

1 027-62016

2 **RESOLUTION: Adopt the Winnebago County Employee Compensation Plan**

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

6 **WHEREAS**, the compensation systems used by Winnebago County have not been updated and revised for  
7 a substantial period of time, and have become outdated, inconsistent, and unnecessarily complex; and

8 **WHEREAS**, McGrath Consulting Group Inc, an organization which specializes in public sector consulting,  
9 was commissioned by Winnebago County to conduct a comprehensive classification and compensation study of all  
10 regular positions in Winnebago County other than positions in the Sheriff’s Office subject to collective bargaining and  
11 elected officials; and

12 **WHEREAS**, McGrath Consulting Group Inc performed an extensive study of Winnebago County’s  
13 compensation structures, including collection and consideration of public sector market research data, interviews with  
14 and questionnaires prepared by employees, meetings with department heads, and analysis of relevant factors; and

15 **WHEREAS**, McGrath Consulting Group Inc developed recommendations concerning Winnebago County’s  
16 compensation system in the form of its Classification and Compensation/Study Executive Report, which was  
17 presented to the Personnel and Finance Committee on June 2, 2016; and

18 **WHEREAS**, the Personnel and Finance Committee believes that adoption of the principal recommendations  
19 of the report, concerning consolidation of Winnebago County’s pay schedules into a single pay schedule as  
20 proposed, is in the best interests of Winnebago County.

21 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby  
22 adopts the Winnebago County Employee Compensation Plan, attached hereto, and made a part of this Resolution,  
23 effective immediately.  
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26 Respectfully submitted by:

27 **PERSONNEL AND FINANCE COMMITTEE**

28 **Committee Vote: 4-0**

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

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31 Approved by the Winnebago County Executive this \_\_\_\_ day of \_\_\_\_\_, 2016.

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Mark L Harris  
Winnebago County Executive