargaining units (Deputy Sheriff's and Deputy Sheriff's Supervisors) received a 1% across the board (ATB) salary increase effective July 1, 2012 and an additional 1% ATB increase effective December 31, 2012. The purpose of the additional 1% ATB on December 31, 2012 was to offset a corresponding 1% employee paid contribution to their WRS retirement fund on December 31, 2012. The County Board approved the Deputy Sheriff's 2012 contract on January 10, 2013 and has the Deputy Sheriff's Supervisors contract on the agenda for April 25, 2013. Contracts for the two law enforcement units have not been negotiated for 2013.

Members of the Sheriff's Command Staff (Captains, Commanders, and Chief Deputy) are covered by the unilateral pay plan but have also had their wages and benefits tied to the wages and benefits of the Deputy Sheriff's Supervisors unit by previously adopted County Board resolutions.

Since the Deputy Sheriff's Supervisors received an additional 1% ATB effective December 31, 2012 to offset for their paying 1% of their WRS retirement contribution, this resolution provides that the Sheriff's Command Staff receive that same 1% adjustment December 31, 2012 and that they pay 1% of their WRS retirement cost. In order to accomplish this the pay range for the Sheriff's Captains, Commanders, and Chief Deputy will no longer be at Step 30, 32, and 34 respectively of the Unilateral Pay Plan. This resolution creates a new pay plan grid for them as of the end of the 2012 calendar year. The new grid will be called Unilateral Pay Plan Grid A-1 which incorporates a 1% ATB increase effective December 31, 2012 and another 1.5% ATB increase effective January 1, 2013.

The workers at the Youth Services Center, formerly the eighth non-law enforcement bargaining unit, were previously represented by the Wisconsin Professional Police Association (WPPA). As of January 1, 2013 this group of employees is no longer represented by the WPPA, or any other organization for labor relation purposes, making them unilateral employees. This resolution creates a new pay plan grid for them Unilateral Pay Plan Grid A-2 which incorporates a 1.5% ATB increase effective January 1, 2013.