

RESOLUTION # 12 - 2023

Resolution to restructure wages at the Highway Department.

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

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

WHEREAS, due to the employment market being very competitive with individuals who have a Commercial Drivers License (CDL), it has become increasingly difficult to hire qualified individuals for positions at the Highway Department; and

WHEREAS, the Highway Commissioner and Human Resources (HR) Director worked to develop a restructure of wages at the Highway Department that will be more competitive in the market and will provide fair and equitable wages to all positions at the Highway Department; and

WHEREAS, while reviewing wages of the positions at the Highway Department, the Highway Commissioner and HR Director reviewed efficiencies, duties and work load of the positions as well and recommends the elimination of eight Limited Term Employee (LTE) positions and creation of two Equipment Operator positions; and

WHEREAS, the Public Works Committee is in support of a wage 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 Highway Commissioner and HR Director, and does recommend a wage restructure for positions at the Highway Department and the elimination of eight LTE employees and the creation of two Equipment Operator positions.

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 Highway Department as follows:

- Equipment Operator and Equipment Operator/Mechanic positions shall be moved from Grade Level G and Grade Level I respectively and placed at Grade Level H of the Non-exempt wage schedule in a step that is a minimum of fifty cents per hour increase in pay, and an additional one dollar per hour will be added to each step in Grade Level H with positions to be called Highway Operators; and
- Foreperson position shall be moved to Grade Level K in a step that is a minimum of fifty cents per hour increase in pay, and have an additional one dollar per hour added to each step in Grade Level K with incumbent employees remaining in current step; and

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- Mechanic position shall have an additional three dollars per hour added to each step in Grade Level I; and
- Patrol Superintendent and Shop Superintendent moved from Grade Level L to Grade Level M of the Exempt wage schedule, and placed in a step which provides a minimum of fifty cents per hour increase; and
- Eliminate eight Limited Term Employee (LTE) positions and create two additional Highway Operator (Equipment Operator and Equipment Operator/Mechanic) positions; and
- Create three Equipment Operator (Highway Operator) positions.

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that funds to cover these changes are coming from the current Highway Department budget.

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: 1.9.23

Approved by the Public Works Committee for presentation to the County Board by the LRES Committee this 29th day of December, 2022.

Approved by the LRES Committee for presentation to the County Board by the LRES Committee this 4th day of January, 2023.

Consent Agenda Item: YES NO

Offered and passage moved by:

Jed Cushing
Supervisor
James T. W. [unclear]
Supervisor
Robert [unclear]
Supervisor
Drew [unclear]
Supervisor
[unclear]
Supervisor

20 Ayes
0 Nays
1 Absent

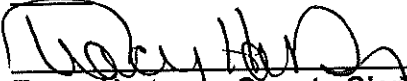
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 Abstain

 X Adopted

by the County Board of Supervisors this 17th day of January, 2023.

Defeated



Tracy Hartman, County Clerk



Scott Holewinski, County Board Chair

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, R5E, 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.

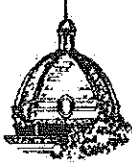
Resolution # 09 – 2023: Offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee to create a Children Services Worker.

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.

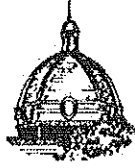


ONEIDA COUNTY
FISCAL IMPACT
2022

	<u>Current</u>	<u>Proposed</u>	<u>Change</u>
Title		Equip. Operator	
Salary Schedule		Non-Exempt	
Hourly Rate		\$ 23.89	\$ 23.89
Annual Hours		2,080	2,080
Estimated Amounts			
Wages	\$ -	\$ 49,691	\$ 49,691
FICA & Medicare	-	3,801	3,801
Retirement	-	3,354	3,354
Health Insurance	-	18,122	18,122
Life Insurance	-	50	50
Income Continuati	-	-	-
Workers Comp Ins.	-	1,530	1,530
Total Wage & Fringe	<u>\$ -</u>	<u>\$ 76,549</u>	<u>\$ 76,549</u>
# of positions		3.00	
Total Wage & Fringe	<u>\$ -</u>	<u>\$ 229,647</u>	<u>\$ 229,647</u>

Proposal to add three operator positions

* Currently no employer cost associated with ICI.



ONEIDA COUNTY
FISCAL IMPACT
2022

	<u>Current</u>	<u>Proposed</u>	<u>Change</u>
Title	Highway LTE		
Salary Schedule	LTE		
Hourly Rate	\$ 15.00	\$ -	\$ (15.00)
Annual Hours	600	-	(600)
Estimated Amounts			
Wages	\$ 9,000	\$ -	\$ (9,000)
FICA & Medicare	689	-	(689)
Retirement	-	-	-
Health Insurance	-	-	-
Life Insurance	-	-	-
Income Continuati	-	-	-
Workers Comp Ins.	277	-	(277)
Total Wage & Fringe	<u>\$ 9,966</u>	<u>\$ -</u>	<u>\$ (9,966)</u>
# of positions	8.00		
Total Wage & Fringe	<u>\$ 79,726</u>	<u>\$ -</u>	<u>\$ (79,726)</u>

Elimination of 8 LTE positions

* Currently no employer cost associated with ICI.

