

RESOLUTION # 31-2021

Resolution to correct the award of additional Paid Time Off (PTO) days to newly rehired employee.

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

WHEREAS, the County Board approved Resolution #16-2021 on January 19, 2021 awarding additional Paid Time Off to a rehired employee; and

WHEREAS, after approval it was determined that the language in the resolution needed to be clarified further to reflect the additional PTO award; and

WHEREAS, the remainder of this resolution indicates the changes (underline = added, strikethrough = delete) that need to be made to the original resolution to clarify the additional PTO award; and

WHEREAS, the Social Services Director has rehired a Social Worker, who has over sixteen years of experience with Oneida County as a certified social worker; and

WHEREAS, the Social Services Director and the Human Resources Director did recommend to the LRES Committee that the rehired employee should be awarded more Paid Time off (PTO) hours; and

WHEREAS, the definition of a day for purposes of this resolution is the equivalent of 7.5 hours; and

WHEREAS, the LRES Committee approved placing the rehired employee after one year of employment at year eight (8) of the PTO benefit or thirty-three (33) days of PTO, (this is the annual amount of PTO after eight years of employment), employee will remain at year eight until after three years of continuous employment, employee will be then placed at year fifteen (15) of nineteen (19) of the PTO benefit or thirty-eight (38) days of PTO (this is the annual amount of PTO after 15 49 years of employment) which recognizes the sixteen years of experience; 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 increased amounts of PTO be granted in lieu of all other PTO benefits during the first three years of employment.

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that:

- a. Any existing codes, resolutions, or portions thereof in conflict with this resolution shall be and hereby are repealed as far as any conflict exists.
- b. This resolution shall take effect the day after passage and publication as required by law.
- c. If any claims, provisions or portions of this resolution are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of this resolution shall not be affected thereby.
- d. Resolution #16-2021 is amended as follows [additions noted by underline,

deletions noted by strikethrough]:

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective on the completion of two year of employment, Marsha Holley shall receive be eligible for thirty-three (33) days of PTO in her PTO bank in lieu of the standard PTO for a one-year employee; and

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective on the completion of one year of employment, ~~for years two and three years of employment~~, Marsha Holley shall receive be eligible for thirty-three (33) days of PTO in her PTO bank in lieu of the standard PTO for a one- two or three-year employee; and

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective on the completion of three two years of continuous employment, Marsha Holley shall receive be eligible for thirty-three (33) days of PTO in her PTO bank in lieu of the standard PTO for a one- two or three-year employee; and

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective on the completion of three years of continuous employment, Marsha Holley shall receive be eligible for thirty-eight (38) days of PTO in her PTO bank in lieu of the standard PTO for a one- two or three-year employee; and

NOW, THEREFORE 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 2021 as set forth in the fiscal impact statement which is attached hereto and made a part hereof.

BE IT FURTHER RESOLVED,

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:

3.4.21

Approved by the LRES Committee this 3rd day of March, 2021.

Consent Agenda Item: ✓ YES NO

Offered and passage moved by:

[Signature]
Supervisor

[Signature]
Supervisor

[Signature]
Supervisor

Scott Holley Winski - Via Zoom
Supervisor

Supervisor

18 Ayes

102
103
104
105
106
107
108
109
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111
112
113
114
115
116

0 Nays

3 Absent

0 Abstain

X Adopted

by the County Board of Supervisors this 16th day March, 2021.

Defeated



Tracy Hartman, County Clerk



David Hintz, County Board Chair

ONEIDA COUNTY
FISCAL IMPACT - Additional Benefits to Be Approved by COUNTY BOARD
Social Worker - Grade J
2021 Wages, 2021 Fringe Rates

Cost of one day of PTO

Hours	7.5
Rate	<u>28.64</u>
Wages	215
Fringes	38
	<u><u>253</u></u>

Additional PTO Cost Based on 2021 Rates

	<u>Additional Days of PTO/Yr</u>	<u>Cost</u>
After Year 1 - 2	4	2,024
After Year 3 - 7	9	11,385
After Year 8 - 12	10	12,650
After Year 13 - 14	15	7,590
After Year 15 - 19	10	12,650
After Year 20 - 24	5	6,325

PTO Cost of 25 Years Based on 2021 Rates	<u><u>52,624</u></u>
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PTO will be an increase to the County budget if a payout of the current year PTO is requested, if the employee terms and their balance is paid out, or if the use of the PTO results in overtime by other staff.

Resolution: Consent Agenda

Supervisors	AYE	NAY	ABS	ABSTAIN
Paszak	X			
Thome			X	
Timmons	X			
Roach			X	
Mott	X			
Cushing	X			
Holewinski	X			
Winkler	X			
VanRaalte	X			
Fisher	X			
Kelly	X			
Oettinger	X			
Liebert	X			
Schreier	X			
Fried	X			
Sorensen			X	
Almekinder	X			
Pence	X			
Krolczyk	X			
Ives	X			
Hintz	X			
TOTALS	18		3	
TAGS				

Resolution #30 – 2021: Offered by the Supervisors of the Land Records Committee approving conveyance of part of Ml-1898-1 to the Gongaware-Roehl Joint Revocable Trust and part of Ml-1898-1 to the Town of Minocqua

Resolution #31 – 2021: Offered by the Supervisors of the Labor Relations Employee Services Committee to correct the award of additional Paid Time Off (PTO) days to newly rehired employee

Resolution #32 – 2021: Offered by the Supervisors of the Labor Relations Employee Services Committee to clarify the creation of a full-time equipment operator position at the Highway Department

Resolution #33 – 2021/Ordinance Amendment #8-2020:

Offered by the Supervisors of the Planning and Development Committee to amend Chapter 9 of the Oneida County zoning and Shoreland Protection Ordinance to regulate outdoor activity hours and create ARP revocation period before replying for Tourist Rooming Houses

Appointments to Committees, Commissions and other Organizations:

- Appoint Kim Widmer to the Oneida County Library Board with a term to expire December 2023
- Appoint Rita Mahner to the ADRC Committee for a three year term to expire March 31, 2024.
- Appoint Monica Pritchard to the ADRC Committee for a two year term to expire March 31, 2023.