

1 **261-92013**

2 **RESOLUTION: Approving Winnebago County Human Resources Policy Manual**

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

5 **WHEREAS**, pursuant to the provisions of 2011 Act 10, terms and conditions of employment other than total
6 base wage increases are no longer subject to collective bargaining for most county employees; and

7 **WHEREAS**, although several of Winnebago County’s collective bargaining agreements expired December
8 31, 2012, County management continues to follow much of the language in those agreements since no other County
9 policies covering the same subjects have yet been approved to supersede them; and

10 **WHEREAS**, it is necessary and desirable to adopt a new set of policies to govern human resources matters
11 for Winnebago County employees in order to provide guidance to department heads and managers, improve
12 compliance with legal requirements, and management best practices, and to provide an employee grievance
13 procedure as required by Act 10.

14 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
15 approves and adopts the attached Winnebago County Human Resources Manual, and the previously approved
16 Handbook of Employment Policies Covering Appointed Non-Represented Employees, as revised in June 2011
17 pursuant to Resolution Number 253-62011, and the Handbook of Employment Policies Covering Represented
18 Employees of Winnebago County, as revised in March 2011 pursuant to Resolution Number 252-62011, are hereby
19 rescinded and repealed.

20 Respectfully submitted by:

21 **PERSONNEL AND FINANCE COMMITTEE**

22 Committee Vote: **4-0**

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

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25 Approved by the Winnebago County Executive this ____ day of _____, 2013.

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Mark L Harris
Winnebago County Executive