

1 073-082020

2 **RESOLUTION: Amending the Winnebago County Merit Pay Plan**

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

6 **WHEREAS**, the Winnebago County Merit Pay Plan was originally adopted in 2015, and generally provides
7 that employee pay increases are to be based on a combination of employee performance evaluations and where the
8 employee's pay falls within the pay grade for the employee's position; and

9 **WHEREAS**, experience with the Merit Pay Plan has shown that the time lines may be changed, so that the
10 performance evaluation period can run from September 1 of the previous year through August 31 of the current year,
11 rather than August 1 through July 31; and

12 **WHEREAS**, changing the time line for performance evaluations will also help allow merit pay raises to be
13 given to new employees hired on or before July 1 of the current year, instead of May 1, which will be an improvement
14 when recruiting new employees; and

15 **WHEREAS**, the current Merit Pay Plan is overly specific about the evaluation levels that must be used, and
16 allowing management some flexibility to create different rating levels will help respond to some department
17 managers' concerns by updating plan details, while maintaining the essential elements of the plan.

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19 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
20 amends the Winnebago County Merit Pay Plan as indicated on the attached document, effective immediately.

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22 **Fiscal Note:** No fiscal impact.

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Respectfully submitted by:

PERSONNEL & FINANCE COMMITTEE

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25 Committee Vote: **5-0**

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

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28 Approved by the Winnebago County Executive this ____ day of _____, 2020.

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Mark L Harris
Winnebago County Executive

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