



RESOLUTION # 11-6/21

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS

ITEM # 6-26

BOARD ACTION

Adopted:
For: 24
Against: 0
Abstain: 0
Abs/Excd: 5
Vote Req: 1
Other Action: -

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 7
Against: 0
Abstain: 0
Abs/Excd: 1

RE: APPROVAL OF SALARIED PAY PLAN MODIFICATION FOR 2021

WHEREAS, over the past five years, the County has been in the process of revising and updating County pay range grids to improve internal pay comparisons and market competitiveness; and

WHEREAS, the 2018 budget allocated \$65,000 to conduct an independent pay classification study to replace the current "B" schedule with a pay plan that covers all exempt salaried employees; and

WHEREAS, staff conducted a Request for Proposal process in June of 2018, receiving six proposals that were narrowed to three vendors for interview, concluding with the recommendation to retain Carlson Dettmann to conduct the study for a cost not to exceed \$46,900, which was postponed until 2019; and

WHEREAS, the Executive Committee approved selection of Carlson Dettmann in May of 2019. The process began with updated job descriptions, job description questionnaires for each position, and applying a detailed job evaluation point system in the categories of: Thinking Challenges & Problem Solving, Decision Making, Interaction & Communications, Work Environment and Formal Preparation & Experience; and

WHEREAS, the modified salaried pay plan has 11 steps with 2.5% between each step, replacing the "B" schedule which had 8 steps and 4% between each step. No employee will receive a decrease in current pay and all others will be placed in the pay grid closest to their current pay step providing an increase.

NOW THEREFORE BE IT RESOLVED that the County Board of Supervisors hereby approves the modified Salaried Pay Plan grid to replace the former "B" schedule.

BE IT FURTHER RESOLVED, the Finance Department and Human Resources Department are authorized to take the necessary actions to implement the modified salaried pay plan, effective July 1, 2021.

FISCAL NOTE: The 2021 budget contains funding in salary contingency to implement this modified plan originally estimated at a cost of \$170,000 for mid-year implementation, with the final cost expected to not exceed \$168,230 for 2021, covering 183 salaried employees at a total cost of 1.27% over current annual.

Date: 6/9/21
[Signature]
EXECUTIVE COMMITTEE CHAIR

[Signature]
RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended	
Co. Admin.				Requested By: Stephen Conrad Date Requested: June 4, 2021 Drafted By: County Administrator
Fin. Director	<u>[Signature]</u>	<u>50</u>		
Corp. Counsel	<u>[Signature]</u>			
Board Chair	<u>[Signature]</u>			

Adopted by the La Crosse County Board this 17 Day of June, 2021

STATE OF WISCONSIN
COUNTY OF LA CROSSE

I, Ginny Dankmeyer, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 17th day of June 2021.

[Signature]
Ginny Dankmeyer, La Crosse County Clerk

	1	2	3	4	5	6	7	8	9	10	11
	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%	102.50%	105.00%	107.50%	110.00%	112.50%
1225-1299	V	\$55.59	\$57.18	\$58.77	\$60.35	\$63.53	\$65.12	\$66.71	\$68.29	\$69.88	\$71.47
1150-1224	U	\$52.52	\$54.02	\$55.52	\$57.02	\$60.02	\$61.52	\$63.02	\$64.52	\$66.02	\$67.52
1075-1149	T	\$49.46	\$50.87	\$52.28	\$53.69	\$56.52	\$57.93	\$59.35	\$60.76	\$62.17	\$63.59
1000-1074	S	\$46.39	\$47.72	\$49.04	\$50.37	\$53.02	\$54.35	\$55.67	\$57.00	\$58.32	\$59.65
950-999	R	\$43.84	\$45.09	\$46.34	\$47.60	\$50.10	\$51.35	\$52.61	\$53.86	\$55.11	\$56.36
900-949	Q	\$41.80	\$42.99	\$44.19	\$45.38	\$47.77	\$48.96	\$50.16	\$51.35	\$52.55	\$53.74
850-899	P	\$39.75	\$40.89	\$42.02	\$43.16	\$45.43	\$46.57	\$47.70	\$48.84	\$49.97	\$51.11
800-849	O	\$37.71	\$38.79	\$39.87	\$40.95	\$43.10	\$44.18	\$45.26	\$46.33	\$47.41	\$48.49
750-799	N	\$35.67	\$36.68	\$37.70	\$38.72	\$40.76	\$41.78	\$42.80	\$43.82	\$44.84	\$45.86
700-749	M	\$33.63	\$34.59	\$35.55	\$36.51	\$38.43	\$39.39	\$40.35	\$41.31	\$42.27	\$43.23
650-699	L	\$31.58	\$32.48	\$33.38	\$34.29	\$36.09	\$36.99	\$37.89	\$38.80	\$39.70	\$40.60
600-649	K	\$29.54	\$30.38	\$31.23	\$32.07	\$33.76	\$34.60	\$35.45	\$36.29	\$37.14	\$37.98
550-599	J	\$27.49	\$28.28	\$29.06	\$29.85	\$31.42	\$32.21	\$32.99	\$33.78	\$34.56	\$35.35
500-549	I	\$25.45	\$26.18	\$26.91	\$27.64	\$29.09	\$29.82	\$30.54	\$31.27	\$32.00	\$32.73
450-499	H	\$23.41	\$24.08	\$24.74	\$25.41	\$26.75	\$27.42	\$28.09	\$28.76	\$29.43	\$30.09