

RESOLUTION 84-09
NONREPRESENTED EMPLOYEES ANNUAL COST OF LIVING ADJUSTMENT
FOR 2010

WHEREAS, Policy 390 - Nonrepresented Employees Compensation Management provides for consideration of an Annual Cost of Living Adjustment; and

WHEREAS, in accordance with said policy provision, the Personnel Committee has considered settlements with labor unions within the County, changes in the regional Consumer Price Index (C.P.I.) and other measures of inflation, and the County's ability to fund such an adjustment; and

WHEREAS, as a result of such considerations, the Personnel Committee has recommended an Annual Cost of Living Adjustment of 1.5% on January 1, 2010, and 1.5% on June 27, 2010, applicable to all employees covered under said plan.

NOW, THEREFORE, BE IT RESOLVED, the Polk County Board of Supervisors does hereby establish an Annual Cost of Living Adjustment in accordance with the provisions of Policy 390 - Nonrepresented Employees Compensation Management, 1.5% on January 1, 2010, and 1.5% on June 27, 2010.

Funding amount: N/A.

Funding source: County General Fund & various Grant Funds & other Funding Sources.

Effective date: January 1, 2010.

Approved as to form: Malia Malone for Jeffrey B. Fuge, Corporation Counsel.

Date Submitted to County Board: November 10, 2009.

County board action: Adopted as amended. Roll call vote, 14 Yes, 9 No.

Submitted at the request of the Personnel Committee: Russell E. Arcand, Keith Rediske, Gerald W. Newville and Herschel Brown.

Res. 84-09 - Nonrepresented Employees Annual Cost Of Living Adjustment For 2010. Motion (Brown/Voelker) to approve. Motion (Sample/Peterson) to amend Resolution 84-09 as per changes offered by Supvr. Sample. *See complete amendment below.

Motion to approve the amendment to Resolution 84-09 carried by a roll call vote: 14 Yes, 9 No. (Voting yes: Supvrs. Dueholm, Peterson, Johansen, Schmidt, Brown, Kienholz, Edgell, Masters, Sample, Stoneking, O'Connell, Bergstrom, Johnson and Voelker. Voting no: Supvrs. Caspersen, Rediske, Moriak, Arcand, Larsen, Luke, Jepsen, Newville and Beseler.)

Motion (Larsen/Peterson) to table Resolution 84-09 to a later time in the meeting.

Motion to table carried by voice vote.

6:50 p.m. Chairman called for a 10-minute break.

7:00 p.m. Chairman called the Public Hearing on the 2010 Budget to order. Public comments were given. Public hearing on the 2010 Budget Closed.

Motion (Rediske/Larsen) to take Resolution 84-09 off the table. Motion carried by unanimous voice vote.

Chairman Beseler declared Supvr. Sample's amendment out of order. Motion (Sample/Rediske) to challenge the ruling of the Chair. Motion to overturn the decision of the Chair failed by roll call vote, 11 Yes, 12 No. (Voting yes: Supvrs. Schmidt, Moriak, Arcand, Larsen, Luke, Stoneking, Jepsen, O'Connell, Bergstrom, Newville and Beseler. Voting no: Supvrs. Dueholm, Peterson, Johansen, Brown, Kienholz, Caspersen, Rediske, Edgell, Masters, Sample, Johnson and Voelker.)

*Complete Amendment to Resolution 84-09 as presented by Supvr. Sample:

1. Insert - "WHEREAS, policy 390 Nonrepresented Employees Compensation Management Policy provides that the four compensation components of the plan, "will be implemented solely at the discretion of the appropriate committee and/or the full County Board."

Strike the second WHEREAS paragraph and insert:

A. "WHEREAS, Policy 390, No. 3, Annual Cost of Living Adjustment (COLA) upon recommendation by the Personnel Committee, the County Board of Supervisors may grant a market-based salary adjustment, in the form of a percentage to all employees covered under this plan. In general, the percentage amount will reflect settlements with labor unions within the county, changes in the regional Consumer Price Index (C.P.I.) and other measures of inflation, and the county's ability to fund such an adjustment. The annual determination process does not in any way guarantee that an adjustment will be awarded to employees in the plan.

The third WHEREAS paragraph, would read:

WHEREAS, as a result of such consideration, the Personnel Committee has recommended an Annual Cost of Living Adjustment.

In the first NOW, THEREFORE, BE IT RESOLVED, paragraph, strike "1.5% on January 1, 2010, and 1.5% on June 27, 2010, and insert:

B. An increase of 1.5% of a representative \$50,000 Household Income for Polk County in the amount of \$750 will be provided to all eligible employees of Policy 390 as a one-time payment to be issued in a pay period of July 2010.

C. Insert: NOW, THEREFORE, BE IT FINALLY RESOLVED, Step increases as defined in attachments to Policy 390 as Nonrepresented Pay Scale are frozen as indicated in the June 28 - Dec. 31, 2009, chart and step increases for 2010 are provided as follows: Step increases for all classifications are eligible for increases with a cap of a maximum \$750 increase annually. Step 8 is also eligible for a \$750 annual increase maximum.

