



RESOLUTION # 71-11/11

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

ITEM # 11-14

BOARD ACTION

Adopted:
For: 29
Against: 3
Abstain: 1
Abs/Excd: 2
Vote Req: _____
Other Action: _____

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 8
Against: 1
Abstain: —
Abs/Excd: —

RE: MODIFICATION OF 2012 COMPENSATION PLAN FOR NON-BARGAINING EMPLOYEES

WHEREAS, the Executive Committee met on November 9, 2011, to consider modifications of the County Compensation Plan for non-bargaining employees and officials covered by the Pay Grades designated as B, CE, CM, JLS, LS, NA, NH, NL, NS, TLS and UW, be revised; and,

WHEREAS, after considering such factors as the internal and external comparable pay rates, the Consumer Price Index, 2012 budget challenges, the State imposed Levy freeze, the Tax Rate limit and other considerations, the Personnel Director and County Administrator recommend a 2% increase for the Non-Bargaining Pay Schedules, consistent with 2012 union settlements; and,

WHEREAS, sufficient funds have been set aside in the 2012 budget for these increases.

NOW THEREFORE BE IT RESOLVED, that those employees and officials covered by the non-bargaining pay schedules referenced above, have pay set for 2012 reflecting an across-the-board increase of 2% effective January 1, 2012, 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. Exceptions: Minimum wage positions will remain indexed to minimum wage and certain grant-funded positions with a specific rate will not be increased.

BE IT FURTHER RESOLVED, that the non-bargaining employee sick leave cap be adjusted to 150 days to match that of union employees set in prior years, so that benefits are on the same level.

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 2012 budget contains funding for a 2.0% 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 2012 is \$413,640 for a wage, fringe and benefit package cost of 2.25% for which funding has been budgeted in the 2012 budget. There are approximately 450 employees (or approximately 365 FTE's) covered by this resolution.

Date: Nov 9, 2011

[Signature]
EXECUTIVE COMMITTEE CHAIR

Date: 11/9/11

[Signature]
RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended
Co. Admin.	_____	_____	_____
Fin. Director	_____	<u>SO</u>	_____
Corp. Counsel	<u>MAS</u>	<u>GI</u>	_____
Board Chair	_____	_____	_____

Requested By: Steve O'Malley
Date Requested: October 18, 2011
Drafted By: Robert Taunt

Adopted by the La Crosse County Board this 15 Day of November, 2011

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 15th day of November, 2011.

[Signature]
Ginny Dankmeyer, La Crosse County Clerk