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LATE RESOLUTION # 56-2011

Resolution offered by Labor Relations Employee Services Committee.

Resolved by the Board of Supervisors of Oneida County, Wisconsin:

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, all union contracts are settled through December 31, 2011; and

WHEREAS, once the bill is published, 52 non-union staff will be impacted immediately and the WRS contribution will be deducted from their next paycheck; and

WHEREAS, Oneida 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 equity adjustment of 4.8%, 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 Oneida County Board does hereby authorize a one-time, temporary pay equity adjustment of 4.8%, 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 IF FURTHER RESOLVED, that this temporary pay equity adjustment expires effective with the last pay day of 2011 (January 6, 2012). Fiscal impact statement is attached.

Vote Required: Majority = _____ 2/3 Majority = _____ 3/4 Majority = _____

The County Board has the legal authority to adopt: Yes _____ No _____ as reviewed by the Corporation Counsel, _____, Date:

Approved by the Labor Relations Employee Services Committee this 10th day of August, 2011.

Offered and passage moved by: _____
Supervisor

Supervisor

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Supervisor

Supervisor

Supervisor

_____ Ayes

_____ Nays

_____ Absent

_____ Abstain

_____ Adopted

by the County Board of Supervisors this 16th day August, 2011.

_____ Defeated

Mary Bartelt, County Clerk

Ted Cushing, County Board Chair

**ONEIDA COUNTY
FISCAL IMPACT
4.8% INCREASE TO NON-REPRESENTED
AUGUST 6, 2011-JANUARY 6, 2012**

**August 6, 2011-
January 6, 2012**

Salary	61,483
Social Security	4,703
Retirement-er	3,566
Workers Comp	763
Income Continuation Ins	<u>154</u>
	70,669
Saving from Retirement withholding	71,505

Revenue Source: 2011 Budget