Motion (Arcand/Larsen) to amend the amendment, striking Insert "C" from the amendment to Resolution 84-09. Motion to amend the amendment failed by a roll call vote, 7 Yes, 16 No. (Voting yes: Supvrs. Caspersen, Rediske, Arcand, Larsen, Jepsen, Newville and Beseler. Voting no: Supvrs. Dueholm, Peterson, Johansen, Schmidt, Brown, Kienholz, Edgell, Masters, Sample, Moriak, Luke, Stoneking, O'Connell, Bergstrom, Johnson and Voelker.) Motion (Sample/Jepsen) to table Resolution 84-09. Motion to table, carried by a roll call vote, 17 Yes, 6 No. (Voting yes: Supvrs. Dueholm, Peterson, Johansen, Schmidt, Brown, Kienholz, Caspersen, Edgell, Masters, Sample, Moriak, Luke, Stoneking, Jepsen, O'Connell, Johnson and Voelker. Voting no: Supvrs. Rediske, Arcand, Larsen, Bergstrom, Newville and Beseler.)

Chairman called for a 5-minute break.

Adoption of 2010 Budget and Approving Other Expenditures. Motion (Masters/Brown) to adopt the 2010 Budget. Supvr. Bergstrom, Chairman of the Finance Committee, addressed the Board, presenting a 2010 Budget Time Line. Amendment (Rediske) to reduce CIP. Chair ruled this out of order. Motion (Rediske/Brown) to overturn the ruling. Motion to overturn the Chair's ruling, failed by voice vote.

Motion (Kienholz/Sample) to amend the 2010 budget, by amending that portion of the budget that the Board will consider as its starting point. Specifically, the Budget should reflect \$4,100,000 as the total for the Human Services Budget. This amendment will cause that portion of the budget to reflect what was actually passed by the Human Services Board. Motion to amend the 2010 budget carried by unanimous voice vote.

Motion (Sample/Rediske) to amend the 2010 budget by:

- 1) Reduce Human Services levy amount by \$210,400
- 2) Allow Human Services to carry over up to \$210,400 from 2009 year-end balances
- 3) Have Human Services 2011 starting levy at \$3,889,600
- 4) Eliminate rent from expense and revenue of Human Services

Motion to amend failed by unanimous voice vote.

Motion (Dueholm/Masters) to amend the 2010 budget, by increasing the fund balance of \$134,719 by \$210,400 to equal \$345,119 for Human Services. Motion to increase carried by voice vote.

Motion (Newville/Arcand) to amend 2010 budget, taking \$78,000 from undesignated funds to fund the difference between the \$250,000 foregone by Insurance Fund, due to savings going to other sources of wages. Motion to amend, carried by voice vote.

Motion (Stoneking/Jepsen) to amend 2010 budget, by increasing the funding for the positions currently in the Land & Water Resources Department and take \$40,000 from the General Fund and put it in the Land & Water Resources Department budget to fund the position. Motion to amend failed by roll call vote 8 Yes, 15 No. (Voting yes: Supvrs. Johansen, Kienholz, Rediske, Sample, Moriak, Luke, Stoneking and Jepsen. Voting no: Supvrs. Dueholm, Peterson,

POLK COUNTY BOARD PROCEEDINGS

Schmidt, Brown, Caspersen, Edgell, Masters, Arcand, Larsen, O'Connell, Bergstrom, Johnson, Voelker, Newville and Beseler.) Chair called a 5-minute break.

Motion to adopt the 2010 budget as amended, failed by roll call vote 10 yes, 13 no. (Voting yes: Supvrs. Johansen, Schmidt, Kienholz, Caspersen, Moriak, Arcand, Larsen, Luke, Bergstrom and Newville. Voting no: Supvrs. Dueholm, Peterson, Brown, Rediske, Edgell, Masters, Sample, Stoneking, Jepsen, O'Connell, Johnson, Voelker and Beseler.) Motion (Peterson/Dueholm) to table approval of the budget. Motion to table carried by voice vote.

Motion (Dueholm/Rediske) to take Resolution 84-09 off the table. Motion carried by unanimous voice vote.

Motion (Sample/Arcand) to reconsider amending the amendment to Resolution 84-09. Motion to reconsider carried by voice vote.

Motion (Arcand/Rediske) to amend Resolution 84-09, striking "C" from the amendment. Motion to amend Resolution 84-09, carried by a roll call vote 18 Yes, 5 No. (Voting yes: Supvrs. Johansen, Schmidt, Brown, Kienholz, Caspersen, Rediske, Sample, Moriak, Arcand, Larsen, Luke, Stoneking, Jepsen, O'Connell, Bergstrom, Voelker, Newville and Beseler. Voting no: Supvrs. Dueholm, Peterson, Edgell, Masters and Johnson.)

Motion (Sample/Stoneking) to amend Resolution 84-09 by moving to strike "B" and add Zero Annual Cost of Living Adjustment for everyone under Policy 390.

Motion (Sample/Arcand) to amend the amendment, not to include the hourly nonrepresented employees. Motion to amend the amendment carried by voice vote.

Motion (Arcand/Larsen) to further amend the amendment stating the hourly nonreps. would get the same increase of 1.5% as the represented employees. Motion to amend the amendment carried by voice vote.

Motion to adopt Resolution 84-09 as amended, carried by roll call vote, 14 Yes, 9 No. (Voting yes: Supvrs. Peterson, Schmidt, Brown, Kienholz, Rediske, Edgell, Masters, Sample, Moriak, Luke, Stoneking, Johnson, Voelker and Beseler. Voting no: Supvrs. Dueholm, Johansen, Caspersen, Arcand, Larsen, Jepsen, O'Connell, Bergstrom and Newville.)