

1 228-122017

2 **RESOLUTION: Amend Winnebago County Employee Compensation Plan**

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TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:

6 **WHEREAS**, in July 2016, the Winnebago County Board of Supervisors adopted the Winnebago County
7 Compensation Plan under Resolution Number 027-62016; and

8 **WHEREAS**, the Compensation Plan included a process for considering appeals regarding classification of
9 various positions and a process for establishing the grade of new positions, but did not provide a process for
10 considering requests to reclassify existing positions from their current pay grades to higher or lower pay grades; and

11 **WHEREAS**, it is desirable to establish a consistent and fair process for considering requests to reclassify
12 existing positions, which may have become incorrectly classified over time because of changes in duties and
13 responsibilities for the position or other factors such as internal equity within the Winnebago County organization or
14 external changes in the labor market.

15 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
16 amends the Winnebago County Employee Compensation Plan by adding Section 7 thereto, as indicated on the
17 attached plan, which is incorporated herein by reference and made a part of this Resolution.

18 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that these amendments to
19 the Winnebago County Employee Compensation Plan become effective immediately.
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21 Respectfully submitted by:

22 **PERSONNEL AND FINANCE COMMITTEE**

23 Committee Vote: **4-0**

24 Vote Required for Passage: **Majority of Those Present**

25 Approved by the Winnebago County Executive this ____ day of _____, 2017.

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30 _____
31 Mark L Harris
32 Winnebago County Executive