

RESOLUTION NO. 4-0914

TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, County Board Rule # 1.13 (6) empowers the Administrative Services Committee (ASC) to consider and make recommendations to the full board on compensation for non-represented employees; and

WHEREAS, County Board Rule # 1.13 (3) indicates that the ASC is responsible for policy jurisdiction over all county personnel matters including salary administration for non-represented employees; and

WHEREAS, legislation by the State of Wisconsin known as ACT 10 created a need for the County of Iowa to update and develop a revised classification and compensation plan for previously union and now non-represented employees; and

WHEREAS, post ACT 10 a majority of Iowa County employees have either gone without raises or market wage adjustment while incurring additional benefit expense; and

WHEREAS, the Committee considered how Iowa County must provide a classification/compensation system and desires to include private/ public sector market data for non-represented employees and retained Carlson Dettmann Consulting to develop such a plan; and

WHEREAS, the Iowa County ASC has evaluated the classification/compensation pay plan options developed and presented by Carlson Dettmann Consulting.

NOW THEREFORE, BE IT RESOLVED, that the Administrative Services Committee recommends to the Iowa County Board of Supervisors a comprehensive revision of the non-represented classification and compensation pay plan and requests Board authorization to put into effect a combination step/pay for performance plan as proposed by Carlson Dettmann effective October 5th, 2014 for regular non-represented staff; and

BE IT FURTHER RESOLVED, that this plan be annually monitored and updated to remain current and any procedure or work rule that by intent adjusts wages or benefits shall be recommended by the Administrative Services Committee and approved by the full County Board prior to enactment. This resolution and policy does not apply to procedures or work rules that do not directly alter base wages or benefits.

Respectfully submitted by the Iowa County Administrative Services Committee:

Dated this 9th day of September, 2014