

RESOLUTION # 32-2017

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

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

WHEREAS, the Forestry Director and the Human Resources Director did discuss the placement of the Forestry Director position on the Exempt Wage Schedule based on rankings done by Carlson Dettmann; and

WHEREAS, the Forestry Director and the Human Resources Director did review comparable wage data and job descriptions of Counties that were included in the Carlson Dettmann wage study as well as internal equity positions as well ; and

WHEREAS, the Human Resources Director did recommend to the Forestry, Land and Recreation Committee that based on how the position was rated during the Carlson Dettmann Wage Study verses current comparable County data and internal equity data, the position should be moved to Grade Level O of the Exempt Wage Schedule; and

WHEREAS, the Forestry, Land and Recreation Committee does support and recommends to the LRES Committee to place the Forestry Director position at Grade Level O of the Exempt Wage Schedule; and

WHEREAS, the LRES Committee did agree that based on the review of comparable County data and internal equity placement the Forestry Director position should be placed at Grade Level O of the Exempt Wage Schedule.

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors effective March 25, 2017 the Forestry Director position shall be placed at Grade Level O of the Exempt Wage Schedule; and

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that all projected costs for the positions as set forth in the fiscal impact statement which is attached hereto and made a part hereof shall come from the Forestry Department 2017 budget.

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:

2/15/17

Approved by the LRES Committee this 15th day of February, 2017.

Consent Agenda Item: YES NO

Offered and passage moved by: _____

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Supervisor
Julius [Signature]
Supervisor
[Signature]
Supervisor
Sonny [Signature]
Supervisor
C. J. [Signature]
Supervisor

- Ayes
- Nays
- Absent
- Abstain
- Adopted

by the County Board of Supervisors this 21st day of March, 2017.

Defeated

Tracy Hartman, County Clerk

David Hintz, County Board Chair

**ONEIDA COUNTY
FISCAL IMPACT
FORESTRY DIRECTOR**

Grade Level N to Grade Level O

2017 Wage Rates, 2017 Health Insurance Rates

	Grade Level N Step 14 <u>Annual Cost</u>	Grade Level O Step 14 <u>Annual Cost</u>	<u>Difference</u>
Forestry Director			
Wages	73,286	77,360	4,074
Social Security	5,605	5,018	313
Retirement	4,982	5,260	278
Health Insurance	10,304	10,304	0
Life Insurance	253	264	11
Income Continuation Ins	0	0	0
Workers Comp	3,700	3,907	207
	<u>104,170</u>	<u>109,073</u>	<u>4,903</u>

Revenue Source: Forestry Revenues

***NOTE: 2017 Wages are budgeted at \$78,358 ~ red circled position.
In comparison to Grade Level N, current salary exceeds top of the scale by \$5,092.
In comparison to Grade Level O, current salary exceeds top of the scale by \$998.