



RESOLUTION # 38-11/21

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS

ITEM # 11-14

BOARD ACTION

Adopted:
For: 21
Against: 0
Abstain: 0
Abs/Excd: 2
Vote Req: -
Other Action: -

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 9
Against: 0
Abstain: 0
Abs/Excd: 0

RE: MODIFICATION OF COMPENSATION PLAN FOR NON-UNION EMPLOYEES FOR 2021 and 2022

WHEREAS, the County Administrator and Human Resources Director recommend modifications to the present County Compensation Plans for non-bargaining employees covered by the following Classification and Pay Grades designated as B, CA, CM, CP, FA, HCN, HCS, HY, JL, JLS, LS, NM, SW, SWN, SWP, TL and TS, excluding CM01, CM12, CM25, HCS-04C, HCN-02C and HCN-06C; and,

WHEREAS, upon consideration of the union contract settlement for the Deputy Sheriff's for 2022, the budget and internal compensation equity, the County Administrator and Human Resources Director recommend setting the pay rates for the Non-Bargaining Pay Schedules consistent with the bargaining units; and,

WHEREAS, Long-Term Care wages are lagging compared to marketplace resulting in high attrition rates and difficulty in attracting and retaining talent for key roles and,

NOW, THEREFORE BE IT RESOLVED, that Pay Grades HCN and HCS within long term care will be modified according to the attached detail retroactively applied effective October 1, 2021. The annual 2% increase will be retroactively applied effective October 1, 2021 instead of waiting until January 1, 2022.

BE IT FURTHER RESOLVED, that those employees covered by the non-bargaining pay schedules referenced above excluding HCN and HCS have pay set for 2022 reflecting an across-the-board increase of 2% effective January 1, 2022. Minimum wage positions will remain indexed to minimum wage and certain grant-funded positions with a specific rate will not be increased.

BE IT FURTHER RESOLVED, that the Finance Department and the Human Resources Department are authorized to take the necessary action to implement these changes.

FISCAL NOTE: The 2022 budget contains funding in salary contingency and other accounts. The estimated increase of salary, WRS, FICA and Medicare for non-bargaining employees for 2022 is \$1,316,763. There are approximately 1,200 employees covered by this resolution. The increase to salaries in long-term care will be absorbed within the existing 2021 budget. The estimated impact is \$75,000 for 2021.

Date: 10/27/21
[Signature]
COMMITTEE CHAIR

Date: 10-27-21
[Signature]
RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended
Co. Admin.	_____	<u>50</u>	_____
Fin. Director	<u>[Signature]</u>	_____	_____
Corp. Counsel	<u>[Signature]</u>	_____	_____
Board Chair	<u>[Signature]</u>	_____	_____

Requested By: Steve O'Malley
Date Requested: October 27, 2021
Drafted By: Stephen Conrad

Adopted by the La Crosse County Board this 8 Day of November, 2021

STATE OF WISCONSIN
COUNTY OF LA CROSSE

I, Ginny Dankmeyer, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 8th day of November 2021.

[Signature]
Ginny Dankmeyer, La Crosse County Clerk

All of these include the 2% increase to be implemented 10/1/21

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
HCN01	19.64						
HCN02	31.18	32.12	33.11	34.07	35.09	36.15	
HCN02C	33.11						
HCN04	33.29	34.29	35.34	36.38	37.47	38.60	
HCN06	23.33	24.03	24.75	25.49	26.26	27.05	
HCS00	11.30	11.64	11.99	12.35	12.72	13.10	
HCS02	15.00	15.45	15.91	16.39	16.88	17.39	
HCS02C	16.39						
HCS04	16.08	16.56	17.06	17.57	18.10	18.64	
HCS04C	18.10						
HCS05	16.44	16.93	17.44	17.96	18.50	19.06	
HCS08	17.22	17.73	18.27	18.82	19.38	19.95	20.55
HCS09	17.68	18.21	18.76	19.32	19.89	20.49	21.10
HCS11	19.67	20.26	20.86	21.49	22.13	22.79	23.48