



Lake County Illinois

Legislation Details (With Text)

File #: 21-1172 **Version:** 1 **Name:** Resolution approving pay increase to Non-Union Employees
Type: resolution **Status:** Passed
File created: 7/30/2021 **In control:** Financial & Administrative Committee
On agenda: **Final action:** 8/10/2021
Title: Resolution approving a three percent pay increase for the last 13 pay periods of Fiscal Year 2021 (FY21) for County employees not in a bargaining unit and for bargaining unit employees whose contract agrees to mirror County employee annual increases.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
8/10/2021	1	Lake County Board	adopted	Pass
8/5/2021	1	Financial & Administrative Committee	recommended for adoption to the regular agenda	Pass

Resolution approving a three percent pay increase for the last 13 pay periods of Fiscal Year 2021 (FY21) for County employees not in a bargaining unit and for bargaining unit employees whose contract agrees to mirror County employee annual increases.

- This is a special action outside of the compensation program procedures outlined in Section 5.11 of the Employee Policies and Procedures.
- The FY21 budget did not include an annual pay increase to County Employees not in a bargaining unit and for bargaining unit employees whose contract agrees to mirror County employee annual increases.
- Based on County revenue and expenditure projections presented to the Finance and Administrative Committee on July 1, 2021, the County Administrator recommends a flat three percent increase to County employees not in a bargaining unit, and for bargaining unit employees whose contract agrees to mirror County employee increases.
- This one-time pay increase for the last 13 pay periods of FY21 will apply to employees who were employed by Lake County on December 1, 2020.
- It is estimated that the wage increase will be included in paychecks by October 1 with retro pay provided before the end of FY21.
- The current employee pay tables will not be affected by this action.

RESOLUTION

WHEREAS, the County Board did not authorize an annual pay increase in Fiscal Year 2021 for County employees not in a bargaining unit, and for bargaining unit employees whose contract agrees to mirror County employee annual increases; and

WHEREAS, the Finance & Administration Committee, along with the County Administrator, have reviewed the revenue and expenditure forecasts for Fiscal Year 2021 and forecast a small surplus; and

WHEREAS, the County Board values the contributions of employees who did not receive an annual increase in pay for their work in Fiscal Year 2020; and

WHEREAS, the County Board believes the current revenue and expenditure forecast supports a pay increase for those employees who did not receive an increase in FY 2021; and

WHEREAS, the challenges presented by the COVID-19 pandemic led to the Board considering this one-time exception to grant a pay increase off-cycle and outside of the Personnel Policies; and

WHEREAS, it is estimated that a wage increase will be included in paychecks by October 1 with retro pay provided before the end of FY 2021.

NOW, THEREFORE, BE IT RESOLVED, by this County Board of Lake County, Illinois, that County Administration, through the Human Resources Department, increase the hourly rate or annual salary of for County employees not in a bargaining unit and for bargaining unit employees whose contract agrees to mirror County employee annual increases by three percent; and

BE IT FURTHER RESOLVED, this raise take effect for hours or time worked payable on the final thirteen (13) pay periods in FY2021; and

BE IT FURTHER RESOLVED, this one-time annual increase will apply to those who were employed by Lake County on December 1, 2020 and who remained employed by the County upon adoption of this Resolution; and

BE IT FURTHER RESOLVED, those eligible for this raise include employees in positions not covered by a collective bargaining agreement and those whose individual employment agreements or collective bargaining agreements specify their wage increases are equal to those which non-union employees receive; and

BE IT FURTHER RESOLVED, that eligible employees can only receive a base salary increase of a maximum of three percent or to the maximum of their assigned pay grade, whichever is greater; any amount in excess of the maximum shall be paid as one time payment; and

BE IT FURTHER RESOLVED, Elected Officials and positions which are Members of Elected or Appointed Boards and Commissions are not eligible to receive this increase.

DATED at Waukegan, Illinois, on August 10, 2021.