

Buffalo County Resolution

Drafted By:

Lee Engfer

Presented Month/Year:

August 2023

Involved Committees:

Finance and Human Resources

County Department:

Administration

Fiscal Impact: YES / NO

AC Approved: YES / NO

RESOLUTION # 23-08-04

A RESOLUTION TO ADOPT SALARY CLASSIFICATION AND COMPENSATION SYSTEM FOR NON-REPRESENTED EMPLOYEES

WHEREAS, the Buffalo County Employee Handbook requires the Buffalo County Human Resources Committee to review and recommend salaries for all employees to the Buffalo County Finance Committee for approval by the Buffalo County Board of Supervisors; and,

WHEREAS, the Buffalo County Human Resources Committee recognizes the need to retain and recruit employees to provide quality services to the citizens of the County; and,

WHEREAS, the Human Resources Committee has reviewed the salary classification and compensation system recommended through the outcome of the 2023 Carlson Dettmann Wage Study and recommends modifying the salary classification and compensation pay grades for full implementation beginning January 1st, 2024, a copy of which is attached as Exhibit A and to be incorporated herein and to become a part of this resolution; and,

WHEREAS, the Human Resources Committee recognizes the need for a sustained plan to increase wages and will follow the recommendations of an annual structural increase to the wage scale and a step increase pursuant to the Employee Handbook over at least the next 5 years; and,

WHEREAS, the Human Resources Committee is implementing that any employee paid at a rate not currently on the scale for their job title will be adjusted to step 1 of the new scale starting October 1st, 2023, and beginning January 1st, 2024, all employees will be placed in a step on the scale for their job title that would provide at least a 2% increase except those hired during quarter 4 of 2023 in which they will be placed in the nearest step that doesn't provide a decrease in their rate; and,

WHEREAS, the Human Resources Committee recognizes the need to avoid wage compression and recommends in 2024 for job titles that have multiple employees holding the title, new hires will be brought in at step 1 unless they have equivalent job experience in which a higher step may be considered pursuant to the Employee Handbook and the available budget; and,

WHEREAS, the Human Resources Committee reserves the right to allow County Administration to assign job titles to respective pay grades on the wage grid as recommended by Carlson Dettmann.


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NOW, THEREFORE BE IT RESOLVED, that the Buffalo County Board of Supervisors hereby approves the Buffalo County Job Classification/ Pay Grade for implementation for current employees not currently on the scale starting October 1st, 2023, and all remaining employees beginning January 1st, 2024, as identified in Exhibit A.

Adopted at a duly called and noticed meeting of the Buffalo County Board of Supervisors on the 28th day of August, 2023.

ATTEST:

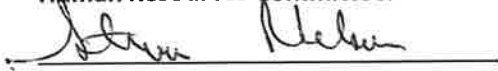

County Clerk


County Board Chairperson

Buffalo County Resolution

Respectfully Submitted:

Human Resources Committee:



Steven Nelson, Chair

Finance Committee



Dennis Bork, Chair



Mary Anne McMillan Urell

Excused

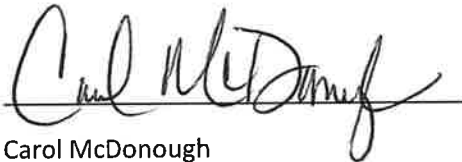
Max Weiss

Excused

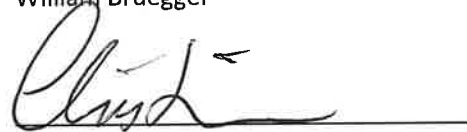
Nathan Nelson



William Bruegger



Carol McDonough



Chris Lindstrom



Michael L. Taylor



Brian Michaels

ANTICIPATED FINANCIAL IMPACT STATEMENT

Oct 2023 through Dec 2023:	\$108,188 in wages and fringe benefits
2024 Fiscal Year:	\$629,551 in wages and fringe benefits

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EXHIBIT A

Buffalo County (25th/50th Mile)

