

Legislation Text

File #: 15-0561, **Version:** 1

Revision of Policies Related to Employee Compensation and Position Classification - Nordstrom

The Lake County Health Department and Community Health Center recognizes the need for policies and procedures regarding the parameters to establish positions, implement salary changes or to set wages. In partnership with County Administration and Human Resources, LCHD/CHC participated in a study 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.

As a result of the analysis, the recommendations for implementation require the revision of several existing Employee Policies and Procedures. In general, the affected Policies and Procedures for compensation and position classification are related to general increases, promotions, demotions, reclassifications, retention, offers of employment for new hires, and other programs to recognize employee achievements, development, and superior performance.

To approve the revisions of Employee Policies and Procedures sections 5.1, 5.2, 5.4, 5.8, 6.1, and 6.2 related to the setting of employee wages and position classification.