

RESOLUTION # 48-08

Resolution to Develop Bargaining Policy and Guidelines

WHEREAS, Bargaining must be performed with forethought and without prejudice so as to not compromise the counties position in arbitration; and

WHEREAS, Bargaining under statutory caps present a unique challenge; and

WHEREAS, Budget statutory caps are subject to CPI increases in goods and services; and

WHEREAS, Costs associated with salary schedule increases, longevity increases, benefit increases, early retirement & retirement increases, or any other negotiated costs directly affect monies available for wage increase; and

WHEREAS, Mandated program increases not earmarked with matching revenue may reduce the money available for negotiations; and

WHEREAS, It may be necessary to reduce service and programs to create resources for collective bargaining; and

WHEREAS, It is critical to prioritize the reduction of service and programs; and

WHEREAS, comparables from the Bureau of Labor Statistics, National Compensation Survey, Wisconsin Taxpayers Association, Weld, Riley, Prenn, Ricci or other creditable identities are vital to the county to measure how their wage and benefit package compares with industry trends.

NOW THEREFORE BE IT RESOLVED the Standing Committees be directed to create a list of services and programs, within their assigned area of responsibility, categorized as mandated, essential or supplemental to their efforts.

BE IT FURTHER RESOLVED that Finance and Personnel Committees be directed to develop a comprehensive report of comparables for employee wages and benefits as compared to local industry and other governmental identities.

BE IT FURTHER RESOLVED the Finance Committee be directed to develop an estimated percent of impact for goods and services on the budget for the upcoming year.

BE IT FURTHER RESOLVED the County Board will review documentation presented and provide policy and guidelines to the Finance and Personnel Committees to assist in budget projections and bargaining goals.

BE IT FURTHER RESOLVED the Finance Committee, in conjunction with Department Heads, be directed to develop a quarterly report that summarizes how actual revenue and expenditures compare to the adopted budget.

Funding Amount: n/a Funding Source: n/a

Approved as to form: *Ally B. Long*
Corporation Counsel

Date County Board Considers: 6/17/08

County Board Action Failed for lack of second.

Submitted at the request of: *Ken Sample* 5-22-08
Date