

**RESOLUTION**

**ROCK COUNTY BOARD OF SUPERVISORS**

Amy Spoden  
INITIATED BY



1/25/2022  
DATE DRAFTED

**Approving Contract with McGrath Human Resource Group to Conduct a Classification and Wage Study**

**WHEREAS**, the County continues to face workplace challenges in retaining and recruiting staff; and,

**WHEREAS**, Rock County recognizes that wages are an important component of an overall compensation package; and,

**WHEREAS**, an allocation of \$100,000 was approved in the 2022 budget for this project: and

**WHEREAS**, the County solicited proposals from vendors, received five proposals, and interview three consultants; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly assembled on this 10th day of February, 2022 hereby authorizes the execution of a contract with McGrath Human Resource Group to conduct a comprehensive classification and wage study.

**FISCAL NOTE:**

This project is being funded with sales tax revenue.

Sherry Oja  
Finance Director

**LEGAL NOTE:**

The County Board is authorized to take this action pursuant to secs. 59.01 and 59.51, Wis. Stats. Professional services are not subject to bidding requirements of sec. 59.52(29), Stats.

Richard Greenlee  
Corporation Counsel

**ADMINISTRATIVE NOTE:**

Recommended.

Josh Smith  
County Administrator

**Committee Action**

County Board Staff Committee

County Board Staff Committee recommended this resolution for approval by a unanimous voice vote.

## **Executive Summary**

### Approving Contract With McGrath Human Resource Group To Conduct A Classification And Wage Study

Rock County, along with other employers across the nation, is facing workplace challenges in retaining and recruiting staff. Wages are an important part of the overall compensation package used to attract and retain qualified talent.

A request for proposal was developed and bid out. Rock County received a total of five bid proposals. After reviewing materials submitted, three consultants were interviewed. Through the interview process, McGrath Human Resource Group was identified as the recommended consultant.

Under the proposal, McGrath Human Resource Group will evaluate the County's present classification/compensation structure and compensation related benefit policies as compared to the specific job market for comparable positions in the public and private sectors when feasible.

It is expected that a report will be presented to the County Board in the fall of this year.