

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

SUPERVISOR RICK RICHARD  
INITIATED BY



SUPERVISOR RICK RICHARD & JEFFREY S. KUGLITSCH  
DRAFTED BY

SUPERVISOR RICK RICHARD  
SUBMITTED BY

DECEMBER 10, 2015  
DATE DRAFTED

**MERIT PAY FOR NON-REPRESENTED EMPLOYEES**

1 WHEREAS, it is in the best interests of Rock County that the salaries of all employees be  
2 adjusted periodically

3  
4 WHEREAS, the County has considered the effects of inflation upon salaries, changes in the  
5 labor markets, and the need to attract and retain qualified employees

6  
7 WHEREAS, Employee merit pay is shown to better improve employee performance, recruiting  
8 and retention vs. a pay for longevity plan.

9  
10 WHEREAS, Merit pay programs link pay to performance in a manner consistent with the  
11 mission of the organization.

12  
13 WHEREAS, Employee merit pay and partial merit pay plans are being implemented in an ever  
14 increasing number of Wisconsin counties and municipalities; supporting the overall efficacy of such  
15 plans.

16  
17 WHEREAS, The Rock County Human Resources Department has an existing plan to conduct a  
18 study of employee classifications and jobs in 2016.

19  
20 NOW, THEREFORE, BE IT RESOLVED by the Rock County Board of Supervisors that it  
21 hereby directs the Rock County Administrator and the Rock County Human Resources Director to  
22 conduct a performance evaluation and merit pay study and develop a merit pay proposal for Rock  
23 County's non-represented employees and to present such a proposal to the appropriate committees and  
24 to the Rock County Board ~~in the third and fourth quarters~~ of 2016.

Respectfully submitted:

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni  
J. Russell Podzilni, Chair

Sandra Kraft  
Sandra Kraft, Vice Chair

Eva Arnold  
Eva Arnold

Henry Brill  
Henry Brill

Betty Jo Bussie  
Betty Jo Bussie

Mary Mawhinney  
Mary Mawhinney

Lou Peer  
Louis Peer

Alan Sweeney  
Alan Sweeney

Terry Thomas  
Terry Thomas

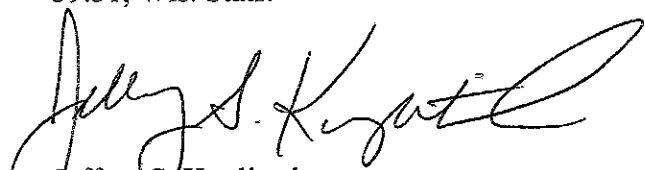
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MERIT PAY FOR NON-REPRESENTED EMPLOYEES

Page 2

LEGAL NOTE:


The County Board is authorized to take this action pursuant to secs. 59.03(1), 59.22(2) and 59.51, Wis. Stats.



Jeffrey S. Kuglitsch  
Corporation Counsel

FISCAL NOTE:

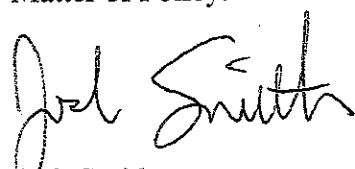
Staff costs to develop this proposal are undetermined at this time.



Sherry Oja  
Finance Director

ADMINISTRATIVE NOTE:

Matter of Policy.



Josh Smith  
County Administrator