

RESOLUTION NO. 22-17

COMPENSATION STUDY - MARKET PLACEMENT AND IMPLEMENTATION  
RECOMMENDATION

WHEREAS, on the 5th day of January 2022, the Ozaukee County Board of Supervisors authorized Ozaukee County to enter into an agreement with Carlson Dettmann Consulting to conduct a compensation and classification study; and

WHEREAS, on the 2nd day of March 2022, the Ozaukee County Board of Supervisors approved a list of counties and cities as public sector comparables, including private sector wage survey data, as applicable, for the purpose of determining Ozaukee County's competitiveness of base salaries for the compensation and classification study; and

WHEREAS, the compensation and classification study scope of work includes the need to determine market placement and implementation.

NOW, THEREFORE, BE IT RESOLVED by the Ozaukee County Board of Supervisors that it recommends incorporating a market placement at the average of the 50th and 90th percentiles; and

BE IT FURTHER RESOLVED, the implementation of the compensation plan will be accomplished by providing employees a 3.0% cost of living adjustment on their 2022 wages and subsequently be placed into a step that provides an increase effective January 1, 2023; and

BE IT FINALLY RESOLVED, the Ozaukee County Board of Supervisors directs staff to prepare a resolution to amend the Ozaukee County Policy and Procedure Manual, Chapter 4, Regulation of the Pay Plan, to change employee pay grade step increases from their anniversary date to January 1 of each year.

Dated at Port Washington, Wisconsin, this 5th day of October 2022.

*SUMMARY: Recommendation of Market Placement and Implementation of Compensation Plan.*

*VOTE REQUIRED: Majority*

FINANCE COMMITTEE

**RESULT:** APPROVED [UNANIMOUS]

**MOVER:** T. Winker, Supervisor District 1

**SECONDER:** E. Stelter, Supervisor District 18

**AYES:** Melotik, Larson, Winker, Stelter, Hagen

**RES. 22-17**

Compensation Study - Market Placement and Implementation Recommendation

 **Passed By Majority Vote**

Winker	M	YES
Haas		YES
Jobs		YES
Schlenvogt		YES
Clark		YES
Nelson	S	YES
Matera		YES
Larson		EXCUSED
Grabow		YES
Melotik		YES
Wolf		YES
Richart		NO
Hagen		YES

Rishel		YES
Maguire		YES
Whitworth		YES
Irish		YES
Stelter		YES
Ross		YES
Godden		EXCUSED
Strom		YES
Holyoke		YES
Schoessow		YES
Krane		YES
Watts		YES
Foy		YES