**Resolution To Eliminate Two, Full-Time (2.00 Fte) Foremen And Create Two, Full-Time (2.00 Fte) Patrol Superintendents Within The Budget Process For The**

**Sauk County Highway Department**

**Effective January 1, 2015**

**WHEREAS,** due to budget constraints, staff level reductions have dictated the restructuring and reorganization of various Highway Department positions and processes to ensure a favorable level of service is maintained; and

**WHEREAS,** the Highway Department currently maintains two Foremen positions which assume the duties of Patrol Superintendent; and

**WHEREAS,** the Foremen positions already perform the essential tasks of the Patrol Superintendent position; and

**WHEREAS,** the Patrol Superintendent positions will allow for the assignment of a greater variety of tasks as compared to the Foremen positions; and

**WHEREAS,** the hourly wages of the Foremen positions are currently $2.63 and $1.16 respectively less than the hourly wage of the Patrol Superintendent position, however the current positions are hourly positions allowing overtime whereas the Patrol Superintendent is exempt from overtime; and

**WHEREAS,** the Highway Department’s existing staff level needs to be maintained to continue providing the current level of services provided by the Department; and

**WHEREAS,** the creation of two Patrol Superintendent positions will increase Department efficiency due to better utilization of the workforce; and

**WHEREAS,** the creation/elimination of positions through the Sauk County Budget process requires consideration and approval of the Personnel and Finance committees, and the approval of the County Board, said committees undersigned having approved this action.

**NOW, THEREFORE, BE IT RESOLVED,** by the Sauk County Board of Supervisors, met in regular session, that the Sauk County Highway Department be authorized to eliminate two, full-time, positions of Foremen and create two, full-time Patrol Superintendent positions within the budget process.

For consideration by the Sauk County Board of Supervisors on October 21, 2014.

Respectfully submitted,

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| **Sauk County**  **Personnel Committee**  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Tim Meister - Chair  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Andrea Lombard  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Michelle Dent  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Carol Held  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Henry Netzinger | **Sauk County**  **Finance Committee**  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Tommy Lee Bychinski - Chair  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Joan Fordham  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Wally Czuprynko  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Martin F. Krueger  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Andrea Lombard |

FISCAL NOTE: The savings realized from the wage decrease for the two Patrol Superintendents positions will amount to approximately $8,129 annually, from $180,865 to $172,736 in wages and benefits.

MIS NOTE: No MIS Impact.