



RESOLUTION # 25-5/11

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

ITEM # 5-17

BOARD ACTION

Adopted: _____
 For: 30
 Against: 3
 Abstain: -
 Abs/Excd: 2
 Vpte Req: _____
 Other Action: _____

EXECUTIVE COMMITTEE ACTION

Adopted: _____
 For: 6
 Against: 1
 Abstain: -
 Abs/Excd: 2

RE: TEMPORARY PAY EQUITY ADJUSTMENT TO ALL NON-UNION STAFF IMPACTED BY WISCONSIN ACT 10 "THE BUDGET REPAIR BILL" APPROXIMATELY EQUAL TO COMPENSATION IN 2011 UNION CONTRACTS

WHEREAS, Wisconsin Act 10 "The Budget Repair Bill" requires all WRS eligible employees not covered by a current contract to contribute 50% of the required WRS contribution rate, effective with the 1st pay period after the bill is published; and,

WHEREAS, Resolution 83-3/11 approved contracts with all County unions affected by the budget repair bill, effectively delaying the 50% contribution requirement for all union staff until January 1, 2012; and,

WHEREAS, once the bill is published, 361 non-union staff will be impacted immediately and the WRS contribution will be deducted from their next paycheck; and,

WHEREAS, La Crosse County has a long history of treating union and non-union staff the same in most pay and benefits, but an inequity will exist if non-union staff are required to make a WRS contribution that union staff are not required to make; and,

WHEREAS, the cost of a one-time, temporary pay equity adjustment of 5%, payable over the remaining pay periods of 2011 for non-union staff, would have no increased cost to the 2011 budget, when offset by the 50% pension contribution, but would alleviate most of the cost burden for non-union staff in 2011.

NOW THEREFORE BE IT RESOLVED, that the La Crosse County Board does hereby authorize a one time, temporary pay equity adjustment of 5%, payable over the remaining pay periods of 2011 to all non-union staff who are required to participate in WRS and impacted by the new requirement to contribute 50% of the WRS contribution imposed by Wisconsin Act 10, or similar action by the State legislature.

BE IT FURTHER RESOLVED, that this temporary pay equity adjustment does not become effective until such time as the 50% mandatory pension contribution required by Wisconsin Act 10, or other legislative action takes effect.

BE IT FURTHER RESOLVED, that this temporary pay equity adjustment expires effective with the last pay day of 2011. (General pay day is Dec 30, 2011, Hillview/Lakeview pay day Dec 23, 2011.)

FISCAL NOTE: The pay equity adjustment does not apply to Elected Officials, Union employees, and employees not eligible for WRS. Estimated cost of a 5% pay adjustment for 6 months is \$458,079, offset by WRS contributions to be paid by 361 employees of approximately \$462,793. Net budget savings of \$4,714.

Date: May 19 2011

EXECUTIVE COMMITTEE CHAIR

Date: 5/19/11

RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended
Co. Admin.	_____	_____	_____
Fin. Director	_____	<u>30</u>	_____
Corp. Counsel	<u>102</u>	<u>57</u>	_____
Board Chair	<u>SD/mx</u>	_____	_____

Requested By: Steve O'Malley
 Date Requested: May 12, 2011
 Drafted By: Gary Ingvalson

Adopted by the La Crosse County Board this 19 Day of May, 2011

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STATE OF WISCONSIN
 COUNTY OF LA CROSSE
 I, Ginny Dankmeyer, 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 May, 2011.

 Ginny Dankmeyer, La Crosse County Clerk