

RESOLUTION # 84 - 2023

Resolution to make a market adjustment to the ITS Director position on the Exempt Wage Schedule.

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, during the performance evaluation of the ITS Director, a discussion regarding the correct placement of the ITS Director position on the Exempt Wage Schedule to put Oneida County into the best position possible when hiring the position in the future; and

WHEREAS, the Administration Committee Chair and County Board Chair instructed the ITS Director and Human Resources (HR) Director to work together to come up with a solution; and

WHEREAS, the ITS Director and HR Director researched both private and public sector wages and hierarchy of director positions for the ITS Director position; and

WHEREAS, a recommendation was made to the Administration Committee by the ITS Director and HR Director to move the ITS Director position from Grade Level R of the Exempt Wage Schedule to Grade Level S of the Exempt Wage Schedule; and

WHEREAS, the Administrative Committee approved and recommended that the ITS Director position be placed at Grade Level S of the Exempt Wage Schedule and forwarded to the LRES Committee for further review; and

WHEREAS, the LRES Committee reviewed the recommendation from the Administration Committee and agreed with the placement of the ITS Director position at Grade Level S of the Exempt Wage Schedule; and

WHEREAS, the LRES Committee does recommend to the Oneida County Board of Supervisors to place the ITS Director position at Grade Level S of the Exempt Wage Schedule

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors which authorizes and directs the following changes are implemented for the ITS Director position:

- ITS Director position be placed at Grade Level S of the Exempt Wage Schedule; and
- Incumbent employee shall be placed at Grade Level S, Step 8, effective the first day of the payroll period following County Board approval; and

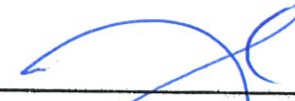
BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that funds to cover this change are coming from the current ITS Department 2023 budget.

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

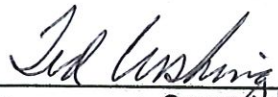
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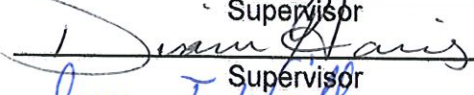
by the Corporation Counsel,  Date: 9.13.21

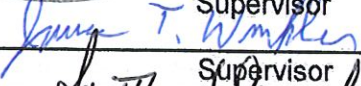
Approved for presentation to the County Board by the Labor Relations Employee Services Committee this 13th day of September, 2023.

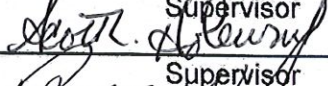
Consent Agenda Item: YES NO


Offered and passage moved by:


Supervisor


Supervisor


Supervisor


Supervisor


Supervisor

- Ayes
- Nays
- Absent
- Abstain
- Adopted

by the County Board of Supervisors this 26th day September, 2023.

Defeated

Tracy Hartman, County Clerk

Scott Holewinski, County Board Chair



ONEIDA COUNTY
FISCAL IMPACT
2023

	<u>Current</u>	<u>Proposed</u>	<u>Change</u>
Title	ITS Director, R - 10	ITS Director, S - 8	
Salary Schedule	Exempt	Exempt	
Hourly Rate	\$ 53.44	\$ 54.55	
Annual Hours	2,080	2,080	
Estimated Amounts			
Wages	\$ 111,151	\$ 113,459	\$ 2,308
FICA & Medicare	8,503	8,680	177
Retirement	7,503	7,658	156
Health Insurance	18,122	18,122	-
Life Insurance	111	113	2
Income Continuation Ins.*	-	-	-
Workers Comp Ins.	167	170	3
Total Wage & Fringe	<u>\$ 145,557</u>	<u>\$ 148,203</u>	<u>\$ 2,646</u>

Department requesting position be moved up one grade.
Health insurance based on average cost per employee, not based on actual enrollment of actual employee.

* Currently no employer cost associated with ICI.