

Agenda Item Report



Winnebago County
The Wave of the Future

DATE: October 25, 2022

FROM: Mark Habeck, Director of Human Resources

RE: Adjustment to Compensation Schedule

General Description:

The Winnebago County Compensation Schedule provides pay grades for most non-elected regular positions other than those covered by the collective bargaining agreement with the Deputies' Association. The schedule includes a minimum, a control point, and a maximum for each pay grade. The 2023 budget was built using the assumption that the schedule amounts will be increased by 3.0% for 2023. This is independent from any recommended future adjustment due to the compensation study, which is underway, and expected to be presented to the Board no later than January 2023.

Action Requested:

Approval of a resolution increasing all rates of the Winnebago County Compensation Schedule by 3.0% effective 01/01/2023.

Procedural Steps:

(Show each level of committee and board approval needed, with meeting dates.)

Committee of Jurisdiction: P&F	Meeting date: 11/03/2022
Action taken: <u>__APPROVED__</u>	Vote: <u>__5-0__</u>
Other Committee: _____	Meeting date: _____
Action taken: _____	Vote: _____
County Board	Meeting date: _____

Background:

An increase to the compensation schedule is not the same as an across-the-board increase, and the requested resolution will not directly result in 3.0% pay raises. Pay raises will be determined primarily by the merit pay system. The only employees who will receive pay increases as a result of this change will be those at the minimum of the range for their pay grade.

It is important to adjust the pay schedule periodically, in order to attempt to keep the schedule in line with the labor market. However, it is also important that merit pay increases remain larger than adjustments to the schedule, so that pay for new employees who started at the minimum can move toward the control point as they gain experience. Average merit pay increases of 4.0% were included in the 2023 budget.

For your reference, the CPI rate providing the maximum percentage increase that would be applicable for labor contracts for general employees starting January 1, 2023 is 7.17%. The CPI for the Midwest region, all urban consumers, shows a 7.27% increase over the past 12 months from October 2021 – September 2022. Relevant planned increases in comparable jurisdictions include:

Brown County	3.0%
Fond du Lac County	2.5%
Jefferson County	3.25%
Outagamie County	1.0% (plus lump sum)
Walworth County	3.5%
City of Appleton	5.0%

Policy Discussion:

Approving the proposed resolution in November will assist Human Resources staff by allowing more time to process changes than if approved at a later meeting, such as December. It will also allow advertising of any new positions that may be approved in the budget with start dates in 2023 to reflect what the rate will be in January.

Again, this proposed resolution reflects amounts included in the proposed 2023 budget. Any proposed changes related to the compensation study will be addressed separately.

Attachments:

Proposed resolution and 2023 Winnebago County Compensation Schedule (Proposed).