

**RESOLUTION NO. 4-1210**

**TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:**

**WHEREAS**, the Iowa County Administrative Services Committee has evaluated the Pay Plan Matrix for Management & Non-Represented Employees adopted by the Iowa County Board of Supervisors December 2009; and

**WHEREAS**, the County Board approved the minimum and maximum steps on the Pay Plan Matrix, but not the pay steps in between the minimum and maximum steps proposed in the Classification & Compensation Study completed in 2009 by Carlson Dettman Consulting; and

**WHEREAS**, the County Board's last action relative to the Pay Plan Matrix was to approve a 1% increase to the Matrix, effective January 1, 2010.

**NOW THEREFORE, BE IT RESOLVED**, the Administrative Services Committee recommends that the Iowa County Board of Supervisors approves the five steps on the Matrix which follow the minimum step, and includes the market-midpoint, and then an open range between the midpoint and the maximum step of each grade; and

**BE IT FURTHER RESOLVED**, the Administrative Services Committee recommends that the Iowa County Board of Supervisors approves a pay schedule in which employees whose salary is between steps 1 through 6 are eligible for pay increases based upon advancement on approved steps, and employees whose salaries are higher than the market-midpoint of their respective salary grade are eligible for cash payments paid in each pay period, with no increase in base salary. Both forms of pay are based upon employee meeting performance standards.

Respectfully submitted by the Iowa County Administrative Services Committee:

Dated this 21st day of December, 2010.