

1 **276-102013**

2 **RESOLUTION: Adopt Revisions to the Winnebago County Administrative Salary Schedule**

3
4 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

5
6 **WHEREAS**, it is in the best interests of Winnebago County that the salaries of non-
7 represented employees be adjusted periodically; and

8 **WHEREAS**, the County needs to periodically make adjustments to its wage and salary
9 scales as a result of competition in the labor market for qualified workers; the need to attract and
10 retain qualified managerial and supervisory employees; and the need to keep managerial and
11 professional salary increases in line with increases paid by the County to non-managerial and
12 unionized employees; and

13 **WHEREAS**, the County, in re-examining its administrative salary schedule, also needs to
14 examine the effects of inflation upon salaries; and

15 **WHEREAS**, the undersigned Committee recommends the adjustments set forth below to the
16 County’s administrative salary schedule, taking into account those reasons set forth above as well as
17 a desire to restrain increases in the County budget and to act in a fiscally prudent manner.

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19 **NOW, THEREFORE, BE IT RESOLVED**, by the Winnebago County Board of
20 Supervisors, that it hereby authorizes the Winnebago County Administrative Salary Schedule to be
21 amended so as to increase the wages of covered employees having continuing satisfactory job
22 performance by 1.75%, across-the-board, effective January 1, 2014.

23
24 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it
25 hereby authorizes the Winnebago County Administrative Salary Schedule to be amended to increase
26 the wages of covered employees having continuing satisfactory job performances by an additional
27 1.5% (for a combined total increase of 3.25%), effective January 1, 2014, if they have not reached:
28 (a) their control point as a salaried employee; or (b) the midpoint (halfway between minimum and
29 maximum) for their pay range in the Hourly Pay Rates schedule ranges H-1 through H-8, or in
30 Appendix A (Public Health and Park View Health Center Nursing Positions), or in Appendix B
31 (craft employees), or in Appendix C (Sheriff’s Office and District Attorney’s Office), or in
32 Appendix D (Information Systems and GIS) hourly positions.

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34 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that said
35 amendments to the Winnebago County Administrative Salary Schedule shall become effective as of
36 January 1, 2014.

37
38 Submitted by:
39 **PERSONNEL AND FINANCE COMMITTEE**

40
41 Committee Vote: 4 - 0

42
43 Vote requirement for passage: Majority of those present

44 **FISCAL NOTE:**

45 Wages.....\$400,452
46 Fringes.....\$ 58,666
47 Total..... \$459,118

48 (Note: these funds are included in the proposed 2014 County budget)

49
50 Approved by the Winnebago County Executive this _____ day of _____, 2013.

51
52 _____
53 Mark L. Harris
54 Winnebago County Executive