

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

County Board Staff Committee
INITIATED BY



2/14/2023
DATE DRAFTED

***Authorizing a ~~2%~~ 3% Wage Increase For All Non-Represented County Employees Effective January 1, 2023**

WHEREAS, Rock County contracted for a classification and compensation study, which included development of a new wage grid for County employees; and

WHEREAS, the County Board Staff Committee has paused consideration of the recommended wage grid and requested additional information; and

WHEREAS, the timeline for determining when a revised wage grid will be acceptable to the County Board Staff Committee is indeterminate; and,

WHEREAS, given the indeterminate timing, and due to implementation of the Ceridian HR and payroll system, implementation of any new grid adopted by the County Board now will not occur until after the payroll system goes live, currently scheduled for July 2023; and,

WHEREAS, this may push off wage grid implementation until the end of the 3rd quarter, although the effective date may be sooner if the County Board approves back pay; and,

WHEREAS, the initial recommended wage grid included a minimum 2% wage increase for all staff; and,

WHEREAS, approving an across-the-board wage increase of 2% effective January 1 for all non-represented employees will get increased wages to all staff immediately without compromising future wage grid implementation options available to the County Board Staff Committee and the County Board.

NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this 23rd day February of February 2023, does hereby approve a ~~2%~~ 3% wage increase for all non-represented County employees effective January 1, 2023.

FISCAL NOTE:

Funding for up to a 4% wage increase for County employees was included in the 2023 budget.

Sherry Oja
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to § 59.22(2), Wis. Stats.

Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:

As has been noted, an amount equal to a 4% increase in wages was included in the 2023 budget. This resolution as presented to County Board Staff Committee included a 2% across-the-board increase, which was equal to the minimum amount employees would have received under the initial wage grid implementation proposal and would have reserved the remaining 2% for implementation of the wage grid in 2023. County Board Staff Committee amended the resolution to include a 3% across-the-board wage increase, leaving 1% to implement the wage grid in 2023. Additional analysis will be necessary to determine options as to how that could be done and whether 1% is sufficient to begin to implement the wage grid in 2023 and still be responsive to concerns about addressing staff seniority and being competitive at the front end of the grid for new hires.

Josh Smith
County Administrator

Committee Action

County Board Staff Committee

County Board Staff Committee recommended this amended resolution for approval by a vote of 6-1 in which Supervisors Bostwick, Brien, Towns, Leavy, Wilson, and Peer voted “Aye” and Supervisor Podzilni voted “Nay.” Supervisors Sweeney and Beaver were absent.