

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

County Board Staff Committee
INITIATED BY

County Board Staff Committee
SUBMITTED BY



Annette Mikula, HR Director
DRAFTED BY

November 6, 2015
DATE DRAFTED

APPROVING THE 2016 BASE WAGE RATES FOR ALL EMPLOYEES EXCEPT REPRESENTED LAW ENFORCEMENT EMPLOYEES, AND AMENDING THE PERSONNEL POLICY WAGE APPENDIXES

- 1 **WHEREAS**, it is necessary to adjust the Employee Pay Plans periodically to ensure that they continue
- 2 to reflect salary rates which are competitive for those job classes covered by the Plans; and,
- 3
- 4 **WHEREAS**, the Deputy Sheriff's and Correctional Officers labor units have received 2016 base wage
- 5 increases of 1.25% effective January 1, 2016; and,
- 6
- 7 **WHEREAS**, the County is still in the process of collective bargaining with the Deputy Sheriff's
- 8 Supervisors Association for a successor agreement that includes the 2016 wages; and,
- 9
- 10 **WHEREAS**, it is proposed to increase all employee, with the exception of the Deputy Sheriff's
- 11 Supervisors Association, Pay Plans by 1.25% effective January 1, 2016.
- 12
- 13 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly
- 14 assembled this 10th day of December, 2015 does hereby approve the County's 2016 Pay
- 15 Plans by increasing each step by 1.25% effective January 1, 2016, with the above noted exception.

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni
J. Russell Podzilni, Chair

Sandra Kraft
Sandra Kraft, Vice Chair

Eva Arnold
Eva Arnold

Henry Brill
Henry Brill

Betty Jo Bussie
Betty Jo Bussie

Absent
Mary Mawhinney

Louis S. Peer
Louis Peer

Alan Sweeney
Alan Sweeney

Terry Thomas
Terry Thomas

15-12A-438

APPROVING THE 2016 WAGE RATES FOR EMPLOYEES, EXCEPT REPRESENTED LAW
ENFORCEMENT EMPLOYEES, AND AMENDING THE PERSONNEL POLICY WAGE
APPENDIXES

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FISCAL NOTE:

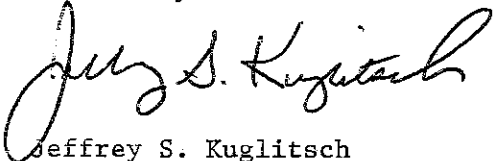
	<u>Projected Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Increase</u>
2016	\$54,630,255.24	\$682,878.19	1.25% eff. 1/1/2016	1.25%



Sherry Oja
Finance Director

LEGAL NOTE:

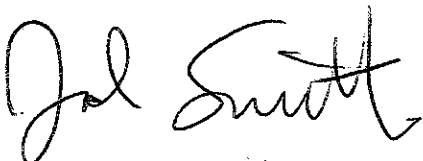
The County Board is authorized to take this action pursuant to §59.22(2), Wis. Stats.



Jeffrey S. Kuglitsch
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith
County Administrator

APPROVING THE 2016 WAGE RATES FOR EMPLOYEES, EXCEPT REPRESENTED LAW
ENFORCEMENT EMPLOYEES, AND AMENDING THE PERSONNEL POLICY WAGE
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Executive Summary

The purpose of this resolution is to provide wage rate increases for County employees who are not represented by a law enforcement labor unit.

The County has already settled with the Deputy Sheriff's Association and the Correctional Officers Association for a contract with a total wage increase of 1.25% effective January 1, 2016. The County is currently bargaining with the Deputy Sheriff Supervisor's Association for a successor agreement, and therefore this resolution does not apply to these groups of employees.

To keep employees on pace with cost of living, inflation, and external market factors this resolution provides for a 1.25% increase for wage rates effective January 1, 2016.