

2 **RESOLUTION: Amend the Table of Organization for the Winnebago County Highway**  
3 **Department and Authorize Adjustment of Labor Costs with**  
4 **Corresponding Revenues**

7 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

8 **WHEREAS**, currently two (2) Highway Maintenance Superintendent positions directly supervise fifty-three  
9 (53) other Highway Department employees in addition to working with state and town officials, monitoring county and  
10 state highways, assessing needs, and managing construction and maintenance projects; and

11 **WHEREAS**, there is a need to add supervisory positions in the Highway Department to provide more direct  
12 supervision of employees, improve communications, efficiently allocate crews and equipment, and reduce the  
13 workload of superintendents; and

14 **WHEREAS**, the leadership currently provided by the foreman positions can be provided partly by the new  
15 supervisory positions and partly by designating equipment operators, when necessary, to serve as crew leaders, with  
16 a temporary addition in pay to apply to hours worked as a crew leader; and

17 **WHEREAS**, the Bridge and Engineering Manager is required to spend a majority of his time supervising  
18 bridgetenders and managing state, county, and local bridge maintenance; and an engineering technician position is  
19 needed in order to provide construction staking, right of way marking, and field permit review, as well as maintaining  
20 the GIS database and other related job functions.

21 **NOW, THEREFORE, BE IT RESOLVED**, by the Winnebago County Board of Supervisors, that it hereby  
22 amends the Table of Organization for the Winnebago County Highway Department as follows:

<u>Full-Time Positions</u>	<u>Current</u>	<u>Change</u>	<u>Proposed</u>
Highway Maintenance Supervisor	0	+3	3
Foreman	5	-5	0
Equipment Operator II	9	+2	11
Equipment Operator I	38	+3	41
Engineering Technician	0	+1	1

30 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that, with respect to the  
31 Highway Maintenance Supervisor and Engineering Technician positions, the foregoing changes are effective May 1,  
32 2018.

33 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that, with respect to the  
34 Foreman and Equipment Operator positions, the foregoing changes will become effective through attrition, so that  
35 whenever a Foreman position becomes vacant for any reason it will be replaced with an Equipment Operator I or II  
36 position, with the Equipment Operator I positions being created before the Equipment Operator II positions.

37 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that a pay differential of  
38 \$1.00 per hour may be authorized when it is necessary to appoint a crew leader in situations when a supervisor or  
39 foreman is not available.

40 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that, to accommodate these  
41 changes, the 2018 Labor and Fringe Benefit Accounts in the Highway Enterprise Fund will be increased by a total of  
42 \$227,401, and the internal and external revenue accounts in the Highway Enterprise Fund will be increased by the  
43 same amount.

44 **Fiscal Impact.** There will be no fiscal impact, revenues will offset the additional labor costs

45 Respectfully submitted by:

46 **HIGHWAY COMMITTEE**

47 Committee Vote: **5-0**

48 Respectfully submitted by:

49 **PERSONNEL AND FINANCE COMMITTEE**

50 Committee Vote: **4-1**

51 Vote Required for Passage: **Two-Thirds of Membership**

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53 Approved by the Winnebago County Executive this \_\_\_\_ day of \_\_\_\_\_, 2018.

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Mark L Harris  
Winnebago County Executive