

AMENDED
ORDINANCE NO. 965 – 01/16

**AMENDING SECTIONS ~~OF CHAPTER 15-359~~ OF THE WALWORTH COUNTY
CODE OF ORDINANCES RELATING TO ~~OVERTIME THRESHOLD CHANGES AND~~
WEEKEND PREMIUM CHANGES FOR CERTAIN EMPLOYEES AT LAKELAND
HEALTH CARE CENTER**

1 **THE WALWORTH COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS**
2 **FOLLOWS:**

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4 **PART I: That Section 15-359 of the Walworth County Code of Ordinances is hereby**
5 **amended to read as follows (additions are underlined; deletions are shown in strike-**
6 **through text):**

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8 **“Sec. 15-359. Special pay premiums.**

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10 (a) The director shall maintain schedules of the positions authorized to receive
11 special pay premiums under this section. Schedules first established under this section, and any
12 subsequent changes therein, shall be subject to review and approval of the committee.

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14 (b) Any premium listed below is paid on productive hours only.
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Type of Premium	How Much	Who	Special Notes
Call-in Pay	2 hour minimum; may be required to work the full two hours	hourly employees * Excludes LHCC pool staff	n/a
Shift Premium	\$0.75/hour	LPN - Unit Supervisor (2 nd and 3 rd shift)	Received for any hours worked from 2:45 p.m. to 7:30 a.m.
	\$1.00/hour	RN - Unit Supervisor and Assistant Nurse Manager (2 nd and 3 rd shift)	Received for any hours worked from 2:45 p.m. to 7:30 a.m.
	\$0.25/hour	All hourly LHCC employees in nursing excluding RN's and LPN's (2 nd and 3 rd shift) * Excludes LHCC pool staff	Received for any hours worked from 2:45 p.m. to 7:30 a.m.
	\$0.50/hour additional	LHCC employees assigned to a 2 nd shift CNA or CMA position as of 1-1-12 * Excludes LHCC pool staff	An employee moving into a 2nd shift position after 1-1-12 will not be eligible for this premium
	\$0.25/hour	Food service and reception employees, including the part-time Account Clerk I, at LHCC * Excludes LHCC pool staff	Received for any hours worked <u>by employees scheduled to work 2nd shift</u> with a start time of 11:30 a.m. or later.
	\$0.75/hour	Correctional or Communications Officers (2 nd shift)	Received for any hours worked from 3:00 p.m. to 11:00 p.m.
	\$0.25/hour	Correctional or Communications Officers (3 rd shift)	Received for any hours worked from 11:00 p.m. to 7:00 a.m.

	\$0.75/hour	Corrections Sergeants (2 nd and 3 rd shift)	Received for any hours worked from 2:45 p.m. to 7:00 a.m.
	\$0.20/hour	Health & Human Services (reception) working 2nd shift	Applies to a shift beginning in the reception unit on or after 12:00 p.m.
	\$0.50/hour	LHCC CNA pool staff	Received for any hours worked from 2:45 p.m. to 7:30 a.m.
	\$1.00/hour	LHCC licensed pool staff	Received for any hours worked from 2:45 p.m. to 7:30 a.m.
Charge Premium	\$1.40/hour	RN - Unit Supervisors * Excludes LHCC pool staff	n/a
	\$1.00/hour	Communications Officers	n/a
Weekend Differential	\$5.00/hour	RN - Unit Supervisors	For an employee who works additional straight-time hours on weekends in excess of their normally scheduled weekend hours, as long as the extra hours are not a result of employee-initiated trade days. A weekend is defined as a period beginning with the 3 rd 1 st shift on Friday <u>Saturday</u> through the 2 nd 3 rd shift on Sunday.
	\$4.00/hour	LPN - Unit Supervisors	For an employee who works additional straight-time hours on weekends in excess of their normally scheduled weekend hours, as long as the extra hours are not a result of employee-initiated trade days. A weekend is defined as a period beginning with the 3 rd 1 st shift on Friday <u>Saturday</u> through the 2 nd 3 rd shift on Sunday.
	\$2.00/hour	All LHCC employees scheduled to work weekends excluding RN's and LPN's * Excludes LHCC pool staff and LHCC clerical staff.	For an employee who works additional straight-time hours on weekends in excess of their normally scheduled weekend hours, as long as the extra hours are not a result of employee-initiated trade days. A weekend is defined as a period beginning with the 3 rd 1 st shift on Friday <u>Saturday</u> through the 2 nd 3 rd shift on Sunday.
	\$0.50/hour	LHCC dietary pool staff and CNA pool staff	Received for any hours worked from 11:00 p.m. on Friday until 11:15 p.m. on Sunday <u>beginning with the 1st shift on Saturday through the 3rd shift on Sunday.</u>

