

RESOLUTION _____ - 18

RESOLUTION TO AUTHORIZE THE 2019 NON-REPRESENTED EMPLOYEES' SALARIES EFFECTIVE JANUARY 1, 2019

Background: In accordance with §13.29 of the Personnel Ordinance, the Personnel Committee in conjunction with the Finance Committee, "shall conduct an annual wage and salary review and make specific recommendations for changes in pay rates, fringe benefits, and other conditions of employment to the county board. Any across-the-board adjustments to the compensation plan shall be provided to all employees, including those serving an introductory period, regardless of their performance level. To the extent feasible, the personnel committee's annual salary increase for non-represented employees shall be at least the average increase for the settled contracts. All increase approvals shall, to the extent feasible, be on a timely basis in conjunction with the annual budget cycle."

The Personnel and Finance Committees have reviewed cost of living increases in the surrounding areas, Social Security, the Department of Revenue Consumer Price Index, and internal settlements and believe it to be in the best interest of Sauk County to review the Sauk County Classification and Compensation Plan in coordination with the 2019 Budget planning cycle.

Fiscal Impact: ☐ None ☒ Budgeted Expenditure ☐ Not Budgeted

NOW, THEREFORE, BE IT RESOLVED, by the Sauk County Board of Supervisors, met in regular session, that the Sauk County Classification and Compensation Plan for the non-represented employees be increased by 2.5% effective January 1, 2019.

For consideration by the Sauk County Board of Supervisors on June 19, 2018.

Respectfully submitted,

SAUK COUNTY FINANCE COMMITTEE

JOHN DIETZ

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SAUK COUNTY PERSONNEL COMMITTEE

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CARL GRUBER

TIM MCCUMBER

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Fiscal Note:

	<u>Estimated 2018</u>	<u>2019 with Proposed 2.50% Increase</u>	<u>Total Change from 2018 to 2019</u>	
Full-Time Equivalent Employees	470.94	470.94		
Wages, Overtime (Includes merit increases)	25,013,033	25,960,069	3.79%	947,036
Wage-Based Benefits status quo (FICA/Medicare, Retire, Workers Compensation)	3,800,698	3,953,312	4.02%	152,613
Health & Life Insurance	5,740,257	6,084,121	5.99%	343,864
Total Cost	<u>34,553,989</u>	<u>35,997,501</u>	<u>4.18%</u>	<u>1,443,513</u>
On average, 89% of labor costs are funded by property tax levy	<u>30,753,050</u>	<u>32,037,776</u>		<u>1,284,726</u>

Across-the-board increase included is:
1/1/2019 = 2.50%

Includes an estimated increase in health insurance rates of 6.0%.

No MIS Impact