

2 **RESOLUTION: Adopting Revisions to the Winnebago County Compensation Schedule**
3 **for 2023**

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

7 **WHEREAS**, in 2022 Winnebago County engaged the services of McGrath and Associates as compensation
8 consultants to study the County's current pay structures and the labor markets, and make recommendations for
9 changes which will help the County attract and retain employees in the rapidly changing labor market; and

10 **WHEREAS**, the results of the study identified that 33% of the positions surveyed appear to have slipped
11 below the average market minimum and the recommended changes by the consultant would realign positions within
12 the market; and

13 **WHEREAS**, in range compression was identified as a major issue in the study and causes problems in
14 recruitment as the competitive hiring range is not available as current employees are in this part of the salary range;
15 and

16 **WHEREAS**, an adjustment to current employees' rate of pay based on the table below, will significantly
17 alleviate in-range compression; and

18 **WHEREAS**, the consultant identified the comp ratio as a comparison of the County's salary range to the
19 market, in which the proposed Compensation Schedule would have the top of Range A as a 45% comp ratio; the top
20 of Range B – the control point – as a 50% comp ratio; the top of Range C as a 60% comp ratio; and the top of Range
21 D as a 74% comp ratio; and

22 **WHEREAS**, a salary contingency fund of \$2,000,000 was included in the 2023 Winnebago County adopted
23 budget for the purpose of funding pay increases that were expected to be recommended by the compensation
24 consultant; and

25 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
26 adopts the attached revised Winnebago County Compensation Schedule, which will supersede the previously-
27 approved Compensation Schedule effective after the day of publication of this resolution: and

28 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that the pay rate of each
29 regular employee which currently falls below the minimum of the grade for that employee's position on the new
30 Compensation Schedule may be increased to the minimum for that grade, effective as of a date to be determined by
31 the Director of Human Resources; and

32 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that the pay rate of each
33 regular employee which falls below the target pay rate for that employee's position and years of service in that
34 position, as determined by the table below, may be increased to the target pay rate, effective as of a date to be
35 determined by the Director of Human Resources, as follows:

<u>Years in Position</u>	<u>Target Pay Rate</u>
3	45% of the comp ratio (top of range A)
5	50% of the comp ratio (top of range B – control point)
7	52.5% of the comp ratio
9	55% of the comp ratio

42	11	57.5% of the comp ratio
43	13	60% of the comp ratio (top of range C)
44	15	62% of the comp ratio
45	17	64% of the comp ratio
46	19	66% of the comp ratio
47	21	68% of the comp ratio
48	23	70% of the comp ratio

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50 *Fiscal Note: The pay adjustments under this resolution are expected to be approximately \$2,070,000 annually.*
51 *Depending on the exact effective date, the increased total labor costs, including employee benefits, for the remainder*
52 *of 2023 are estimated to be \$1,785,000. \$2,000,000 is available to be transferred from the salary contingency fund*
53 *to labor accounts for various departments with future County Board action.*

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55 Respectfully submitted by:

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PERSONNEL & FINANCE COMMITTEE

57 Committee Vote: 5-0

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59 Vote Required for Passage: **Majority of Members Present**

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61 Approved by the Winnebago County Executive this ____ day of _____, 2023.

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Jonathan D. Doemel
Winnebago County Executive