



RESOLUTION # 46-11/09

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS

ITEM # 3/11

BOARD ACTION

Adopted:
For: 31
Against: 3
Abs/Excd: _____
Vote Req: _____
Other Action: _____
Abstained: 1

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 6
Against: 2
Abs/Excd: _____
Abstained: 1

RE: MODIFICATION OF COMPENSATION PLAN FOR NON-BARGAINING EMPLOYEES 2010

WHEREAS, the Executive Committee having met on November 4, 2009, to review and consider modifications of the present County Compensation Plan for non-bargaining employees and officials, now recommends that the Classifications and Pay Grades designated as AP-04 and above, B, CE, CM, JT, LS, NA, NH, NL, NS, and UW, be revised, and;

WHEREAS, after review of such factors as the internal and external comparable pay rates and settlements, Consumer Price Index, budget and other considerations, the Personnel Department recommends setting the pay rates for the Non-Bargaining Pay Schedules as described below and sufficient funds have been set aside in the 2010 budget for these increases.

NOW THEREFORE BE IT RESOLVED, that those employees and officials covered by the non-bargaining pay schedules above, have pay set for 2010 reflecting an across-the-board increase of 2% effective January 1, 2010, and 1% effective July 1, 2010. Exceptions: UW schedule will be adjusted to maintain the 60/40% funding split with the University, as in prior years; Minimum wage positions will remain indexed to minimum wage; grant-funded positions with a specific rate will not be increased; and at the request of the Chief Judge, the Family Court Commissioner is added to the B schedule in order to be treated the same as other Department Heads.

BE IT FURTHER RESOLVED, that the percent of accumulated sick leave payout on retirement to continue health insurance be increased from 75% to 85% and that domestic partner insurance and benefits be made available to non-union employees in accordance with the policy made available to the collective bargaining units.

BE IT FURTHER RESOLVED, that the Finance Department and the Personnel Department are authorized to take the necessary action to implement these changes.

FISCAL NOTE: The estimated tax levy impact for 2010 is \$345,805, with a wage, fringe and benefit package cost of 2.18% for which funding has been budgeted in the 2010 budget. There are approximately 450 employees (or approximately 340 FTE's) covered by this resolution, 69 are eligible for step increases. [There are currently no employees taking domestic partner health insurance coverage in the County, one has taken dental coverage and several have registered domestic partnerships in order to utilize the family leave provisions for their partner.]

Date: Nov. 4, 2009

EXECUTIVE COMMITTEE CHAIR

Date: 11/4/09

RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended	
Co. Admin.	_____	<u>50</u>	_____	Requested By: Steve O'Malley Date Requested: October 28, 2009 Drafted By: Robert Taunt
Fin. Director	_____	<u>61</u>	_____	
Corp. Counsel	_____	_____	_____	
Board Chair	_____	_____	_____	

Adopted by the La Crosse County Board this 9th Day of NOVEMBER, 2009

STATE OF WISCONSIN
COUNTY OF LA CROSSE
I, Linda A. Stone, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 9th day of November, 2009.

Linda A. Stone, La Crosse County Clerk