Resolution
FI-R-0390-19

COMPENSATION STRUCTURE AND WAGE ADJUSTMENT GUIDELINES

WHEREAS, it is the goal of the County of DuPage to attract, retain, and motivate qualified personnel through its salary practices; and

WHEREAS, it is necessary to provide consistent guidelines for establishing and implementing wage adjustments.

NOW, THEREFORE BE IT RESOLVED by the County Board, that each County employee who is not covered by the provisions of a certified collective bargaining unit, or not currently represented in a collective bargaining negotiation, will receive a 2.0 percent cost of living increase effective December 1, 2019; and

BE IT FURTHER RESOLVED by the County Board, that in those cases where the wage adjustment would move the employee beyond the approved pay range maximum, the employee may receive the portion of the wage adjustment that is beyond the pay range maximum in the form of a lump sum payment; and

BE IT FURTHER RESOLVED by the County Board, that the salary ranges may be adjusted based on review by the Human Resources Department; and

BE IT FURTHER RESOLVED by the County Board, that the Director of Human Resources is hereby directed to ensure that these guidelines as well as any applicable policy line adjustments are implemented; and

BE IT FURTHER RESOLVED by the County Board, that the County Clerk be directed to transmit copies of this resolution to all Elected Officials, Department Heads, and one copy to the County Board.

Enacted and approved this 26th day of November, 2019 at Wheaton, Illinois.

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DANIEL J. CRONIN, CHAIRMAN
DU PAGE COUNTY BOARD

Attest: ____________________________
JEAN KACZMAREK, COUNTY CLERK