

2 **RESOLUTION: Adopt Revisions to Winnebago County Compensation Schedule for 2020**

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TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:

6 **WHEREAS**, it is advisable to consider adjustments to the pay ranges for Winnebago County employees
7 periodically, to ensure that wage rates remain at a level sufficient to allow the County to attract and retain good
8 employees; and

9 **WHEREAS**, adjusting the minimums, control points, and maximums of pay ranges will not directly increase
10 the pay of County employees, except for those at the minimum and not eligible for a merit increase, but will allow
11 employees at the maximum of their pay ranges to participate in the merit pay program and to receive merit pay
12 increases, if they do earn them, up to the new maximum of their pay ranges; and

13 **WHEREAS**, the Personnel and Finance Committee believes that an increase of 1.5% represents a reasonable
14 adjustment of our non-union pay schedules;

15 **NOW, THEREFORE, BE IT RESOLVED**, by the Winnebago County Board of Supervisors, that it hereby
16 authorizes a 1.5% increase to the minimums, control points, and maximums of each pay grade in the Winnebago
17 County Compensation Schedule for 2020, as indicated on the attached schedule, which is made a part of this
18 Resolution and incorporated herein by reference.

19 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that the revisions to the 2020
20 Compensation Schedule will become effective as of January 1, 2020.

21 **Fiscal Note:** There is no fiscal impact to this Resolution. Pay raises will be as determined by the merit pay plan. The
22 increases to the pay minimums have been incorporated into the approved 2020 Budget.

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24 Respectfully submitted by:

25 **PERSONNEL AND FINANCE COMMITTEE**

26 Committee Vote: **4-0**

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

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29 Approved by the Winnebago County Executive this ____ day of _____, 2019.

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32 _____
33 Mark L Harris
34 Winnebago County Executive
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