



RUSK COUNTY

RESOLUTION # 21-13
CHANGING HIGHWAY OVERTIME POLICY

TO THE RUSK COUNTY BOARD OF SUPERVISORS

Table with 4 columns: Board Members, AYE (Yes), NAY (No), Abstain / Excused. Lists 20 members and a TOTAL row.

BOARD ACTION
Vote Required: Majority Vote of a Quorum
Motion to Approve Adopted [X]
1st Hraban Defeated [ ]
2nd Stout

Reviewed by:
Reviewed by:
FISCAL IMPACT: (Note if there is any fiscal impact or not)

Certification:
I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the 23 day of March, 2021 by the Rusk County Board of Supervisors.
Connie Meyer
County Clerk, Rusk County

1 WHEREAS, the County currently pays Highway Department workers overtime
2 for any hours over forty within a work week, and
3
4 WHEREAS, Highway workers may have to work outside of the normal work
5 hours due to snow removal, weather related emergencies, and management
6 decisions, and
7
8 WHEREAS, a change to the Highway overtime pay structure has been proposed
9 to provide workers with more flexibility in determining their work week and
10 greater ability to utilize PTO, and
11
12 WHEREAS, the proposed change would pay non-clerical Highway workers
13 overtime for any hours worked outside of their regular schedule, and
14
15 WHEREAS, the Highway and Personnel Committees have reviewed this change
16 including a comparison of how total compensation would have changed with this
17 policy if in place in 2019 and 2020 which showed minimal change, and
18
19 NOW, THEREFORE, BE IT RESOLVED, that the overtime policy for non-
20 clerical Highway workers be changed to reflect that all hours worked outside of
21 the employees regular schedule will be paid at the overtime rate (1 1/2 times
22 regular pay).
23
24 BE IT FURTHER RESOLVED, that this change is effective April 1, 2021.

SUBMITTED BY:
Rusk County Personnel Committee

Tom Hanson, Chairman
Robert Stout, Vice Chairman

Lisa Dobrowolski
Mike Hraban

Dave Willingham