

RESOLUTION # 83-2018

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

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

WHEREAS, the Sheriff has hired a Corrections Officer, who has over five years of experience as a certified corrections officer; and

WHEREAS, the Sheriff did recommend to the LRES Committee that the new employee should be placed at a higher step for wages and be awarded more Paid Time off (PTO) hours at the time of hire; and

WHEREAS, the LRES Committee approved the new employee be placed at Grade Level G, Step 5 of the Non-exempt pay schedule and agreed to place the new employee at year five (5) of the PTO benefit or 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) days 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.

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective on the date of hire, Catherine A. Cianciola shall receive twenty-seven (27) days of PTO in her PTO bank in lieu of the standard PTO for a newly hired employee and be placed at year five (5) of the PTO scale.

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 = X 2/3 Majority = _____ 3/4 Majority = _____

The County Board has the legal authority to adopt: Yes 38 No _____ as reviewed by the Corporation Counsel, [Signature], Date: 10/25/18

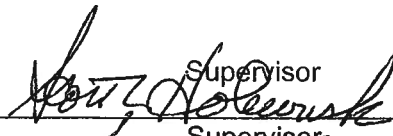
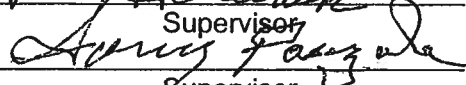
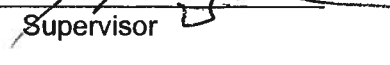
Approved by the LRES Committee this 24th day October, 2018.

Consent Agenda Item: YES ✓ NO

Offered and passage moved by:

[Signature]
Supervisor
[Signature]

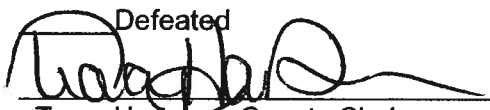
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76


Supervisor

Supervisor

Supervisor

Supervisor

20 Ayes
0 Nays
1 Absent
0 Abstain
X Adopted

by the County Board of Supervisors this 13th day November, 2018.

Defeated

Tracy Hartman, County Clerk


David Hintz, County Board Chair

Resolution # 83-2018

| Supervisors | AYE | NAY | ABS | ABSTAIN |
|----------------|-----------|-----|----------|---------|
| Jensen | X | | | |
| Liebert | X | | | |
| Fisher | X | | | |
| Paszak | X | | | |
| Timmons | X | | | |
| Sorenson | X | | | |
| VanRaalte | X | | | |
| Ives | X | | | |
| Kelly | X | | | |
| Winkler | X | | | |
| Oettinger | X | | | |
| Mott | X | | | |
| Pence | X | | | |
| Fried | X | | | |
| Schreier | X | | | |
| Holewinski | X | | | |
| Metropulos | | | X | |
| Almekinder | X | | | |
| Cushing | X | | | |
| Krolczyk | X | | | |
| Hintz | X | | | |
| TOTALS | 20 | | 1 | |
| TAGS | | | | |
| Meredith Weitz | | | | |
| Ben Kebusiak | X | | | |

Resolution # 83 - 2018: Offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee to award additional Paid Time Off (PTO) days to newly hired employee.

**ONEIDA COUNTY
FISCAL IMPACT
CORRECTION OFFICER
Hire at Step 5 with 27 Days of PTO at Hire
2018 Wage Rates, 2018 Health Insurance Rates
Grade Level G**

| Annual Wages and Fringes | Step 1 Annual Cost | Step 5 Annual Cost | Difference |
|---------------------------------|-------------------------------|-------------------------------|-------------------|
| 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 and 9 paid holidays per policy (total 15 days in first year):

| | Step 1 | Step 5 | Difference |
|-----------|---------------|---------------|-------------------|
| PTO Hours | 113 | 113 | |
| Rate | 17.05 | 18.99 | |
| Wages | 1,918 | 2,136 | 218 |
| Fringes | 351 | 391 | 40 |
| | <u>2,269</u> | <u>2,527</u> | <u>257</u> |

Additional 12 days of PTO (Total of 27 PTO days)

| | Step 1 | Step 5 | Difference |
|-----------|---------------|---------------|-------------------|
| PTO Hours | 90 | 90 | |
| Rate | 17.05 | 18.99 | |
| Wages | 1,535 | 1,709 | 174 |
| Fringes | 280 | 313 | 33 |
| | <u>1,815</u> | <u>2,022</u> | <u>207</u> |