

RESOLUTION # 11-2023

Resolution to restructure positions at the Solid Waste Department.

Resolution approved for presentation to the Oneida County Board by the Supervisors of the Labor Relations Employee Services (LRES) Committee.

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

WHEREAS, a new Trash Compactor for Co-mingle Recycling is being installed at Solid Waste that will eliminate baling recyclables, the Solid Waste Director has evaluated the services and needs of the Solid Waste Department; and

WHEREAS, the Solid Waste Director has recommended the elimination of the McNaughton work release program LTE workers and the creation of a full-time position for efficiencies at the Solid Waste Department; and

WHEREAS, the Public Works Committee is in support of the restructure and position changes and recommended such to the LRES Committee; and

WHEREAS, the Labor Relations Employee Services Committee, having reviewed the proposals developed by the Solid Waste Director, and does recommend the elimination of two Limited Term Employee Laborers and the creation of one full time Solid Waste Technician/Mechanic.

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors authorizes and directs that the following changes are implemented for the positions at the Solid Waste Department as follows:

- Two full time Limited Term Employee laborer positions supplied from McNaughton Correctional Facility be eliminated and one Full Time Solid Waste Technician/Mechanic is created

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that funds to cover these changes are coming from the current Solid Waste Department 2023 budget and are not funded by tax levy.

A fiscal impact statement 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:

1.9.22

Consent Agenda - 1-17-2023

Supervisors	AYE	NAY	ABS	ABSTAIN
Schultz	X			
Thome	X			
Fried	X			
Condado	X			
Kelly	X			
Winkler	X			
Roach	X			
Ryden	X			
Schreier	X			
Almekinder	X			
Briggs	X			
Rio	X			
Timmons	X			
Cushing	X			
Showalter	X			
Newman	X			
Sorgel	X			
Oettinger	X			
Harris	X			
Fisher	—		X	
Holewinski	X			
TOTALS	20		1	
TAGS				

Resolution # 01 – 2023: Offered by the Supervisors of the Land Records Committee to convey the following tax foreclosed and other county real estate: PE-171-4 to Dean A & Mary Kay Adamski Jr. Rev. Trust, RH-1953 to Jeffery T. Eaton, RH-3511 to James R. & Margaret L. Barnes, ST-557-10 to Andrea & Matthew Krueger, SU-1145-2 to Brian Topp, TL-297-4 to Robert Houg, WB-381-2 to Kern Trust, WR-13-18 to Mark A. Trapp, WR-420-17 to Christopher S. & Renee M. Schwass, WR-460 to WB No. 1 LLC and WR-461 to WB No. 1 LLC.

Resolution # 02 – 2023: Offered by the Supervisors of the Land Records Committee to convey excess county land to Betty Cooper.

Resolution # 03 – 2023: Offered by the Supervisors of the Forestry, Land and Recreation Committee to approve the Forestry Department 2023 annual work plan.

Resolution # 04 – 2023: Offered by the Supervisors of the Public Works Committee to approve \$36,622.50 to be paid to the Town of Sugar Camp from the County Bridge Aid Account.

Resolution # 05 – 2023/Rezoning Petition # 14 – 2022: Offered by the Supervisors of the Planning and Development Committee to rezone land from District # 03, Multiple Family to District # B-2, Business on Property described as Lot 1, CSM 2868, being part of Government Lot 2, SW NE, NW SE, Section 10, T39N, R6E, PIN MI 2166-17m Town of Minocqua, Oneida County.

Resolution # 06 – 2023: Offered by the Supervisors of the Administration Committee to request Coronavirus Local Fiscal Recovery Fund (CLFRF) allocated to Oneida County through the American Rescue Plan Act (ARPA) for the purpose of matching funds for the Treatment Alternative and Diversion (TAD) Grant and other substance abuse mitigation efforts.

Resolution # 07 – 2023: Offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee to award an amended compensation packet to a newly hired employee.

Resolution # 08 – 2023: Offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee to increase an 80% office coordinator to 100% at UW Extension.

Resolution # 09 – 2023: Offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee to create a Children Services Worker.

Resolution # 10 – 2023: Offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee to create a Network Analyst – Helpdesk Supervisor position.

Resolution # 11 – 2023: Offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee to restructure positions at the Solid Waste Department.

Resolution # 12 – 2023: Offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee to restructure wages at the Highway Department.

