

2 **RESOLUTION: Adopt Revisions to Pay Schedules for Non-Union Regular Employees**

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

6 **WHEREAS**, it is advisable to consider adjustments to the pay ranges for Winnebago County employees  
7 periodically, to ensure that our wage rates remain at a level sufficient to allow us to attract and retain good  
8 employees; and

9 **WHEREAS**, adjusting the minimums and maximums of pay ranges will not directly increase the pay of any  
10 particular Winnebago County employee, but will allow employees at the maximum pay ranges to participate in the  
11 Merit Pay Program and receive merit pay increases if they earn them, up to the new maximum of their pay ranges;  
12 and

13 **WHEREAS**, the consumer price index-urban (CPI-U), as calculated by the Wisconsin Department of  
14 Revenue and used by the Wisconsin Employment Relations Commission for calculating allowable general wage  
15 increases under Act 10, has fluctuated during the past year, between 1.68% and 1.25%, and your undersigned  
16 Committee believes that an increase of 1.50% represents a reasonable adjustment for non-union pay schedules; and

17 **WHEREAS**, it is anticipated that a study of Winnebago County’s compensation plans will be completed  
18 within the upcoming year, and the Board does not wish to consider any further changes to pay ranges until after the  
19 pay study is complete.

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21 **NOW, THEREFORE, BE IT RESOLVED**, by the Winnebago County Board of Supervisors, that the  
22 minimums and maximums of each pay range for the pay grades covering all regular Winnebago County employees  
23 may be increased by 1.50%, effective January 1, 2016.

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25 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that a study of the  
26 Winnebago County compensation plans be completed within one year of the date on which this resolution is adopted,  
27 and any future proposed changes to pay ranges be evaluated after the Board has had the benefit of reviewing the  
28 recommendations from the compensation plan study.

29 **Fiscal Note:** There is no fiscal impact to this Resolution. Pay raises will be as determined by the Merit Pay Plan

30 Respectfully submitted by:  
31 **PERSONNEL AND FINANCE COMMITTEE**

32 Committee Vote: **5-0**  
33 Vote Required for Passage: **Majority of Those Present**

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35 Approved by the Winnebago County Executive this \_\_\_\_ day of \_\_\_\_\_, 2015.

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37 \_\_\_\_\_  
38 Mark L Harris  
39 Winnebago County Executive