2024 GRADE ORDER LIST: STEP PLAN

GRADE	Control Point															
	87.50% Step 1	90.00% Step 2	92.50% Step 3	95.00% Step 4	97.50% Step 5	100.00% Step 6	101.25% Step 7	102.50% Step 8	103.75% Step 9	105.00% Step 10	106.25% Step 11	107.50% Step 12	108.75% Step 13	110.00% Step 14	111.25% Step 15	112.50% Step 16
23	\$61.11	\$62.86	\$64.60	\$66.35	\$68.09	\$69.84	\$70.71	\$71.59	\$72.46	\$73.33	\$74.21	\$75.08	\$75.95	\$76.82	\$77.70	\$78.57
22	\$56.85	\$58.47	\$60.10	\$61.72	\$63.35	\$64.97	\$65.78	\$66.59	\$67.41	\$68.22	\$69.03	\$69.84	\$70.65	\$71.47	\$72.28	\$73.09
21	\$52.89	\$54.40	\$55.91	\$57.42	\$58.93	\$60.44	\$61.20	\$61.95	\$62.71	\$63.46	\$64.22	\$64.97	\$65.73	\$66.48	\$67.24	\$68.00
20	\$49.19	\$50.60	\$52.00	\$53.41	\$54.81	\$56.22	\$56.92	\$57.63	\$58.33	\$59.03	\$59.73	\$60.44	\$61.14	\$61.84	\$62.54	\$63.25
19	\$45.76	\$47.07	\$48.38	\$49.69	\$50.99	\$52.30	\$52.95	\$53.61	\$54.26	\$54.92	\$55.57	\$56.22	\$56.88	\$57.53	\$58.18	\$58.84
18	\$42.57	\$43.79	\$45.00	\$46.22	\$47.43	\$48.65	\$49.26	\$49.87	\$50.47	\$51.08	\$51.69	\$52.30	\$52.91	\$53.52	\$54.12	\$54.73
17	\$39.60	\$40.73	\$41.87	\$43.00	\$44.13	\$45.26	\$45.83	\$46.39	\$46.96	\$47.52	\$48.09	\$48.65	\$49.22	\$49.79	\$50.35	\$50.92
16	\$36.84	\$37.89	\$38.94	\$40.00	\$41.05	\$42.10	\$42.63	\$43.15	\$43.68	\$44.21	\$44.73	\$45.26	\$45.78	\$46.31	\$46.84	\$47.36
15	\$34.27	\$35.24	\$36.22	\$37.20	\$38.18	\$39.16	\$39.65	\$40.14	\$40.63	\$41.12	\$41.61	\$42.10	\$42.59	\$43.08	\$43.57	\$44.06
14	\$31.88	\$32.79	\$33.70	\$34.61	\$35.52	\$36.43	\$36.89	\$37.34	\$37.80	\$38.25	\$38.71	\$39.16	\$39.62	\$40.07	\$40.53	\$40.98
13	\$29.65	\$30.50	\$31.35	\$32.20	\$33.04	\$33.89	\$34.31	\$34.74	\$35.16	\$35.58	\$36.01	\$36.43	\$36.86	\$37.28	\$37.70	\$38.13
12	\$27.59	\$28.38	\$29.17	\$29.95	\$30.74	\$31.53	\$31.92	\$32.32	\$32.71	\$33.11	\$33.50	\$33.89	\$34.29	\$34.68	\$35.08	\$35.47
11	\$25.66	\$26.40	\$27.13	\$27.86	\$28.60	\$29.33	\$29.70	\$30.06	\$30.43	\$30.80	\$31.16	\$31.53	\$31.90	\$32.26	\$32.63	\$33.00
10	\$23.87	\$24.55	\$25.23	\$25.92	\$26.60	\$27.28	\$27.62	\$27.96	\$28.30	\$28.64	\$28.99	\$29.33	\$29.67	\$30.01	\$30.35	\$30.69
9	\$22.21	\$22.84	\$23.48	\$24.11	\$24.75	\$25.38	\$25.70	\$26.01	\$26.33	\$26.65	\$26.97	\$27.28	\$27.60	\$27.92	\$28.24	\$28.55
8	\$20.66	\$21.25	\$21.84	\$22.43	\$23.02	\$23.61	\$23.91	\$24.20	\$24.50	\$24.79	\$25.09	\$25.38	\$25.68	\$25.97	\$26.27	\$26.56
7	\$19.22	\$19.76	\$20.31	\$20.86	\$21.41	\$21.96	\$22.23	\$22.51	\$22.78	\$23.06	\$23.33	\$23.61	\$23.88	\$24.16	\$24.43	\$24.71
6	\$17.88	\$18.39	\$18.90	\$19.41	\$19.92	\$20.43	\$20.69	\$20.94	\$21.20	\$21.45	\$21.71	\$21.96	\$22.22	\$22.47	\$22.73	\$22.98
5	\$16.63	\$17.10	\$17.58	\$18.05	\$18.53	\$19.00	\$19.24	\$19.48	\$19.71	\$19.95	\$20.19	\$20.43	\$20.66	\$20.90	\$21.14	\$21.38
4	\$15.46	\$15.90	\$16.34	\$16.79	\$17.23	\$17.67	\$17.89	\$18.11	\$18.33	\$18.55	\$18.77	\$19.00	\$19.22	\$19.44	\$19.66	\$19.88
3	\$14.39	\$14.80	\$15.21	\$15.62	\$16.03	\$16.44	\$16.65	\$16.85	\$17.06	\$17.26	\$17.47	\$17.67	\$17.88	\$18.08	\$18.29	\$18.50
2	\$13.38	\$13.76	\$14.14	\$14.53	\$14.91	\$15.29	\$15.48	\$15.67	\$15.86	\$16.05	\$16.25	\$16.44	\$16.63	\$16.82	\$17.01	\$17.20
1	\$12.44	\$12.80	\$13.15	\$13.51	\$13.86	\$14.22	\$14.40	\$14.58	\$14.75	\$14.93	\$15.11	\$15.29	\$15.46	\$15.64	\$15.82	\$16.00