

2 **RESOLUTION: Adopt Revisions to Winnebago County Pay Schedules and Provide Pay**
3 **Increases for 2015**

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

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

8 **WHEREAS**, the County has considered the effects of inflation upon salaries, changes in the labor markets,
9 the need to attract and retain qualified employees, and the desirability of treating various groups of employees
10 equally; and

11 **WHEREAS**, since step increases are no longer in place for most County employees, it is desirable to
12 recognize good service to the County by providing some additional pay increase to those employees who are lower
13 in their pay ranges, thereby allowing an employee’s pay to gradually move upward in the pay range as the
14 employee’s tenure with the County increases; and

15 **WHEREAS**, the undersigned Committee recommends the adjustments set forth below to the County’s pay
16 schedule, taking into account those reasons set forth above as well as a desire to restrain increases in the County
17 budget and to act in a fiscally prudent manner; and

18 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
19 authorizes the pay schedules for Administrative Employees, Courthouse Employees, Human Services Employees,
20 Park View Health Center Employees, Highway Employees, Bridgetenders, and Professional Dispatchers to be
21 amended by increasing the minimum and maximum pay for each range by 1.5%, across-the-board, effective January
22 1, 2015.

23 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it hereby authorizes an
24 increase in wages for Administrative Employees, Courthouse Employees, Human Services Employees, Park View
25 Health Center Employees, Highway Employees, Bridgetenders, and Professional Dispatchers having continuing
26 satisfactory job performance by 1.5%, across-the-board, effective January 1, 2015.

27 **BE IF FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it hereby authorizes an
28 additional increase in wages for any employee covered by the pay schedules for Courthouse Employees, Human
29 Services Employees, Administrative Employees, Park View Health Center Employees, Highway Employees,
30 Bridgetenders, and Professional Dispatchers having continuing satisfactory job performance and whose pay has not
31 yet reached the maximum point of the applicable pay range, in the following amounts: 2.0% for those in the first
32 quartile of the pay range; 1.5% for those in the second quartile of the pay range; 1.0% for those in the third quartile of
33 the pay range; and ~~0.5%~~ 0.5% for those in the fourth quartile of the pay range.

34
35 **Fiscal Note:** The 2015 cost of these increases is estimated to be as follows:

36 Wages.....	\$1,008,953
37 Fringes.....	\$ 145,794
38 Total.....	\$1,154,747

39 **(Note: this amount is included in the 2015 draft budget.)**

40
41

42
43
44
45
46
47
48
49
50
51
52

Respectfully submitted by:
PERSONNEL AND FINANCE COMMITTEE

Committee Vote: **3-2**
Vote Required for Passage: **Majority of Those Present**

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

Mark L Harris
Winnebago County Executive