

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Annette Mikula, HR Director
INITIATED BY

County Board Staff Committee
SUBMITTED BY



Annette Mikula, HR Director
DRAFTED BY

September 17, 2015
DATE DRAFTED

**AMENDING AND APPROVING THE
2015 UNILATERAL PAY GRID APPENDIX A-1 SHERIFF'S COMMAND STAFF
AND CREATING A NEW APPENDIX A-2 CORRECTIONAL SUPERVISOR**

- 1 **WHEREAS**, the Unilateral Pay Plan was increased by 1.5% effective January 1, 2015, and
2
3 **WHEREAS**, the Deputy Sheriff's Supervisors, have received a wage settlement that represents a wage
4 increase of 2.5% effective January 1, 2015, along with an additional 1% employee contribution to their
5 WRS retirement cost effective January 1, 2015 (net 1.5% salary increase); and
6
7 **WHEREAS**, Section 18.109, Sheriff's Office Command Staff, of the Rock County Personnel
8 Ordinance reads in part as follows: *In addition to the benefits provided to other unilateral employees,*
9 *if the following provisions of the labor agreement with the Rock County Deputy Sheriffs Supervisors*
10 *Association are modified, such modifications shall be extended to the Chief Deputy (CB resolution*
11 *Nov. 9, 1993); Commanders (CB resolution Nov 15, 1991); and Captains (CB resolution Dec. 31,*
12 *2008)... Retirement; and*
13
14 **WHEREAS**, it is proposed to increase the Unilateral Pay Plan, Appendix A-1, by an additional 1%
15 (the Unilateral Pay Plan was increased by 1.5% earlier this year) effective January 1, 2015 to offset the
16 additional 1% employee paid contribution by the Command Staff to their WRS retirement contribution
17 on January 1, 2015; and
18
19 **WHEREAS**, the Correctional Supervisor is part of the Unilateral Pay Plan in Grade 17; and,
20
21 **WHEREAS**, it is proposed to create a separate pay grid in the Unilateral Pay Plan (Grid A-2) for the
22 Correctional Supervisor that places the position at Grade 17A; and
23
24 **WHEREAS**, it is proposed to have Grade 17A be 1% greater than Grade 17 in the Unilateral Pay Plan
25 to offset an additional 1% employee paid contribution by the Correctional Supervisor to their WRS
26 retirement contribution on January 1, 2015; and
27
28 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors
29 assembled this 8th day of October, 2015 hereby approves the County's 2015
30 Unilateral Pay Grid Appendix A-1 by increasing each step by an additional 1.0% effective January 1,
31 2015, and creates the County's 2015 Unilateral Pay Grid Appendix A-2 effective January 1, 2015; and
32
33 **BE IT FURTHER RESOLVED**, to require the Sheriff's Command Staff and the Correctional
34 Supervisor to pay an additional 1% of their WRS retirement contribution beginning on January 1,
35 2015.

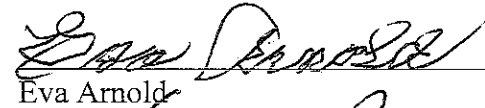
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SHERIFF'S COMMAND STAFF AND CREATING A NEW APPENDIX A-2 CORRECTIONAL
SUPERVISOR
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Respectfully submitted,

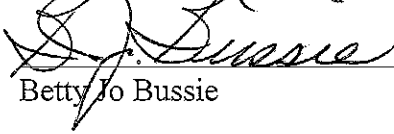
COUNTY BOARD STAFF COMMITTEE

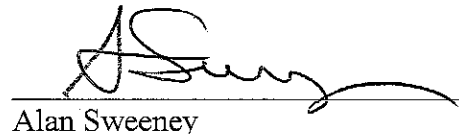

J. Russell Podzilni, Chair

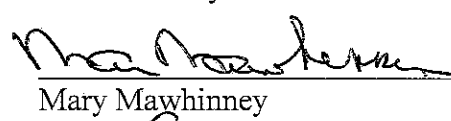

Sandra Kraft, Vice Chair

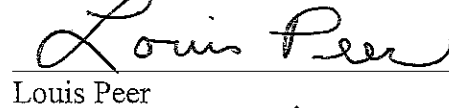

Eva Arnold

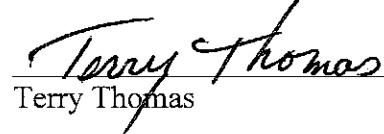

Henry Brill


Betty Jo Bussie


Alan Sweeney


Mary Mawhinney


Louis Peer


Terry Thomas


FISCAL NOTE:

	<u>Base Compensation</u>	<u>Wage Increase</u>	<u>Add'l Base Compensation</u>	<u>Overall % Increase</u>
Sheriff's Command Staff Pay Grid A-1 and Correctional Supervisor Grid A-2				
2015	\$1,346,970.90	1.0% eff 1/1/2015	\$10,966.87	0.81%
(Employee paid 1% Retirement Contribution eff 1/1/2015)			- \$9,017.78	-0.67%
				0.14%


Sherry Oja
Finance Director

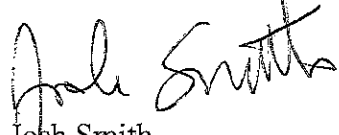
LEGAL NOTE:

County Board is authorized to take this action pursuant to § 59.22(2),
Wis. Stats.


Jeffrey S. Kuglitsch
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.


Josh Smith
County Administrator

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Executive Summary

The purpose of this resolution is to provide for the parameters established in Personnel Ordinance, 18.109, Sheriff's Office Command Staff. This section requires the County to extend any provisions, including retirement to the Sheriff's Office Command Staff, which have been agreed to with the Rock County Deputy Sheriff's Supervisors Association. The Command Staff includes the Chief Deputy, the Commanders, and the Captains.

The 2015 settlement with the Deputy Sheriff's Supervisors Association included a 2.5% across the board (ATB) wage increase, and an offsetting corresponding 1% employee paid contribution to their WRS retirement fund effective January 1, 2015. This resulted in a net pay increase of 1.5% ($2.5\% - 1.0\% = 1.5\%$). The County Board approved the Deputy Sheriff's Supervisors 2015 contract on September 10, 2015.

Members of the Sheriff's Command are covered by the unilateral pay plan but historically have had their wage and benefits attached to the Deputy Sheriff's Supervisors unit through County Board resolutions.

The Correctional Supervisor is part of the Unilateral Pay Grid at Grade 17 and has had his retirement contribution at the same rate as the Deputy Sheriff's Supervisors. By creating a new Appendix A-2 in the Unilateral Pay Grid and moving the Correctional Supervisor into that grid at Grade 17A we can increase the pay rate by 1% without impacting any other positions included in Grade 17.

This resolution provides that the Sheriff's Command Staff and the Correctional Supervisor receive the same 1% pay adjustment retroactive to January 1, 2015 and that they pay an additional 1% of their WRS retirement cost retroactive to January 1, 2015, to match the Deputy Sheriff's Supervisors settlement. In order to accomplish this, the pay range for the Sheriff's Chief Deputy, Commanders and Captains included in the Unilateral Pay Plan Grid A-1 will be increased by an additional 1% ATB increase effective January 1, 2015 and the new Unilateral Pay Plan Grid A-2 will be created.