

2 **RESOLUTION: Amend Section 2(a) of the Merit Pay Plan to Allow the Winnebago County**
3 **Executive to Budget an Estimated Increase in Each Departments' Budget**
4 **Rather Than Placing the Entire Amount in a Separate Account.**
5

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

7 **WHEREAS**, at its May 19, 2015, County Board Meeting, the Winnebago County Board adopted a Merit Pay
8 Plan; and

9 **WHEREAS**, Section 2(a) of the Merit Pay Plan states that the entire amount of merit pay being proposed in
10 the County Executive's Budget "will be budgeted in a separate contingency account" as indicated below:

11 **Section 2: Establishment of Merit Pool**

12 (a) As part of the County budget process, the County Executive will include in the Executive Budget an
13 amount designated for merit pay increases County-wide. This amount will be budgeted in a separate
14 contingency account, not a part of operating department budgets;
15 and

16 **WHEREAS**, the Budget Book includes an overview section that summarizes the budget in many different
17 ways including the following:

- 18 • expenditures by division
- 19 • where funds go
- 20 • levy by division
- 21 • financial comparisons between years by account type, and
- 22 • several other ways; and

23 **WHEREAS**, these schedules summarizing Winnebago County's budget will not be very meaningful if they do
24 not reflect a best estimate of departments' budgets; and

25 **WHEREAS**, some of the departments are "special apportionments," and funds for pay increases should be
26 reflected there so the apportionments are accurate; and

27 **WHEREAS**, although amounts will be included in departments' budgets, pay increases are not automatic—
28 pay increases are still dependent on performance reviews as part of the Merit Pay Plan; and

29 **WHEREAS**, to keep departments' budgets comparable between years, it is important to make this change
30 now so it can be reflected in the 2016 Budget.

31
32 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
33 amends Section 2(a) of the Merit Pay Plan to read as follows: "The Winnebago County Executive shall include in
34 each departments' budget an estimate of the amount of pay increases that will affect each department."

35
36 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that subsequent budget
37 adjustments may be brought before the Board, if necessary, if the amount of the merit pay adjustment to individual
38 departments exceeds the amount included in the budget, as long as the total amount of merit pay increase does not
39 exceed the amount adopted as part of the annual county budget.
40

41 **Fiscal Impact:** There is no fiscal impact to this Resolution. It merely changes how estimated labor cost increases
42 will be presented in the annual budget document.
43

44 Respectfully submitted by:

45 **PERSONNEL AND FINANCE COMMITTEE**

46 Committee Vote: **5-0**

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

48

49 Approved by the Winnebago County Executive this ____ day of _____, 2015.

50

51

52

53

Mark L Harris
Winnebago County Executive