



# Lake County Illinois

## Legislation Text

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**File #:** 15-0502, **Version:** 1

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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.