Appointments to Committees, Commissions and other Organizations:

- Re-Appoint Dennis Carriere to the Library Board for a 3-year term to expire in December 2025.
- Appoint Kathleen Olkowski to the Library Board to complete the vacant seat expiring in December 2023.
- Appoint Petra Pietrzak to the Wisconsin Valley Library Services Board of Trustees for a 3-year term to expire December 2025.
- Appoint Supervisors Steven Schreier and Tom Kelly to the Criminal Justice Coordinating Committee.
- Appoint James Henry, Northwoods Store, to act as an authorized Emergency Fire Warden in Oneida County.
- Appoint Charlie Gahler, Woodruff Ace Hardware, to act as an authorized Emergency Fire Warden in Oneida County.
- Re-Appoint Tim Melms to the Civil Service Commission for a 5-year term to expire in December 2027.
- Re-Appoint Pat Schilling and Barbara Wolosz to the Housing Authority for 5-year terms to expire in August 2027.
- Appoint Pearl Fessenden to the Veterans Service Commission for a 3-year term expiring in January 2026.



ONEIDA COUNTY
FISCAL IMPACT
2023

	<u>Current</u>		<u>Proposed</u>		<u>Change</u>
Title	McNaughton LTE				
Salary Schedule	LTE				
Hourly Rate	\$ 15.00	\$	-	\$	(15.00)
Annual Hours	4,160		-		(4,160)
Estimated Amounts					
Wages	\$ 62,400	\$	-	\$	(62,400)
FICA & Medicare	4,774		-		(4,774)
Retirement	-		-		-
Health Insurance	-		-		-
Life Insurance	-		-		-
Income Continuation Ins.*	-		-		-
Workers Comp Ins.	1,922		-		(1,922)
Total Wage & Fringe	<u>\$ 69,096</u>	\$	<u>-</u>	\$	<u>(69,096)</u>

Eliminate McNaughton LTE positions at Solid Waste.

* Currently no employer cost associated with ICI.



**ONEIDA COUNTY
FISCAL IMPACT
2023**

	<u>Current</u>	<u>Proposed</u>	<u>Change</u>
Title		SW Tech / Mech @F-1+\$2	
Salary Schedule		Non-Exempt	
Hourly Rate		\$ 20.95	\$ 20.95
Annual Hours		2,080	2,080
Estimated Amounts			
Wages	\$ -	\$ 43,576	\$ 43,576
FICA & Medicare	-	3,334	3,334
Retirement	-	2,941	2,941
Health Insurance	-	16,500	16,500
Life Insurance	-	44	44
Income Continuation Ins.*	-	-	-
Workers Comp Ins.	-	1,342	1,342
Total Wage & Fringe	\$ -	\$ 67,737	\$ 67,737

Addition of SW Technician / Mechanic at Grade F, Step 1 plus \$2 per hour.

* Currently no employer cost associated with ICI.

ONEIDA COUNTY

SOLID WASTE DEPARTMENT

7450 County Highway K

P.O. Box 695

Rhineland, Wisconsin 54501
(715) 282-4944 phone (715) 282-4943 fax

Lisa Jolin

Solid Waste Director

ljolin@co.oneida.wi.us

Memo: Solid Waste Restructure
To: Oneida County Board of Supervisors
From: Lisa Jolin, Solid Waste Director
Date: 1/6/23

Documentation attached to the Resolution for Restructure at Solid Waste represents ALL of the intended restructure changes for Solid Waste, as well as, the correlating Organizational Charts. It is important to note that the additional staffing changes in "Phase 1" are dependent on being able to fill the SW Technician/Mechanic position with a qualified candidate and that "Phase 2" is a projected change based on current staff.

The significant change to the Organization Chart comes after "Phase 2". Those changes are not tied to or part of the Resolution. They are the intended staffing direction of the SW Department based on the recent hiring of two very competent employees. This Restructure was presented to the Public Works and LRES Committees, and now comes before the County Board, primarily to address the current needs of the department. The latter changes are to illustrate the direction of staffing at the department, and that if or when fully implemented, there would still be savings realized.

