

AGENDA ITEM COVER SHEET

Title: Consider the Resolution Adjusting the Classification and Compensation Pa

☒ Original

☐ Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

DESCRIPTION OF AGENDA ITEM (Please provide detailed information, including deadline):

Each year Carlson Dettmann Consulting does a Upper Midwest Market Survey to gauge what private sector employers and public sector employers are projecting for 2021 wage structure increases. Data from the survey indicated a 1.97% Private Section increase and a 2.02% Public Sector increase.

RECOMMENDATIONS (IF ANY):

Adjust the pay plan structure by 2.0% (Control Point).
Employees within the structure (Step 2 - Step 6; and Maximum) should receive the adjustment to the grid structure on January 1, 2021.

ANY ATTACHMENTS? (Only 1 copy is needed)

☒ Yes

☐ No

If yes, please list below:

Resolution adjusting the control point of wage structure.

FISCAL IMPACT:

\$211,939 (this is already included in the 2021 Budget numbers)

LEGAL REVIEW PERFORMED:

☐ Yes

☒ No

PUBLICATION REQUIRED:

☐ Yes

☒ No

STAFF PRESENTATION?:

☐ Yes

☒ No

How much time is needed? _____

COMPLETED BY: Allison Leitzinger

DEPT: Employee Relations

2/3 VOTE REQUIRED:

☐ Yes

☒ No

TO BE COMPLETED BY COMMITTEE CHAIR

MEETING DATE:

AGENDA ITEM #

COMMITTEE ACTION:

RESOLUTION NO. _____

TO THE HONRABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, Iowa County Board of Supervisors adopted a classification and compensation pay plan (resolution no 4-0914) for non-represented employees in September of 2014; and

WHEREAS, Iowa County Board of Supervisors are committed to annually monitoring and updating pay plan structure to maintain current market wages, and

WHEREAS, Iowa County Administration has evaluated the 2021 Salary Planning Survey information received from Carlson Dettmann Consulting.

NOW THEREFORE, BE IT RESOLVED, that the General Government Committee recommends to the Iowa County Board of Supervisors to adjust the classification and compensation pay plan structure (Step 2 – Step 6 and Maximum) by 2.0%, effective January 1, 2021.

BE IT FURTHER RESOLVED, that Iowa County employees' that are currently on Step 2 – Step 6 and Maximum receive the adjustment to the pay structure on January 1, 2021.

Dated this 8th day of October, 2020

Respectfully submitted by the Iowa County General Government Committee