

## Legislation Text

---

**File #:** 15-0562, **Version:** 1

---

### Approval of Revised Compensation Structure and Associated Staff Adjustments - Nordstrom

The Lake County Health Department and Community Health Center (LCHD/CHC) has worked with Lake County Administration and the Lake County Forest Preserve District to review and revise the current compensation structure and related policies and procedures. Lake County contracted with Buck Consultants to conduct a market analysis and recommend a salary schedule that is competitive with the Chicagoland metro market.

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 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. LCHD/CHC submitted thirty-three positions to be included in this comparison to benchmark positions in the market. All positions were evaluated using newly established criteria and assigned to the new market adjusted pay grades.

As a result, 181 (161 Full-time, 20 Part-time) employees earn salaries that are below the new pay grade minimums. The cost to bring these employees' salaries to the new pay grade minimum is approximately \$351,388 annually or \$175,694 for fiscal year 2015. The cost of implementing the program is included in the 2015 Lake County budget.

These changes will address findings from the 2013 Employee Engagement Survey which identified compensation as an area for improvements.

Strategic Plan Goal: Attract and retain a high performing public health system workforce

To approve the revised compensation structure and associated staff adjustments and to authorize the Executive Director or his designee to implement the plan as described.