261-92013

RESOLUTION: Approving Winnebago County Human Resources Policy Manual

TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:

WHEREAS, pursuant to the provisions of 2011 Act 10, terms and conditions of employment other than total base wage increases are no longer subject to collective bargaining for most county employees; and

WHEREAS, although several of Winnebago County's collective bargaining agreements expired December 31, 2012, County management continues to follow much of the language in those agreements since no other County policies covering the same subjects have yet been approved to supersede them; and

WHEREAS, it is necessary and desirable to adopt a new set of policies to govern human resources matters for Winnebago County employees in order to provide guidance to department heads and managers, improve compliance with legal requirements, and management best practices, and to provide an employee grievance procedure as required by Act 10.

NOW, THEREFORE, BE IT RESOLVED by the Winnebago County Board of Supervisors that it hereby approves and adopts the attached Winnebago County Human Resources Manual, and the previously approved Handbook of Employment Policies Covering Appointed Non-Represented Employees, as revised in June 2011 pursuant to Resolution Number 253-62011, and the Handbook of Employment Policies Covering Represented Employees of Winnebago County, as revised in March 2011 pursuant to Resolution Number 252-62011, are hereby rescinded and repealed.

20 Respectfully submitted by:

21 PERSONNEL AND FINANCE COMMITTEE

22 Committee Vote: 4-0

Resolution Number: 261-92013

23 Vote Required for Passage: Majority of Those Present

25 Approved by the Winnebago County Executive this _____ day of ________, 2013.

Mark L Harris

Winnebago County Executive

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