

ORDINANCE NO. xxxx – 11/20

**AMENDING SECTION 15-359 OF THE WALWORTH COUNTY CODE OF ORDINANCES
RELATING TO SPECIAL PAY PREMIUMS AT LAKELAND HEALTH CARE CENTER**

THE WALWORTH COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS:

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

“Sec. 15-359. Special pay premiums.

(b) Any premium listed below is paid on productive hours only.

Type of Premium	How Much	Who	Special Notes
Shift Premium	\$1.00/hour	LPN (2 nd and 3 rd shift) *Regular employees only <u>*Excludes red-circled employees</u>	Received for any hours worked from 2:30 p.m. to 7:00 a.m.
	\$1.50/hour	RN and Assistant Nurse Manager (2 nd and 3 rd shift) *Regular employees only <u>*Excludes red-circled employees</u>	Received for any hours worked from 2:30 p.m. to 7:00 a.m.
	\$0.75/hour	All hourly LHCC employees in nursing excluding RN's and LPN's (2 nd and 3 rd shift) *Regular employees only <u>*Excludes red-circled employees</u>	Received for any hours worked from 2:30 p.m. to 7:00 a.m.
	\$0.50/hour	Food service and reception employees, including the part-time <u>Administrative Clerks I, II and III</u> , at LHCC *Regular employees only <u>*Excludes red-circled employees</u>	Received by employees scheduled to work 2 nd shift 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.
	\$0.25/hour	Health & Human Services (reception) working 2 nd shift	Applies to a shift beginning in the reception unit on or after 12:00 p.m.
	\$0.35/hr	Hourly HHS employees	Received for any crisis intervention shift beginning between 12:00 p.m. and 6:00 a.m. Shift premium shall also be paid for in-person response relating to juvenile court intake or initial assessment during on-call period only.
	\$2.50/hour	Shift Leader (Highway Maintenance Worker) - 2 nd and 3 rd Shift Supervisor	Received for any eight-hour shift worked 3:30 p.m. to 7:00 a.m. The unscheduled hours differential shall apply outside of the assigned shift.
Charge Premium	\$1.40/hour	RN LPN *Regular employees only	n/a
	\$1.00/hour	Communications Officers	n/a
Weekend Differential	\$1.00/hour	RN *Regular employees only *Excludes red-circled employees	Paid for weekend hours worked for 1 st shift on Saturday through 3 rd shift on Sunday.
	\$1.00/hour	LPN *Regular employees only *Excludes red-circled employees	Paid for weekend hours worked for 1 st shift on Saturday through 3 rd shift on Sunday.
	\$1.00/hour	All regular hourly LHCC employees regularly scheduled to work weekends not identified above	Paid for weekend hours worked for 1 st shift on Saturday through 3 rd shift on Sunday.
Standby Pay	\$1.50/hour, not on a holiday	LHCC employees * Excludes LHCC pool staff and weekend warrior pool staff	n/a
	\$2.00/hour, on a holiday set forth in 15-520	LHCC employees * Excludes LHCC pool staff and weekend warrior pool staff	n/a
	\$3.00/hr not on a holiday	Hourly HHS employees as assigned by their supervisor; and, Casual Deputy Medical Examiners	Employee is required to be available via cell phone and promptly respond when called. Must report within one hour if requested.

\$4.50/hr on a holiday set forth in 15-520	Hourly HHS employees as assigned by their supervisor; and, Casual Deputy Medical Examiners	Employee is required to be available via cell phone and promptly respond when called. Must report within one hour if requested.
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1 **PART II: That this ordinance shall be effective as of November 29, 2020.**
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3 **PASSED and ADOPTED** by the Walworth County Board of Supervisors this 10th day of November
4 2020.

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9 Nancy Russell County Board Chair
10 _____
11 Kimberly S. Bushey
12 Attest: County Clerk

11 County Board Meeting Date: November 10, 2020

13 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:			
_____ Michael P. Cotter Corporation Counsel	Date	_____ Jessica Conley Finance Director	Date
_____ Mark W. Luberda County Administrator	Date		
If unsigned, exceptions shall be so noted by the County Administrator.			

Resolution No. xx - 11/20
Authorizing the Amended Walworth County 457 Deferred Compensation Plan

1 Moved/Sponsored by: Human Resources Committee
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3 **WHEREAS**, Walworth County offers eligible employees and elected officials the option to
4 participate in a Deferred Compensation Plan ("Plan") under section 457 of the Internal Revenue
5 Code; and,
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7 **WHEREAS**, Nationwide, the record-keeper of Walworth County's plan, AndCo, Walworth
8 County's Deferred Compensation Consultant, as well as the Walworth County Deferred
9 Compensation Committee are recommending the addition of Roth as an option to the 457 plan
10 design and the option for in plan conversions included in the amended Adoption Agreement
11 (Exhibit A) and the Plan Document (Exhibit B); and,
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13 **WHEREAS**, both the Adoption Agreement and the Plan Document have been reviewed and
14 approved with the addition of the Roth option and the in-plan conversion as part of the plan design;
15 and,
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17 **WHEREAS**, the Human Resources Committee recommends approval and adoption of the
18 Adoption Agreement (Exhibit A) and the Plan Document (Exhibit B) as amended.
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20 **NOW, THEREFORE, BE IT RESOLVED** by the Walworth County Board of Supervisors that
21 the attached Adoption Agreement (Exhibit A) and Walworth County 457(b) Deferred
22 Compensation Plan (Exhibit B) are hereby approved and adopted as amended.
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24 **BE IT FURTHER RESOLVED** that the officers of Walworth County are hereby authorized and
25 directed to take all appropriate actions to carry out the above resolution.
26
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28 _____
29 Nancy Russell
30 County Board Chair

Kimberly S. Bushey
County Clerk

31
32 County Board Meeting Date: November 10, 2020
33

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:			
_____	Date	_____	Date
Michael P. Cotter Corporation Counsel		Jessica Conley Finance Director	
_____	Date		
Mark W. Luberda County Administrator			
If unsigned, exceptions shall be so noted by the County Administrator.			

Policy and Fiscal Note
Resolution No. xx-11/20

I. Title: Authorizing the Amended Walworth County 457 Deferred Compensation Plan

II. Purpose and Policy Impact Statement: The purpose of this resolution is to authorize the amended Walworth County 457 Deferred Compensation Plan (attached).

III. Budget and Fiscal Impact: Passage of this resolution will have no fiscal impact on the county budget.

IV. Referred to the following standing committees for consideration and date of referral:

Committee: Human Resources

Date: October 21, 2020

Vote:

County Board Meeting Date: November 10, 2020

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 resolution.

 Michael P. Cotter Date
 Corporation Counsel

 Jessica Conley Date
 Finance Director

 Mark W. Lubarda Date
 County Administrator