

2 **RESOLUTION: Adopt Revisions to Pay Schedules for Employees of the Courthouse,**
3 **Human Services Department, Park View Health Center, and Highway**
4 **Department, as well as Bridgetenders and Professional Dispatchers**
5

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

7 **WHEREAS**, it is in the best interests of Winnebago County that the salaries of all employees be adjusted
8 periodically; and

9 **WHEREAS**, the employees formerly represented for collective bargaining purposes in the Courthouse,
10 Human Services Department, Park View Health Center, Highway Department, Bridgetenders, and Professional
11 Dispatchers bargaining units no longer have certified bargaining representatives; and

12 **WHEREAS**, Winnebago County has considered the effects of inflation upon salaries, changes in the labor
13 markets, the need to attract and retain qualified employees, and the desirability of treating those employees formerly
14 represented in collective bargaining units on an equitable basis in as similar a manner as is feasible when compared
15 with managerial, supervisory, and administrative employees; and

16 **WHEREAS**, your undersigned Committee recommends the adjustments set forth above as well as a desire
17 to restrain increases in the Winnebago County Budget and to act in a fiscally prudent manner.

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19 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
20 authorizes the pay schedules for employees working in the Courthouse, Human Services Department, Park View
21 Health Center, and Highway Department, as well as Bridgetenders and Professional Dispatchers, to be amended so
22 as to increase the wages of covered employees having continuing satisfactory job performance by 1.75%, across-
23 the-board, effective January 1, 2014

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25 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it hereby authorizes an
26 additional increase in wages of 1.5% (for a combined total increase of 3.25%) effective January 1, 2014, for any
27 employee covered by the pay schedules for Courthouse, Human Services Department, Park View Health Center,
28 and Highway Department employees, as well as for Bridgetenders and Professional Dispatchers, having continuing
29 satisfactory job performances and whose pay has not yet reached the midpoint of the applicable pay scale.

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31 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that any employee who
32 received a step increase between January 1, 2014, and February 10, 2014 (the date on which any further step
33 increases were suspended) will receive the larger of (a) the pay increase provided by this Resolution; or (b) the step
34 increase already received, but not both, and that step increases under the pay schedules covered by this Resolution
35 will be frozen as of February 10, 2014.

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37 **Fiscal Note:** The 2014 cost of these increases is estimated to be as follows:

38	Wages	\$529,581.00
39	Fringes.....	<u>\$ 77,584.00</u>
40	Total.....	\$607,165.00

41 (Note: the 2014 Winnebago County Budget includes \$667,899 to cover wage increases and associated fringe benefit costs for
42 these employee groups.)
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Respectfully submitted by:

PERSONNEL AND FINANCE COMMITTEE

Committee Vote: **5-0**

Vote Required for Passage: **Majority of Those Present**

Approved by the Winnebago County Executive this ____ day of _____, 2014.

Mark L Harris
Winnebago County Executive