

Richland County Committee

Agenda Item Cover

Agenda Item Name: General wage scale adjustment approvals

Department	Administration	Presented By:	Administrator
Date of Meeting:	7 Dec 2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	Structure E
Date submitted:	30 Nov 2021	Referred by:	
Action needed by no later than (date)	N/A	Resolution	<u>N/A</u> , prepared, reviewed

Recommendation and/or action language:

Motion to... accept general wage schedules for 2022 and place employees with pay scale exceptions on specified steps as presented (as amended).

Background: *(preferred one page or less with focus on options and decision points)*

At the May 21st 2021 Finance and Personnel Committee Meeting there was action taken to age our wage schedules to reflect CPI cost of living increases from 2018.

15. Salary progression plan: Motion by Luck, second by Couey to implement Option #1 (age the wage schedule) effective the first day of the 1st 2022 payroll; and to incorporate into the 2022 budget preparation. All Ayes. Motion carried.*

This guidance was implemented into the 2022 budget guidance process and was reflected in the 2022 budget that was adopted by the County Board and loaded into our Enterprise Resource Planning System (AS400). The attached schedule reflects these changes and will be implemented beginning the first pay period of 2022.

Currently, our policy language allows general government employees to progress up to step 4 on the schedule. Several employees were identified as exceptions and not aligning on current wage schedules by policy. The following recommendations presented regarding actions to these employees:

Exceptions:

Andrea Fields, Victim Witness Coordinators current salary is \$21.73 which currently exceeds Grade G, Step 8. With the new wage scale (2022 increases), I propose Andrea be moved to Step 6 @ \$22.18 effective the first payroll of 2022. = 2.07% increase

Cerresa Nimocks, Highway Clerks current salary is \$20.24 which currently exceeds Grade F, Step 8. With the new wage scale (2022 increases), I propose Cerresa be moved to Step 7 @ \$20.64 effective the first payroll of 2022. = 1.98% increase

Sharon Pasold, HHS Business System Analysts current salary is \$24.03 which currently exceeds Grade H, Step 8. I propose Sharon be moved to Step 7 @ \$24.66 effective the first payroll of 2022. = 2.62% increase.

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Agenda Item Cover

Administration will be bringing forward a reviewed and updated Classification, Compensation and Authorization Policy document in the near future to illustrate the many recent changes.

Attachments and References:

Attached General Wage Schedule 2022	

Financial Review:

(please check one)

<input checked="" type="checkbox"/>	In adopted budget	Fund Number	Multiple
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Approval:

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)