	\$1.00/hour	LHCC licensed pool staff	Received for any hours worked from 11:00 p.m. on Friday until 11:15 p.m. on Sunday beginning with the 1 st shift on Saturday through the 3 rd shift on Sunday.
Standby Pay	\$1.50/hour, not on a holiday	LHCC employees * Excludes LHCC pool staff	n/a
	\$2.00/hour, on a holiday set forth in 15-515(b)	LHCC employees * Excludes LHCC pool staff	n/a
CDEB Stipend	Up to \$2,500 annually	Director-Curriculum and Instruction, Director-Pupil Services/School Psychologist	For additional work beyond contract days as set forth in 15-357 (c)
Summer School	Step 1 of Special Education Aide Pay Range	Special Education Aides	n/a
Extended School Year	110% of current hourly rate	Staff Certified to Perform Specific IEP Services	n/a
Road or Marking/Signing Lead Worker Differential	\$1.00/hour	Patrolman/Woman Machine Operator	n/a
Shop Lead Worker Differential	\$0.75/hour	Mechanic II	n/a
Machine Operator Differential	\$0.50/hour	Patrolman/Woman Road Lead Worker Marking/Signing Lead Worker Mechanic II	n/a
Mechanic II Differential	\$0.50/hour	Patrolman/Woman Road Lead Worker Marking/Signing Lead Worker	n/a
Economic Support Specialist Lead Worker Differential	\$1.00/hour	Economic Support Specialists	n/a
Substitute Aide Pay	\$100/day	Substitute Special Education Aides	n/a
Substitute Teacher Pay	\$100/day	Substitute Teachers	This rate applies until a substitute teacher has worked 30 continuous school days – at that time 15-1048 applies
Lunchroom Pay	3.13% of step 1 of lane 1 of current teacher pay schedule	Teachers Physical Therapists Occupational Therapists	n/a
Student Supervision Pay	Equal to Substitute Aide/Teacher daily rate	Lakeland School Employees	Applies only to non-contract days, including overnight trips on contract days.
Deputy Medical Examiner Pay	\$120 per call	Deputy Medical Examiners	n/a

1 PART II: That this ordinance shall be effective as of January 17, 2016.

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3 PASSED and ADOPTED by the Walworth County Board of Supervisors this 12th day of
4 January 2016.

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Nancy Russell
County Board Chair

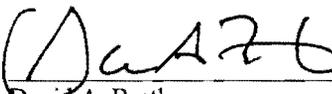
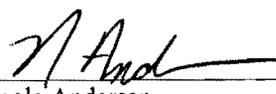


Kimberly S. Bushey
Attest: County Clerk

County Board Meeting Date: January 12, 2016

Action Required: Majority Vote X Two-thirds Vote _____ Other _____

Policy and Fiscal Note is attached.
Reviewed and approved pursuant to Section 2-91 of the Walworth County Code of Ordinances:

	1/12/16		1/14/16
David A. Bretl	Date	Nicole Andersen	Date
County Administrator/Corporation Counsel		Deputy County Administrator-Finance	

If unsigned, exceptions shall be so noted by the County Administrator.

This Resolution/Ordinance was:
Adopted: Roll Call/U.C./Voice
Rejected/Referred/Laid Over
Ayes: Noes: Absent:
Date January 12, 2016
As Amended

Ordinance No. 965-01/16
Fiscal Note and Policy Impact Statement

I. Title: Amending Sections of Chapter 15 of the Walworth County Code of Ordinances Relating to Overtime Threshold Changes and Weekend Premium Changes for Certain Employees at Lakeland Health Care Center

II. Purpose and Policy Impact Statement: The purpose of this ordinance amendment is to change the threshold for weekend premiums for certain Lakeland Health Care Center employees.

III. Is this a budgeted item and what is its fiscal impact: The exact fiscal impact of this ordinance amendment will not be realized until the changes are in effect. The cost will be covered by the funds included in the 2016 budget.

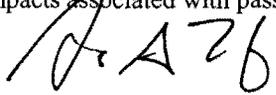
IV. Referred to the following standing committee(s) for consideration and date of referral:

Committee: Human Resources Committee Date: January 12, 2016

Vote: 3 – 0

County Board Meeting Date: January 12, 2016

Policy and fiscal note has been reviewed and approved as an accurate statement of the probable policy and fiscal impacts associated with passage of the attached ordinance.

 1/12/16

David A. Bretl Date
County Administrator/Corporation Counsel

 1/14/16

Nicole Andersen Date
Deputy County Administrator-Finance