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RESOLUTION: Adopting Revisions to the Winnebago County Merit Pay Plan

TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:

8 **WHEREAS**, the Winnebago County Merit Pay Plan was adopted by the County Board in May 2015, and
9 revised in December 2017 and again in August 2020, and has been used as the primary vehicle for determining pay
10 increases for regular employees of Winnebago County since 2016; and

11 **WHEREAS**, our experience with the Merit Pay Plan has revealed some problems with the plan, including
12 that the plan is difficult to explain and not understood well, that merit increases have not always been sufficient to
13 enable employees to progress toward the top of their pay ranges, that it requires evaluators to "split hairs" between
14 different levels of performance, and that the system is complex to administrate and to apply; and

15 **WHEREAS**, the compensation consultant retained by the County agreed with these concerns, and in
16 particular recommended that the County consider some form of across-the-board increases separate from merit pay;
17 and

18 **WHEREAS**, a system which provides for across-the-board pay increases equal to the percentage amounts
19 by which the control points, minimums, and maximums of the Compensation Schedule are adjusted, while retaining a
20 merit pay component which will allow each employee to either earn or fail to earn a standard percentage merit pay
21 increase each year based on established criteria, will address the concerns which have been identified;

22
23 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisor that it
24 hereby adopts the revisions to the Winnebago County Merit Pay Plan as shown on the attached document.

25 *Fiscal Note: The amounts being proposed for schedule increases and merit increases will be included in the 2024*
26 *Executive Budget.*

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29 Respectfully submitted by:

30 **PERSONNEL & FINANCE COMMITTEE**

31 Committee Vote: **3-0**

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33 Vote Required for Passage: Majority of Members Present

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35 Approved by the Winnebago County Executive this ____ day of _____, 2023.

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37 _____
38 Jonathan D. Doemel
39 Winnebago County Executive
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