

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

Supervisor Al Sweeney
INITIATED BY



10/3/2023
DATE DRAFTED

Updating Wage Grid Implementation Criteria Related to Appeals

WHEREAS, in April 2023, the County Board approved a new wage grade to be effective October 1, 2023, and set criteria for implementation; and

WHEREAS, one such criterion was to place staff on the first step on the grid that does not result in a decrease in pay as compared to their current compensation; and

WHEREAS, 81 employees were in positions that were successfully appealed and placed into a higher pay grade; and

WHEREAS, due to factors including the spread between steps and each employee's current compensation, and under the rules governing implementation that require employees to be placed at the first step on the wage grid that does not result in a decrease in pay, 55 of these employees would be placed in a step in a higher pay grade that would be less than the compensation they would have received on the lower pay grade had they lost the appeal; and

WHEREAS, while consistent with the implementation rules approved by the County Board, this unforeseen consequence is inconsistent with the spirit of providing an increase for those with successful appeals placed at a higher pay grade; and

WHEREAS, implementing this resolution will result in an annualized increased cost totaling \$40,976.

NOW THEREFORE BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this 12th day of October, 2023, does hereby update the wage grid implementation criteria to place employees as follows: after a successful appeal, any employee who would be placed on a step resulting in a decreased wage increase as compared to the wage increase they would have received prior to the appeal will be placed one step higher in the new pay grade.

FISCAL NOTE:

The increased wages will be included in the 2024 recommended 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:

Recommended.

Josh Smith
County Administrator

Committee Action

County Board Staff Committee

County Board Staff Committee recommended this resolution for approval by a unanimous voice vote.
Supervisor Sweeney was absent.