

2 **RESOLUTION: Adopt Revisions to Winnebago County Pay Schedules and Provide Pay**  
3 **Increases for 2015**

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

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

8 **WHEREAS**, the County has considered the effects of inflation upon salaries, changes in the labor markets,  
9 the need to attract and retain qualified employees, and the desirability of treating various groups of employees  
10 equally; and

11 **WHEREAS**, since step increases are no longer in place for most County employees, it is desirable to  
12 recognize good service to the County by providing some additional pay increase to those employees who are lower  
13 in their pay ranges, thereby allowing an employee's pay to gradually move upward in the pay range as the  
14 employee's tenure with the County increases; and

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

18 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby  
19 authorizes the pay schedules for Administrative Employees, Courthouse Employees, Human Services Employees,  
20 Park View Health Center Employees, Highway Employees, Bridgetenders, and Professional Dispatchers to be  
21 amended by increasing the minimum and maximum pay for each range by 1.5%, across-the-board, effective January  
22 1, 2015.

23 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it hereby authorizes an  
24 increase in wages for Administrative Employees, Courthouse Employees, Human Services Employees, Park View  
25 Health Center Employees, Highway Employees, Bridgetenders, and Professional Dispatchers having continuing  
26 satisfactory job performance by 1.5%, across-the-board, effective January 1, 2015.

27 **BE IF FURTHER RESOLVED** by the Winnebago County Board of Supervisors that it hereby authorizes an  
28 additional increase in wages for any employee covered by the pay schedules for Courthouse Employees, Human  
29 Services Employees, Park View Health Center Employees, Highway Employees, Bridgetenders, and Professional  
30 Dispatchers having continuing satisfactory job performance and whose pay has not yet reached the maximum point  
31 of the applicable pay range, in the following amounts: 2.0% for those in the first quartile of the pay range; 1.5% for  
32 those in the second quartile of the pay range; 1.0% for those in the third quartile of the pay range; and 0/5% for those  
33 in the fourth quartile of the pay range.

34  
35 **Fiscal Note:** The 2015 cost of these increases is estimated to be as follows:

36 Wages.....\$1,008,953  
37 Fringes.....\$ 145,794  
38 Total.....\$1,154,747

39 **(Note: this amount is included in the 2015 draft budget.)**  
40  
41

42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52

Respectfully submitted by:  
**PERSONNEL AND FINANCE COMMITTEE**

Committee Vote: **3-2**  
Vote Required for Passage: **Majority of Those Present**

Approved by the Winnebago County Executive this \_\_\_\_ day of \_\_\_\_\_, 2014.

\_\_\_\_\_  
Mark L Harris  
Winnebago County Executive