

February 22, 2022

RESOLUTION NO. 2021-119

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE AUTHORIZING THE SALARY UPGRADE FOR CLASSIFICATION N010 TO PROVIDE A MINIMUM BEGINNING WAGE OF \$15.00 PER HOUR

To the Honorable Members of the Racine County Board of Supervisors:

BE IT RESOLVED by the Racine County Board of Supervisors that the fiscal note upgrading the salary for N010 employees, as set forth in Exhibit "A," that is attached hereto, is authorized and approved.

Respectfully submitted,

1st Reading _____

FINANCE AND HUMAN RESOURCES COMMITTEE

2nd Reading _____

BOARD ACTION

Robert N. Miller, Chairman

Adopted _____

For _____

Q.A. Shakoor, II, Vice-Chairman

Against _____

Absent _____

VOTE REQUIRED: 2/3 M.E.

Russell Clark, Secretary

Prepared by:
Corporation Counsel

Nick Demske

John A. Wisch

Thomas Pringle

Donald J. Trottier

The foregoing legislation adopted by the County Board of Supervisors of Racine County, Wisconsin, is hereby:

Approved: _____

Vetoed: _____

Date: _____,

Jonathan Delagrave, County Executive

3 **INFORMATION ONLY**

4
5 **WHEREAS**, the current pandemic has highlighted the need for competitive, family-
6 sustaining wages; and

7
8 **WHEREAS**, some of the largest businesses are evaluating their pay structure and
9 providing pay increases to offer at least \$15/hour; and

10
11 **WHEREAS**, this change prompted the Human Resources team to evaluate the County's
12 current pay grades; and

13
14 **WHEREAS**, after reviewing the County's current pay grades, Human Resources found
15 that only one pay grade currently falls below \$15/hour; and

16
17 **WHEREAS**, by proactively adjusting this pay grade, the County will increase the
18 likelihood it will be able to attract and retain employees; and

19
20 **WHEREAS**, with the increase in wages, the County will be better positioned in an ever-
21 evolving competitive talent acquisition landscape.

Salary grade N010 will be upgraded to a minimum wage of \$15/hour.
This upgrade will have no fiscal impact on Racine County's Budget as the only budgeted employee in the salary grade currently has a wage higher than \$15/hour.

FINANCE COMMITTEE RECOMMENDATION

After reviewing the Resolution/Ordinance and fiscal information supplied, your Finance Committee recommends FOR--AGAINST adoption.
REASONS

FOR	AGAINST