

1 **WASHINGTON COUNTY, WISCONSIN**

2
3 Date of enactment: 10/16/12
4 Date of publication: _____

5 **VOTE**

6 **2012 RESOLUTION 34**

7
8 **Adoption of Revised Fair Labor Standards Act (“FLSA”) Position Classifications**

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10 **WHEREAS**, in 2011, Washington County, by its Administrative Services Committee,
11 commissioned a countywide pay plan study and hired Carlson Dettmann Consulting (“Carlson”)
12 to perform the study; and

13
14 **WHEREAS**, as a part of the pay plan study, Carlson was engaged to review each County
15 position pursuant to the FLSA, to evaluate whether the County’s current classification of each
16 position conforms to the current FLSA and to make recommendations regarding modifying
17 classifications as necessary; and

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19 **WHEREAS**, Carlson has evaluated current county FLSA classifications and has made
20 recommendations to the Human Resources Department; and

21
22 **WHEREAS**, the Human Resources Department has reviewed the Carlson
23 recommendations relating to FLSA and, in conjunction with Carlson, recommends updating
24 certain position classifications; and

25
26 **WHEREAS**, certain positions within the Samaritan Health Center and Washington
27 County Sheriff’s Department, although technically exempt from overtime pay under the FLSA,
28 will be paid at time and one-half for overtime;

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30 **NOW, THEREFORE, BE IT RESOLVED** by the Washington County Board of
31 Supervisors hereby adopts the recommendations as presented and as set forth on the attached
32 Exhibit A (FLSA Classifications dated October 5, 2012).

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34 **BE IT FURTHER RESOLVED** that the County Attorney is directed to modify Chapter
35 7 and related sections of the Washington County Code to incorporate the FLSA determinations
36 and is further directed to take the steps necessary to meet the implementation date of January 1,
37 2013.

38
39 _____
40 **VOTE REQUIREMENT FOR PASSAGE: Majority**

41
42 **RESOLUTION SUMMARY:** Resolution revising position classifications in accordance with the
43 Fair Labor Standards Act.

1 APPROVED:
2 (signed by Kimberly A. Nass)
3 Kimberly A. Nass, County Attorney
4 Dated _____
5
6 Considered 10/16/12
7 Adopted 10/16/12
8 Ayes 28 Noes 1 Absent 1
9 Voice Vote _____

Introduced by members of the ADMINISTRATIVE
SERVICES COMMITTEE as filed
with the County Clerk.

(signed by Peter I. Sorce)
Peter I. Sorce, Chairperson

10
11 (Based on 2011 payroll records, this change will result in overtime savings of approximately
12 \$57,000.00. This amount does not include benefits.)