

SHEBOYGAN COUNTY RESOLUTION NO. 18 (2013/14)

Re: **Approving Additional Pay Increase for Sheriff's Supervisory Employees**

WHEREAS, pursuant to Sections 2.12(5) and 47.03(8) of the County Code of Ordinances, it is the responsibility of the Human Resources Committee to recommend to the County Board adjustments in compensation for non-elected non-bargaining unit employees, and

WHEREAS, Sections 47.01(2) and 47.03(8) of the County Code of Ordinances direct that pay ranges be updated periodically including by means of across-the-board revisions to provide an appropriate salary structure which will permit the County to recruit and retain competent employees, to provide appropriate pay incentives for satisfactory and meritorious job performance, to promote internal equity and consistency within and among County Departments and to provide an effective means of controlling salary expenditures, and

WHEREAS, through the enactment of Ordinance No. 14 (2012/13), the County Board adopted the recommendation of the Human Resources Committee to grant an across-the-board pay increase for calendar year 2013 in the amount of two percent (2.0%) for non-elected non-bargaining unit employees, and

WHEREAS, the employees formerly represented by the Sheboygan County Sheriff's Supervisors Association, WPPA-LEER, face a special wage compression situation that is not faced by other supervisory and other non-bargaining employees in that they supervise deputies whose pay increases were collectively bargained under terms not subject to the Act 10 statutory changes, and

WHEREAS, those employees also face a special situation in that their positions have not previously been placed into the Grade scale and grid set forth in Chapter 47 of the County Code of Ordinances with the other supervisory and other non-bargaining employees, and

WHEREAS, it is appropriate to make across-the-board pay increases to those individuals beyond the pay increase previously authorized by Ordinance No. 14(2012/13);

NOW, THEREFORE BE IT RESOLVED that the currently-employed County employees formerly represented by the Sheboygan County Sheriff's Supervisors Association, WPPA-LEER, be granted an across-the-board pay increase for calendar year 2013 in the amount of two percent (2.0%) of their January 1, 2013, base salaries retroactive to January 1, 2013, together with an additional across-the-board pay increase in the amount of two percent (2.0%) thereon, effective and retroactive to October 1, 2013.

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BE IT FURTHER RESOLVED that the Human Resources Department is directed to recommend an integration of those employees into the Grade scale and grid set forth in Chapter 47 of the County Code of Ordinances.

Respectfully submitted this 22nd day of October, 2013.

HUMAN RESOURCES COMMITTEE

Devin LeMahieu

Devin LeMahieu, Chairperson

Fran Damp

Fran Damp, Vice-Chairperson

Edward J. Procek

Edward J. Procek, Secretary

Keith Abler

Keith Abler

Fay Uraynar

Opposed to Introduction:

Fay Uraynar

ADOPTED 11.05.2013