

RESOLUTION NO. 3-1210

TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Iowa County Administrative Services Committee has evaluated the current longevity pay for management/non-represented employees; and;

WHEREAS, current longevity pay for management/non-represented employees provides for annual lump sum payments at the end of each calendar year based upon completion of five or more years of service, specifically ten dollars (\$10.00) per year of service,

WHEREAS, current longevity pay for management/non-represented employees provides a pro-rated payment to qualified employees who terminate employment before December 1 of each year,

WHEREAS, in 2010, Highway Department non-exempt employees' longevity pay was renamed *experience pay* based upon an hourly pay formula; and

WHEREAS, the Administrative Services Committee believes it is appropriate for qualified non-exempt employees to receive this payment as an hourly pay increment rather than as an annual lump sum; and

WHEREAS, the Administrative Services Committee believes that salaried employees shall receive experience pay based upon a lump sum formula, but will not receive that payment for the year if they terminate employment before December 1 of that year.

NOW THEREFORE, BE IT RESOLVED, the Committee reconumends that effective January 1, 2011, qualified non-exempt non-represented employees will receive experience pay (formerly longevity pay) as an hourly pay increment, and this payment shall be renamed *experience pay*; and

BE IT FURTHER RESOLVED, the Committee recommends that effective January 1, 2011, any employees who terminate employment before December 1 will not be entitled to receive this payment for that year.

Respectfully submitted by the Iowa County Administrative Services Committee:

Dated this 21st day of December, 2010.