

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

Craig Knutson  
INITIATED BY

County Board Staff Committee  
SUBMITTED BY



Dave O'Connell, HR Director  
DRAFTED BY

February 17, 2014  
DATE DRAFTED

**AMENDING AND APPROVING THE 2014 BASE WAGE RATES FOR EMPLOYEES  
COVERED BY THE UNILATERAL PAY PLAN**

1 **WHEREAS**, it is necessary to adjust the Unilateral Pay Plan periodically to ensure that it continues to  
2 reflect salary rates which are competitive for those job classes covered by the Plan; and,  
3  
4 **WHEREAS**, those employees who are excluded from the collective bargaining units solely on the  
5 basis of their confidential assignments should receive a salary base rate increase of no less than that  
6 which they would have received had their positions been included in the bargaining unit; and,  
7  
8 **WHEREAS**, the eight non-law enforcement bargaining units and one of the law enforcement units  
9 have received 2014 base wage increases of 1.5% effective January 1, 2014; and,  
10  
11 **WHEREAS**, the County is currently bargaining with the other two law enforcement bargaining units;  
12 and,  
13  
14 **WHEREAS**, it is proposed to increase the Unilateral Pay Plan by 1.5% effective January 1, 2014; and,  
15  
16 **WHEREAS**, it is proposed to increase the Unilateral Pay Plan (Grid A-1) for the Sheriff's Command  
17 Staff (Captains, Commanders, and Chief Deputy), by 1.5% effective January 1, 2014.  
18  
19 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors  
20 assembled this 27 day of February, 2014 does hereby approve the County's 2014  
21 Unilateral Pay Plan including Grid A-1 by increasing each step by 1.5% effective January 1, 2014; and,  
22  
23 **BE IT FURTHER RESOLVED**, that the County continue to provide the current health insurance  
24 plan for employees covered by the Unilateral Pay Plan; and,  
25  
26 **BE IT FURTHER RESOLVED**, that the County will provide dental insurance coverage for  
27 employees covered by the Unilateral Pay Plan and pay 60% of the lowest coverage dental insurance  
28 premium; and,  
29  
30 **BE IT FURTHER RESOLVED**, that all provisions of this resolution are for employees of record as  
31 of the date of approval by the County Board; and,  
32  
33 **BE IT FURTHER RESOLVED**, that those employees who are excluded from the collective  
34 bargaining units solely on the basis of their confidential assignments shall receive a salary rate of no  
35 less than that which they would have received had their positions been included in the bargaining units.

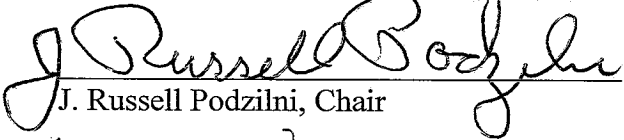
14-2B-529

AMENDING AND APPROVING THE 2014 BASE WAGE RATES FOR EMPLOYEES COVERED BY THE UNILATERAL PAY PLAN

Page 2

Respectfully submitted,

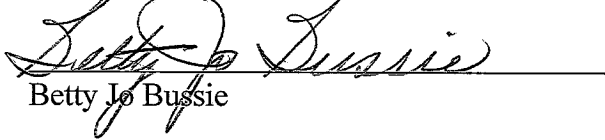
COUNTY BOARD STAFF COMMITTEE

  
J. Russell Podzilni, Chair

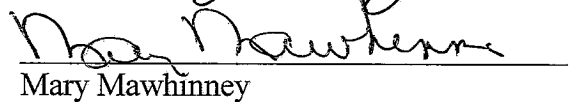
  
Sandra Kraft, Vice Chair

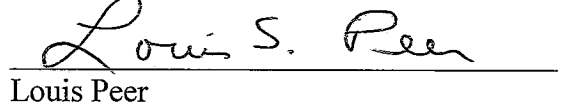
  
Eva Arnold

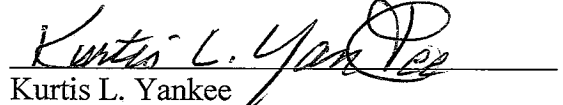
  
Henry Brill

  
Betty Jo Bussie

  
Marilynn Jensen

  
Mary Mawhinney


  
Louis Peer

  
Kurtis L. Yankee

FISCAL NOTE:

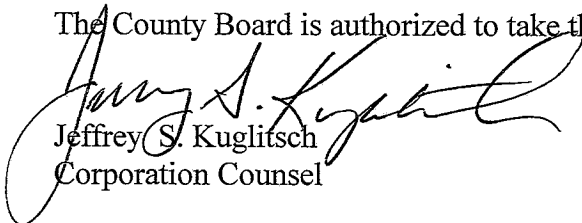
Unilateral Pay Plan, including Grid A-1

	<u>Base Compensation</u>	<u>Wage Increase</u>	<u>Add'l Base Compensation</u>	<u>Overall % Increase</u>
2014	\$20,436,646.60	1.5% eff 1/1/14	\$248,386.46	1.215 %

  
Sherry Oja  
Finance Director

LEGAL NOTE:

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

  
Jeffrey S. Kuglitsch  
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended

  
Craig Knutson  
County Administrator

AMENDING AND APPROVING THE 2014 BASE WAGE RATES FOR EMPLOYEES  
COVERED BY THE UNILATERAL PAY PLAN

Page 3

**Executive Summary**

The purpose of this resolution is to provide for salary increases for those County employees who are not covered by a labor agreement (unilaterals).

In 2014 employees in all of the eight non-law enforcement bargaining units received a 1.5% across the board salary increase effective January 1, 2014. To date one of the three law enforcement units has settled with the County for 2014 and they accepted across the board increases equal to a 1.5% increase.

To keep the unilaterals on pace with the represented employees this resolution provides for a 1.5% across the board salary increase for the unilaterals effective January 1, 2014.