12/1/2022

Move operators and mechanic/operators to CL H plus \$1/hour with min \$0.50/hour increase

Move Foreman to GL K plus \$1/hour with min \$0.50/hour increase

Mechanics get GL I plus \$3/hour

Supts move GL M with min \$0.50/hour increase

Finance tech and finance specialist move up 2 steps

Commissioner does not move

Current Position	Current GL	Current Step	Current Wage	Current w/ COLA Wage	Proposed GL	Proposed Step	Proposed Wage	Total % Increase from Current	% Increase in Addition to COLA
Foreman	J	8	\$ 30.02	\$ 32.17	K+\$1	5	\$ 33.06	10.1%	2.8%
Op/Mech	I	4	\$ 25.17	\$ 26.97	H+\$1	7	\$ 27.81	10.5%	3.1%
Operator	G	4	\$ 21.19	\$ 22.71	H+\$1	1	\$ 23.89	12.7%	5.2%
Op/Mech	I	5	\$ 25.83	\$ 27.68	H+\$1	8	\$ 28.47	10.2%	2.8%
Operator	G	4	\$ 21.19	\$ 22.71	H+\$1	1	\$ 23.89	12.7%	5.2%
Finance Spec	I	8	\$ 27.81	\$ 29.80	I	10	\$ 31.23	12.3%	4.8%
Op/Mech	I	6	\$ 26.49	\$ 28.39	H+\$1	9	\$ 29.12	9.9%	2.6%
Finance Tech	H	6	\$ 24.41	\$ 26.16	H	8	\$ 27.47	12.5%	5.0%
Commissioner	Q1	6	\$ 43.24	\$ 46.34	Q1	6	\$ 46.34	7.2%	0.0%
Op/Mech	I	6	\$ 26.49	\$ 28.39	H+\$1	9	\$ 29.12	9.9%	2.6%
Operator	G	1	\$ 19.51	\$ 20.91	H+\$1	1	\$ 23.89	22.5%	14.3%
Mechanic	I+\$2	2	\$ 25.84	\$ 27.55	I+\$3	2	\$ 28.55	10.5%	3.6%
Operator	G	1	\$ 19.51	\$ 20.91	H+\$1	1	\$ 23.89	22.5%	14.3%
Foreman	J	4	\$ 27.16	\$ 29.11	K+\$1	1	\$ 29.77	9.6%	2.3%
Op/Mech	I	1	\$ 23.18	\$ 24.84	H+\$1	4	\$ 25.85	11.5%	4.1%
Op/Mech	I	5	\$ 25.83	\$ 27.68	H+\$1	8	\$ 28.47	10.2%	2.8%
Operator	G	5	\$ 21.74	\$ 23.30	H+\$1	1	\$ 23.89	9.9%	2.5%
Mechanic	I+\$2	8	\$ 29.81	\$ 31.81	I+\$3	8	\$ 32.81	10.1%	3.1%
Patrol Supt	L	12	\$ 37.70	\$ 40.40	M	10	\$ 41.10	9.0%	1.7%
Shop Supt	L	5	\$ 31.96	\$ 34.25	M	4	\$ 35.49	11.0%	3.6%
Operator	G	10	\$ 24.53	\$ 26.29	H+\$1	6	\$ 27.16	10.7%	3.3%
Operator	G	10	\$ 24.53	\$ 26.29	H+\$1	6	\$ 27.16	10.7%	3.3%
Operator	G	1	\$ 19.51	\$ 20.91	H+\$1	1	\$ 23.89	22.5%	14.3%
Op/Mech	I	4	\$ 25.17	\$ 26.97	H+\$1	7	\$ 27.81	10.5%	3.1%
Operator	G	5	\$ 21.74	\$ 23.30	H+\$1	1	\$ 23.89	9.9%	2.5%

New Wage Scales

Move all operators and mechanic/operators to GL H with \$0.50 min increase plus \$1/hr , plus \$1.50/hour during winter

Foreman move to GL K plus \$1/hr, plus \$1.50/hr during winter

Mechanics get GL I plus \$3/hr, with \$1.50/hr during winter

Supt move to GL M with a min \$0.50/hr and \$1300 of winter pay

Finance Tech and Finance specialist get two step increase

Commissioner does not move

Proposed Wage Scale with 7.17% COLA

Position	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Highway Operator	H+\$1	\$ 23.89	\$ 24.54	\$ 25.20	\$ 25.85	\$ 26.51	\$ 27.16	\$ 27.81	\$ 28.47	\$ 29.12	\$ 29.78	\$ 30.43			
Mechanics	I+\$3	\$ 27.84	\$ 28.55	\$ 29.26	\$ 29.97	\$ 30.68	\$ 31.39	\$ 32.10	\$ 32.81	\$ 33.52	\$ 34.23	\$ 34.94			
Foreman	K+\$1	\$ 29.77	\$ 30.59	\$ 31.41	\$ 32.24	\$ 33.06	\$ 33.88	\$ 34.70	\$ 35.52	\$ 36.35	\$ 37.17	\$ 37.99			
Superintendents	M	\$ 32.69	\$ 33.62	\$ 34.56	\$ 35.49	\$ 36.43	\$ 37.36	\$ 38.29	\$ 39.23	\$ 40.16	\$ 41.10	\$ 42.03	\$ 42.96	\$ 43.93	\$ 44.83