



Lake County Illinois

Legislation Details (With Text)

File #: 15-0502 **Version:** 1 **Name:** Compensation Program Procedures Policy 5.11
Type: resolution **Status:** Passed
File created: 4/30/2015 **In control:** Financial & Administrative Committee
On agenda: **Final action:** 5/12/2015
Title: Resolution approving Compensation Program Procedures Policy 5.11 that defines processes on setting employee wages related to general increases, promotions, demotions, reclassifications, new hires and other programs to recognize employee achievements.

Sponsors:

Indexes:

Code sections:

Attachments: 1. CompPoliciesReclass4 1 15.pdf

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 Compensation Program Procedures Policy 5.11 that defines processes on setting employee wages related to general increases, promotions, demotions, reclassifications, new hires and other programs to recognize employee achievements.

- The County recognizes the need to establish procedures that establishes rules to implement salary changes or to set wages.
- The County contracted with Buck Consultants to conduct a market analysis and recommend a pay plan that is competitive with the Chicagoland metro market and reflects best practices.
- In an effort to define processes to set employee wages as a result of cost of living, changes in employment status, recognition of superior performance and offers of employment, the County developed Policies and Procedures 5.11-Compensation Program Procedures.

RESOLUTION

WHEREAS, Lake County has established methods to compensate employees that are market based and reflect best practices; and

WHEREAS, in order to implement and administer compensation programs in a consistent, equitable and uniform manner; and

WHEREAS, approval of the new Compensation Program Procedures Policy Section 5.11 is recommended.

NOW, THEREFORE, BE IT RESOLVED, by this County Board of Lake County, Illinois, that the Compensation Program Procedures Policy Section 5.11 be added to the Lake County Policy and Procedure Manual be accepted.
The policy is attached.

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