

AMENDED

**COUNTY BOARD AGENDA
2014 BUDGET PRESENTATION
MONDAY, OCTOBER 27, 2014**

There will be an Adjourned Meeting of the Winnebago County Board of Supervisors on Monday, October 27, 2014 at 6:00 p.m., in the Supervisors' Room, Fourth Floor, Winnebago County Courthouse, 415 Jackson Street, Oshkosh, Wisconsin. At this meeting, the following will be presented to the Board for its consideration:

- Roll Call
- Pledge of Allegiance
- Invocation
- Adopt agenda

Time will be allowed for persons present to express their opinion on the Budget or any resolution or ordinance which appears on the agenda.

- Communications, petitions, etc.
 - Notice of Claim from Enoch Arteaga
 - Dunn County Resolution No. 81 – Resolution in Opposition to Proposed Lapse in State Funding to Circuit Court System
- Reports from Committees, Commissions & Boards
- County Board Chairman's Report

RESOLUTIONS & ORDINANCES

RESOLUTION NO. 94-102014: Adopt Revisions to Winnebago County Pay Schedules and Provide Pay Increases for 2015
Submitted by:
PERSONNEL & FINANCE COMMITTEE

****Proposed Amended***

RESOLUTION NO. 94-102014: **Adopt Revisions to Winnebago County Pay Schedules and Provide Pay Increases for 2015**
Submitted by:
PERSONNEL & FINANCE COMMITTEE*

RESOLUTION NO. 95-102014 Adopt 2015 Annual Budget
Submitted by:
PERSONNEL & FINANCE COMMITTEE

Presentation of the 2015 Annual Budget – Mark Harris, County Executive

Respectfully submitted,
Susan T. Ertmer
Winnebago County Clerk

Upon request, the county makes provisions for persons with disabilities.

2 **RESOLUTION: Adopt Revisions to Winnebago County Pay Schedules and Provide Pay**
3 **Increases for 2015**

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5 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

6 **WHEREAS**, it is in the best interests of Winnebago County that the salaries of all employees be adjusted
7 periodically; and

8 **WHEREAS**, the County has considered the effects of inflation upon salaries, changes in the labor markets,
9 the need to attract and retain qualified employees, and the desirability of treating various groups of employees
10 equally; and

11 **WHEREAS**, since step increases are no longer in place for most County employees, it is desirable to
12 recognize good service to the County by providing some additional pay increase to those employees who are lower
13 in their pay ranges, thereby allowing an employee's pay to gradually move upward in the pay range as the
14 employee's tenure with the County increases; and

15 **WHEREAS**, the undersigned Committee recommends the adjustments set forth below to the County's pay
16 schedule, taking into account those reasons set forth above as well as a desire to restrain increases in the County
17 budget and to act in a fiscally prudent manner; and

18 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
19 authorizes the pay schedules for Administrative Employees, Courthouse Employees, Human Services Employees,
20 Park View Health Center Employees, Highway Employees, Bridgetenders, and Professional Dispatchers to be
21 amended by increasing the minimum and maximum pay for each range by 1.5%, across-the-board, effective January
22 1, 2015.

23 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it hereby authorizes an
24 increase in wages for Administrative Employees, Courthouse Employees, Human Services Employees, Park View
25 Health Center Employees, Highway Employees, Bridgetenders, and Professional Dispatchers having continuing
26 satisfactory job performance by 1.5%, across-the-board, effective January 1, 2015.

27 **BE IF FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it hereby authorizes an
28 additional increase in wages for any employee covered by the pay schedules for Courthouse Employees, Human
29 Services Employees, Administrative Employees, Park View Health Center Employees, Highway Employees,
30 Bridgetenders, and Professional Dispatchers having continuing satisfactory job performance and whose pay has not
31 yet reached the maximum point of the applicable pay range, in the following amounts: 2.0% for those in the first
32 quartile of the pay range; 1.5% for those in the second quartile of the pay range; 1.0% for those in the third quartile of
33 the pay range; and ~~0.5%~~ 0.5% for those in the fourth quartile of the pay range.

