

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES  
THAT THIS RESOLUTION HAS BEEN FORMALLY  
APPROVED BY THE BOARD OF SUPERVISORS ON

\_\_\_\_\_  
DATE

\_\_\_\_\_  
SCOTT COUNTY AUDITOR

## R E S O L U T I O N

### SCOTT COUNTY BOARD OF SUPERVISORS

October 18, 2018

#### APPROVING IMPLEMENTATION OF COMPENSATION, CLASSIFICATION AND BENEFIT STUDY PROPOSED BY PUBLIC SECTOR PERSONNEL CONSULTANTS

WHEREAS, the completion of a compensation, classification and benefit study was one of the Board of Supervisor's top priorities during goal setting;

WHEREAS, the County engaged in the services of Public Sector Personnel Consultants (PSPC) to conduct said study;

WHEREAS, the Board of Supervisors accept and concur with the overall recommendations made by PSPC to alter the titling of many positions and modify the salary scales to utilize a grade/scale system rather than Hay point compensation system;

WHEREAS, PSPC will recommend the employee placement on their positions' salary scale (closest to their current step before any FY20 adjustment) ensuring that no employee receives a salary decrease; and

WHEREAS, the Board of Supervisors recognizes the values of its employees and need to provide fair and equitable compensation.

NOW THEREFORE, BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. That the Human Resources Director and Budget and Administrative Services Director are hereby directed to implement the salary scales, placement and titling recommendations of PSPC for approval in the FY2020 budget.

Section 2. That any benefit recommendations be brought forward as policy recommendations as part of the FY2020 budget discussions.

Section 3. That the Human Resources Director is directed to bring forth updates to the administrative policies in order to facilitate the implementation of the recommendations by PSPC.

Section 4. This resolution shall take effect immediately.