



RESOLUTION # 31-8/10

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

ITEM # 8/13

BOARD ACTION

Adopted:
For: 32
Against: 2
Abstain: -
Abs/Excd: 1
Vote Req: _____
Other Action: _____

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 7
Against: 1
Abstain: -
Abs/Excd: 1

RE: COMPENSATION PLAN FOR NON-BARGAINING EMPLOYEES FOR 2011

WHEREAS, the Executive Committee met on August 11, 2010, to consider modifications to the Compensation Plan for non-bargaining employees and officials, covered by the Pay Grades designated as AP-04 and above, B, CE, CM, JT, LS, NA, NH, NL, NS, and UW, be revised; and,

WHEREAS, after considering such factors as the County's major budget challenges described by the County Administrator, internal and external comparable pay settlements, the Consumer Price Index, the state imposed Tax Freeze & Rate Limit and other considerations, the Personnel Director recommends no across the board increase in Non-Bargaining Pay Schedules for 2011.

NOW THEREFORE BE IT RESOLVED, that those employees and officials covered by the non-bargaining pay schedules referenced above, have pay set for 2011 reflecting an across-the-board increase of 0% effective January 1, 2011, except that UW schedule will be adjusted to maintain the 60/40% funding split with the University system as done in prior years based on UW rate changes.

BE IT FURTHER RESOLVED, that Non-bargaining employees shall be eligible for pay step increases according to current practice, to maintain the integrity of the pay plans and that the 2011 Budget will provide for the increase in WRS contribution set by the Retirement Fund.

BE IT FURTHER RESOLVED, in place of the pay step increase for 2011 in the administrator's contract, the County Administrator will be permitted to instead accrue an equivalent amount of vacation to the maximum accrual allowed for non-union County employees (50 days)."

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: Although no across-the-board increase is provided by this resolution, the 2011 budget must provide for the mid-year 2010 increase, as well as for the increased cost of WRS contribution determined by the Retirement Fund. The estimated increase of salary and rollup for all non-bargaining employees for 2011 is \$219,331 for a wage, fringe and benefit package cost of 1.2% for which funding will be budgeted in the 2011 budget. There are approximately 450 employees (or approximately 340 FTE's) covered by this resolution.

FISCAL NOTE:

Date: 8-11-10
[Signature]
EXECUTIVE COMMITTEE CHAIR

Date: 8/11/10
[Signature]
RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended
Co. Admin.	_____	_____	_____
Fin. Director	_____	<u>SD</u>	_____
Corp. Counsel	<u>WAS</u>	<u>GI</u>	_____
Board Chair	<u>SD/ML</u>	_____	_____

Requested By: Steve O'Malley
Date Requested: August 3, 2010
Drafted By: Robert Taunt

Adopted by the La Crosse County Board this 19TH Day of AUGUST, 2010

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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 19th day of August, 2010.

[Signature]
Linda A. Stone, La Crosse County Clerk