

RESOLUTION # 25-2018

Resolution to award additional Paid Time Off (PTO) days to a newly rehired employee.

Resolution offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee.

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

WHEREAS, the Sheriff has rehired a Corrections Officer, who previously worked for the department for five (5) years and was a highly trained, exemplary employee; and

WHEREAS, the Sheriff did recommend to the LRES Committee that the re-hired employee be awarded more Paid Time Off (PTO) hours at the time of hire; and

WHEREAS, the LRES Committee agreed to awarding the rehired employee twenty-seven (27) days of PTO, (this is the annual amount of PTO after one year of employment), at the time of hire in lieu of the standard three (3) pays of PTO upon hire; additional three (3) days of PTO at six months of employment and nine (9) paid closure days or a total of fifteen (15) days; and

WHEREAS, the LRES Committee can only approve an additional ten (10) days of PTO at the time of hire, does recommend to the Oneida County Board of Supervisors the twenty seven (27) days of PTO be granted in lieu of all other PTO benefits during the first year of employment.

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective on the date of hire, Christina Cummings shall receive twenty seven (27) days of PTO in her PTO bank in lieu of the standard PTO for a newly hired employee.

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that an amendment has been made to the County budget for fiscal year 2018 as set forth in the fiscal impact statement which is attached hereto and made a part hereof.

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:

3/14/18

Approved by the LRES Committee this 14<sup>th</sup> day of March, 2018.

Consent Agenda Item: \_\_\_\_\_ YES \_\_\_\_\_ NO

Offered and passage moved by:

Jed Cushing  
Supervisor

Walter M...  
Supervisor

C. L. Pederson  
Supervisor

Sammy Paszala

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Supervisor

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Supervisor

\_\_\_\_\_ Ayes

\_\_\_\_\_ Nays

\_\_\_\_\_ Absent

\_\_\_\_\_ Abstain

\_\_\_\_\_ Adopted

by the County Board of Supervisors this 20<sup>th</sup> day March, 2018.

\_\_\_\_\_ Defeated

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Tracy Hartman, County Clerk

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David Hintz, County Board Chair

**ONEIDA COUNTY  
FISCAL IMPACT  
CORRECTION OFFICER  
2018 Wage Rates, 2018 Health Insurance Rates  
Grade Level G**

<b>Fiscal Impact Summary:</b>	<b>Step 1 Annual Cost</b>	<b>Step 5 Annual Cost</b>	<b>Difference</b>
Annual Cost	64,212	68,687	4,475
Cost of 6 days of PTO	907	1,011	104
<i>Annual Cost with 6 days of PTO</i>	65,119	69,698	4,579
Additional 10 days of PTO	1,514	1,684	170
<i>Annual Cost with 16 days of PTO</i>	66,633	71,382	4,749
Additional 11 days of PTO	1,665	1,854	189
<i>Annual Cost with 27 days of PTO</i>	68,298	73,236	4,938

<b>Annual Wages and Fringes</b>	<b>Step 1 Annual Cost</b>	<b>Step 5 Annual Cost</b>	<b>Difference</b>
Hours	1,950	1,950	
Rate	17.05	18.99	
Wages	33,248	37,031	3,783
Social Security	2,543	2,833	290
Retirement	2,228	2,481	253
Health Insurance-Family	24,886	24,886	0
Life Insurance-Estimated	40	45	5
Income Continuation Ins	0	0	0
Workers Comp	1,267	1,411	144
	<u>64,212</u>	<u>68,687</u>	<u>4,475</u>

**Cost of 6 days of PTO per policy**

	<b>Step 1</b>	<b>Step 5</b>	<b>Difference</b>
PTO Hours	45	45	
Rate	17.05	18.99	
Wages	767	855	88
Fringes	140	156	16
	<u>907</u>	<u>1,011</u>	<u>104</u>

**Additional 10 days of PTO (Total of 16 PTO days)**

	<b>Step 1</b>	<b>Step 5</b>	<b>Difference</b>
PTO Hours	75	75	
Rate	17.05	18.99	
Wages	1,279	1,424	145
Fringes	235	260	25
	<u>1,514</u>	<u>1,684</u>	<u>170</u>

**Additional 11 days of PTO (Total of 27 PTO days)**

	<b>Step 1</b>	<b>Step 5</b>	<b>Difference</b>
PTO Hours	82.5	82.5	
Rate	17.05	18.99	
Wages	1,407	1,567	160
Fringes	258	287	29
	<u>1,665</u>	<u>1,854</u>	<u>189</u>