



RESOLUTION # 50-11/12

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

ITEM # 11-19

BOARD ACTION

Adopted:
For: 24
Against: 1
Abstain: 1
Abs/Excd: 4
Vote Req: _____
Other Action: _____

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 5
Against: 0
Abstain: 0
Abs/Excd: 4

RE: MODIFICATION OF 2013 COMPENSATION PLAN FOR NON-BARGAINING EMPLOYEES

WHEREAS, the Executive Committee met on October 31, 2012, 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; and,

WHEREAS, after considering such factors as the internal and external comparable pay rates, the Consumer Price Index, the Tax Rate limit and other considerations, the Personnel Director and County Administrator recommend a 2% increase for Non-Bargaining pay schedules, consistent with the 2013 union settlements; and,

WHEREAS, sufficient funds have been set aside in the 2013 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 2013 reflecting an across-the-board increase of 2% effective January 1, 2013, including the UW schedule based on the County portion of the salary, and the only 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 UW schedules, having received no increase for 3 prior years, be granted a 2% increase based on the County portion of the salary, for 2012 retroactive to Jan. 1, 2012.

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 2013 is \$468,954 for a wage, fringe and benefit package cost of 2.17% for which funding has been budgeted in the 2012 and 2013 budgets. There are approximately 450 employees (or approximately 365 FTE's) covered by this resolution.

Date: Oct. 31, 2012

EXECUTIVE COMMITTEE CHAIR

Date: 10-31-12

RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended	
Co. Admin.	_____	<u>50</u>	_____	Requested By: Steve O'Malley Date Requested: October 8, 2012 Drafted By: Robert Taunt
Fin. Director	_____	<u>67</u>	_____	
Corp.	_____	_____	_____	
Counsel		_____	_____	
Board Chair		_____	_____	

Adopted by the La Crosse County Board this 13 Day of November, 2012

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 13th day of November, 2012.

Ginny Dankmeyer, La Crosse County Clerk