

## RESOLUTION

### ROCK COUNTY BOARD OF SUPERVISORS

Supervisor Towns  
INITIATED BY



10/18/2023  
DATE DRAFTED

#### Updating Wage Grid Implementation Criteria Related To Red Circling

**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**, due to factors including the spread between steps and each employee's current compensation, and under the rules governing implementation, 40 employees were identified as Red Circled; and,

**WHEREAS**, implementing this resolution will result in an annualized increased cost.

**NOW, THEREFORE, BE IT RESOLVED** the Rock County Board of Supervisors duly assembled this 26th day of October, 2023 does hereby update the wage grid implementation criteria to provide a yearly lump sum payment to those employees identified as Red Circled equal to the difference between the amount added to their base wages under the Red Circling policy and the amount they would have received through the COLA as provided to other non-bargained employees had they not been Red Circled. This annual lump sum payment will continue until at which time the employee is no longer considered Red Circled based on current policies and procedures.

#### FISCAL NOTE:

Funding for these changes will need to be approved in the 2024 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

County Board Staff Committee recommended this for approval by unanimous vote.