1   **171-52015**

2   **RESOLUTION: Adopt Winnebago County Merit Pay Plan**

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5   **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

6   **WHEREAS**, by Resolution 94-102014, the Winnebago County Board of Supervisors directed the

7   "Winnebago County Executive and the Winnebago County Human Resources Director to develop a proposed merit

8   pay plan for Winnebago County's non-represented employees and to present such proposed plan to the Winnebago

9   County Board's Personnel and Finance Committee within a suitable time period so as to allow such plan to be

10   reviewed and adopted prior to preparation of the 2016 Budget"; and

11   **WHEREAS**, the Winnebago County Executive and the Winnebago County Human Resources Director, with

12   the valuable assistance of other management personnel, did develop such a merit pay plan and presented it to the

13   Personnel and Finance Committee at its May 7, 2015, meeting; and

14   **WHEREAS**, the Merit Pay Plan in the form attached is designed to motivate employees to develop and

15   contribute to the best of their ability, to identify those aspects of employee performance most needed to achieve

16   department and County goals, and to provide for pay increases within the range tied to employee performance.

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18   **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby

19   adopts the Winnebago County Merit Pay Plan, attached hereto and incorporated herein by reference..

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21   **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that the Winnebago County

22   Merit Pay Plan shall be effective immediately.

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24   *Fiscal Note:* No immediate fiscal impact. Amounts are to be included in the 2016 Winnebago County Budget.

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26   Respectfully submitted by:
27   **PERSONNEL AND FINANCE COMMITTEE**

28   Committee Vote: **No Vote Taken:**

29   **Referred to Full County Board**

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

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33   Approved by the Winnebago County Executive this _____ day of _____, 2015.

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36   Mark L Harris
37   Winnebago County Executive