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35 **Fiscal Note:** The 2015 cost of these increases is estimated to be as follows:

36 Wages.....\$1,008,953
37 Fringes.....\$ 145,794
38 Total.....\$1,154,747

39 (Note: this amount is included in the 2015 draft budget.)
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Respectfully submitted by:

PERSONNEL AND FINANCE COMMITTEE

Committee Vote: **3-2**

Vote Required for Passage: **Majority of Those Present**

Approved by the Winnebago County Executive this ____ day of _____, 2014.

Mark L Harris
Winnebago County Executive

2 ***Proposed Amended***

3 **RESOLUTION: Adopt Revisions to Winnebago County Pay Schedules and Provide Pay**
4 **Increases for 2015**

5
6 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

7 **WHEREAS**, it is in the best interests of Winnebago County that the salaries of all employees be adjusted
8 periodically; and

9 **WHEREAS**, the County has considered the effects of inflation upon salaries, changes in the labor markets,
10 the need to attract and retain qualified employees, and the desirability of treating various groups of employees
11 equally; and

12 ~~**WHEREAS**, since stop increases are no longer in place for most County employees, it is desirable to~~
13 ~~**recognize good service to the County by providing some additional pay increase to those employees who**~~
14 ~~**are lower in their pay ranges, thereby allowing an employee's pay to gradually move upward in the pay range**~~
15 ~~**as the employee's tenure with the County increases; and**~~

16 **WHEREAS**, the undersigned Committee recommends the adjustments set forth below to the County's pay
17 schedule, taking into account those reasons set forth above as well as a desire to restrain increases in the County
18 budget and to act in a fiscally prudent manner; and

19 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
20 authorizes the pay schedules for Administrative Employees, Courthouse Employees, Human Services Employees,
21 Park View Health Center Employees, Highway Employees, Bridgetenders, and Professional Dispatchers to be
22 amended by increasing the minimum and maximum pay for each range by 1.5%, across-the-board, effective January
23 1, 2015.

24 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it hereby authorizes an
25 increase in wages for Administrative Employees, Courthouse Employees, Human Services Employees, Park View
26 Health Center Employees, Highway Employees, Bridgetenders, and Professional Dispatchers having continuing
27 satisfactory job performance by 1.5%, across-the-board, effective January 1, 2015.

28 ~~**BE IF FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it hereby~~
29 ~~**authorizes an additional increase in wages for any employee covered by the pay schedules for Courthouse**~~
30 ~~**Employees, Human Services Employees, Administrative Employees, Park View Health Center Employees,**~~
31 ~~**Highway Employees, Bridgetenders, and Professional Dispatchers having continuing satisfactory job**~~
32 ~~**performance and whose pay has not yet reached the maximum point of the applicable pay range, in the**~~
33 ~~**following amounts: 2.0% for those in the first quartile of the pay range; 1.5% for those in the second quartile**~~
34 ~~**of the pay range; 1.0% for those in the third quartile of the pay range; and 0.5% for those in the fourth**~~
35 ~~**quartile of the pay range.**~~

36 **BE IF FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it hereby directs
37 **the Winnebago County Executive and the Winnebago County Human Resources Director to develop a**
38 **proposed merit pay plan for Winnebago County's non-represented employees and to present such proposed**
39 **plan to the Winnebago County Board's Personnel and Finance Committee within a suitable time period so as**
40 **to allow such plan to be reviewed and adopted prior to the preparation of the 2016 budget.**

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Fiscal Note: The 2015 cost of these increases is estimated to be as follows:

Wages.....	\$651,299
Fringes.....	\$ 94,113
Total.....	\$745,412

(Note: this amount is included in the 2015 draft budget.)

Respectfully submitted by:
PERSONNEL AND FINANCE COMMITTEE

Committee Vote: 4-1
Vote Required for Passage: Majority of Those Present

Approved by the Winnebago County Executive this ____ day of _____, 2014.

Mark L Harris
Winnebago County Executive

1 2014 ANNUAL BUDGET SESSION

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3 95-102014

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RESOLUTION: Adopt 2015 Annual Budget

TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:

BE IT RESOLVED by the Winnebago County Board of Supervisors that the 2015 Annual County Budget, a copy of which is incorporated herein by reference, be and same is hereby adopted.

Submitted by:

PERSONNEL AND FINANCE COMMITTEE

Vote Required for Passage:

Majority of Those Present

County Board Rule 1.1172

Approved by the Winnebago County Executive this _____ day of _____, 2014.

Mark L Harris
Winnebago County Executive