

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY



Annette Mikula, HR Director
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

April 2, 2019
DATE DRAFTED

REALLOCATING THE MASTER ELECTRICIAN

1 **WHEREAS**, reallocation is defined in Rock County Ordinance 18.1038 as the reassignment of a
2 position from one pay range to another to correct an error in the original assignment, to reflect
3 changing labor market conditions, or to reflect significant changes over a period of time in the duties
4 and the responsibilities of the position; and,
5

6 **WHEREAS**, this was a new position created in the 2019 budget; and,
7

8 **WHEREAS**, Rock County recently had a failed recruitment for the position of Master Electrician with
9 a limited applicant pool; and,
10

11 **WHEREAS**, the Human Resources Department has reviewed the current pay range allocated to the
12 Master Electrician, Unilateral Range 21, and found the range to be below public sector comparable
13 data and the local labor market.
14

15 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly
16 assembled this 25th day of April, 2019, does hereby increase the pay range for the Master
17 Electrician from Unilateral Pay Range 21 to Unilateral Pay Range 23.

Respectfully Submitted,

COUNTY BOARD STAFF COMMITTEE

GENERAL SERVICES COMMITTEE

J. Russell Podzilni, Chair

Henry Brill, Chair

Mary Mawhinney, Vice Chair

Jeremy Zajac, Vice Chair

Rich Bostwick

Tom Brien

Henry Brill

Robert Potter

Betty Jo Bussie

Yuri Rashkin

Terry Thomas

Louis Peer

Alan Sweeney

Bob Yeomans

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FISCAL NOTE:

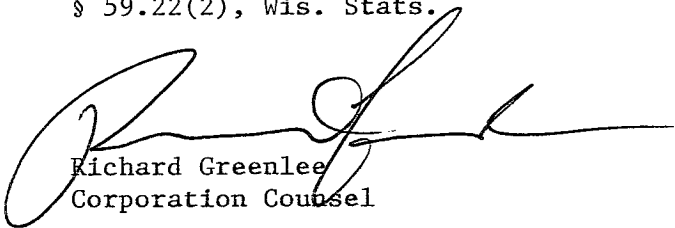
Sufficient funds are available for this reallocation due vacancies.



Sherry Oja
Finance Director

LEGAL NOTE:

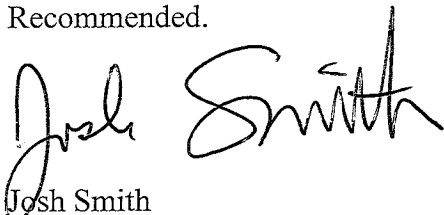
The County Board is authorized to take this action pursuant to
§ 59.22(2), Wis. Stats.



Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith
County Administrator

Executive Summary

Rock County created a new position of Master Electrician in the 2019 budget. We recently completed a recruitment for this position and was unsuccessful in finding a highly qualified, experienced candidate in our pay range. The applicant pool was small even though we advertised through the local International Brothers of Electrical Workers and our County website.

Human Resources conducted a salary analysis for local Master Electrician positions and found that Rock County maximum of \$69,968.88 was below average for wage and benefits in this area.

As a result of the salary comparison it is recommended to reallocate the position of Master Electrician from the current placement in range 21 to range 23. The new range for the position would be \$61,616.92 to \$74,875.68.