SOLID WASTE RESTRUCTURE

Phase 1

	<u>Net Increase/Decrease</u>
1. Eliminate two LTE McNaughton employees Add one Full time SW Technician/Mechanic	\$ (1,359)
Addition of a Full time SW Technician/Mechanic would also enable:	
A. Elimination of Hwy Mechanic at overtime wages	\$ (11,099)
B. Reduction of Seasonal LTE w/CDL hours	\$ (3,076)
Eventually, there may be an opportunity to further save by:	
C. Reducing one Full-time SW Technician w/CDL to 32 hours	\$ (13,152)
<u>Savings if Phase 1 can be fully implemented</u> <u>\$ (28,686)</u>	

Phase 2

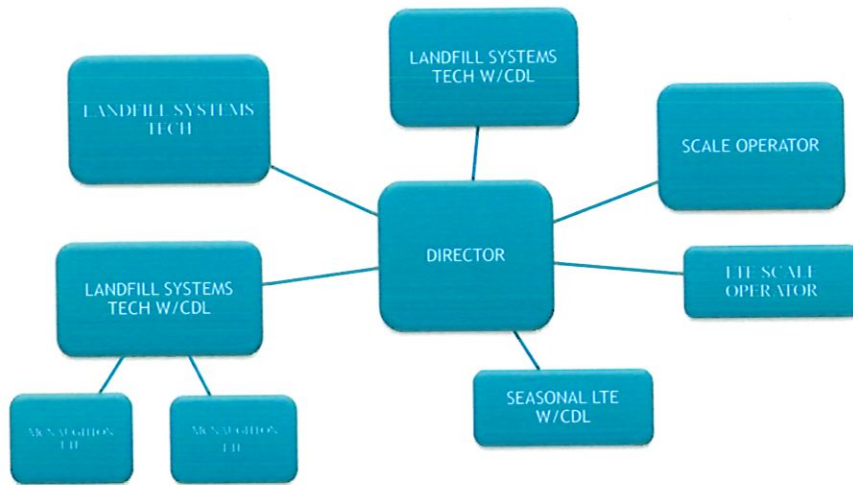
1. Move a SW Technician to SW Technician w/CDL	\$ 4,792
2. Move the Scale Operator to Scale Operator/Supervisor	\$ 4,891

Net savings if Phase 1 and Phase 2 are both fully implemented \$ (19,003)

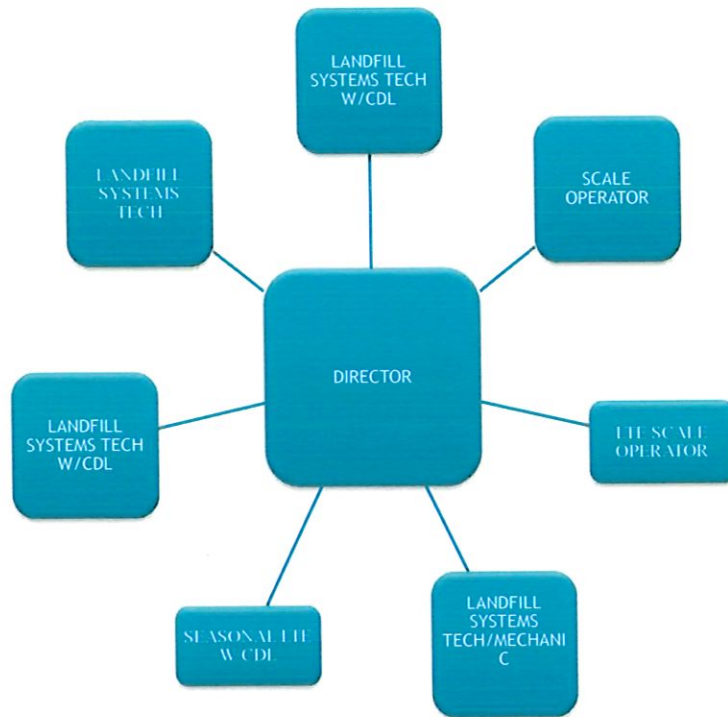
Additional Notes:

- McNaughton Correctional Center has had difficulty filling the need for LTE employees, making them unreliable. Those employees require much more supervision and historically do not take care of equipment. Solid Waste would not permit these employees to operate the new Co-mingle Recycling Trash Compactor that is going to be installed.
- The Co-mingle Recycling Trash Compactor will require one person to operate and will significantly reduce labor hours by eliminating baling, storing, and loading of the baled recycling. If a SW Technician/Mechanic is hired as opposed to hiring a SW Technician only to operate the compactor, that employee could also perform preventative maintenance on trucks, minor repairs to equipment, general facility maintenance, as well as, act as a back up to the other SW Technician positions.
- Moving a SW Technician to SW Technician w/CDL will allow an increase in customer deliveries, provide increased flexibility in scheduling deliveries, and also create the possibility of performing other material transport.
- Moving the Scale Operator to Scale Operator/Supervisor will aid the Director in completing routine day to day duties, aid in Supervision of employees, and act as backup to the Director.

SOLID WASTE CURRENT



SOLID WASTE PHASE 1



SOLID WASTE PHASE 2

