



RESOLUTION # 36-11/19

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

ITEM # 11-18

BOARD ACTION

Adopted:
For: 25
Against: -
Abstain: 1
Abs/Excd: 3
Vote Req: _____
Other Action: _____

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 5
Against: 0
Abstain: 1
Abs/Excd: 3

RE: MODIFICATION OF COMPENSATION PLAN FOR NON-UNION EMPLOYEES FOR 2020

WHEREAS, the County Administrator and Human Resources Director recommend modifications to the present County Compensation Plans for non-bargaining employees covered by the following Classification and Pay Grades designated as B, CA, CM, CP, FA, HCN, HCS, JL, JLS, LS, NM, SW, SWN, SWP, TL and TS, excluding CM01, CM12, CM25, HCS-04C, HCN-02C and HCN-06C; and,

WHEREAS, upon consideration of the union contract settlement for the Deputy Sheriff's for 2020 and the recommended settlements for the other union contracts for 2020, the budget and internal compensation equity, the County Administrator and Human Resources Director recommend setting the pay rates for the Non-Bargaining Pay Schedules consistent with the bargaining units; and,

NOW THEREFORE BE IT RESOLVED, that those employees covered by the non-bargaining pay schedules referenced above have pay set for 2020 reflecting an across-the-board increase of 1.75% effective January 1, 2020. 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 Finance Department and the Human Resources Department are authorized to take the necessary action to implement these changes.

FISCAL NOTE: The 2020 budget contains funding in salary contingency and other accounts. The estimated increase of salary, WRS, FICA and Medicare for non-bargaining employees for 2020 is \$977,540. There are approximately 1195 employees covered by this resolution.

Date: October 24, 2019
[Signature]
COMMITTEE CHAIR

Date: October 24, 2019
[Signature]
RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended
Co. Admin.	_____	<u>SO</u>	_____
Fin. Director	<u>[Signature]</u>	_____	_____
Corp. Counsel	<u>[Signature]</u>	_____	_____
Board Chair	<u>[Signature]</u>	_____	_____

Requested By: Steve O'Malley
Date Requested: October 15, 2019
Drafted By: Mary Marco

Adopted by the La Crosse County Board this 12 Day of November, 2019

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 12th day of November 2019.

[Signature]
Ginny Dankmeyer, La Crosse County Clerk