



# Lake County Illinois

## Legislation Details (With Text)

**File #:** 15-0506      **Version:** 1      **Name:** hourly and annual salary schedule that list pay grade assignemtns & ranges for nonunion positions

**Type:** resolution      **Status:** Passed

**File created:** 4/30/2015      **In control:** Financial & Administrative Committee

**On agenda:**      **Final action:** 5/12/2015

**Title:** Resolution approving an hourly and annual salary schedule that list pay grades assignments and pay grade ranges for all nonunion County positions.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Attachment A, 2. Attachment B, 3. Attachment C, 4. Attachment D

Date	Ver.	Action By	Action	Result
5/12/2015	1	Lake County Board	adopted	Pass
5/6/2015	1	Financial & Administrative Committee	recommended for adoption to the consent agenda	Pass

Resolution approving an hourly and annual salary schedule that list pay grades assignments and pay grade ranges for all nonunion County positions.

- The County contracted with Buck Consultants to conduct a market analysis and recommend a salary schedule that is competitive with the Chicagoland metro market and reflects best practices.
- In an effort to establish pay parameters, pay ranges consisting of minimums, midpoints and maximums were established.
- Each nonunion position is assigned to a pay grade based upon criteria established by Buck Consultants that relatively ranks positions using industry accepted compensable factors.
- The pay ranges and pay grade assignments are based upon a public/private sector market survey conducted by Buck Consultants in 2014.
- Positions were evaluated using newly established criteria and assigned to the new market adjusted pay grades.
- 125 employees earned salaries that are below the new pay grade minimums.
- The cost to bring these employees' salaries to the new pay grade minimum is approximately \$420,000 annually or \$210,000 for fiscal year 2015.
- The cost of implementing the program is included in the 2015 budget.

### RESOLUTION

**WHEREAS**, Lake County has established pay grades and pay ranges that are market based and reflect best practices; and

**WHEREAS**, nonunion positions were evaluated and assigned to pay grades based upon compensable factors established by a Buck Consultants, an outside contractor.

**WHEREAS**, after positions were evaluated 125 employees earn salaries that are below the pay

grade minimum; and

**WHEREAS**, the cost to bring affected employees to the pay grade minimum is \$210,000 for fiscal year 2015; and

**WHEREAS**, the cost to implement the salary schedule is budgeted for fiscal year 2015.

**WHEREAS**, approval of the new Compensation Salary Schedule is recommended.

**NOW, THEREFORE, BE IT RESOLVED**, by this County Board of Lake County, Illinois, that the 2015 Salary Schedule referenced as Attachment A and B be accepted.

**DATED** at Waukegan, Illinois, on May 12, 2015.