

RESOLUTION NO. 6-0423

**A RESOLUTION TO APPROVE A NEW CLASSIFICATION AND
COMPENSATION PAY PLAN STRUCTURE FOR IOWA COUNTY NON-
REPRESENTED EMPLOYEES**

WHEREAS, Iowa County Administration has submitted to the Iowa County Board of Supervisors a proposed Classification and Compensation Pay Plan Study for Iowa County non-represented employees which has been recommended by the General Government Committee; and

WHEREAS, Iowa County adopted Resolution 4-0914 in September 2014 in establishing a Classification/Compensation Study post ACT 10 for non-represented employees who had either gone without a pay increase or market wage adjustment while incurring additional benefit expenses; and

WHEREAS, Iowa County has maintained the Classification and Compensation Wage Structure since implementation in October of 2014; and

WHEREAS, with the ongoing vast market changes, Iowa County Administration along with the Iowa County Board of Supervisors have recognized the need to complete a new Classification and Compensation study to remain competitive market payers; and

WHEREAS, Iowa County retained Carlson Dettmann Consulting to develop a new Classification and Compensation Plan to include private/public sector market data for non-represented employees; and

WHEREAS, the General Government Committee has evaluated the Classification and Compensation pay plan options developed and presented by Carlson Dettmann Consulting.

NOW THEREFORE, BE IT RESOLVED, by the Iowa County Board of Supervisors on this 18th day of April, 2023, that the Classification and Compensation Pay Structure is hereby approved.

BE IT FURTHER RESOLVED that the comprehensive Classification and Compensation Pay Plan Structure includes Iowa County as an above average market payer; and

BE IT FURTHER RESOLVED that Iowa County's Classification and Compensation Pay Plan Structure is a Hybrid Structure that includes a step and pay for performance plan; and

BE IT FURTHER RESOLVED that the implementation of this Classification and Compensation Pay Plan structure will be implemented on February 25, 2023; and

BE IT FURTHER RESOLVED, that this plan be annually monitored and updated to remain current. This resolution will solely replace the existing Iowa County Pay Structure;

Respectfully Passed and Submitted to the County Board of Iowa County, Wisconsin:

General Government Committee

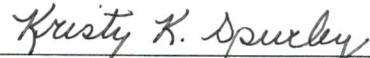
Dated this 6th day of April, 2023

The foregoing Resolution was duly adopted by the Iowa County Board of Supervisors this 18th day of April, 2023.



John M. Meyers, Iowa County Board Chair

ATTEST:



Kristy K. Spurley, County Clerk