

## RESOLUTION

### ROCK COUNTY BOARD OF SUPERVISORS

County Board Staff Committee  
INITIATED BY



4/20/2023  
DATE DRAFTED

#### **Approving The 2023 Compensation Study, And Amending The Personnel Policy Wage Appendix**

**WHEREAS**, it is necessary to adjust the Employee Wage Rates regularly to ensure that County wages continue to reflect salary rates which are competitive for those job classes covered by the pay plans; and,

**WHEREAS**, the County engaged McGrath Human Resources Group to assist with updating the County's current Classification and Compensation; and,

**WHEREAS**, McGrath has provided their recommendations to Rock County for consideration; and,

**WHEREAS**, the County Board Staff Committee has recommended that Step 1 of the pay grid remains as initially proposed and the spread between the remaining steps be reduced to 1.75%; and,

**WHEREAS**, once approved, employees will be placed on the new wage grid at the step closest to their current hourly wage without a decrease; and,

**WHEREAS**, the County Board Staff Committee has recommended a proposal that would recognize years of service with Rock County when placing employees on the grid; and

**WHEREAS**, after adoption, employees will be provided an opportunity to submit an appeal for consideration; and,

**WHEREAS**, appeals submitted will be reviewed by McGrath Human Resources Group and final determination will be decided by McGrath Human Resource Group; and,

**NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly assembled this 27th day of April, 2023 does hereby approve the recommended wage grid, attached to resolution, and implementation criteria, included in the Executive Summary, effective October 1, 2023.

#### FISCAL NOTE:

Funds were included in the 2023 budget for the implementation of the recommended wage grid.

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:

Following the presentation to the County Board by McGrath, presentation of the initial proposal, and

feedback from County staff, the County Board Staff Committee has recommended a number of changes to the wage grid and implementation criteria that are embodied in this resolution. While it is important to keep in mind that the significance of the changes to the County's current wage structure makes it impossible to entirely satisfy all staff concerns under current funding constraints, the County Board Staff Committee has taken into account significant feedback from staff and considered numerous iterations over several months.

The estimated increased cost in 2024 of implementing the wage grid under the implementation criteria offered is approximately \$1.8 million, not including any cost-of-living adjustment (COLA) the County Board may wish to provide. As an example, a 2.0% COLA in 2024 would increase the wage costs under the plan to about \$3.4 million. Keeping in mind that, on average, levy limits have allowed the County to raise about \$1.5 million in new taxes each year to fund new costs in the budget, implementation of this new wage grid will require the County to prioritize and reduce costs elsewhere (or find other sources of revenue). Despite that challenge, and given current and future labor market and demographic trends, the County needs to prioritize investments in wages to attract and retain staff. For these reasons, I recommend that the County Board adopt the plan forwarded by the County Board Staff Committee.

Josh Smith  
County Administrator

**Committee Action**

**County Board Staff Committee**

County Board Staff Committee recommended this resolution for approval by a roll call vote of 8-1 in which Supervisors Bostwick, Brien, Beaver, Towns, Leavy, Sweeney, Peer, and Wilson voted “Aye” and Supervisor Podzilni voted “Nay.”