

2 **Proposed Amended**

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

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

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

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

19 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby  
20 authorizes the pay schedules for Administrative Employees, Courthouse Employees, Human Services Employees,  
21 Park View Health Center Employees, Highway Employees, Bridgetenders, and Professional Dispatchers to be  
22 amended by increasing the minimum and maximum pay for each range by 1.5%, across-the-board, effective January  
23 1, 2015.

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

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

36 **BE IF FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it hereby directs  
37 **the Winnebago County Executive and the Winnebago County Human Resources Director to develop a**  
38 **proposed merit pay plan for Winnebago County's non-represented employees and to present such proposed**  
39 **plan to the Winnebago County Board's Personnel and Finance Committee within a suitable time period so as**  
40 **to allow such plan to be reviewed and adopted prior to the preparation of the 2016 budget.**

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

Wages.....	\$651,299
Fringes.....	\$ 94,113
Total.....	\$745,412

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

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

Committee Vote: **4-1**  
Vote Required for Passage: **Majority of Those Present**

Approved by the Winnebago County Executive this \_\_\_\_ day of \_\_\_\_\_, 2014.

\_\_\_\_\_  
Mark L Harris  
Winnebago County Executive