



Lake County Illinois

Legislation Details (With Text)

File #: 18-0635 **Version:** 1 **Name:** Ordinance authorizing the County Administrator to amend Policy 3.6 Compensation Program Procedures, Section 10B, Demotion as a Result of Performance, Voluntary Request of the Employee or Reduction in Work Force and add the new Section 6 D, Offers above th

Type: resolution **Status:** Passed

File created: 5/30/2018 **In control:** Financial & Administrative Committee

On agenda: **Final action:** 6/12/2018

Title: Resolution amending Lake County Compensation Program Procedures Policy 5.11, Section 10B, Demotion as a Result of Performance, Voluntary Request of the Employee or Reduction in Work Force and add the new Section 6D, Offers above the Midpoint for Professional and Management Employees.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Compensation Program Procedures_redline

Date	Ver.	Action By	Action	Result
6/12/2018	1	Lake County Board	adopted	Pass
6/6/2018	1	Financial & Administrative Committee	recommended for adoption to the consent agenda	Pass

Resolution amending Lake County Compensation Program Procedures Policy 5.11, Section 10B, Demotion as a Result of Performance, Voluntary Request of the Employee or Reduction in Work Force and add the new Section 6D, Offers above the Midpoint for Professional and Management Employees.

- The current policy requires employee demoted because of performance, voluntary request or reduction in workforce to move to the same relative position in the new (lower) pay range as the old (higher) pay range. On average, the reductions are approximately \$20,000 annually and can create internal equity issues.
- It is recommended that the policy be amended in the following ways:
 - Employee wages be decreased by a minimum of five percent, the same amount as the promotional increase or reduced to the maximum of the range (only if the employee’s wages are above the maximum of the new lower pay range) for demotions due to performance related issues;
 - Employee wages remain the same, be reduced to an amount that maintains internal equity or be reduced to the maximum of the new (lower) pay range, if the employee voluntarily accepts a position classified in a lower pay grade, a demotion occurs because of a lay-off or if the employee voluntarily accepts a position in a lower pay grade; and
 - The County Administrator shall have the discretion to offer newly hired employees holding positions classified in pay grades nine and above annual base salaries up to the 75-percentile of the respective pay range.

RESOLUTION

WHEREAS, the County of Lake, adopted Policy 5.11 Compensation Program that includes procedures to set salaries for demoted employees and newly hired employees above the midpoint of pay ranges; and

WHEREAS, Section 10B, Demotion as a Result of Performance, Voluntary Request of the Employee, will be amended so that the County of Lake will no longer require employees demoted because of performance, voluntary request or reduction in workforce to move to the same relative position in the new (lower) pay range as the old (higher) pay range; and

WHEREAS, Section 10B (1), Demotion as a Result of Performance, Voluntary Request of the Employee, will be amended so that employees demoted because of performance related issues will have their annual base wages decreased by at least 5 percent or be reduced to the maximum of the new pay range (only if the employee's wages are above the maximum of the new lower pay range); and

WHEREAS, Section 10B (2), Demotion as a Result of Performance, Voluntary Request of the Employee, will be amended so that employees' base annual wages may remain the same, be reduced to an amount that maintains internal equity or they will receive the maximum of the new lower pay range (only if the employee's base annual wages are above the new lower pay range) for those employees' who accept a voluntary demotion or are demoted due to a lay-off; and

WHEREAS, Section 6D, Offers above the Midpoint for Professional and Management Employees, will be added so that the County Administrator shall have the discretion to offer newly hired employees holding positions classified in pay grades nine (9) and above annual base salaries up to the 75-percentile of the respective pay range; and

WHEREAS, the Financial and Administrative Committee of the County Board has reviewed these policies recommended for adoption by the County Administrator and the Director of Human Resources.

NOW, THEREFORE, BE IT RESOLVED, by this County Board of Lake County, Illinois, hereby authorizes the County Administrator to offer an accelerated retirement benefit as defined in this ordinance.

DATED at Waukegan, Illinois, on June 12, 2018.