



# Lake County Illinois

## Legislation Text

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**File #:** 15-0506, **Version:** 1

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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.